

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

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 Auckland City Council Clerical and other Officers' industrial agreement, made on the 13th day of June, 1946, and recorded in 46 Book of Awards 1122.

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 industrial agreement shall be amended by deleting clause 3, and substituting therefor the following clause:—

“ Remuneration or Wages

“ 3. (a) Where the salary of any employee bound by this agreement is not provided for in this clause, or where an employee completes one year's service in the maximum of his grade and no provision is made in this clause for his transference to a higher grade, his salary shall be considered by the Council in the month of March of every year during which his salary is not provided for or while he is at the maximum of his grade as aforesaid, and any increment granted to any employee as the result of such consideration shall take effect from the first day of April of that year.

“ (b) The increments shown in the various grades shall be considered as annual increments and shall be paid according to years of service in each particular grade.

“ (c) All employees entering the service after the 1st April, 1946, shall receive their first annual increment after twelve months' service, and all future annual increments to which they become entitled shall take effect each twelve months thereafter.

“(d) Where any employee is promoted or is transferred from one position to another and is thereby entitled to be transferred to a higher grade the commencing salary of which is below that being received by him when promoted or transferred, he shall be paid the salary in the higher grade which is immediately above that being paid to him at the time of his promotion or transfer. Any subsequent annual increments to which the employee becomes entitled shall be paid in each succeeding year from the date of his promotion or transfer.

“(e) The basic wage shall be payable to males and females on attaining the age of twenty-one years.

“(f) For the purpose of qualification under the undermentioned scales, experience gained in any employment of a character similar to that covered by this agreement shall be counted as if it were experience in employment covered by this agreement.

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

“ Grade 1—				Annual Salary.
“ (a) Males—				£
“ First year	..	..	..	125
“ Second year	..	..	..	155*
“ Third year	..	..	..	185†
“ Fourth year	..	..	..	220
“ Fifth year	..	..	..	250
“ Sixth year	..	..	..	310
“ Seventh year	..	..	..	340
“ Eighth year	..	..	..	365
“ Ninth year	..	..	..	380
“ Tenth year	..	..	..	395

* Entrant with School Certificate commences at this salary.

† Entrant

with University Entrance commences at this salary.

“(b) For the purpose of salaries in Grades 1 to 4 and 15 and 16 of this agreement, the attainment of any of the following qualifications shall be rewarded by additional annual payments as follows:—

“ Each section of the examination of the New Zealand Institution of Architects	..	..	..	£	s.	d.
				10	0	0
“ New Zealand Institute of Surveyors—						
“ First section of three subjects	..	..	..	12	10	0
“ Second section of three subjects	..	..	..	12	10	0
“ Third section of five subjects	..	..	..	12	10	0
“ Fourth section of three subjects	..	..	..	12	10	0

	£	s.	d.
“ Member of the Chartered Institute of Secretaries, the Incorporated Institute of Secretaries, or the Australasian Institute of Secretaries by examination	25	0	0
“ Section (a) or Section (b) of the examination of the leading engineering institutions, each ..			
“ Intermediate Section of the examination of the Town Planning Institute	50	0	0
“ A.A.S.E., A.O.S.M., A.R.A.N.Z., Diploma of Urban Valuation			
“ B.A., B.Sc., B.Com.	75	0	0
“ M.A.; M.Sc.; M.Com.; LL.B.; diplomas, London University School of Librarianship or New Zealand Library School	100	0	0
“ Typistes' Intermediate Examination	25	0	0
“ Typistes' Special Examination	40	0	0
“ Typistes' Senior Reporters' Examination	50	0	0
“ New Zealand Library Association General Certificate, Parts 1 and 2			
“ New Zealand Library Association Children's Librarians' Certificate, Parts 2 and 4	30	0	0
“ Library Association (London) Entrance			
“ Library Association (London) Registration	30	0	0
		additional	
“ Library Association (London) Specialists' Certificate	15	0	0
		additional	
“ Library Association (London) Final	40	0	0
		additional	

“ For passing in the following number of subjects in the under-mentioned degrees or examinations :—

“ Five subjects of the A.A.S.E., A.O.S.M., or A.R.A.N.Z. examinations	£	s.	d.
	25	0	0
“ Six units of the B.A. or B.Sc., or six subjects of the B.Com. or LL.B. examinations	37	10	0

“ Except in Grades 15 and 16, the above additional payments shall not apply to any salaries provided in grades above Grade 4 of this agreement.

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

“ (c) Where any employee has received an additional payment for passing part of an examination for degree or diploma he shall be entitled on completing the degree or diploma only to such additional annual payment up to the amount herein provided as he shall not have already received.

“(d) Where any person, by reason of a double qualification, is entitled to two or more additional payments, he shall receive only the higher amount provided for in this agreement.

“(e) 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 or 1st September next following the date on which such qualification is obtained.

“*Grade 2* (£345–£360–£380)—

“Rat officer.

“Messenger (Town Hall).

“Messengers (Library).

“Attendants (Art Gallery), (male).

“Chainmen.

“Chauffeurs.

“Messengers and collectors (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* (£370–£395)—

“Traffic officers.

“Meter-readers.

“Waterworks Inspectors.

“Assistant sexton, Waikumete Cemetery.

“Dog ranger and poundkeeper.

Grade 4 (£410–£430)—

“Assistant internal auditor.

“Clerks.

“Clerks and cashiers.

“Clerks and ledger-keepers.

“Technical assistants without recognized academic qualifications.

“Engineering draughtsmen.

“Architectural draughtsmen.

“Town-planning draughtsmen.

“Water analysts.

“The above employees shall proceed to this grade after one year’s service on the maximum of Grade 1 and subject to the recommendation of the head of the department as to suitable ability and standard of work undertaken.

“Traffic officers after ten years’ service, and 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. The syllabus for this examination shall be set by the Council within six months from the date of the signing of this agreement by the Court of Arbitration.

“ *Grade 4* (£410–£430)—continued

“ Second filtration officer.

“ Chief assistant, Library.

“ Stables foreman.

“ Waterworks Inspectors, after two years on maximum of Grade 3.

“ Senior Waterworks Inspector to receive an extra £20 per annum.

“ Hallkeeper, Town Hall.

“ Working farm supervisor, Motuihi.

“ *Grade 5* (£460–£490)—

“ Draughtsmen without recognized academic qualifications, but recommended by City Engineer because of special ability and responsibility.

“ Senior Clerk, Parks and Reserves Department.

“ Sergeants, Traffic Department.

“ Senior Voucher Clerk, City Engineer’s Department.

“ Assistant timekeeper, City Engineer’s Department.

“ Assistant Property Supervisor.

“ Cashier and Permit Clerk, City Engineer’s Department.

“ Valuer’s assistants after ten years’ service, and provided they are members of the New Zealand Institute of Valuers by examination or hold a Diploma of Urban Valuation of a University college in New Zealand.

Grade 6 (£415–£440–£465–£490)—

“ Foreman butcher, Abattoir.

“ Quarry foreman.

“ Works foremen, Waterworks Department.

“ District foremen.

“ District foremen and foremen of works, Waterworks Department, on qualification for the Main Highways Certificate or other approved certificate, or who have served fifteen years as a district foreman or foreman of works, Waterworks Department, shall receive an additional £35 per annum.

“ Sexton, Waikumete Cemetery.

“ Fire-escapes Inspector.

“ Termites Inspector.

“ Dangerous-goods Inspector.

“ Senior Termites Inspector to receive additional £25 per annum.

“ *Grade 7* (£430–£460–£485–£510*–£535)—

“ Senior Filtration Officer.

“ Building Inspectors.

“ Plumbing and Drainage Inspectors.

“ Sanitary Inspectors.

“ * Sanitary Inspectors, Plumbing and Drainage Inspectors, and Building Inspectors shall remain on this salary for a period of five years before proceeding to the salary of £535.

“ *Grade 7* (£430-£460-£485-£510*-£535)—continued

- “ Rates cashier, Treasury Department.
- “ Senior Pay Clerk.
- “ Senior Sergeant, Traffic Department.
- “ Senior Clerk, Sanitary Department.
- “ Senior Clerk, Traffic Department.
- “ Senior Clerk, Abattoir Department.
- “ Senior Clerk, City Valuer’s Department.
- “ Garage Supervisors.
- “ Works Supervisors, Parks Department.
- “ Electrical Foreman.

“ * Commencing salary for Senior Sergeant, Traffic Department, if previously holding the appointment of Sergeant.

“ *Grade 8* (£510-£535-£550)—

- “ 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.
- “ Chief Clerk, Waterworks Department.

“ *Grade 9* (£535-£560-£575)—

- “ Workshops Foremen.
- “ Committee Clerks.
- “ Ledger-keeper, Commercial Accounts.
- “ Stores Purchasing Officer.
- “ Property Supervisor.

“ *Grade 10* (£510-£530-£550-£575)—

- “ Valuers shall proceed to this grade after twelve months’ service on the maximum of Grade 5, and provided they are members of the New Zealand Institute of Valuers by examination or hold a Diploma of Urban Valuation of a University of New Zealand.
- “ Senior Building Inspector.
- “ Senior Plumbing and Drainage Inspector.
- “ Senior Draughtsman.

“ *Grade 11* (£605-£620-£645)—

- “ Valuers.
- “ The above employees shall proceed to this grade after twelve months’ service on the maximum of Grade 10.
- “ Senior Rates Clerk, Treasury Department.
- “ Internal Auditor.
- “ Housing Inspector.
- “ Senior General Ledger-keeper, Treasury Department.

“ *Grade 12*—

“ (a) Engineering or architectural graduants, £430 ;
engineering or architectural graduates without
experience. £440–£460–£480.

“ (b) £500–£525–£550–£605*–£630.

“ Engineering assistants.

“ Architectural assistants.

“ Town-planning assistants.

“ Registered Surveyors.

“ † Works Engineers, Waterworks Department.

“ In order to qualify for classification in Section (b) of this grade, officers shall have the qualifications and experience set out hereunder and shall be engaged as general assistants working under supervision : B.E., or B.Arch., or A.M.I.C.E., or A.M.I.Mech.E., or A.M.N.Z.I.E., or A.N.Z.I.A., or A.R.I.B.A., or A.M.N.Z.I.S., or A.M.T.P.I., or Registered Engineer (by examination) (or equivalent), and including three years’ approved experience in the case of those holding B.E., B.Arch., or A.M.T.P.I. ; five years’ approved experience in the case of those holding A.M.N.Z.I.S.

“ * Maximum in grade for Surveyors, Senior Surveyors to be paid an additional £25 per annum.

† Commencing salary, £500.

“ (c) £655–£680–£705–£730–£755–£780—

“ Engineering assistants.

“ Architectural assistants.

“ Town-planning assistants.

“ Works Engineers, Waterworks Department.

“ In order to qualify for classification in Section (c) of this grade, officers shall have considerable direct but limited responsibilities for administration or design, construction, or operation of works under officers in charge of sections of City Engineer’s Department, or carrying out advanced or specialized work. They shall also hold a recognized engineering or architectural degree and a recognized diploma of a leading scientific institution ; or, alternatively, officers holding substantially equivalent qualifications and upon special recommendation by the City Engineer to proceed as far as any given step within the grade.

“ *Grade 13* (£755–£780–£805–£830)—

“ Assistant Town-planning Officer.

“ Assistant Designing Engineer.

“ Chief Clerk, City Engineer’s Department.

“ Building Superintendent.

“ Divisional Engineers.

“ *Grade 14* (£805–£855–£910–£960)—

- “ Engineer in Charge, Waterworks Development.
- “ Engineer in Charge, City Construction Workshops and Services.
- “ Town-planning Officer.
- “ Designing Engineer and Chief Draughtsman.
- “ Architect (maximum).

“All officers in Grades 13 and 14 must be professionally qualified and Engineers must be registered and hold annual practising certificates, and promotion will be from Grade 12 and 13 according to ability. Architects must also be registered.

“ *Grade 15* (Females)—

	Annual Salary.
	£
“ First year	120*
“ Second year	145†
“ Third year	165‡
“ Fourth year	185
“ Fifth year	200
“ Sixth year	245
“ Seventh year	265
“ Eighth year	285
“ Ninth year	305

* Entrant with Junior Government Shorthand Examination commences at this salary. † Entrant with School Certificate or Senior Government Shorthand Examination commences at this salary. ‡ Entrant with University Entrance Examination commences at this salary.

“(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 14th day of June, 1944, as a typiste or shorthand-typiste shall proceed beyond the salary of £200 per annum unless she has obtained the Senior Government Examination in shorthand and typing.

“(c) No female entering the Council’s service after the 14th day of June, 1944, as a junior library assistant shall proceed beyond the salary of £245 per annum unless she has passed Parts 1 and 2 of the General Certificate of the New Zealand Library Association or other approved examinations.

“(d) Female employees engaged on accounting and bookkeeping 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. Any person passing such test of efficiency during any year shall receive any increase to which she is entitled through passing such test as from the 1st April or the 1st September next following the date on which such qualification is obtained.

“(e) Junior library assistants working broken time shall be paid a meal allowance of 2s. 6d.

“*Grade 16* (£290–£305–£325–£360)—

“Cataloguers. Library Department.

“Branch Librarians, Epsom, Parnell, Grey Lynn, Point Chevalier, Grafton, Remuera, Tamaki, and Avondale.

“Children’s Librarian.

“Sub-senior assistant librarians.

“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 come into force on the 1st day of October, 1947.

Dated this 30th 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 industrial agreement 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.