

**HAWKE'S BAY AND WAIRARAPA PUBLIC ACCOUNTANTS'
EMPLOYEES—AMENDMENT OF INDUSTRIAL AGREEMENT**

[Filed in the Office of the Clerk of Awards, Wellington]

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 Hawke's Bay and Wairarapa Public Accountants' Employees' industrial agreement, made on the 10th day of October, 1945, and recorded in 45 Book of Awards 2276.

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 12th day of April, 1949, doth hereby order as follows:—

1. That the said industrial agreement (as amended by order of the Court dated the 1st day of September, 1947) shall be further amended by deleting subclause (a) of clause 2 (Salaries), and substituting therefor the following subclause:—

“(a) The following shall be the minimum weekly salaries payable to employees:—

“ Males—	£	s.	d.
“ First six months of accountancy experience ..	1	12	6
“ Second six months of accountancy experience ..	1	19	0
“ Third six months of accountancy experience ..	2	5	0
“ Fourth six months of accountancy experience ..	2	11	6
“ Fifth six months of accountancy experience ..	3	0	6
“ Sixth six months of accountancy experience ..	3	6	6
“ Fourth year of accountancy experience ..	4	1	6
“ Fifth year of accountancy experience ..	4	13	6
“ Sixth year of accountancy experience ..	5	12	8
“ Seventh year of accountancy experience ..	6	3	8
“ Eighth year of accountancy experience ..	6	16	4
“ Ninth year of accountancy experience ..	7	3	10

“ Provided, however, that when any employee completes the examinations and is admitted a member of the New Zealand Society of Accountants, then in respect of that employee the rates of salary above mentioned shall be increased by the sum of ten shillings per week.

“ Females—

“ Juniors—	£	s.	d.
“ First six months of office experience ..	1	12	6
“ Second six months of office experience ..	1	19	0
“ Third six months of office experience ..	2	5	0
“ Fourth six months of office experience ..	2	11	6
“ Fifth six months of office experience ..	3	0	6
“ Sixth six months of office experience ..	3	6	0
“ Fourth year and subsequent years ..	3	11	6
“ Seniors—			
“ Fifth year of office experience ..	4	5	6
“ Sixth year of office experience ..	4	11	0
“ Seventh year of office experience ..	4	16	0
“ Eighth and subsequent years ..	5	1	3

“ Provided, always, that the basic wage shall be paid at the requisite time:

“ Provided, further, that where only one female employee is employed she shall be paid not less than £4 5s. 6d. in her fifth year and not less than £4 11s. in her sixth year:

“ Provided, further, that when any employee completes the examinations and is admitted a member of the New Zealand Society of Accountants, then in respect of that employee the rates of salary above mentioned shall be increased by the sum of 10s. per week:

“ Provided, further, that—

“(i) Where two, three, or four female employees are employed, one, if qualified by years of office employment, must be paid as a senior, but the other or others, irrespective of years of employment, may be paid as juniors.

“(ii) Where five or more are employed, the number of those paid as seniors must be not less than one for every four or portion thereof.”

2. That this order shall come into force on the 1st day of June, 1949.

Dated this 4th day of May, 1949.

[L.S.]

A. TYNDALL, Judge.