

**NEW ZEALAND HOSPITAL DOMESTIC WORKERS—
AMENDMENT OF AWARD**

[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 New Zealand Hospital Domestic Workers' award, dated the 19th day of December, 1947, and recorded in 47 Book of Awards 3041.

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. Cooks and Kitchen Hands.—*The following are the minimum weekly wages and rating required to be observed in relation to the respective kitchens referred to in the schedule:—

<i>“(a) (i) In respect of male kitchen staff employed at Auckland Hospital and Green Lane Hospital—</i>				<i>Per Week.</i>		
				<i>£</i>	<i>s.</i>	<i>d.</i>
<i>“ First cook</i>	<i>.. ..</i>	<i>..</i>	<i>..</i>	9	6	5
<i>“ Second cook</i>	<i>... ..</i>	<i>..</i>	<i>..</i>	8	0	5
<i>“ Extra second cook</i>	<i>.. ..</i>	<i>..</i>	<i>..</i>	8	0	5
<i>“ Third cook</i>	<i>.. ..</i>	<i>..</i>	<i>..</i>	7	12	5
<i>“ Relieving cook</i>	<i>.. ..</i>	<i>..</i>	<i>..</i>	7	12	5
<i>“ Fourth cook</i>	<i>.. ..</i>	<i>..</i>	<i>..</i>	7	7	2
<i>“ Kitchenmen</i>	<i>.. ..</i>	<i>..</i>	<i>..</i>	7	1	11
<i>“(ii) In respect of female kitchen staff employed at Auckland Hospital and Green Lane Hospital—</i>						
<i>“ Night cook</i>	<i>.. ..</i>	<i>..</i>	<i>..</i>	6	11	0
<i>“ Assistant night cook</i>	<i>... ..</i>	<i>..</i>	<i>..</i>	5	9	6
<i>“ Sweets cook</i>	<i>.. ..</i>	<i>..</i>	<i>..</i>	6	11	0
<i>“ Diet cook</i>	<i>.. ..</i>	<i>..</i>	<i>..</i>	5	15	0
<i>“ Kitchenmaids</i>	<i>.. ..</i>	<i>..</i>	<i>..</i>	5	0	6

"(iii) In respect of female kitchen staff
employed at Auckland Nurses'
Home and Green Lane Nurses'
Home—

	Per Week.		
	£	s.	d.
" First cook	6	11	0
" Extra first cook	6	11	0
" Senior relieving cook	6	0	0
" Assistant cook	5	9	6
" Extra relieving cook	5	9	6
" Assistant relieving cook	5	7	0
" Kitchenmaid	5	0	6

" (b) (i) In respect of female staff employed
at Wellington Hospital—

" First cook	7	18	6
" Second cook	6	8	6
" Extra second cook	6	8	6
" Third cook	5	6	0
" Relieving third cook	5	6	0
" Kitchenmaids	5	0	6

" (ii) Night cook 6 8 6
 " Relieving night cook 5 17 6
 " Diet cook 6 8 6
 " Doctors' cook 6 8 6
 " Kitchenmaids 5 0 6

"(iii) In respect of female staff employed
at Wellington Nurses' Home—

" First cook	7	8	6
" Second cook	6	6	0
" Extra second cook	6	6	0
" Third cook	5	6	0
" Extra third cook	5	6	0
" Kitchenmaids	5	0	6

"(c) Female cooks in other kitchens to be
rated on the basis of the numbers
subsisted as follows:—

"(i) 401 or over—

" First cook	7	13	9
" Second cook	7	3	3
" Extra second cook	7	3	3
" Third cook	6	11	3
" Relieving cook	5	11	4
" Extra third cook	5	11	4
" Kitchenmaids	5	0	6

		Per Week.		
		£	s	d.
“(ii) 301 to 400—				
“First cook ..	..	7	11	3
“Second cook ..	..	7	0	9
“Extra second cook ..	..	7	0	9
“Third cook ..	..	5	9	10
“Relieving cook ..	..	5	9	10
“Kitchenmaids ..	..	5	0	6
“(iii) 201 to 300—				
“First cook ..	..	7	1	3
“Second cook ..	..	6	10	9
“Third cook ..	..	6	0	3
“Relieving cook ..	..	5	4	0
“Kitchenmaids ..	..	5	0	6
“(iv) 101 to 200—				
“First cook ..	..	6	11	3
“Second cook ..	..	6	0	3
“Third cook ..	..	5	4	0
“Kitchenmaids ..	..	5	0	6
“(v) 51 to 100—				
“First cook ..	..	6	0	3
“Second cook ..	..	5	8	3
“Kitchenmaids ..	..	5	0	6
“(vi) 26 to 50—				
“First cook ..	..	5	9	10
“Second cook ..	..	5	0	6
“(vii) 13 to 25: Cook ..	..	5	4	0
“(viii) Under 13: Cook ..	..	5	1	6

“Should the introduction of this schedule have the effect of reducing the existing rating, the reduction shall not be made without the approval of a committee of two representatives of the New Zealand Hospital Boards’ Industrial Union of Employers and of the New Zealand Federated Hotel, Restaurant, and Related Trades Employees’ Industrial Association of Workers set up for that purpose.

“If during the currency of this award a variation shall occur in the number subsisted in any kitchen, the matter may be referred by the employer or the worker to the said committee for decision.

“A majority decision of the committee, upon written notice being served on the parties concerned, shall be binding. If the parties are unable to agree, a conciliation Commissioner shall act as chairman and exercise a casting vote.

"(ix) Except as provided in subclauses (a) and (b), night cooks, diet cooks, and doctors' cooks shall be paid at least the wage of the second cook employed in the main kitchen of the institution in which they are employed.

Per Week.

£ s. d.

"(d) Female general hand 4 18 0

"Not more than one female general hand may be employed in each institution, who shall not exceed sixteen hours per week at kitchen work. Where the hours worked by such general hand exceed sixteen in any one week in the kitchen, she shall be paid the kitchen rate provided in the award.

"Except as provided in subclauses (a) and (b) of this clause, in all institutions in which there are more than one kitchen, each kitchen shall be rated separately and the workers paid in accordance with the above schedule.

"(e) For the purpose of this award a worker shall be deemed to be employed about a kitchen or scullery if he is employed in the cooking of food, assisting in the cooking of food, or preparing of food to be cooked, or attending to boilers and kitchen fires, or in cleaning or washing plates or dishes or cooking-utensils, or in carving or in serving sweets, or in any other operations connected with the business of the kitchen.

"This clause shall not apply to kitchen work performed in ward serveries, but the workers employed on such work shall be paid 3s. 6d. per week in addition to their ordinary wages.

"The washing of cups and saucers and bread and butter plates, or the serving of cold sweets from the dining-room, shall not be deemed to be employment about a kitchen or scullery.

"(f) Where males are employed in kitchens for which the schedule of wages provides for female workers, they shall be paid at a rate to be decided by the committee referred to in subclause (c) (viii) hereof.

"(g) *Male Workers.*—(i) In respect of males or females employed as porters, and in respect of males employed as orderlies, wardsmen, store-porters, cleaners, night-watchmen, patrolmen, and other male domestics:—

Per Week.

£ s. d.

"First six months 6 16 5

"After six months' service 7 1 5

"(ii) Workers required to remain on call shall be paid 10s. per week in addition to their weekly wage. Such workers shall not remain on call on either of their weekly holidays. Workers required to remain on call on any single working-day shall be paid an additional 2s. per day. Workers called back under this clause shall be paid for the time worked at overtime rates.

"(iii) Head porters or head orderlies placed in charge of a staff of five or more and up to ten workers shall be paid not less than 10s. per week in excess of the highest-paid workers under their control, excluding any amount paid under paragraph (ii) of this subclause. Head porters or head orderlies placed in charge of a staff of more than ten workers shall be paid not less than £1 per week in excess of the highest-paid workers under their control, excluding any amount paid under paragraph (ii) of this subclause.

"(iv) Porters or orderlies employed on male nursing duties and/or employed as mental-patient attendants shall be paid 10s. per week in addition to their ordinary weekly wage.

"Porters or orderlies undertaking the preparation of patients for operations shall be paid 2s. per day in addition to their ordinary wage for each day upon which they perform such work.

"(v) Male domestic workers attending to male patients and required to carry out any of the duties set out in the following schedule shall be paid £1 per week in addition to the rate prescribed in paragraph (i) of this subclause:—

" SCHEDULE

"Sterile skin preparation for medical and surgical operations, surgical dressing, catheterization, irrigation, prostate massage, V.D. clinics, out-patient clinics for haemorrhoids, varicose veins, and strictures.

"(vi) Any worker objecting to employment in a mortuary or operating theatre shall not be compelled to perform such duties.

"(vii) Workers employed as a special watch shall be paid at 3s. per hour. Overtime rates shall not apply to these workers, regardless of the number of hours employed.

"(viii) Male domestic workers required to undertake special duties in the theatre, mortuary, X-ray department, massage department, clinic, laboratory, dispensary, or plaster department, or called upon to dispose of sputum or clean sputum-containers, shall be paid 5s. per week in addition to the rate prescribed in paragraph (i) of this subclause.

"(ix) Workers required to handle infectious linen or required to decontaminate soiled linen shall be paid 10s. per week in excess of the ordinary week's wages whilst employed on those duties or 2s. per day when so employed.

"(x) When workers are employed to dispose of refuse and offensive matter from a hospital other than by automatic means, they shall be paid 1s. extra each day or part of a day for which they are so employed; workers attending to boilers shall be paid 1s. per day in addition to their weekly wages.

"This clause shall apply only to boilers (other than boilers attached to kitchen ranges) which require stoking with solid fuel, but shall not apply to small incinerators and other small circulating-water heaters. If any worker outside the kitchen staff attends to boiler, he shall receive the extra allowance. The employer may nominate the worker who shall be responsible for the work of attending to the boiler.

"(h) *Female Workers*.—(i) In respect of females employed as wardmaids, housemaids, waitresses, pantrymaids, laundresses, seamstresses, linenmaids, telephone-maids, cleaners, and other female domestics other than kitchenmaids:—

	Per Week,		
	£	s.	d.
" Wages	4	14	0
"(ii) In respect to aids employed at the Green Lane Hospital—			
" First twelve months	4	11	7
" After the first twelve months	4	14	0

"(iii) Head waitress, where five or more waitresses are employed: 5s. per week extra.

"(iv) Relieving head waitress, where five or more waitresses are employed: 2s. 6d. per week extra.

"(v) Any female domestic worker other than a kitchen worker placed in charge of at least five other workers shall be paid 5s. per week extra.

"(vi) Workers required to handle infectious linen or required to decontaminate soiled linen shall be paid 10s. per week in excess of the ordinary week's wages whilst employed on those duties or 2s. per day when so employed.

"(vii) Female domestics whilst employed as mental attendants: 5s. per week in addition to the ordinary wage.

"(viii) Workers required to remain on call shall be paid 10s. per week in addition to their weekly wage. Such workers shall not remain on call on either of their weekly holidays. Workers required to remain on call on any single working-day shall be paid an additional 2s. per day. Workers called back under this clause shall be paid for the time worked at overtime rates.

“(ix) The foregoing minimum wages for seamstresses and laundresses shall apply only at institutions where there are fewer than three seamstresses employed or fewer than four laundresses employed.”

(2) By deleting the figures and symbols “2s. 4d.” in sub-clause (b) of clause 5 (Casual and Part-time Labour) and substituting therefor the figures and symbols “2s. 7d.”

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

Dated this 19th day of May, 1949.

[L.S.]

A. TYNDALL, Judge.