

TARANAKI INDUSTRIAL DISTRICT 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 Taranaki Industrial District Legal Employees' industrial agreement, made on the 21st day of January, 1948, and recorded in 48 Book of Awards 65.

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:—

“ (I) LAW CLERKS

*Definitions*

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

“(a) 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.

“(b) 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.

“(c) 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 devote for opinion work—and devotes the greater part of his time to such work or (c) to conduct cases in any Court or Tribunal.

*“Salary Scale*

	Males.			Females.		
	£	s.	d.	£	s.	d.
“ First year—first six months ..	1	13	0	1	13	0
“ First year—second six months ..	1	18	6	1	18	6
“ Second year—first six months ..	2	9	6	2	4	0
“ Second year—second six months	3	0	6	2	9	6
“ Third year—first six months ..	3	11	6	2	15	0
“ Third year—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 .. .. .	8	8	0	7	0	0

“(a) If such assistant is qualified by examination as a solicitor the rates set out in the above schedule 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 Solicitor's 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 twenty-one years who has completed six units (including the Law of Property) of either the degree of Bachelor of Laws or the Solicitor's 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.

"(II) ACCOUNTANTS

*Definitions*

"An accountant is an employee who is able to prepare balance sheets, complicated taxation returns, profit and loss accounts, and estate accounts, and whose duties go beyond the keeping of the books of the firm and the trust account, and include the writing up and balancing of estate books, company books, and other clients' books and the preparation of complicated taxation returns.

*"Salary Scale*

	Males.			Females.		
	£	s.	d.	£	s.	d.
" First year as accountant ..	7	8	0	6	5	0
" Second year as accountant ..	7	13	0	6	10	0
" Third year as accountant ..	7	18	0	6	15	0
" Fourth year as accountant ..	8	3	0	7	0	0
" Fifth year as accountant and thereafter .. .. .	8	13	0	7	10	0

"The foregoing salaries to be increased by 10s. per week for qualifications.



“ 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 any member of the union who is engaged exclusively in keeping the trust and office account books of his or her employer, and is not within the definition of an accountant as hereinbefore set forth and whose work is not subject to the supervision of such an accountant shall be paid the sum of 10s. per week above the scale hereinbefore provided for all other employees.”

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

Dated this 15th day of August, 1949.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

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

A. TYNDALL, Judge.