

NEW ZEALAND (EXCEPT NORTHERN INDUSTRIAL DISTRICT)  
**RETAIL-SHOP ASSISTANTS.—AMENDMENT OF AWARD**

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and the Economic Stabilization Emergency Regulations 1942; and in the matter of an application for amendment of the New Zealand (except Northern Industrial District) Retail-shop Assistants' award, dated the 31st day of August, 1942, and recorded in 42 Book of Awards 865.

IN pursuance and exercise of the powers vested in it by the Economic Stabilization Emergency Regulations 1942, and upon application made by a party to the New Zealand (except Northern Industrial District) Retail-shop Assistants' award, dated the 31st day of August, 1942, and recorded in 42 Book of Awards 865, this Court doth hereby order as follows:—

1. That the said award shall be amended—

(i) By deleting clauses 4 and 5, and substituting therefor the following clauses:—

*“ Wages*

“ 4. (a) The minimum rates of wages payable to shop-assistants shall be:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ Under 15 years of age—						
“ First six months .. ..	1	1	0	1	1	0
“ Second six months .. ..	1	5	0	1	5	0
“ Third six months .. ..	1	10	0	1	10	0
“ Fourth six months .. ..	1	15	6	1	14	6
“ Fifth six months .. ..	2	1	0	1	19	0
“ Sixth six months .. ..	2	6	6	2	3	6
“ 17 years of age and under 18 years ..	2	12	6	2	8	6
“ 18 years of age and under 19 years ..	3	0	0	2	11	6
“ 19 years of age and under 20 years ..	3	10	0	2	17	0
“ 20 years of age and under 21 years ..	4	0	0	3	1	0
“ 21 years of age and under 22 years ..	4	13	0	3	5	6
“ 22 years of age and under 23 years ..	5	6	0	3	11	0
“ 23 years of age and over .. ..	6	1	0	3	18	6

“(b) Where the junior assistant enters or has entered on the duties of a shop-assistant without previous experience between the ages of fifteen and sixteen years:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ During the first six months’ experience	1	1	0	1	1	0
“ During the second six months’ experience .. .. .	1	5	0	1	5	0
“ During the third six months’ experience	1	10	0	1	10	0
“ During the fourth six months’ experience .. .. .	1	15	6	1	14	6
“ During the fifth six months’ experience	2	2	0	1	19	0
“ During the sixth six months’ experience	2	9	0	2	3	6
“ And thereafter according to sub-clause (a).						

“(c) Where the junior assistant enters or has entered on the duties of a shop-assistant without previous experience between the ages of sixteen and seventeen years:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ During the first six months’ experience	1	6	0	1	4	0
“ During the second six months’ experience .. .. .	1	10	6	1	8	6
“ During the third six months’ experience	1	16	0	1	13	0
“ During the fourth six months’ experience .. .. .	2	1	6	1	17	6
“ During the fifth six months’ experience	2	9	0	2	2	6
“ During the sixth six months’ experience	2	17	6	2	7	6
“ And thereafter according to sub-clause (a).						

“(d) Where the junior assistant enters or has entered on the duties of a shop-assistant without previous experience between the ages of seventeen and eighteen years:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ During the first six months’ experience	1	10	6	1	6	6
“ During the second six months’ experience .. .. .	1	16	0	1	11	0
“ During the third six months’ experience	2	4	0	1	15	6
“ During the fourth six months’ experience .. .. .	2	11	6	2	0	6

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
" During the fifth six months' experience	3	0	0	2	5	6
" During the sixth six months' experience	3	11	0	2	11	6
" And thereafter according to sub-clause (a).						

"(e) Where the junior assistant enters or has entered on the duties of a shop-assistant without previous experience between the ages of eighteen and nineteen years:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
" During the first six months' experience	2	4	0	1	11	0
" During the second six months' experience .. .. .	2	11	6	1	16	6
" During the third six months' experience	3	0	0	2	2	6
" During the fourth six months' experience .. .. .	3	7	6	2	7	6
" And thereafter according to sub-clause (a).						

"(f) Where the junior assistant enters or has entered on the duties of a shop-assistant without previous experience between the ages of nineteen and twenty-one years:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
" During the first six months' experience	2	12	6	1	16	6
" During the second six months' experience .. .. .	3	0	0	2	2	6
" During the third six months' experience	3	7	6	2	7	6
" During the fourth six months' experience .. .. .	4	0	0	2	15	0

"(g) The minimum rates of wages payable to branch managers, branch manageresses, and workers in charge of shops shall be:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
" Where no assistants or up to two other assistants are employed .. .. .	6	8	6	4	13	6
" Where three or up to five other assistants are employed .. .. .	6	16	0	5	3	6
" Where six or more other assistants are employed .. .. .	7	1	0	5	13	6
" Casuals shall not be included in the above computation.						

“(h) The minimum rates of wages payable to departmental managers and departmental manageresses shall be:—

	Per Week.		
	£	s.	d.
“ Departmental managers .. ..	6	11	0
“ Departmental manageresses .. ..	4	11	0

“(i) The minimum rates of wages payable to the following classes of workers shall follow subclauses (a) to (f) of this clause until the age of twenty-three years is reached, and thereafter shall be as follows:—

	Per Week.		
	£	s.	d.
“ Window-dresser .. ..	6	11	0
“ Display artist .. ..	6	11	0
“ Ticket-writer .. ..	6	3	6
“ Scenic artist .. ..	6	3	6
“ Commercial artist .. ..	6	3	6
“ Advertising-writer or copy-writer ..	6	6	0
“ Window-dresser (female) working from a plan or photograph ..	4	11	0
“ Ticket-writer (female) writing one- stroke price-tickets .. ..	4	6	0

“ A worker who is not wholly or substantially employed at work covered by this subclause and whose ordinary wage is less than that prescribed herein shall, for the hours during which the worker is employed at work covered by this subclause, be paid the difference between his or her ordinary wage and that prescribed in this subclause for the work performed.

“ *Storemen, Packers, Porters, Lift Attendants, Cleaners,  
and Watchmen*

“ 5. (a) Storemen, packers, and porters shall be paid not less than the following rates of wages:—

	Per Week.		
	£	s.	d.
“ Under 16 years of age .. ..	1	5	0
“ 16 to 16½ years of age .. ..	1	10	0
“ 16½ to 17 years of age .. ..	1	15	0
“ 17 to 17½ years of age .. ..	2	1	0
“ 17½ to 18 years of age .. ..	2	6	0
“ 18 to 19 years of age .. ..	2	15	0
“ 19 to 20 years of age .. ..	3	6	0
“ 20 to 21 years of age .. ..	4	0	0
“ Thereafter .. ..	5	11	0

"*Head Storeman.*—'Head storeman' is a storeman in charge of other workers. If in charge of two or more workers other than casuals and up to five such workers he shall be paid 10s. per week extra. If in charge of over five such workers he shall be paid £1 per week extra.

"This award shall not apply to storemen and packers covered by any Wholesale Merchants' Storemen and Packers' award.

"(b) Lift attendants employed exclusively on a lift, £5 1s. per week.

"Any female lift attendant employed on the coming into operation of this award may continue her present employment so long as she is paid not less than £3 8s. 6d. per week.

"(c) Female cleaners may be employed at the following rates: £3 6s. per week, or if employed by the hour, 2s. 0½d. per hour.

"(d) *Watchmen.*—Watchmen shall be paid not less than £5 11s. per week. Watchmen regularly employed as such shall work, if required, six watches per week and they shall receive an annual holiday of two weeks on full pay for each complete twelve months' service. The times within which they shall work shall not be governed by clause 3 hereof and their hours shall be forty-four per week. Overtime shall be paid on the weekly hours worked in excess of forty-four. The provisions of clause 17, except subclause (f) thereof, shall not apply to watchmen.

"(e) Parcel-boys shall be paid not less than the minimum rates of wages prescribed by the Shops and Offices Act and its amendments until reaching the age of seventeen years, and thereafter in accordance with subclause (a) hereof."

(ii) By deleting the amount of "1s. 6d." in subclause (a) of clause 7 (Overtime), and substituting therefor the amount of "1s. 9½d."

(iii) By deleting clause 14, and substituting therefor the following clause:—

*"Notice of Overtime and Tea-money"*

"14. (a) Notice shall be given prior to noon on the same day to any worker required to work overtime, and such worker shall be paid 2s. tea-money.

"(b) Under exceptional circumstances a shorter notice may be given by mutual arrangement between the worker and the employer concerned provided that 2s. 6d. tea-money is paid.

"(c) The provisions of clause 6 of this award increasing rates of remuneration shall not apply to the meal-money payments provided for in this clause."

(iv) By deleting the amount of "7s. 6d." in subclause (c) of clause 18 (Travelling-time), and substituting therefor the amount of "9s."

2. That this order shall be deemed to have come into force on the 1st day of April, 1945.

Dated this 13th day of June, 1945.

[L.S.]

A. TYNDALL, Judge.

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DISSENTING OPINION OF MR. MONTEITH

This does not preserve and restore the position of these workers in relation to the majority of workers in New Zealand, but has the effect of making a new classification for weekly workers under some awards (this is one) and leaves these workers in a lower relative position in the wage structure than they occupied before. They should have received an additional 1s. 10d. to preserve their relative position; in fact, they have not been restored to the proper position in the wage structure.

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