

WELLINGTON (TWENTY-FIVE-MILE RADIUS) LEGAL
EMPLOYEES—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 Wellington (Twenty-five-mile Radius) Legal Employees' industrial agreement, made on the 10th day of July, 1947, and recorded in 47 Book of Awards 1571.

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 shall be amended by deleting clause 5 and substituting therefor the following clause:—

“ *Salaries*

“ 5. The minimum weekly salaries payable to employees shall be as hereinafter set forth:—

“ LAW CLERKS

“(I) *Definitions.*—*Law Clerk:* Any employee (male or female) who is regularly performing any of the work mentioned in paragraphs (a) to (f), both inclusive, hereunder for more than one-half of his or her working-day—

“(a) Attending at the Land Transfer Office, filing documents for registration and uplifting documents, searching and performing tasks incidental thereto.

“(b) Attending generally at the Stamp Duties Office, the companies office or any other Government departmental offices and there filing or uplifting documents or making inquiries.

“(c) Attending generally and filing and uplifting documents at the offices of the Supreme Court or Magistrates' Court or any other Tribunal.

- “(d) Preparing any legal documents of any kind whatsoever: Provided that a typiste whose duties include the preparation of the documents she types shall not for that reason alone be deemed to be performing the duties of a law clerk.
- “(e) Receiving and writing letters on behalf of his or her employer concerning any matters pertaining to the other work herein described as the duties of a law clerk.
- “(f) Performing principal work as herein described including appearing before any Court or other Tribunal, making settlements, and drawing conveyancing documents.

“*Principal Work* (by way of explanation, but not by way of limitation): An employee shall be deemed to be engaged in principal's work if he has acquired the confidence of his employer to the extent that he is permitted by such employer (a) to deal direct with the employer's clients and accepts responsibility for such work done by him, or (b) to prepare cases for trial, and devil for opinion work, and devotes the greater part of his time to such work, or (c) conduct cases in any Court or Tribunal.

“*Salary Scale*—

	Male.			Female.		
	£	s.	d.	£	s.	d.
“ First year—						
“ First six months ..	1	13	0	1	13	0
“ Second six months ..	1	18	6	1	18	6
“ Second year—						
“ First six months ..	2	9	6	2	4	0
“ Second six months ..	3	0	6	2	9	6
“ Third year—						
“ First six months ..	3	11	6	2	15	0
“ Second six months ..	4	2	6	3	6	0
“ Fourth year ..	4	13	6	3	14	6
“ Fifth year ..	5	4	6	4	2	6
“ Sixth year ..	5	15	6	4	13	6
“ Seventh year ..	6	6	6	5	4	6
“ Eighth year ..	6	17	6	5	15	0
“ Ninth year ..	7	8	0	6	0	0
“ Tenth year ..	7	18	0	6	10	0
“ Eleventh year ..	7	18	0	7	0	0

“If such assistant is qualified by examination as a solicitor:—

- “(a) The rates set out in the above scale shall be increased in the fifth and succeeding years by 10s. per week.

“(b) If such law clerk does principal work (whether or not qualified by examination as a solicitor), the rates in the said scale shall be increased or further increased as follows:—

“(i) After not less than five years and up to and including twelve years’ employment in a legal office, by 10s. per week.

“(ii) After not less than twelve years’ employment in a legal office (including at least three years doing principal work), by £1 per week.

“Provided that—

“(1) Every male law clerk of twenty-one (21) years or upwards shall be paid a minimum wage of three pounds five shillings (£3 5s.) per week, with a further increment of ten shillings (10s.) per week for each completed year of service until five pounds five shillings (£5 5s.) per week is reached, and thereafter as per scale.

“(2) Every male law clerk over the age of twenty-one (21) years who has completed six units (including the law of property) of either the degree of Bachelor of Laws or the Solicitors’ Professional Examination shall be paid a minimum wage of five pounds five shillings (£5 5s.) per week upon completion of three (3) years’ service, and thereafter as per scale.

“(3) Every female law clerk of twenty-one (21) years or upwards shall be paid a minimum wage of two pounds (£2) per week, with a further increment as per scale for each completed year of service.

“(4) Every female law clerk over the age of 21 years who has completed six units (including the Law of Property) of either the degree of Bachelor of Laws or the Solicitors’ Professional Examination shall be paid a minimum wage of £4 per week upon completion of three years’ service, and thereafter as per scale.

“(5) For the purposes of the foregoing scale the date at which a law clerk commences work shall be the date he or she commenced work as a Judge’s associate or in the office of a barrister and/or solicitor or in a Government Department or other office in which he or she was substantially engaged in legal work.

" Females—

Commencing Work.	First Year.		Second Year.		Third Year.		Fourth Year : For One Year.	Fifth Year : For One Year.
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.		
Under 17	33/-	38/6	44/-	49/6	55/-	60/6	69/-	77/-
17 to 18	44/-	49/6	55/-	60/6	69/-		77/-	85/6
18 to 19	55/-	60/6	69/-		77/-		85/6	93/6
19 to 20	69/-		77/-		85/6		93/6	102/-
Over 20	77/-		85/6		93/6		102/-	110/-

Commencing Work.	Sixth Year : For One Year.	Seventh Year : For One Year.	Eighth Year : For One Year.	Ninth Year : For One Year.	Tenth Year : For One Year.	There-after.
	Under 17	85/6	93/6	102/-	110/-	120/-
17 to 18	93/6	102/-	110/-	120/-	120/-	120/-
18 to 19	102/-	110/-	120/-	120/-	120/-	120/-
19 to 20	110/-	120/-	120/-	120/-	120/-	120/-
Over 20	120/-	120/-	120/-	120/-	120/-	120/-

" Provided always—

"(1) That in the case of a typiste who has had no previous experience in a barrister's or solicitor's office her employer shall not be bound for the first six months of her employment hereunder to pay her at the appropriate rate set out in the foregoing scale.

"(2) That in the case of any female employee who commences work over the age of twenty-one years and who is engaged for at least 75 per cent. of her time as a receptionist and/or telephone operator the following scale shall apply in lieu of the foregoing scale:—

	Per Week.
	£ s. d.
" First six months	3 9 6
" Second six months	4 2 6
" Second year	4 8 0
" Third year and thereafter	4 13 6

" Any employer engaging or who at the date of this agreement has engaged an employee to whom the last-mentioned proviso applies shall forthwith give notice in writing to the union of such engagement."

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

Dated this 20th day of July, 1949.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

This amendment gives effect to an agreement of the representatives of the parties.

A. TYNDALL, Judge.
