

WELLINGTON CITY COUNCIL **MUNICIPAL OFFICERS**—AGREEMENT UNDER  
LABOUR DISPUTES INVESTIGATION ACT 1913

In the Court of Arbitration of New Zealand, Wellington Industrial District.—

In the matter of the Economic Stabilization Regulations 1950; and in the matter of the agreement made on the 11th day of October 1951 between the Mayor, Councillors and Citizens of Wellington and the Wellington Municipal Officers' Association, Inc.

WHEREAS by the Economic Stabilization Regulations 1950 it is provided that no agreement made in pursuance of the Labour Disputes Investigation Act, 1913, shall come into force until it is filed under section 8 of the said Act: And whereas it is provided further that no such agreement shall be accepted by a Clerk of Awards for filing as aforesaid unless it has been approved by the Court for the purposes of the said regulations: And whereas application has been made for approval of the agreement made on the 11th day of October 1951, between the Mayor, Councillors and Citizens of Wellington, of the one part, and the Wellington Municipal Officers' Association, Inc., of the other part: Now, therefore, the Court, having had regard to and having taken into consideration the matters and things as required by the said regulations, doth hereby approve the said agreement for the purposes of the said regulations.

Dated this 31st day of October 1951.

[L.S.]

A. TYNDALL, Judge.

WELLINGTON CITY COUNCIL **MUNICIPAL OFFICERS**—AGREEMENT UNDER THE  
LABOUR DISPUTES INVESTIGATION ACT, 1913

THIS agreement is made the 11th day of October, 1951, between the Mayor Councillors and Citizens of Wellington (hereinafter called "the Corporation") of the one part and the Wellington Municipal Officers' Association, Inc. (hereinafter called "the Association") of the other part whereby it is mutually agreed by and between the parties as set out as follows:—

1. That the terms and conditions stipulations and provisions contained and set out in the Schedule hereto shall be binding upon the said parties and they shall be deemed to be and are hereby declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe and perform every matter and thing by this Agreement and by the said terms, conditions, stipulations and provisions respectively required to be done, observed and performed and shall not do anything in contravention of this agreement or of the said terms, conditions, stipulations and provisions but shall in all respects abide by and perform the same.

SCHEDULE

*Definition of Officer*

1. Every person in receipt of an annual salary from the Wellington City Council whose name appears on the official list of such persons prepared annually shall for the purposes of this agreement be an officer.

*Members Who are Bound*

2. This agreement shall bind all members of the association, provided in all cases that these officers are not specifically bound by an industrial award or industrial agreement governing the class of work which they carry out for the Corporation.

*Hours of Work*

3. The hours of work shall be fixed by the Wellington City Council but shall not exceed forty hours in any one week without overtime, provided that at special periods, or in the case of rostered workers, the hours may be altered or increased but not so as to exceed 120 hours in any three consecutive weeks. The normal hours of work for any worker shall not be increased above those which applied at the coming into force of this agreement.

*Rates of Pay*

4. The minimum salaries of officers covered by this agreement shall be:—

- (a) Those set out in the Scheme of Classification approved by the Director of Stabilization as at April 6, 1949, for the positions so covered in accordance with the Economic Stabilization Emergency Regulations 1942.
- (b) For officers whose positions are not covered by the Scheme of Classification, those salaries last approved by the Director of Stabilization or a Wages Commissioner.
- (c) All salaries referred to in sub-clauses (a) and (b) of this clause shall be subject to all general orders of the Court of Arbitration made after April the 6th, 1949.

No reduction shall be made in the salary of any officer except for dereliction of duty or unsatisfactory conduct.

All salaries shall be reviewed by the Wellington City Council as soon as possible in each financial year and increases, if any, shall be effective as from April the 1st of that year unless special circumstances require a different date. Officers shall be notified of their new salaries as soon as possible after such review.

In cases of promotion from a lower to a higher position the salary of the officer may be increased to that of the previous holder of the position by one or more stages.

Officers who are dissatisfied with their salaries shall appeal to the staff committee of the Council before creating a dispute as provided for in clause 9 hereof.

If any general orders or interim orders increasing or decreasing rates of remuneration are made by the Court of Arbitration during the currency of this agreement which do not automatically affect the association members the Corporation shall of its own motion make equivalent changes in the salaries of all officers bound by this agreement, provided always that all increases or decreases on that part of any officer's salary that exceeds £1,200 per annum shall be at the discretion of the Council.

The salaries shown in the Scheme of Classification for officers who are shift engineers, electrical operators, or technical assistants, employed on shift work in the Wellington City Council's Electricity Department include all payments due by reason of sections 19 (4), 28 and 29 of the Factories Act 1946.

*Overtime*

5. For the purposes of calculating overtime the " hourly rate " of ordinary pay shall be the annual salary divided by 2080.

Overtime shall be paid for in accordance with the following provisions:—

*Group (1).*—Regulations governing remuneration for officers of the Electricity Department (while subject to L.D.I. Act Agreement) rostered for duty on Holidays, Saturdays and Sundays whose occupation is governed by the Factories Act (including shift engineers, electrical operators and technical assistants) who shall comply with the following conditions where those conditions differ from the general Staff Regulations.

When men work on roster, or are rostered-off on the following days they shall receive on another day equal time off in lieu thereof or shall receive additional pay at ordinary rates at the discretion of the Council, viz. New Year's Day, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, Anniversary Day, or any other day granted in lieu thereof and any other day or days usually observed or granted by the Wellington City Council.

Overtime: For time worked in excess of the normal rostered hours payment shall be as follows:—

- (a) If the day is a Sunday, New Year's Day, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, Anniversary Day, or any day granted in lieu thereof, at the rate of double time.
- (b) For all other overtime at the rate of time and a half.

*Group (2).*—Regulation governing remuneration of officers in whose annual salaries an allowance is made for the fact that they frequently work on Saturdays, Sundays or holidays, and whose names appear on a list approved by the Staff Committee from time to time: they shall comply with the following conditions where those conditions differ from the general Staff Regulations.

When men work on roster, or are rostered off on the following days, they shall receive on another day equal time off in lieu thereof, or shall receive additional pay at ordinary rates at the discretion of the Council, viz. New Year's Day, Easter Monday, Good Friday, Anzac Day, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, Anniversary Day, or any day granted in lieu thereof, and any other day or days usually observed or granted by the Wellington City Council.

For time worked in excess of the normal rostered hours payment shall be as follows:—

- (a) If the day is a Sunday, New Year's Day, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, Anniversary Day, or any day granted in lieu thereof at the rate of time and a half.
- (b) For all other overtime at the ordinary hourly rate.

*Group (3).*—Officers not covered in Groups (1) and (2) above.

Overtime shall be paid after eight hours per day or forty hours per week as follows:—

- (a) For ordinary week days, overtime to be calculated at time and a half on the hourly rate with a minimum rate of 3s. 9d. per hour and a maximum rate of 10s. per hour plus 15 per cent.

(b) For Sundays and holidays, overtime to be calculated at double time with a minimum rate of 5s. per hour and a maximum of 10s. per hour plus 15 per cent.

(c) Overtime paid in any one year shall not exceed the amount by which an officer's salary is less than £874 per annum.

Limit of Overtime Payments: The amount of overtime by an officer must not exceed either 10s. per hour plus 15 per cent, or for the period of any one year the amount by which his salary is less than £874.

#### *Meal Allowance*

6. A meal allowance to be agreed upon by the parties to this agreement is to be paid to those officers eligible for overtime payments when they work for one hour or more on overtime after the usual finishing time on any day (including Saturday or Sunday).

#### *Holidays*

7. (a) The following days shall be observed as holidays and shall not count as part of the annual holiday leave, viz.: New Year's Day, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, Anniversary Day of the Province, or any day granted in lieu thereof, and any other day or days usually observed or granted by the Wellington City Council.

(b) For work (not overtime) done on any of the abovementioned days, or on Saturdays or on Sundays, Officers shall be granted time off in lieu thereof, or given additional pay at ordinary rates at the discretion of the Wellington City Council.

(c) In the case of an Officer whose working week is covered by a roster, when a holiday occurs on a "rostered day off" such officer shall be granted a day off in lieu thereof at a date to be conveniently arranged with the head of the department concerned. In the event of the exigencies of the department precluding the granting of a day off then payment shall be made to the officer for that day.

(d) Each officer who has had twelve months continuous service with the Wellington City Council shall be entitled to an annual holiday of two calendar weeks and after 10 years service shall be entitled to three calendar weeks annual holiday; and heads of specified sub-departments shall be entitled to an annual holiday of three calendar weeks.

#### *General Conditions*

8. The Wellington City Council Staff Regulations relating to sick leave, special allowances for examinations and all other conditions not specially provided for herein shall apply as they exist at the coming into force of this agreement or as they may be varied by mutual agreement between the Corporation and the association.

#### *Settlement of Disputes*

9. In the event of a dispute arising upon any matter whether referred to in this agreement or not, affecting the employment of members of the association covered by this agreement the matter in dispute shall be referred for settlement to a committee consisting of three representatives of the Wellington City Council and three representatives of the association.

The decision of this committee shall be final.

*Term of Agreement*

10. This agreement shall come into force on the 11th day of October, 1951, shall supersede previous agreements and shall continue in force until the 10th day of October, 1954, unless previously superseded by another agreement.

In witness whereof this agreement has been executed by the parties the 11th day of October, 1951.

The common seal of the Mayor Councillors and Citizens of the City of Wellington was hereto affixed at the offices of and pursuant to a resolution of the City Council in the presence of:—

[L.S.]

E. P. NORMAN, Town Clerk.

The common seal of the Wellington Municipal Officers' Association (Incorporated) was hereto affixed at the direction of the executive committee and attested by:—

[L.S.]

F. MALCOLM, Member of Executive Committee.  
JOHN R. HOOKER, Member of Executive Committee.