

**NEW ZEALAND CLERICAL 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 New Zealand Clerical Workers' award, dated the 15th day of September, 1943, and recorded in 43 Book of Awards 441.

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 Clerical Workers' award, dated the 15th day of September, 1943, and recorded in 43 Book of Awards 441, 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 weekly rates of wages shall be as follows:—

*“MALES*

Age commencing Employment.	First Year.		Second Year.		Third Year.		Fourth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 16 .. ..	21/6	26/6	31/6	36/6	43/6	48/6	53/6	61/-
16 to 17 .. ..	26/6	31/6	36/6	43/6	48/6	53/6	61/-	71/-
17 to 18 .. ..	31/6	36/6	43/6	48/6	53/6	61/-	71/-	78/6
18 to 19 .. ..	41/-	46/-	51/-	58/6	66/-	73/6	88/-	
19 to 20 .. ..	48/6	56/-	66/-	76/-	84/6		88/-	
20 to 21 .. ..	63/6	73/6	84/6		88/6		93/-	
Thereafter .. ..	120/-		120/-		120/-		120/-	

  

Age commencing Employment.	Fifth Year.		Sixth Year.	Seventh Year.	Eighth Year.	Ninth Year.	Thereafter.
	First Half.	Second Half.					
Under 16 .. ..	71/-	78/6	88/-	97/-	106/-	115/-	120/-
16 to 17 .. ..	78/6	88/-	97/-	106/-	115/-	120/-	120/-
17 to 18 .. ..	88/-		97/-	106/-	115/-	120/-	120/-
18 to 19 .. ..	93/-		97/6	106/-	115/-	120/-	120/-
19 to 20 .. ..	93/-		97/6	106/-	115/-	120/-	120/-
20 to 21 .. ..	97/6		105/-	115/-	120/-	120/-	120/-
Thereafter .. ..	120/-		120/-	120/-	120/-	120/-	120/-

“ 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.

## “ FEMALES

Age commencing Employment.	First Year.		Second Year.		Third Year.		Fourth Year.
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	
Under 17 .. .. .	21/6	25/6	29/6	33/6	39/6	43/6	48/6
17 to 18 .. .. .	25/6	29/6	33/6	39/6	43/6	48/6	56/-
18 to 19 .. .. .	29/6	33/6	39/6	43/6	48/6	56/-	62/6
19 to 20 .. .. .	33/6	39/6	43/6	48/6	56/-	62/6	67/6
20 to 21 .. .. .	39/6	43/6	48/6	56/-	62/6	67/6	75/-
Thereafter .. .. .	75/-	75/-	75/-	75/-	75/-	75/-	75/-

  

Age commencing Employment.					Fifth Year.	Sixth Year.	Seventh Year.	Thereafter.
Under 17 .. .. .					56/-	62/6	67/6	75/-
17 to 18 .. .. .					62/6	67/6	75/-	75/-
18 to 19 .. .. .					67/6	75/-	75/-	75/-
19 to 20 .. .. .					75/-	75/-	75/-	75/-
20 to 21 .. .. .					75/-	75/-	75/-	75/-
Thereafter .. .. .					75/-	75/-	75/-	75/-

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

“ Females engaged on the following machines shall be paid not less than 5s. per week in addition to the above rates:—

“(a) Accounting and book-keeping machines, posting and analysis machines, if fitted with vertical and cross adding registers.

“(b) Calculating-machines used for calculating work other than adding and subtracting.

“(c) Invoicing-machines fitted with adding registers and where any part of the keyboard is electrically operated and controlled or fitted with vertical and cross adding registers.

“ The minimum wage payable to any clerical worker shall be determined by taking into account his age at commencing employment and his length of service.

“ ‘ Age at commencing employment ’ shall mean the age at which a worker is or was first employed at clerical work.

“ ‘Length of service’ shall mean the total period of actual employment at clerical work as nearly as can be ascertained. Any period of employment at other than clerical work and any period of unemployment shall be excluded from the computation.

“Length of service so computed shall be reckoned as having been continuous from the age of commencing employment as defined above.”

(ii) By deleting subclause (c) of clause 6 (Overtime), and substituting therefor the following subclause:—

“(c) Workers employed on overtime after 6 p.m. shall be allowed 2s. meal-money.

“The provisions of clause 5 of this award increasing rates of remuneration shall not apply to the meal-money payment provided for in this subclause.”

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

Dated this 24th day of May, 1945.

[L.S.]

A. TYNDALL, Judge.

#### MEMORANDUM

The above amendments are being made at the joint request of the authorized representatives of the employers and workers bound by the award. The application of the workers included requests for amendments to certain other rates of remuneration prescribed in the award. Consideration of these is held over until the Court has had the opportunity of hearing the parties, unless in the meantime agreement is reached between them.

Mr. Monteith wishes to add the following comment:—

“This amendment is made in response to the request of the parties that it be made in regard to the matters they have agreed upon, and they request that the rest of the application be heard, if not settled. I am agreeing to this procedure on the assurance that this Court’s view is that such procedure comes within the provisions of the regulations and will not legally bar the union from either making a new application or proceeding with the rest of its application, and on such later hearing for a further amendment to be made if necessary.”

A. TYNDALL, Judge.