

DUNEDIN CITY COUNCIL **CLERICAL AND OTHER EMPLOYEES.**  
—AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; and in the matter of the Dunedin City Council Clerical and other Employees' award, dated the 14th day of September, 1945, and recorded in 45 Book of Awards 1385.

Thursday, the 6th day of March, 1947

UPON reading the joint application of the parties for amendment of the Dunedin City Council Clerical and other Employees' award, dated the 14th day of September, 1945, and recorded in 45 Book of Awards 1385, this Court, in pursuance and exercise of the powers vested in it by section 92 (1) (c)

of the Industrial Conciliation and Arbitration Act, 1925, and of every other power in that behalf thereunto enabling it, and with the consent of the parties, doth hereby order as follows:—

1. That the said award shall be amended by deleting sub-clauses (e) and (h) of clause 3 (Salaries), and substituting therefor the following subclauses:—

“(e) Male clerical workers (other than General Division) shall be paid salaries according to years of service in the following grade:—

	£
“ First year .. .. .	125
“ Second year .. .. .	150
“ Third year .. .. .	180
“ Fourth year .. .. .	210
“ Fifth year .. .. .	240
“ Sixth year .. .. .	270
“ Seventh year .. .. .	300
“ Eighth year .. .. .	325
“ Ninth year .. .. .	350
“ Tenth year .. .. .	375
“ Eleventh year .. .. .	400

“ Provided that a junior male clerical worker, having obtained the School Certificate, shall commence at the rate provided for the second year, and a junior male clerical worker, having passed the University Entrance Examination, shall commence at the rate payable for the third year.”

“(h) Typists and female clerical staff shall be paid in accordance with the following grades:—

—	Division 1.	Division 2.	Division 3.	Division 4.
	£	£	£	£
Grade A ..	125	140	165	190
Grade B ..	215	240	260	..
Grade C ..	275	285	..	..
Grade D ..	310	320	330	..

“ The grading shall be subject to the following conditions:—

“(i) Appointees without previous experience having qualifications up to Junior Government Shorthand-typists' Examination standard will commence at Division 1, Grade A, or with qualifications at least equivalent to Senior Government Shorthand-typists' Examination or School Certificate at Division 2, Grade A.

“(ii) Shorthand-typists employed in Grade A or Divisions 1 or 2 of Grade B who pass the Senior Government Shorthand-typists’ Examination will proceed to the next division in their grade (or from Division 4, Grade A, to Division 1, Grade B) on the date their qualification is received, and be eligible for further promotion in Grades A or B on the following normal increment date.

“(iii) Transfers from Grade A to Grade B, other than those provided for in clause (ii), shall be made after one year’s satisfactory service in Division 4, Grade A.

“(iv) Employees with nine years’ experience (including two years’ service with the Dunedin City Council) may be transferred to Grade C from Division 3 of Grade B if employed on senior duties which, in the opinion of the Council, warrant a higher rate of pay than is provided for in Grade B, but shall remain in Grade C only whilst employed on such senior duties. The divisions of Grade C do not represent annual increments, and appointments to any division of this grade are to be personal to the employee concerned.

“The service qualifications of nine years’ experience and two years’ service may be waived by the Council in the case of the senior shorthand-typist of any department.

“(v) The senior typist, Town Clerk’s Department, and the senior typist, City Engineer’s Department, may be transferred to Grade D after passing through Grade C and will be placed in such division within the grade as the position occupied warrants. A like transfer to Grade D may be made in the case of female clerical employees if, in the opinion of the Council, there are exceptional circumstances which warrant such a course.

“(vi) Payments above the scale rates shall be made to employees qualified as follows:—

“(1) £15 per annum to employees in Grades A, B, or C who are engaged in operating book-keeping machines.

“(2) £10 per annum to shorthand-typists in Grades B, C, or D who hold the Government Intermediate Shorthand-typist’s Certificate, and to female clerical workers who are associates of the New Zealand Institute of Secretaries or the New Zealand Society of Accountants, or who hold an equivalent qualification, provided that such employees are engaged on duties where such qualifications will give increased efficiency.

“(vii) The positions occupied by the following female employees shall be graded as stated hereunder:—

	From	To
“ Tepid-baths attendants .. ..	Div. 4, Grade A	Div. 2, Grade B
“ Clerk, tepid baths	Div. 4, Grade A	Div. 2, Grade B
“ Housekeeper, Wai- pori .. ..	Div. 4, Grade A	Div. 2, Grade B
“ Cooking demonstrators—		
“ Without home- science degree	Div. 1, Grade C	Div. 2, Grade C
“ With h o m e - science degree	Div. 2, Grade C	Div. 3, Grade D ”

2. That the provisions of clause 17 (Increase in Rates of Remuneration) of the said award shall not apply to the rates of remuneration provided for in clause 1 hereof.

3. That this order shall come into force on the day of the date hereof.

[L.S.]

A. TYNDALL, Judge.