

**ONEHUNGA BOROUGH COUNCIL CLERICAL AND OTHER OFFICERS—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 Onehunga Borough Council Clerical and other Officers industrial agreement, made on the 3rd day of December, 1948, and recorded in 48 Book of Awards 2733.

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 subclauses (f), (g), and (h) of clause 3 (Remuneration or Wages) and substituting therefor the following subclauses:—

“(f) Except in the case of employees specifically classified, all male employees shall be paid in accordance with the following scale:—

“Grade 1 (a)—

	£	s	d.
“ First year .. .. .	171	13	4
“ Second year .. .. .	196	13	4
“ Third year .. .. .	226	13	4
“ Fourth year .. .. .	261	0	0
“ Fifth year .. .. .	306	0	0
“ Sixth year .. .. .	336	0	0
“ Seventh year .. .. .	365	6	8
“ Eighth year .. .. .	389	13	4
“ Ninth year .. .. .	409	13	4
“ Tenth year .. .. .	434	13	4
“ Eleventh year .. .. .	459	13	4

“ Males with School Certificate : Commencing salary £196 13s. 4d., then by male scale.

“ Males with University Entrance : Commencing salary £226 13s. 4d., then by male scale.

“Grade 1 (b)—

	£	s	d.
“ First year .. .. .	479	13	4
“ Second year .. .. .	494	13	4

“ The above employees may proceed to this grade after eleven years' service, subject to the recommendations of the head of the department as to suitable ability and standard of work undertaken.

"(g) Except in the case of employees specifically classified, all female employees shall be paid in accordance with the following scale :—

" Grade (2)—				£	s.	d.
" First year .. .. .	..	..	..	163	0	0
" Second year .. .. .	..	..	..	188	0	0
" Third year .. .. .	..	..	..	218	0	0
" Fourth year .. .. .	..	..	..	234	10	0
" Fifth year .. .. .	..	..	..	259	10	0
" Sixth year .. .. .	..	..	..	284	10	0
" Seventh year .. .. .	..	..	..	304	10	0
" Eighth year .. .. .	..	..	..	326	0	0
" Ninth year .. .. .	..	..	..	331	0	0

" Entrants with School Certificate or Junior Typing Examination commence at £188, then by female scale.

" Entrants with University Entrance commence at £218, then by female scale.

" Female employees engaged on accounting and book-keeping machines, posting and analysis machines, and the addressograph operator shall be paid an additional £15 per annum provided they pass a departmental test of efficiency to be approved between the Council and the union. Any person passing such test of efficiency during any year shall receive any increase to which she is entitled through passing such test as from the 1st April or the 1st September next following the date on which such qualification is obtained.

" A worker who for 75 per cent. of his or her time acts as a cashier shall be paid 6s. per week in addition to the rate to which such worker is entitled under clause 3.

"(h) The following employees are specifically classified, and shall receive the salary mentioned as a minimum :—

" Grade (3)—				£	s.	d.	£	s.	d.
" Assistant Town Clerk .. .. .	..	..	..	594	13	4	619	13	4
" Assistant Engineer .. .. .	..	..	..	544	13	4	569	13	4
" Waterworks Superintendent .. .. .	..	..	..	544	13	4	569	13	4
" Rates Clerk .. .. .	..	..	..	519	13	4	544	13	4
" Building Inspector .. .. .	..	..	..	494	13	4	519	13	4
" Traffic Inspector .. .. .	..	..	..	494	13	4	519	13	4
" Superintendent of Parks, Reserves and Cemeteries .. .. .	..	..	..	494	13	4	519	13	4
" Foreman of Streets .. .. .	..	..	..	494	13	4	519	13	4
" Storekeeper .. .. .	..	..	..	494	13	4	519	13	4
" Cost Clerk .. .. .	..	..	..	494	13	4	519	13	4
" Sanitary Inspector .. .. .	..	..	..	494	13	4	519	13	4

"Grade (3)—continued		£	s.	d.	£	s.	d.
"Cashier—Female	.. ..	342	0	0	361	0	0
"Librarian	.. ..	376	0	0	401	0	0
"Typist—Town Clerk	.. ..	342	0	0	356	0	0
"Pumping Engineer	.. ..	494	13	4	519	13	4
"Sextons	.. ..	434	13	4	459	13	4

"For the purpose of salaries in Grades 1A to 3 of this agreement, the attainment of any of the following qualifications shall be rewarded by additional annual payments as follows:—

"Each section of the examination of the N.Z. Institution of Architects	.. ..	£	s.	d.	10	0	0
"N.Z. Institute of Surveyors—							
"First section of three subjects	.. ..	12	10	0			
"Second section of three subjects	.. ..	12	10	0			
"Third section of five subjects	.. ..	12	10	0			
"Fourth section of three subjects	.. ..	12	10	0			
"Member of the Chartered Institute of Secretaries, the Incorporated Institute of Secretaries, or the Australasian Institute of Secretaries by examination	.. ..	25	0	0			
"Section (a) or Section (b) of the examination of the Leading Engineering Institutions, each	.. ..						
"Intermediate section of the examination of the Town Planning Inst., A.A.S.E., A.O.S.M., A.R.A.N.Z., Diploma of Urban Valuation	.. ..	50	0	0			
"Royal Sanitary Institute Certificate for Sanitary Science in relation to Buildings and Public Works	.. ..	25	0	0			
"B.A., B.Sc., B.Com.	.. ..	75	0	0			
"M.A., M.Sc., M.Com., LL.B., Diplomas, London University School of Librarianship or N.Z. Library School	.. ..	100	0	0			
"Typistes Intermediate Examination	.. ..	25	0	0			
"Typistes Special Examination	.. ..	40	0	0			
"Typistes Senior Reporters Examination	.. ..	50	0	0			
"N.Z. Library Association General Certificate Parts 1 and 2	.. ..	30	0	0			
"N.Z. Library Association Children's Librarians'	.. ..						
"Library Association (London) Entrance	.. ..						
"Library Association (London) Registration	.. ..	30	0	0			
					additional		
"Library Association (London) Specialists' Certificate	.. ..	15	0	0			
					additional		
"Library Association (London) Final	.. ..	40	0	0			
					additional		

"For passing in the following number of subjects in the undermentioned degrees or examinations:—

"Five subjects of the A.A.S.E., A.O.S.M., or A.R.A.N.Z., examinations .. .. .	£	s.	d.
	25	0	0

"Six units of the B.A., or B.Sc., or six subjects of the B.Com. or LL.B., examinations .. .. .	£	s.	d.
	37	10	0

"The Borough Council may allow credit for any other qualification held by any employee and such credit shall be as may be agreed upon between the Council and the union.

"Where any employee has received an additional payment for passing part of an examination for degree or diploma he shall be entitled on completing the degree or diploma, only to such additional annual payment up to the amount herein provided as he shall not have already received.

"Where any person, by reason of a double qualification is entitled to two or more additional payments, he shall receive only the higher amount provided for in this agreement.

"Any person employed by the Council, gaining any of the above qualifications during any year, shall receive any increase to which he is entitled through gaining such qualification as from the 1st April next following the date on which such qualification is obtained."

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

Dated the 18th day of October, 1949.

[L.S.]

A. TYNDALL, Judge.

#### MEMORANDUM

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

A. TYNDALL, Judge.