

NORTHERN INDUSTRIAL DISTRICT **DRUG-WORKERS.**—
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 Drug-workers' award, dated the 27th day of April, 1944, and recorded in 44 Book of Awards 181.

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 Drug-workers' award, dated the 27th day of April, 1944, and recorded in 44 Book of Awards 181, this Court doth hereby order as follows:—

1. That the said award shall be amended—

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

“ Wages

“ 4. The minimum rates of pay for male workers over the age of twenty-one years shall be:—

	Per Week.		
	£	s.	d.
“ Working foreman in charge of a department in which three or more adult workers are employed ..	5	14	2
“ Foreman, registered chemist ..	5	19	2
“ Registered chemist ..	5	14	2
“ Unregistered chemist ..	5	9	2
“ Drug and tablet makers ..	5	6	8
“ All other workers ..	5	1	8”

(ii) By deleting subclause (a) of clause 5 (Wages: Youths), and substituting therefor the following subclause:—

“(a) Youths may be employed at the following rates of pay:—

	Per Week.		
	£	s.	d.
“ For the first six months	1	6	0
“ For the second six months	1	11	0
“ For the third six months	1	16	0
“ For the fourth six months	2	4	0
“ For the third year	2	12	6
“ For the fourth year	3	2	6
“ For the fifth year	3	15	0

“ And thereafter the rate for adult general hands.

“ Provided, however, that a worker twenty-one years of age or upwards shall be paid the rates as set out in clause 4 hereof.”

(iii) By deleting clause 6, and substituting therefor the following clause:—

“ *Wages: Female Workers*

“ 6. Female workers may be employed at the following minimum rates of pay:—

	Per Week.		
	£	s.	d.
“ For the first six months	1	2	6
“ For the second six months	1	6	6
“ For the third six months	1	10	6
“ For the fourth six months	1	15	6
“ For the fifth six months	2	0	0
“ For the sixth six months	2	5	0
“ For the fourth year	2	11	0
“ Thereafter	3	0	0

“ Provided that a worker of the age of twenty-one years or upwards shall receive not less than the basic wage for the time being prevailing.

“ Forewoman: There may be one working forewoman in each establishment, who shall be in charge of three or more adult workers and who shall be paid not less than £3 10s. per week.

“ Leading Hand: A leading hand shall mean any female under the supervision of a forewoman and in charge of other workers during the temporary absence from time to time of the forewoman. Leading hands shall be paid not less than £3 2s. 6d. per week.

(iv) By deleting clause 7, and substituting therefor the following clause:—

“Casual Workers .

“7. Workers employed for less than one week shall be deemed to be casuals and shall be paid at the following rates of pay:—

		Per Hour.	
		s.	d.
“ Adult males	2	9½
“ Adult females	1	8”

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

Dated this 6th day of September, 1945.

[L.S.]

A. TYNDALL, Judge.

DISSENTING OPINION OF MR. MONTEITH

I dissent from this decision.

The wages awarded to juniors, both male and female, are too low. No consideration has been given to the fact that in the case of all juniors an experience scale only is in operation; and to award wages which make it possible under the scale for a junior male of twenty to be paid £1 6s. a week, and a junior female of twenty to be paid 22s. 6d. a week, is, in my opinion, absurd.

When such scales are in operation as give the opportunity of cheap labour to employers, then the rates should be much higher to compensate the workers for the loss of benefit under an age scale.

The female adult rate, in my opinion, should be at least £3 4s. 9d. per week. This rate was agreed to by the employers in the amendment to the Otago and Southland Preserved Foods, Jam, and Starch Factory Employees' award, made on the 1st August, 1945. After adding the two bonuses and making taxation deductions, these adult women will have £2 17s. 3d. per week to live on; and, in view of the present prices, it is not sufficient.

Also, in the case of one of the lowest adult male rates, an increase of 6s. 8d. only has been awarded. Again I find myself unable to agree that £5 1s. 8d., which, plus bonuses and less taxation, gives the worker £4 17s. 10d. per week to live on, is sufficient.