

AUCKLAND (TEN-MILE RADIUS) LOCAL BODIES' LABOURERS.
—AWARD.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; and in the matter of an industrial dispute between the Auckland and Suburban Local Bodies' Labourers and Related Trades' Industrial Union of Workers (hereinafter called "the union") and the undermentioned Boards and Councils (hereinafter called "the employers") :—

Auckland City Council, Auckland.

Auckland and Suburban Drainage Board, Auckland.

Auckland Harbour Board (and Branches), Quay Street, Auckland.

Birkenhead Borough Council, Birkenhead, Auckland.

Cornwell Park Trust, Auckland.

Devonport Borough Council, Devonport, Auckland.

Ellerslie Borough Council, Ellerslie, Auckland.

Glen Eden Town Board, Glen Eden, Auckland.

Henderson Town Board, Henderson, Auckland.

Howick Town Board, Howick, Auckland.

Mount Albert Borough Council, Mount Albert, Auckland.

Mount Eden Borough Council, Mount Eden, Auckland.

Mount Roskill Road Board, Mount Roskill, Auckland.

Mount Wellington Road Board, Mount Wellington, Auckland.

Mangere Domain Board, Mangere, Auckland.

New Lynn Borough Council, New Lynn, Auckland.

Northcote Borough Council, Northcote, Auckland.
 Onehunga Borough Council, Onehunga, Auckland.
 One Tree Hill Borough Council, Epsom, Auckland.
 One Tree Hill Domain Board, Auckland.
 Otahuhu Borough Council, Otahuhu, Auckland.
 Panmure Road Board, Panmure, Auckland.
 St. John College Trust Board (Purewa Cemetery), Auckland.
 Takapuna Borough Council, Takapuna, Auckland.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award:—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect on the 1st day of April, 1945, and shall continue in force until the 1st day of April, 1947, and thereafter as provided by subsection (1) (d) of section 89, of the Industrial Conciliation and Arbitration Act, 1925.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 29th day of March, 1945.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Persons to whom Award applies

1. This award shall apply to all workers performing work covered by this award and employed by the local bodies parties thereto.

Definitions

2. (a) "Ganger" shall mean a worker who controls six or more workers, and gives directions or instructions.

(b) "Leading hand" shall mean a worker who is placed in charge of a group of up to five workers and who gives directions or instructions.

(c) "Propagator" or "gardener" shall mean a worker who has served five years' apprenticeship as a propagator or gardener or who has been paid as a propagator or gardener by a Council or a Board on or before the date of coming into force of this award, or any man who is certified by any competent authority to be a propagator or gardener.

Hours of Work

3. (a) Except as otherwise provided, the ordinary hours of work shall not exceed forty per week, of which not more than eight hours shall be worked on each of five days of the week, Monday to Friday inclusive, between the hours of 7.30 a.m. and 5 p.m.

(b) The interval for meals shall be a matter of mutual arrangement between the employers and the workers, provided that no worker works more than five hours without an interval for a meal.

(c) The ordinary hours of work of green-keepers, glasshouse keepers, zoological-park keepers, gate attendants, motor-camp attendants, and caretakers of parks and reserves shall not exceed forty per week or eight per day, to be worked on any five of the seven days of the week between the hours of 7.30 a.m. and 5 p.m.: Provided that the days off duty each week shall be consecutive and so arranged that the workers shall have two week-ends off in each four weeks. Workers under this subclause shall be entitled to payments prescribed by clause 12 (c) for work done on holidays but shall not be entitled to extra payments under clause 6 (b) for work done on Sundays.

(d) The ordinary hours of work for bath attendants, convenience attendants, drainage pumping-station attendants, night-watchmen, refuse-destroyer shiftmen, and workers engaged on tidal work shall not exceed forty per week or eight per day: Provided that the employer shall so arrange

the work that time off shall run consecutively and that convenience attendants shall have one week-end off in each three weeks and other workers covered by this subclause two week-ends off in each four weeks. Workers under this subclause shall be entitled to payments prescribed by clause 12 (c) for work done on holidays, but shall not be entitled to extra payments under clause 6 (b) for work done on Sundays.

(e) Men engaged on street-cleaning, collection, and disposal of refuse in the city business area and Orakei sewerage-workers may work without payment of overtime on Saturdays between the hours of 7.30 a.m. and 12 noon: Provided that they do not work more than forty hours in any one week.

(f) The ordinary hours of work of grave-diggers shall not exceed forty per week, to be worked on five and a half days of the week, from Monday to Saturday noon inclusive.

If a grave-digger is required to stand by on a Saturday morning, he shall report at the cemetery, and he shall be paid for the time so standing by, with a minimum payment of two hours.

(g) *Drainage Board, Orakei Works.*—The shift-workers employed at the Orakei works shall be exempt from the provisions of clauses 3, 4, 6, 9, 12, and 13 hereof: Provided that they are paid a minimum wage of £6 per week, are allowed one Sunday off duty in each fortnight, and twenty-one consecutive days' holiday on full pay at the end of each twelve months' continuous service.

(h) Where it is necessary to work shifts each shift shall not exceed eight hours in every twenty-four hours, inclusive of one half-hour for meals, and all the time worked beyond eight hours shall be paid for at overtime rates: Provided that when shifts are not worked on three consecutive days, overtime shall be paid. Where shifts are worked, all shifts worked on afternoon or night shift shall be paid for at 1s. 6d. per shift extra.

(i) The hours and conditions relating to waterworks-dam caretakers, rangers, and valve attendants employed by the Auckland City Council shall be mutually arranged between the City Engineer and the union.

Wages

4. The following minimum rates of wages shall be paid to men employed in the following branches of work:—

(a) General labourers, pick and shovel work, general concrete work, sewer-work, laying and cleaning drains, sweeping and cleaning streets, cutting grass, gardening labourers,

emptying cess-pits, road and path formation and night-watchmen, bath attendants (male), camp attendant (motor camp), tipmen, and other workers not otherwise specified, 2s. 8½d. per hour.

(b) Quarrymen, scoria-pit men, premix, tar, tar-oil, and bitumen workers, hammer and drill work, rock-workers in trenches, scything grass, gate-keepers, crematorium attendant, blue-metal and scoria spreaders (2 in. or more), hydrant-men, hand-packers, grave-diggers, flame-blowers, tidal workers, steel fabricators, crusher-feeders, and men stone-facing on sea walls, 2s. 9½d. per hour.

(c) Leading hands, concrete screeders and finishers, men using vibrators when subject to vibration, men in charge of machine-driven concrete-mixer, cement-feeders to machines, wall-builders, kerb-setters, sewer-patrol men, caulkers, jointers and water-service men, assistant turncocks, workers employed clearing or repairing blocked or defective sewers or foul drains, septic tank cleaners, 2s. 10½d. per hour.

(d) Gangers, machine-drill men (all classes), shot-firers, scaffold-erectors, motor attendant at Mount Eden Quarry, turncock, drain and water-pipe layers (excepting field tiles), green-keepers, glasshouse attendants, propagators, gardeners, zoo-park keepers, caretakers of parks and reserves (other than the caretakers of the Auckland Domain and Victoria Park), excavators in sumps, shafts, or tunnels as defined in clause 7 (a), bath attendants who take money, quarrymen who are required to have a certificate under the Stone Quarries Act, 2s. 11½d. per hour.

(e) Destructor Employees: Receivers, 2s. 10½d. per hour; firemen and chargers, 2s. 11½d. per hour; leading hands, 3s. 1d. per hour; refuse-lifters, 2s. 10½d. per hour; household and similar refuse tipman, 2s. 10½d. per hour. Convenience attendants (male), £4 18s. 4d. per week; weighbridge attendant, £4 18s. 4d. per week; convenience attendants (female), £4 per week; bath attendants (female), £4 per week.

(f) Nightsoil removers, 24s. per night of eight hours.

(g) The employer may make a rateable deduction from the weekly wages prescribed for any time lost by the workers through sickness, accident, or default.

(h) No worker in receipt of a higher rate of pay shall have his wages reduced because of the coming into force of this award.

*General Orders under Rates of Wages Emergency Regulations
1940*

5. The two general orders made under the Rates of Wages Emergency Regulations 1940, and dated the 9th August, 1940, and the 31st March, 1942, respectively, shall be deemed to be incorporated in this award, and shall have effect according to their tenor.

Overtime and Special Payments

6. (a) Except where otherwise provided, all time worked beyond the hours hereinbefore mentioned shall be considered overtime and shall be paid for at the following rates: Time and a half for the first four hours, and thereafter double time.

(b) Except where otherwise provided, work performed on Sundays shall be paid for at double ordinary rates.

(c) Overtime for men employed as lamplighters shall be paid for at the rate of time and a half.

(d) Where a worker is employed in quarries or scoria-pits or elsewhere and is authorized to collect money in addition to performing his ordinary work, he shall be paid 2s. per week extra, provided he collects £4 a week or over.

(e) Where any worker turns out and reports on the job on a wet day and stands by for more than half an hour, and does not subsequently work on that day, he shall receive two hours' pay.

(f) The unloading and stacking of alum at the filtration plants shall be paid for at the rate of 3d. per hour extra.

(g) Any man called out for special work such as wash-outs, urgent road repairs, blow-outs in the water services and/or work of a similar nature, and who performs the work outside ordinary working-hours, shall be paid at the rate of double time for the first hour and thereafter ordinary overtime rates, with a minimum payment of 2s. 6d.

(h) Grave-diggers shall be paid 3d. per hour extra when re-opening graves within twelve months of original burial.

(i) Gum boots shall, where necessary, be supplied by the employer when a worker is working in water, slush, or wet concrete over 2 in. in depth; and while working in such a place the worker shall be paid 1d. per hour in addition to his ordinary rate.

Tunnels, Shafts, Sumps, &c.

7. (a) Where men are employed in tunnels, shafts, or sumps the shift shall not exceed eight hours, and this period shall include half an hour crib-time: Provided that this shall

not apply where a drive or tunnel is less than 20 ft. in length, and in shafts or sumps less than 15 ft. below the surface, measured bank to bank.

(b) The provisions of the Scaffolding and Excavation Act, 1922, and its regulations shall apply to all scaffolding and excavation work carried out under this award.

(c) Where the conditions are wet and muddy and men are required to work, they shall be provided with gum boots and short waterproof coats if available.

(d) Men employed in sinking shafts, sumps, pier-holes, or working in trenches, watercourses, or creeks over 6 ft. in depth shall be paid the following extra payments:—

Over 6 ft. and up to and inclusive of 12 ft., 1d. per hour extra.

Over 12 ft., 2d. per hour extra.

Provision for Grave-diggers

8. Where graves are being excavated in wet weather, suitable tent flies or coverings shall be provided, and gum boots when re-opening bad graves, and suitable waterproof coats when attending funerals in wet weather.

Suburban Work and Travelling-time

9. (a) Where work to be performed is situated at a greater distance than one and a half miles by the nearest means of access for pedestrians from the employer's depot, or any other point upon which the parties may mutually agree, the workers shall proceed or be conveyed to and from such work at the expense of the employer (as the employer shall determine). Each depot or starting-point shall be defined within one month from the date of the award.

(b) Time reasonably occupied by the workers in travelling or time occupied in conveying the workers to and from such work beyond the one and a half miles from the point agreed upon or the worker's home, whichever is the less, shall be allowed and paid for by the employer.

(c) No worker residing less than one and a half miles from the place where the work is to be performed shall be entitled to the allowance mentioned in this clause, nor any worker who is substantially employed in any one locality.

(d) Should any worker be engaged at one depot and then be transferred to another, the travelling-time and fares shall be paid for until he has been at the new depot for one month.

(e) Men employed by the Waterworks Department of the Auckland City Council or on special jobs, who are required to work outside the city boundary shall be conveyed by the

waterworks transport to and from such work free of charge, and the time of starting shall be from the Valve House, Karangahape Road, or depot, not earlier than 7 a.m., and the men shall be returned to the same point not later than 4.30 p.m.

(f) The measuring-point for mobile gangs employed by the Auckland City Council shall be either the top of Symonds Street and Khyber Pass Road or the Ponsonby Reservoir.

Country Work

10. If a local body finds that it is necessary to employ workers on country work, the conditions to apply shall be negotiated between the representatives of the union and the local body concerned, and failing agreement, shall be referred to a Disputes Committee.

Piecework

11. Piecework by labourers is prohibited.

Holidays

12. (a) The recognized holidays shall be New Year's Day, 2nd January, 29th January, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day. The employer shall pay wages for the aforementioned holidays to all workers performing work coming within the scope of this award.

(b) In the event of a holiday, except Anzac Day, falling on a Sunday, such holiday shall be observed on the succeeding Monday, and in the event of another holiday falling on a Monday, such other holiday shall be observed on the succeeding Tuesday. Provided that if Monday and Tuesday are both observed as holidays, then by mutual agreement between the employer and worker any other day may be substituted for the 2nd January or for any other Tuesday which is to be observed as a holiday.

(c) Except as otherwise provided in this award, all workers who qualify for the above-mentioned holidays and work on any of the days mentioned shall be paid double ordinary rates in addition to their holiday pay.

Annual Holidays

13. Annual holidays shall be allowed in accordance with the provisions of the Annual Holidays Act, 1944.

Higher-grade Workers

14. Any worker put to do work of a higher grade shall receive the wages of such grade while so employed, but the minimum payment at the higher rate shall be for two hours.

Tools and Accessories

15. (a) All tools shall be provided and kept in good order by the employer.

(b) Hydrant-men shall be supplied with gum boots, overalls, and hand protectors; street washers with boots and rainproof oilskins; and drainers in wet places with gum boots and skin-backs.

(c) Jointers required to joint up pipes with cement or lime mortar or any other deleterious substance causing injury to the hands shall be supplied with suitable gloves.

(d) The present practice of each local body in respect of supplying workers with oilskins, gum boots, rubber gloves, &c., shall continue during the currency of this award.

Wet Places

16. (a) Six hours shall constitute a day's work in tunnelling-work where workers are working in wet places or foul air, and shall be paid for as if the workers had worked eight hours.

(b) A "wet place" shall be deemed to be a place where workers are required to work in water or slush over 3 in. in depth or in wet concrete or where water other than rain is dripping on them.

Ventilation

17. In all drives and tunnels, where necessary, adequate provision shall be made whereby workers at the face shall be supplied with fresh air equivalent to 30 cubic feet per man per minute.

Tar or Bitumen Workers

18. (a) When engaged on work with premiss, bitumen, tar, creosote, or similar substances, a worker shall be supplied with gloves, boots, overalls, oil, and goggles.

(b) Where it is necessary for a worker to commence tarring, and, through some unavoidable circumstances occurring on the part of the employer, he is stopped doing such tarring, he shall be paid tar-workers' rates for that day.

(c) Workers shall be allowed not less than ten minutes for washing and changing each day.

Quarry Workers

19. (a) Water shall be laid on for use of popper-drills, and fans or water-sprinklers shall be provided over the jaws of the crushing-machines if considered necessary by the Inspector of Quarries.

(b) Machine-drill men shall be allowed not less than ten minutes for washing, cleaning, and changing their clothes each day, and shall be provided with leather aprons.

(c) No men shall be employed shovelling back in any hopper while the crushing-machine is in operation.

Sewer-workers

20. (a) Workers employed cleaning silt from sewers shall be supplied with gum boots and overalls.

(b) Repairers of old sewers and branch connections shall, where necessary, be supplied with liquid disinfectant, gum boots, and overalls.

(c) Before work on an old sewer is commenced, it must first receive adequate ventilation and disinfection where necessary.

(d) Seven hours shall constitute a day's work where workers are employed in cleaning the interiors of the main sewer, branch sewers, storage tanks, and silt-chambers, and shall be paid for as if the workers had worked eight hours.

Dirty Work

21. (a) Where the conditions of work are more injurious to health or clothing than those conditions in which the worker is usually engaged upon, then the worker so employed shall be paid 3d. per hour extra for the time he is actually engaged at such work, with a minimum payment of 1s. per day.

(b) What is to be determined as dirty work shall be a matter of mutual agreement between the employer and the worker, or a representative of the union, and should they be unable to agree the matter shall be referred to the local Inspector of Awards, whose decision shall be final; but such reference shall not involve the stoppage of work.

(c) This clause shall not apply where a special rate of wages has been provided for special classes of work.

Accommodation

22. Each employer shall provide accommodation to the satisfaction of the Inspector of Factories to enable workers to change and dry their clothes and have their meals. Such accommodation shall be for the use of all workers on the job.

No lime, cement, or tools shall be stored in the change-house. The employer shall also provide proper sanitary accommodation, which must be placed at a reasonable distance from the change-house, and make provision for boiling water for meals. Change-houses to be thoroughly cleaned and disinfected at least once a week. At the destructor or such other similar places where the work is of a permanent character, baths or shower baths, with hot and cold water and soap, shall be provided.

Accidents

23. (a) A fully equipped modern first-aid emergency kit or case, provided by the employing authority, shall, to the satisfaction of the Inspector of Awards, be kept in a convenient and accessible position on each job where men are employed, and instruments, appliances, and stocks of or for such kits or case shall be kept clean, efficient, and replenished to the like satisfaction.

(b) Whenever possible, a man with a knowledge of first-aid shall be included in each gang employed.

(c) Any worker injured whilst employed shall, as soon as possible after such injury, report the nature, cause, circumstances, and time of such injury to the person in charge of the job, who shall note the name of such employee, the nature, cause, circumstances, and time of the said injury, and the nature of first-aid rendered, if any, and shall duly report all the said matters to the employing authority.

(d) If in the opinion of the person in charge of a job, or, failing such person, the workmate or workmates of any injured worker, such worker requires medical attention, or, failing that, the attention of a chemist, or that conveyance of such worker for the purpose of such attention is necessary, the reasonable cost of such attendance and conveyance shall be borne by the employing authority.

Meal-money

24. (a) Where any worker is called upon to work in excess of two hours after the ordinary times for ceasing work, such worker shall receive 2s. meal-money, unless he has been notified on the previous day that he would be required to work overtime.

(b) When workers are required to work under tidal conditions continuously without a meal, then such workers shall be paid double rates for the period usually observed as "dinner-time."

(c) When any shift-worker is employed at the request of the employer on an extra shift in any department within the scope of this award, 2s. tea-money shall be allowed.

Morning Tea

25. Except in the case of workers employed by the Auckland Harbour Board, an interval of not more than ten minutes shall be allowed for morning tea. In the case of workers employed by the Auckland Harbour Board, present practices in regard to an interval for morning tea shall be continued.

Payment of Wages

26. (a) Wages shall be paid weekly in cash and during working-hours, except in cases approved of.

(b) In the case of dismissal, workers shall be paid within half an hour of the termination of employment, and if detained longer than the time mentioned they shall be paid such extra time as they are detained.

Workers' Representative

27. Every employer bound by this award shall permit the secretary or other authorized officer of the union of workers to enter at all reasonable times (to be mutually arranged between the employer and the union) upon the premises or works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

General Provisions

28. (a) Workers in destructor departments shall be supplied with soap and sweat rags. Refuse-lifters shall be supplied with oilskins and aprons as required, and men using same shall be held responsible for loss or damage due to wilful destruction or neglect. Before a second or subsequent issue is made the previous issue shall be produced. Sewer patrol men shall be supplied with oilskins on the same conditions as above stated.

(b) Latrines, where attendants are stationed, except as arranged between the engineer and the union, shall be supplied with an ante-room with a wash-basin, electric light, and heater.

(c) Latrine attendants shall be supplied with a uniform and with overalls for cleaning.

(d) Rubber gloves and disinfectant shall be available at the Zoo for use when necessary in handling dead animals.

(e) Refuse-containers shall not exceed the by-law requirements, and the height of the loading sides of trucks shall be not more than 5 ft. 9 in.

(f) Sweepers on the streets and day men called out who are required to work on statutory holidays and Sundays shall receive a minimum of two hours' pay.

Matters not provided for

29. Any dispute in connection with any matter not provided for in this award shall be settled between the employer and the union, or such other person as may be appointed to act, and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner for the district, who may either decide same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Conciliation Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after the decision shall have been communicated to the party desiring to appeal.

Exemptions

30. This award shall apply to the Auckland Harbour Board only in respect of casual workers who come within the scope of this award and who are paid by the hour.

Workers not provided for

31. Any worker not enumerated in this award shall be paid such rate of wages as may be agreed upon between the employer and the representative of the union.

Workers to be Members of Union

32. (a) Subject to the provisions of section 18 (5) of the Industrial Conciliation and Arbitration Amendment Act, 1936, it shall not be lawful for any employer bound by this award to employ or to continue to employ in any position or employment subject to this award any adult person who is not for the time being a member of an industrial union of workers bound by this award.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

Under-rate Workers

33. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the

application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such Inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine, and after the expiration of such period shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e) It shall be the duty of an employer, before employing a worker at such lower wages to examine the permit or agreement by which such wage is fixed.

Scope of Award

34. The operation of this award is limited to the area lying within the radius of ten miles from the chief post-office in the City of Auckland, but shall include all works performed outside the ten-mile radius by any of the parties covered by this award.

Application of Award

35. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every trade-union, industrial union, industrial association, or employer who, not being an original party hereto, is, when this award comes into force or at any time whilst this award is in force, connected with or engaged in the industry to which this award applies within that portion of the industrial district to which this award relates.

Term of Award

36. This award shall come into force on the 1st day of April, 1945; and shall continue in force until the 1st day of April, 1947.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 29th day of March, 1945.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The principal matters referred to and settled by the Court related to wages, hours of work for certain workers, shift-work, definition of leading hand, overtime and special payments, dirty work, payment of wages, and term of award.

The minimum hourly rates have been increased by 3½d. and the minimum weekly rates by 10s. These increases are founded upon the same grounds as the recent alterations to the Court's standard hourly wage rates for adult male workers set out in its pronouncement of 17th March, 1945 (recorded in 45 Book of Awards 75). The Court has also had regard to the requirements of the Economic Stabilization Emergency Regulations 1942.

Mr. Monteith is not altogether satisfied with subclauses (c) and (d) of clause 3, hours of work, but, to allow the award to be made, is not recording a formal dissent.

Mr. Prime is not in agreement, and his dissenting opinion follows.

A. TYNDALL, Judge.

DISSENTING OPINION OF MR. PRIME

The extra 1d. per hour awarded to local-body workers was, in my opinion, never well founded, and to-day there is less reason than ever for awarding it. Indeed, instead of restoring a proper relationship with, say, railway workers, the Court by this award has placed local-body workers in a privileged position. I am still very firmly of the opinion that I expressed in my dissenting memorandum in the 1939 award (39 Book of Awards 1646), and can see no good reason why these workers, who for the most part have permanent jobs, should be more favourably treated in regard to wages than similar workers who are employed by other than local bodies. Further, the local-body employee in most cases already enjoys certain privileges which are necessarily not available to others.