

NORTHERN INDUSTRIAL DISTRICT **RETAIL-SHOP ASSISTANTS—**  
**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 Northern Industrial District Retail-shop Assistants' award, dated the 23rd day of October, 1947, and recorded in 47 Book of Awards 2241.

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 award shall be amended in the manner following:—

(1) By deleting clause 3 and substituting therefor the following clause:—

*“ Wages*

“ 3. (a) The minimum rates of wages payable to shop-assistants shall be:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ Under 15 years of age—						
“ First six months .. .. .	1	8	6	1	8	6
“ Second six months .. .. .	1	14	0	1	14	0
“ Third six months .. .. .	2	0	0	2	0	0
“ Fourth six months .. .. .	2	8	6	2	6	0
“ Fifth six months .. .. .	2	16	0	2	11	6
“ Sixth six months .. .. .	3	5	0	2	18	0
“ 17 years of age and under 18 years	3	12	6	3	4	6
“ 18 years of age and under 19 years	4	7	6	3	10	6
“ 19 years of age and under 20 years	4	19	6	3	19	0
“ 20 years of age and under 21 years	5	12	0	4	6	6
“ 21 years of age and under 22 years	6	11	9	4	16	8
“ 22 years of age and under 23 years	7	2	9	5	2	5
“ 23 years of age and over .. .. .	7	17	7	5	5	1

“(b) Where the junior assistant enters or has entered on the duties of a shop-assistant without previous experience between the ages of fifteen and sixteen years:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ During the first six months' experience .. .. .	1	8	6	1	8	6
“ During the second six months' experience .. .. .	1	14	0	1	14	0
“ During the third six months' experience .. .. .	2	0	0	2	0	0

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
" During the fourth six months' experience .. .. .	2	8	6	2	6	0
" During the fifth six months' experience .. .. .	2	16	0	2	11	6
" During the sixth six months' experience .. .. .	3	5	0	2	18	0
" And thereafter according to sub-clause (a).						

"(c) Where the junior enters or has entered on the duties of a shop-assistant without previous experience between the ages of sixteen and seventeen years:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
" During the first six months' experience .. .. .	1	15	0	1	15	0
" During the second six months' experience .. .. .	2	0	6	2	0	6
" During the third six months' experience .. .. .	2	9	0	2	7	0
" During the fourth six months' experience .. .. .	2	16	6	2	12	6
" During the fifth six months' experience .. .. .	3	5	0	3	0	6
" During the sixth six months' experience .. .. .	3	18	0	3	6	6
" And thereafter according to sub-clause (a).						

"(d) Where the junior enters or has entered on the duties of a shop-assistant without previous experience between the ages of seventeen and eighteen years:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
" During the first six months' experience .. .. .	2	0	6	2	0	6
" During the second six months' experience .. .. .	2	9	0	2	7	0
" During the third six months' experience .. .. .	2	16	6	2	12	6
" During the fourth six months' experience .. .. .	3	5	0	2	19	0
" During the fifth six months' experience .. .. .	3	18	6	3	6	6
" During the sixth six months' experience .. .. .	4	11	6	3	14	6
" And thereafter according to sub-clause (a).						

“(e) Where the junior enters or has entered on the duties of a shop-assistant without previous experience between the ages of eighteen and nineteen years:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ During the first six months’ experience .. .. .	3	6	0	2	4	0
“ During the second six months’ experience .. .. .	3	17	6	2	15	0
“ During the third six months’ experience .. .. .	4	9	0	3	5	0
“ During the fourth six months’ experience .. .. .	4	19	6	3	14	6
“ And thereafter according to sub-clause (a).						

“(f) Where the junior enters or has entered on the duties of a shop-assistant without previous experience between the ages of nineteen and twenty-one years:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ During the first six months’ experience .. .. .	3	13	6	2	13	0
“ During the second six months’ experience .. .. .	4	6	0	3	2	6
“ During the third six months’ experience .. .. .	4	17	0	3	11	6
“ During the fourth six months’ experience .. .. .	5	12	0	4	3	0
“ And thereafter according to sub-clause (a).						

“(g) The minimum rates of wages payable to branch managers, branch manageresses, and workers in charge of shops shall be:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ Where no assistants or up to two other assistants are employed ..	8	5	5	6	0	10
“ Where three or up to five other assistants are employed ..	8	13	4	6	11	4
“ Where six or more other assistants are employed .. .. .	8	18	7	7	1	10
“ Casuals shall not be included in the above computation.						

“(h) The minimum rates of wages payable to departmental managers and departmental manageresses shall be:—

	Per Week.		
	£	s.	d.
“ Departmental managers .. .. .	8	8	1
“ Departmental manageresses .. .. .	5	18	2

“(i) The minimum rates of wages payable to the following classes of workers shall follow subclauses (a) to (f) of this

clause until the age of twenty-three years is reached, and thereafter shall be as follows:—

	Per Week.		
	£	s.	d.
" Window-dresser } .. .. .	8	8	1
" Display artist } .. .. .	8	8	1
" Ticket-writer } .. .. .	8	0	2
" Scenic artist } .. .. .	8	0	2
" Commercial artist } .. .. .	8	0	2
" Advertising-writer or copy-writer ..	8	2	9
" Window-dresser (female) working from a plan or photograph ..	5	18	2
" Ticket-writer (female) writing one- stroke price-tickets .. .. .	5	12	11

" A worker who is not wholly or substantially employed at work covered by this subclause and whose ordinary wage is less than that prescribed herein shall for the hours during which the worker is employed at work covered by this subclause be paid the difference between his or her ordinary wage and that prescribed in this subclause for the work performed."

(2) By deleting subclause (a) of clause 4 (Storemen, Packers, and Porters) and substituting therefor the following subclause:—

"(a) Storemen, packers, and porters shall be paid not less than the following rates of wages:—

	Per Week.		
	£	s.	d.
" Under 16 years of age .. .. .	1	12	0
" 16 to 16½ years of age .. .. .	2	0	6
" 16½ to 17 years of age .. .. .	2	7	6
" 17 to 17½ years of age .. .. .	2	14	6
" 17½ to 18 years of age .. .. .	3	1	0
" 18 to 19 years of age .. .. .	3	12	6
" 19 to 20 years of age .. .. .	4	9	0
" 20 to 21 years of age .. .. .	5	6	6
" Thereafter .. .. .	7	4	4

" *Head Storeman.*—'Head Storeman' is a storeman in charge of other workers. If in charge of two or more workers other than casuals and up to five such workers he shall be paid 10s. per week extra. If in charge of over five such workers he shall be paid £1 per week extra.

" This award shall not apply to storemen and packers covered by any Wholesale Merchants' Storemen and Packers' award."

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

Dated this 16th day of May, 1949.

[L.S.]

A. TYNDALL, Judge.