

NEW ZEALAND (EXCEPT NORTHERN INDUSTRIAL DISTRICT) **RETAIL-
SHOP ASSISTANTS—AMENDMENT OF AWARD**

In the Court of Arbitration of New Zealand.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and the Economic Stabilization Regulations 1952; and in the matter of the New Zealand (except Northern Industrial District) Retail-shop Assistants award, dated the 20th day of November 1951, and recorded in 51 Book of Awards 1889.

IN pursuance and exercise of the powers vested in it by regulation 9 (1) of the Economic Stabilization Regulations 1952, and upon application made in that behalf by the association of workers party to the above-mentioned award, this Court, for the purpose of giving effect to the pronouncement made by it on the 12th day of July 1952, doth hereby order as follows:—

1. That the said award shall be amended in the manner following:—

(1) By deleting clauses 4 and 5 and substituting the following clauses:—

“ *Wages*

“ 4. (a) The minimum rates of wages payable to shop-assistants shall be:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ Under 16 years of age—						
“ First six months	3	0	0	2	7	6
“ Second six months	3	6	0	2	12	6
“ 16 to 17 years of age—						
“ First six months	3	12	0	3	0	0
“ Second six months	4	0	0	3	5	0
“ 17 to 18 years of age	4	10	0	3	12	6
“ 18 to 19 years of age	5	10	0	4	5	0
“ 19 to 20 years of age	6	10	0	4	17	6
“ 20 to 21 years of age	7	10	0	5	10	0
“ 21 to 22 years of age	8	12	3	6	0	0
“ 22 years of age and over	9	15	4	6	10	9

“ Provided that an assistant who enters or has entered on the duties of a shop assistant after reaching the age of 17 years, without previous experience, shall be paid during the first twelve months of his employment at rates 10 per cent less than those above prescribed, and thereafter at the rates above prescribed according to his age.

“ (b) A traveller or specialty salesman part of whose hours of work fall outside those prescribed by clause 3 hereof shall be paid 11s. 6d. per week in addition to the rates prescribed in subclause (a) hereof.

“ (c) The minimum rates of wages payable to branch managers, branch manageresses, and workers in charge of shops shall be:—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ Where no assistants or up to two other assistants are employed	10	4	6	7	9	3
“ Where three or up to five other assistants are employed	10	15	6	8	1	3
“ Where six or more other assistants are employed	11	12	8	8	16	9
“ Casuals shall not be included in the above computation.						

“(d) The minimum rates of wages payable to departmental managers and departmental manageresses shall be:—

		Per Week.		
		£	s.	d.
“	Departmental managers	10	9	8
“	Departmental manageresses	7	13	9

“(e) The minimum rates of wages payable to the following classes of workers shall follow subclause (a) of this clause, until the age of twenty-two years is reached, and thereafter shall be as follows:—

		Per Week.		
		£	s.	d.
“	Window-dresser	10	6	3
“	Display artist	10	6	3
“	Ticket-writer	9	18	3
“	Scenic artist	9	18	3
“	Commercial artist	9	18	3
“	Advertising-writer or copy-writer	10	1	4
“	Window-dresser (female) working from a plan or photograph	7	5	9
“	Ticket-writer (female) writing one-stroke price tickets	7	0	0

“A worker who is not wholly or substantially employed at work covered by this subclause and whose ordinary wage is less than that prescribed herein, shall, for the hours during which the worker is employed at work covered by this subclause, be paid the difference between his or her ordinary wage and that prescribed in this subclause for the work performed.

“*Storemen, Packers, Porters, Lift Attendants, Cleaners, and Watchmen*

“5. (a) Storemen, packers, and porters shall be paid not less than the following rates of wages:—

		Per Week.		
		£	s.	d.
“	Under 16 years of age	2	6	0
“	16 to 16½ years of age	2	17	6
“	16½ to 17 years of age	3	9	0
“	17 to 17½ years of age	4	0	6
“	17½ to 18 years of age	4	12	0
“	18 to 19 years of age	5	3	6
“	19 to 20 years of age	6	0	9
“	20 to 21 years of age	6	18	0
“	Thereafter	9	1	0

“*Head Storeman.*—A ‘head storeman’ is a storeman in charge of other workers. If in charge of two or more workers other than casuals and up to five such workers he shall be paid 11s. 6d. per week extra. If in charge of over five such workers he shall be paid £1 3s. per week extra.

“This award shall not apply to storemen and packers covered by any Wholesale Merchants’ Storemen and Packers’ award.

“(b) Lift attendants employed exclusively on a lift, £8 8s. 11d. per week.

“Any female lift attendant employed on the coming into operation of this award may continue her present employment so long as she is paid not less than £5 18s. 8d. per week.

“(c) Female cleaners may be employed at the following rates: £5 15s. 6d. per week or, if employed by the hour, 3s. 6½d. per hour.

“(d) *Watchmen*.—Watchmen shall be paid not less than £9 1s. per week. Watchmen regularly employed as such shall work, if required, six watches per week, and they shall receive an annual holiday of three weeks on full pay for each complete twelve months’ service. The times within which they shall work shall not be governed by clause 3 hereof and their hours shall be forty per week. Overtime shall be paid on the weekly hours worked in excess of forty. The provisions of clause 17, except subclause (f) thereof, shall not apply to watchmen.

“For work done on a Sunday which is part of the forty-hour week, the worker shall be paid ordinary time rates in addition to his ordinary weekly wage. Time worked on a Sunday in excess of the weekly hours of forty shall be paid for at double time rates.

“(e) Parcel-boys shall be paid not less than the minimum rates of wages prescribed by this award for shop-assistants.”

(2) By deleting clause 14 (Increase in Rates of Remuneration).

(3) By deleting from the undermentioned clauses the figures and symbols set out in the first column hereunder and substituting in each case the figures and symbols respectively set out in the second column hereunder:—

			<i>First Column.</i>	<i>Second Column.</i>
Clause 6 (a)	.....	.....	2s. 6d.	3s.
Clause 7 (b)	.....	.....	3s.	3s. 6d.
Clause 7 (c)	.....	.....	3s. 6d.	4s.

2. That this order shall be deemed to have come into force on the 1st day of September 1952.

Dated this 6th day of November 1952.

[L.S.]

W. F. STILWELL, Judge.

MEMORANDUM

The wages rates for male workers have been settled by the Court, but in other respects the amendment gives effect to an agreement of the representatives of the parties.

The rates of remuneration prescribed in the award are *not* to be increased by the application of the provisions of the Court’s general order of the 30th January 1951.

Mr. Allerby is not in agreement, and his dissenting opinion follows.

W. F. STILWELL, Judge.

DISSENTING OPINION OF MR. ALLERBY

I strongly dissent from the majority decision of the Court in this amendment.

The decision to make the senior male shop assistants’ rate something less than forty times the Court’s new standard hourly rate for skilled workers is beyond my comprehension, especially when the Court itself after the 1949 pronouncement gave these workers the same increase as was awarded to skilled workers. The Court in 1950 increased the skilled rates in the Metal Trades award by 1½d. per hour and when in 1951 the parties agreed to a similar increase for shop assistants I am convinced that they wished to maintain the established relationship with skilled workers.

To set off this increase in amending the award to give effect to the 1952 pronouncement is most unjust. This means that although skilled workers have received an increase of not less than 19s. 10d. since 1949 these workers are to receive only 14s. 1d.

The reducing of the relative wage margin of these workers must undermine their confidence in the Court.

The action of the Court in this amendment convinces me more than ever that the decision to make a standard wage pronouncement instead of a general wage order was wrong in principle. Under a flat general wage increase the relative margins would be maintained and not reduced as has been done in many cases.
