

**WELLINGTON INDUSTRIAL DISTRICT HOSPITAL BOARDS'
GARDENERS AND LABOURERS—AWARD**

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; and in the matter of an industrial dispute between the Wellington, Nelson, Westland, and Marlborough Local Bodies', other Labourers, and Related Trades' Industrial Union of Workers (hereinafter called "the union") and the undermentioned Boards (hereinafter called "the employers") :—

Hawke's Bay Hospital Board, Napier.

Palmerston North Hospital Board, Palmerston North.

Wairarapa Hospital Board, Masterton.

Wanganui Hospital Board, Wanganui.

Wellington Hospital Board, Wellington.

Western Districts Sanatorium Committee, Palmerston North.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the terms of settlement arrived at in the above-mentioned dispute and forwarded directly to the Court pursuant to the provisions of section 3 of the Industrial Conciliation and Arbitration Amendment Act (No. 2), 1939, doth hereby order and award :—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof.

And the Court doth further order that this award shall take effect as hereinafter provided, and shall continue in force until the 31st day of March, 1950, and thereafter as provided by subsection (1) (d) of section 89 of the Industrial Conciliation and Arbitration Act, 1925.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 27th day of September, 1949.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to Hospital Boards, and Sanatorium Committees' employees who are covered by the provisions of this award.

Hours of Work

2. (a) *Wellington Hospital Board.*—(i) The hours of work shall be forty per week, eight hours daily. Except where otherwise provided, the hours of work shall be between 7.30 a.m. and 5 p.m. on five days of the week, Monday to Friday inclusive.

(ii) Gardeners and Groundsmen: During the months of May, June, July, and August the hours of gardeners and groundsmen shall be from 8 a.m. to 4.30 p.m. on five days of the week, Monday to Friday inclusive.

(iii) Incinerator Attendants at Wellington Hospital: The hours of the incinerator attendants may be spread over the seven days of the week, provided that not more than forty hours in any one week shall be worked without payment of overtime, and provided, further, that any work performed on Sunday or a statutory holiday shall be paid for in accordance with the overtime rates prescribed in clause 5 hereof.

(iv) Notwithstanding anything contained elsewhere in this award, it shall be competent for one groundsman or one gardener to be called upon to attend at the main hospital in the forenoon of Saturdays for the purpose of cutting flowers for the wards: Provided that in no case shall forty hours weekly be exceeded without payment of overtime as hereinafter prescribed. For the purpose of this clause a roster shall be drawn up by the controlling officer to provide that this work shall be performed by the groundsman and gardeners in

rotation. Any worker so called upon to work in accordance with this clause shall be granted four hours' leave of absence in lieu of the time so worked, such leave to be taken at a time to be mutually arranged between the workers concerned and the controlling officer.

(b) *Hospital Boards other than the Wellington Hospital Board.*—The ordinary hours of work shall not exceed forty per week or eight per day, to be worked between 7.30 a.m. and 5 p.m. on five days of the week, Monday to Friday, both days inclusive.

Wages.

3. The following shall be the minimum rates of wages:—

(a) <i>Hospital Boards other than Wellington Hospital Board—</i>			Per Week.		
			£	s.	d.
Incinerator attendants	..	..	7	14	5
Head gardeners	..	..	8	18	4
First class gardeners	..	..	8	2	7
Gardeners	..	..	7	4	0
Groundsmen and other general workers	..	..	6	18	8
(b) <i>Wellington Hospital Board—</i>					
(i) Incinerator attendants	..	..	7	19	5
Head gardener	..	..	8	18	4
First class gardener	..	..	8	2	6
Gardeners	..	..	7	4	0
Groundsmen and other general workers	..	..	6	18	8
(ii) The gardener-caretaker at McCarthy Home, Lower Hutt	..	..	7	3	4

He shall be supplied with house, light, gas, and heating free of costs. The hours of work provisions of this award shall not apply to this worker so long as he is provided with the house rent-free and light, gas, and fuel free of cost.

(c) A "first-class gardener" is a worker who is competent to, or who is engaged to, do the work of a nurseryman, or a landscape-gardener, or a plant propagator. The employer shall supply the union with the name of any worker coming under this classification within one month after his engagement or after the date of this award.

Overtime

4. (a) All work done outside of or in excess of the hours prescribed in clause 2 hereof shall be considered overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) Where workers are called upon to work overtime on any day and have not been notified by the employer on the previous day that they are required to do so, 2s. 6d. shall be allowed to such workers for meal-money.

(c) The employer may, in lieu of the 2s. 6d. provided for herein, supply the workers with a hot meal.

Statutory Holidays

5. (a) Workers shall receive and be paid for the following holidays: New Year's Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and two other days to be mutually agreed upon. The employer shall notify the union of the two days agreed upon.

(b) Except as otherwise provided, any work done on any of the above holidays or on Sundays or Anzac Day shall be paid for at double time rates.

(c) The employer shall pay wages for the named holidays to all workers performing work coming within the scope of this award who have been employed by him at any time during the fortnight ending on the day on which the holiday occurs.

(d) The provisions of the Public Holidays Act, 1910, and its amendments, shall be deemed to be incorporated in this award.

Annual Leave

6. (a) The provisions of the Annual Holidays Act, 1944, shall apply to workers covered by this award.

(b) After five years' service with the same employer a worker shall be allowed twelve working days' annual leave.

Sick-leave

7. Employees shall receive one week's sick-leave on full pay for each year of service in the employ of the Board, with a maximum of twenty-four weeks' accumulated sick-leave.

General Provisions

8. (a) An allowance of 2s. per day or part of a day shall be made to men working inside boilers, flues, and combustion chambers, and for other unusually dirty work.

Flue work shall be restricted to six hours daily.

(b) Workers required to relieve the incinerator attendant shall be paid the higher rate for the time they are so relieving, based on an hourly computation.

(c) Workers employed clearing or repairing blocked or defective sewers and foul drains or when required to come in contact with faecal or sewerage matter shall be paid 6d. per hour with a minimum payment of 2s. per day, such payment to be additional to the wages prescribed herein.

(d) Youths may be employed by the Board on a mutual arrangement between the Board and the union.

(e) This award shall not operate so as to reduce the wages of any worker at present employed by the Board or to restrict the privileges granted by the Board and enjoyed by any employee at the time of the coming into force of this award.

(f) Clogs shall be supplied to men working in combustion chambers, back-ends, and main flues.

(g) Workers who are required to work at a place other than their usual place of employment shall travel to and from in the employer's time, or shall be paid for time occupied in travelling where such is done in their own time. Such workers shall also be reimbursed all moneys actually expended in fares travelling to and from such place of work.

(h) Workers shall be paid 2s. per day extra whilst working with a scythe or operating a motor-mower.

(i) Incinerator attendants and other workers who are required to perform dirty work affecting their clothing shall be supplied with overalls which shall be laundered by the employer and such overalls shall remain the property of the employer.

Variation of Duties

9. Nothing in this award shall prevent any worker covered hereby from doing work covered by another award or agreement: Provided that whilst so engaged he shall be paid at least the rate which is fixed in such other award or agreement where such rate is higher.

Accommodation

10. The employer shall provide suitable accommodation for workers to take meals and, where practicable, to change and dry clothing. The employer shall arrange for the accommodation to be kept clean and in a hygienic condition.

Disputes Committee

11. The essence of this award being that the work of the employer shall not on any account whatsoever be impeded but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between

the parties bound by this award, or any of them, as to any matter whatsoever arising out of or connected therewith and not dealt with in this award, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right of appeal to the Court against a decision of any such committee or, in the event of no decision being made, either side shall have the right to appeal to the Court upon giving to the other side written notice of such appeal within fourteen days after such decision has been made known to the party desirous of appealing.

Workers to be Members of Union

12. (a) Subject to the provisions of subsection (5) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, it shall not be lawful for any employer bound by this award to employ or to continue to employ in any position or employment subject to this award any adult person who is not for the time being a member of an industrial union of workers bound by this award.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(c) Every person who, being obliged to become a member of any union by the operation of the foregoing provisions, fails to become a member of that union when requested so to do by his employer or any officer or representative of the union, commits a breach of this award, and shall be liable accordingly.

(NOTE.—Attention is drawn to subsection (4) of section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936, which gives to workers the right to join the union.)

Application of Award

13. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto, every trade-union, industrial union, industrial association, or employer who, not being an original party hereto, is, when this award comes into force, or at any time whilst this award is in force, connected with or engaged in the industry to which this award applies within the industrial district to which this award relates.

Scope of Award

14. This award shall operate throughout the Wellington Industrial District.

Term of Award

15. This award, in so far as it relates to wages, shall be deemed to have come into force on the 3rd day of February, 1949, and so far as all the other conditions of this award are concerned it shall come into force on the day of the date hereof ; and this award shall continue in force until the 31st day of March, 1950.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 27th day of September, 1949.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

Apart from certain wage adjustments which were agreed upon by the representatives of the parties, the award embodies the terms of settlement arrived at by the assessors in Conciliation Council.

Wages have been made payable retrospectively by agreement.

A. TYNDALL, Judge.
