

AUCKLAND CITY COUNCIL **CLERICAL AND OTHER OFFICERS.**  
—AMENDMENT OF INDUSTRIAL AGREEMENT

In the Court of Arbitration of New Zealand, Northern 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 Auckland City Council Clerical and other Officers' industrial agreement, dated the 7th day of September, 1944, and recorded in 44 Book of Awards 1163.

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 Auckland City Council Clerical and other Officers' industrial agreement, dated the 7th day of September, 1944, and recorded in 44 Book of Awards 1163, this Court doth hereby order as follows:—

1. That the said industrial agreement shall be amended by deleting subclause (g) of clause 3 (Remuneration or Wages), and substituting therefor the following subclause:—

“(g) The following shall be the minimum salaries payable to all employees specified in the following grades:—

| “ Grade 1—             | Annual Salary. |    |    |
|------------------------|----------------|----|----|
|                        | £              | s. | d. |
| “ First year .. .. .   | 100            | 0  | 0  |
| “ Second year .. .. .  | 130            | 0  | 0  |
| “ Third year .. .. .   | 160            | 0  | 0  |
| “ Fourth year .. .. .  | 190            | 0  | 0  |
| “ Fifth year .. .. .   | 220            | 0  | 0  |
| “ Sixth year .. .. .   | 261            | 0  | 0  |
| “ Seventh year .. .. . | 291            | 0  | 0  |
| “ Eighth year .. .. .  | 316            | 0  | 0  |
| “ Ninth year .. .. .   | 326            | 0  | 0  |
| “ Tenth year .. .. .   | 338            | 0  | 0  |

“(a) The above salaries shall be payable to all male employees entering the Council's service holding the University Entrance Examination or the School Leaving Certificate and not classified under any other grade. In the event of a male employee entering the Council's service without holding the University Entrance Examination or the School Leaving Certificate and not classified in any other grade, the commencing salary shall be at the rate of £95 per annum and thereafter increases shall be in accordance with Grade 1. The salary for the second year being £100 per annum, then in accordance with subsequent increases above mentioned.

“(b) For the purpose of this agreement employees entering the service and holding the following qualifications shall receive the salary payable for the following number of years’ service as set out hereunder:—

|  |           |
|--|-----------|
| “ Assoc. Auckland University College or<br>Canterbury College School of Engineering  | } 3 years |
| “ Assoc. Otago School of Mining .. ..  |           |
| “ Member New Zealand Society of Accountants  |           |
| “ B.A., B.Sc., B.Com., LL.B., A.M.I.C.E., and<br>equivalent professional diplomas .. | 4 years.  |
| “ M.A., M.Sc., LL.M., M.Com. .. ..   | 5 years.  |
| “ B.E. .. ..   | 6 years.  |

“ Council may allow credit for any other qualification held by any employee, and such credit shall be as may be agreed upon between the Council and the union.

“(c) Any person employed by Council gaining any of the above qualifications during any year shall receive any increase to which he is entitled through gaining such qualification as from the 1st April next following the date on which such qualification is obtained.

“*Grade 2* (£246-£261-£276-£291-£306-£326)—

- “ Rat officer.
- “ Messenger (Town Hall).
- “ Messengers (Library).
- “ Attendants (Art Gallery) (male).
- “ Chainmen.
- “ Chauffeurs.
- “ Messengers and collector (Treasury).

“ Senior messenger at Library, senior attendant at Art Gallery, and messenger and collector (Treasury) to be paid an additional £15 per annum.

“*Grade 3* (£296-£306-£316-£338)—

- “ Traffic officers.
- “ Meter-readers.
- “ Waterworks Inspectors.
- “ Assistant sexton, Waikumete Cemetery.
- “ Dog ranger and poundkeeper.

“ Traffic officers after five years’ service to receive an extra £18 per annum, provided they have given satisfactory service and passed such suitable examination on traffic laws and traffic matters as may be agreed upon between the Council and the union.

“ Grade 4 (£351-£366)—

- “ Chief assistant, Library.
- “ Quarry foreman, Mount Eden Quarry.
- “ Assistant timekeeper, City Engineer’s Department.
- “ Clerks, Parks and Reserves Department.
- “ Second filtration officer.
- “ Stables foreman.
- “ Waterworks Inspectors, after two years on the maximum of Grade 3.
- “ Working farm supervisor.
- “ Hall-keeper, Town Hall.
- “ Senior Waterworks Inspector to receive an extra £20 per annum.

“ Grade 5 (£351-£366-£386)—

- “ Town-planning assistants.
- “ Engineering assistants.
- “ Architectural assistants.
- “ Survey assistants.
- “ Assistant checking officer.
- “ Clerks.
- “ Clerks and cashiers.
- “ Draughtsmen.
- “ Clerks and ledger-keepers.
- “ Water analysts.
- “ Sergeants, Traffic Department.
- “ Senior voucher clerk, City Engineer’s Department.
- “ The employees above mentioned shall proceed to this grade after twelve months’ service on the maximum of Grade 1, and provided they have a degree of a recognized University or have passed such examination or obtained such appropriate diploma as may be agreed upon between the Council and the union.

“ Grade 6 (£366-£391-£416)—

- “ District foremen.
- “ Sexton, Waikumete Cemetery.
- “ Termite Inspectors.
- “ Senior filtration officer.
- “ Foreman of works (Waterworks).
- “ Building Inspectors.
- “ Plumbing and Drainage Inspectors.
- “ Dangerous-goods Inspectors.

“Grade 6 (£366-£391-£416)—*continued*

“Sanitary Inspectors.

“Electrical foreman.

“Valuers’ assistants.

“Valuers’ assistants after five years’ membership of the New Zealand Institute of Valuers shall receive an extra £20 per annum.

“Grade 7 (£386-£411-£436-£446)—

“Senior Draughtsman, City Engineer’s Department.

“Licensed Surveyor.

“Senior Plumbing and Drainage Inspector.

“Rates Cashier, Treasury Department.

“Senior Pay Clerk.

“Baths Supervisor.

“Senior Sergeant, Traffic Department.

“Senior Clerk, Sanitary Department.

“Senior Clerk, Waterworks Department.

“Senior Clerk, Abattoir Department.

“Senior Clerk, City Valuer’s Department.

“Property Inspector.

“Garage Supervisors.

“Senior Termite Inspector.

“Building Inspectors, Plumbing and Drainage Inspectors, Dangerous-goods Inspectors, and Sanitary Inspectors shall proceed to this grade after seven years’ service on the maximum of Grade 6 or if they were placed on the maximum of Grade 6 on the 1st July, 1937. Licensed Surveyors after five years’ service shall receive an extra £20 per annum.

“Grade 8 (£411-£436-£451-£476)—

“Engineering assistants

“Town-planning assistants

“Architectural assistants

shall proceed to this grade after one year’s service on the maximum of Grade 5.

“Engineering assistants carrying out the following duties without supervision for a period of not less than two months—viz., the design and checking of reinforced concrete, structural steel, wood, masonry, and earth structures and the checking of structural plans of buildings for which a building permit is being sought, or the

“ Grade 8 (£411-£436-£451-£476)—*continued*

supervision of any outdoor construction works— shall be paid an extra £20 per annum in addition to the salary provided for them in their grade whilst so employed.

“ Sanitation Officer.

“ Stores Clerk, City Engineer’s Department.

“ Ledger-keeper, Loans and Miscellaneous Accounts.

“ Senior Timekeeper and Wages Clerk, City Engineer’s Department.

“ Chief Cashier, Treasury Department.

“ Senior Clerk, City Engineer’s Department.

“ Housing Inspector.

“ Grade 9 (£451-£476-£501)—

“ Workshops foreman.

“ Internal auditor.

“ Committee clerk.

“ Ledger-keeper, commercial accounts.

“ Valuers.

“ Grade 10—

|                |    |    |    | Annual Salary. |    |    |
|----------------|----|----|----|----------------|----|----|
|                |    |    |    | £              | s. | d. |
| “ First year   | .. | .. | .. | 95             | 0  | 0  |
| “ Second year  | .. | .. | .. | 115            | 0  | 0  |
| “ Third year   | .. | .. | .. | 135            | 0  | 0  |
| “ Fourth year  | .. | .. | .. | 155            | 0  | 0  |
| “ Fifth year   | .. | .. | .. | 170            | 0  | 0  |
| “ Sixth year   | .. | .. | .. | 201            | 0  | 0  |
| “ Seventh year | .. | .. | .. | 221            | 0  | 0  |
| “ Eighth year  | .. | .. | .. | 241            | 0  | 0  |
| “ Ninth year   | .. | .. | .. | 261            | 0  | 0  |

“(a) The salaries in this grade shall be payable to all female employees entering the Council’s service unless their duties are specified in any other grade.

“(b) No female employee entering the Council’s service after the commencement of this agreement as a typist or shorthand-typist shall proceed beyond the salary of £170 per annum unless she has obtained the Senior Government Examination in shorthand and typing.

“(c) Female typists or shorthand-typists on passing the Government Intermediate Examination shall be paid an additional £15 per annum.

"(d) No female entering the Council's service after the commencement of this agreement as a junior library assistant shall proceed beyond the salary of £170 per annum unless she has passed Parts 1 and 2 of the General Certificate of the New Zealand Library Association or other approved examination.

"(e) The above salaries shall be payable to library assistants provided that they hold the University Entrance Examination or School Leaving Certificate.

"(f) Female employees engaged on accounting and book-keeping machines, posting and analysis machines, and the addressograph operator shall be paid an additional £15 per annum, provided they pass a departmental test of efficiency to be approved between the Council and the union.

"(g) Junior library assistants working broken time shall be paid a meal allowance of 2s.

"Grade 11 (£236-£251-£271-£291-£306-£326)—

"Cataloguers, Library Department; Librarian, Municipal Reference Library; Branch Librarians, Epsom, Parnell, Grey Lynn, Point Chevalier, Grafton, Remuera, Tamaki, and Avondale.

"Children's Librarian.

"Sub-senior assistant librarians.

"None of the above employees shall proceed beyond the salary of £291 per annum unless she holds the Diploma of the New Zealand Library Association or other approved examination.

"Female clerks not otherwise specified in this agreement and after seven years' service.

"Senior Machinist and Instructor, City Treasurer's Department."

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

Dated this 19th day of July, 1945.

[L.S.]

A. TYNDALL, Judge.