

NEW ZEALAND SHIPPING COMPANIES' CLERICAL  
EMPLOYEES.—AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and the Economic Stabilization Emergency Regulations 1942; and in the matter of the New Zealand Shipping Companies' Clerical Employees' award, dated the 10th day of December, 1946, and recorded in 46 Book of Awards 2278.

IN pursuance and exercise of the powers vested in it by the Economic Stabilization Emergency Regulations 1942, and of every other power in that behalf thereunto enabling it, this Court, for the purpose of giving effect to the pronouncement made by it on the 15th day of August, 1947, doth hereby order as follows:—

1. That the said award shall be amended in the manner following:—

(1) By deleting clause 1 (Part I—General Clerical Staff), and substituting therefor the following clause:—

*“ Salaries*

“ 1. The following shall be the minimum rates of salaries which shall be paid by the employers to the officers of the clerical staff employed by them respectively, the same to commence on officers attaining their sixteenth birthday (women

being on date of employment), subject to provisions of the Shops and Offices Act. All office experience after the sixteenth birthday to count as length of service for the following scale:—

“ Males—	Per Annum.		
	£	s.	d.
“ First six months .. ..	108	18	0
“ Second six months .. ..	129	18	0
“ Third six months .. ..	145	13	0
“ Fourth six months .. ..	161	8	0
“ Fifth six months .. ..	177	3	0
“ Sixth six months .. ..	192	18	0
“ Fourth year .. ..	213	18	0
“ Fifth year .. ..	234	18	0
“ Sixth year .. ..	274	1	3
“ Seventh year .. ..	301	10	0
“ Eighth year .. ..	327	15	0
“ Ninth year .. ..	354	0	0
“ Tenth year .. ..	385	10	0
“ Eleventh year .. ..	396	0	0
“ Twelfth year .. ..	406	10	0
“ Thirteenth year .. ..	417	0	0
“ Fourteenth year .. ..	427	10	0
“ Thereafter, on merit.			
“ Females—			
“ First six months .. ..	108	18	0
“ Second six months .. ..	124	13	0
“ Third six months .. ..	135	3	0
“ Fourth six months .. ..	145	13	0
“ Fifth six months .. ..	156	3	0
“ Sixth six months .. ..	166	13	0
“ Fourth year .. ..	184	16	0
“ Fifth year .. ..	218	18	0
“ Sixth year .. ..	243	11	0
“ Seventh year .. ..	264	11	0
“ Eighth year .. ..	275	1	0
“ Ninth year .. ..	290	16	0
“ Thereafter, on merit:			

“ Provided—

- “(i) That any employees receiving a salary in excess of that provided by the above scale shall not have their salary reduced:

“(ii) That on attaining the age of twenty-one years each male employee shall receive not less than the salary prescribed for the sixth year of service for ‘Males,’ and females not less than the salary prescribed for the sixth six months of service for ‘Females,’ and such employees shall thereafter advance as if males commenced their sixth year and females their sixth six months of service respectively on attaining the age of twenty-one years.”

(2) By deleting clause 5 (Part I), and substituting therefor the following clause:—

“*Compensating Provisions for Work performed on Saturday Afternoons, Sundays, Holidays, and Extended Hours*

“5. (a) When an employee is required to work on Saturday after 12.30 p.m. or on Sunday or on any of the holidays defined in clause 4, subclause (a), payment shall be made as follows:—

“For work performed on Saturday after 12.30 p.m., 5s. 3d. per hour:

“For work performed on Sundays or holidays, 5s. 3d. per hour, with a minimum payment of 10s. 6d.

“Provided that this clause shall not apply to workers employed on shift-work who customarily work on Saturday afternoons, Sundays, and holidays.

“(b) *Hours*.—For all hours worked in excess of 520 hours in any consecutive period of thirteen weeks, but excluding hours paid for under the provisions of subclause (a) hereof, payment shall be made at the rate of 2s. 7½d. per hour for employees receiving less than £250 per annum and 4s. 2d. per hour for employees receiving £250 or over per annum.”

(3) By deleting clause 7 (Part I), and substituting therefor the following clause:—

“*Travelling-expenses*

“7. *Officers on Transfer*.—An officer on transfer will be reimbursed reasonable expenses for removal of furniture and effects, also actual reasonable expenses whilst on transit, and terminal expenses for board as under:—

“Married Officers: Two weeks’ board for self and family, not to exceed £15 15s.

“Single Officers: Two weeks’ board, not to exceed £4 14s. 6d. per week.”

(4) By deleting clause 8 (Part I), and substituting therefor the following clause:—

*“ Board Allowance to Junior Officers transferred*

“ 8. Junior officers transferred by their employers in the third, fourth, and fifth years of service, counting from the sixteenth birthday, shall be paid a boarding-allowance in addition to their salary as follows:—

	£	s.	d.
“ During third year of service ..	42	0	0
“ During fourth year of service ..	31	10	0
“ During fifth year of service ..	21	0	0

“ This clause shall not apply to junior officers transferring at their own request.”

(5) By deleting clause 1 (Part II—Pursers), and substituting therefor the following clause:—

*“ Salaries*

“ 1. On transfer to the sea staff as an assistant purser or purser the scale appearing in clause 1 of Part I, General Clerical Staff, shall be reduced by £50 per annum: Provided that after such deduction the following shall be the minimum rates payable for the first four years at sea:—

	£	s.	d.
“ First year .. .. .	75	12	0
“ Second year .. .. .	88	4	0
“ Third year .. .. .	100	16	0
“ Fourth year .. .. .	113	8	0

“ Service both ashore and at sea shall count for the purposes of ascertaining the scale rate.”

(6) By deleting clause 3 (Part II), and substituting therefor the following clause:—

*“ Shore Sustenance*

“ 3. Officers while travelling on transfer or standing by shall be paid sustenance at the rate of 15s. 9d. per day, with a maximum of £4 14s. 6d. per week for the first two weeks; thereafter they shall be paid at the rate of 13s. per day, with a maximum of £3 18s. 9d. per week.”

(7) By deleting clause 1 (Part III—Auckland Toll Clerks), and substituting therefor the following clause:—

*“ Salaries*

“ 1. Toll clerks employed at Auckland shall be paid on the basis of £395 4s. per annum, and while the forty-four-hour week remains in operation toll clerks shall receive the additional sum of 10s. per week.”

(8) By deleting clause 1 (Part IV—Messengers and Inquiry Clerks), and substituting therefor the following clause:—

*“ Salaries*

“ 1. Employees doing work of messengers and inquiry clerks shall be paid the minimum rate of £284 14s. per annum for each year of service, rising in minimum annual increments of £13 13s. to £339 6s. per annum.”

(9) By deleting clause 1 (Part V—Chief Cargo Tally Clerks), and substituting therefor the following clause:—

*“ Salaries*

“ 1. Chief cargo tally clerks shall be paid at the rate of £7 12s. per week, and while the forty-four-hour week remains in operation for chief cargo tally clerks they shall be paid an additional sum of 10s. per week. This salary shall be payable fortnightly, and such payment shall include overtime earned in the current fortnight.”

(10) By deleting clause 3 (Part V), and substituting therefor the following clause:—

*“ Overtime*

“ 3. Work performed outside the ordinary hours named in clause 2 hereof or on Sundays or the holidays named in clause 5 hereof shall be classed as overtime and shall be paid for at the rate of 5s. 2½d. per hour, except that such clerks employed on night shift from 11 p.m. to 7 a.m. shall, in lieu of overtime, receive the sum of 5s. 3d. for each period so worked.”

(11) By deleting clause 5 (Part VI—General Provisions applicable to all Workers).

2. That this order shall come into force on the 1st day of October, 1947.

Dated this 23rd day of September, 1947.

[L.S.]

A. TYNDALL, Judge. ..

## MEMORANDUM

This amendment gives effect to an agreement of the representatives of the parties.

The rates of remuneration prescribed in the award are *not* to be increased by the application of the provisions of the Court's general orders of 9th August, 1940, and 31st March, 1942.

A. TYNDALL, Judge.

---