

NORTHERN INDUSTRIAL DISTRICT **RETAIL-SHOP ASSISTANTS.**
—AMENDMENT OF AWARD

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 Northern Industrial District Retail-shop Assistants' award, dated the 22nd day of June, 1942, and recorded in 42 Book of Awards 546.

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 Northern Industrial District Retail-shop Assistants' award, dated the 22nd day of June, 1942, and recorded in 42 Book of Awards 546, this Court doth hereby order as follows:—

1. That the said award shall be amended—

(i) By deleting clause 3, and substituting therefor the following clause:—

“ Wages

“ 3. (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	2	6	1	2	6
“ Second six months	1	6	6	1	6	6
“ Third six months	1	11	6	1	11	6
“ Fourth six months	1	18	0	1	16	0
“ Fifth six months	2	4	6	2	0	6
“ Sixth six months	2	11	6	2	5	0
“ 17 years of age and under 18 years ..	2	17	6	2	10	6
“ 18 years of age and under 19 years ..	3	10	0	2	15	0
“ 19 years of age and under 20 years ..	4	0	0	3	2	6
“ 20 years of age and under 21 years ..	4	10	0	3	7	6
“ 21 years of age and under 22 years ..	5	3	0	3	13	0
“ 22 years of age and under 23 years ..	5	13	6	3	18	6
“ 23 years of age and over	6	6	0	4	1	0

“(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	2	6	1	2	6
“ During the second six months’ experience	1	6	6	1	6	6
“ During the third six months’ experience	1	11	6	1	11	6
“ During the fourth six months’ experience	1	18	0	1	16	0
“ During the fifth six months’ experience	2	4	6	2	0	6
“ During the sixth six months’ experience	2	11	6	2	5	0
“ And thereafter according to subclause (a).						

“(c) Where the junior 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	7	6	1	7	6
“ During the second six months’ experience	1	12	0	1	12	0
“ During the third six months’ experience	1	18	6	1	16	6
“ During the fourth six months’ experience	2	5	0	2	1	0
“ During the fifth six months’ experience	2	11	6	2	7	6
“ During the sixth six months’ experience	3	2	6	2	12	6
“ And thereafter according to subclause (a).						

“(d) Where the junior 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	12	0	1	12	0
“ During the second six months’ experience	1	18	6	1	16	6
“ During the third six months’ experience	2	5	0	2	1	0
“ During the fourth six months’ experience	2	11	6	2	6	0
“ During the fifth six months’ experience	3	3	0	2	12	6
“ During the sixth six months’ experience	3	13	6	2	18	6
“ And thereafter, according to subclause (a).						

“(e) Where the junior 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	13	6	1	14	6
“ During the second six months’ experience	3	2	0	2	2	3
“ During the third six months’ experience	3	11	3	2	10	6
“ During the fourth six months’ experience	4	0	0	2	17	9
“ And thereafter according to subclause (a).						

“(f) Where the junior 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	18	6	2	0	6
“ During the second six months’ experience	3	8	6	2	8	6
“ During the third six months’ experience	3	17	6	2	15	6
“ During the fourth six months’ experience	4	10	0	3	5	0
“ And thereafter according to subclause (a).						

“(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	13	6	4	16	0
“ Where three or up to five other assistants are employed	7	1	0	5	6	0
“ Where six or more other assistants are employed	7	6	0	5	16	0
“ 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	16	0
“ Departmental manageresses	4	13	6

“(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	16	0
“ Display artist			
“ Ticket-writer			
“ Scenic artist	6	8	6
“ Commercial artist			
“ Advertising-writer or copywriter	6	11	0
“ Window-dresser (female) working from a plan of photograph	4	13	6
“ Ticket-writer (female) writing one-stroke price-tickets	4	8	6

“ 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.”

(ii) By deleting subclause (a) of clause 4 (Storemen, Packers, and Porters), and substituting therefor the following subclause:—

“(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	12	6
“ 16½ to 17 years of age	1	17	6
“ 17 to 17½ years of age	2	3	6
“ 17½ to 18 years of age	2	8	6
“ 18 to 19 years of age	2	17	6
“ 19 to 20 years of age	3	11	0
“ 20 to 21 years of age	4	5	0
“ Thereafter	5	15	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.”

(iii) By deleting subclause (a) of clause 10 (Overtime), and substituting therefor the following subclause:—

“(a) All time worked in any one day outside or in excess of the ordinary hours prescribed in this award shall be paid for at the rate of time and a half for the first three hours and thereafter double time rates. Overtime shall be calculated on a daily basis. The minimum rate of payment shall be 1s. 9½d. per hour.”

(iv) By deleting clause 11, and substituting therefor the following clause:—

“ Notice of Overtime, and Tea-money

“ 11. (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 8 of this award increasing rates of remuneration shall not apply to the meal-money payments provided for in this clause.”

(v) By deleting subclause (c) of clause 16 (Travelling-time), and substituting therefor the following subclause:—

“(c) Any worker doing relieving work outside the town in which he or she is usually employed shall be paid first-class return fare by rail, boat, or service car while on such relief duty, and if such worker is unable to return to his usual place of abode at night the employer shall pay the worker such sum not exceeding 9s. per day as will provide him with equivalent accommodation, this amount to be reduced by the amount not payable at his usual place of abode.”

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.