

WELLINGTON INDUSTRIAL DISTRICT (EXCEPT WELLINGTON TWENTY-FIVE-MILE RADIUS) **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 Regulations 1952; and in the matter of the Wellington Industrial District (except Wellington twenty-five-mile radius) Legal Employees industrial agreement, made on the 13th day of January 1948, and recorded in 48 Book of Awards 41.

IN pursuance and exercise of the powers vested in it by the Economic Stabilization Regulations 1952, 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 July 1952, doth hereby order as follows:—

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

(1) By deleting from clause 4 (Overtime) the figure and symbol “2s.” and substituting the figures and symbols “2s. 3½d.”

(2) By deleting clause 5 and substituting 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 (f) both inclusive hereunder for more than one half of his or her working day:—

“(a) Attending at the Land Transfer Office, filing documents for registration and uplifting documents, searching and performing tasks incidental thereto.

“(b) Attending generally at the Stamp Duties Office, the companies office or any other Government departmental offices and there filing or uplifting documents or making inquiries.

“(c) Attending generally and filing and uplifting documents at the offices of the Supreme Court or Magistrates’ Court or any other tribunal.

“(d) Preparing any legal documents of any kind whatsoever: Provided that a typist 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.

“(e) 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.

“(f) 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 devil for opinion work—and devotes the greater part of his time to such work or
- “(c) Conduct cases in any Court or tribunal.

“ *Salary Scale*

	Male			Female		
	£	s.	d.	£	s.	d.
“ First year: First six months	2	1	6	2	1	6
“ First year: Second six months	2	8	0	2	8	0
“ Second year: First six months	3	2	0	2	15	0
“ Second year: Second six months	3	15	6	3	2	0
“ Third year: First six months	4	9	6	3	9	0
“ Third year: Second six months	5	3	0	4	2	6
“ Fourth year	5	17	0	4	13	0
“ Fifth year	6	10	6	5	3	0
“ Sixth year	7	6	11	5	17	6
“ Seventh year	7	19	7	6	10	2
“ Eighth year	8	12	2	7	2	3
“ Ninth year	9	4	3	7	8	0
“ Tenth year	9	15	9	7	19	6
“ Eleventh year	9	15	9	8	11	0

“ If such assistant is qualified by examination as a solicitor—

“(a) The rates set out in the above scale shall be increased in the fifth and succeeding years by 11s. 6d. 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 11s. 6d. per week.

“(ii) After not less than twelve years’ employment in a legal office (including at least three years doing principal work) by £1 3s. per week.

“ Provided that—

“(1) Every male law clerk of twenty-one (21) years or upwards shall be paid a minimum wage of £5 3s. 9d. per week with a further increment of 11s. 6d. per week for each completed year of service until £7 9s. 9d. 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 £7 9s. 9d. 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 £3 7s. 6d. 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 (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 £5 13s. 6d. 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 as a material substantial portion of his or her employment the writing up and balancing of estate books, company books and other clients’ books and the preparation of complicated taxation returns.

“ *Salary Scale*

	Male			Female		
	£	s.	d.	£	s.	d.
“ First year as accountant	9	4	3	7	13	9
“ Second year as accountant	9	10	0	7	19	6
“ Third year as accountant	9	15	9	8	5	3
“ Fourth year as accountant	10	1	6	8	11	0
“ Fifth year as accountant and thereafter	10	13	0	9	2	6

“ The foregoing salaries to be increased by 11s. 6d. per week for qualifications.

“(III) ALL OTHER EMPLOYEES

“ *Salary Scale*

“ Males—

Commencing Work.	First Year.		Second Year.		Third Year.		Fourth Year.		Fifth Year.	
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.
Under 17 ..	45/6	56/6	67/6	78/-	89/6	100/6	111/6	122/6	133/-	144/6
17 to 18 ..	67/6	78/-	89/6	100/6	111/6	122/6	133/-	144/6	153/3	
18 to 19 ..	89/6	100/6	111/6	122/6	133/-	144/6	153/3		159/7	
19 to 20 ..	111/6	122/6	133/-	144/6	153/3		159/7		165/11	
Over 20 ..	133/-	144/6	153/3		159/7		165/11		172/3	

Commencing Work.	Sixth Year : For One Year.	Seventh Year : For One Year.	Eighth Year : For One Year.	Ninth Year : For One Year.	Tenth Year : For One Year.	Eleventh Year : For One Year.	Thereafter.
Under 17 ..	153/3	159/7	165/11	172/3	178/6	184/3	184/3
17 to 18 ..	159/7	165/11	172/3	178/6	184/3	184/3	184/3
18 to 19 ..	165/11	172/3	178/6	184/3	184/3	184/3	184/3
19 to 20 ..	172/3	178/6	184/3	184/3	184/3	184/3	184/3
Over 20 ..	178/6	184/3	184/3	184/3	184/3	184/3	184/3

“ Females—

Commencing Work.	First Year.		Second Year.		Third Year.		Fourth Year : For One Year.
	First Half.	Second Half.	First Half.	Second Half.	First Half.	Second Half.	
Under 17 ..	41/6	48/-	55/-	62/-	69/-	75/6	86/6
17 to 18 ..	55/-	62/-	69/-	75/6	86/6		96/6
18 to 19 ..	69/-	75/6	86/6		96/6		108/4
19 to 20 ..	86/6		96/6		108/4		117/6
Over 20 ..	96/6		108/4		117/6		127/4

Commencing Work.	Fifth Year : For One Year.	Sixth Year : For One Year.	Seventh Year : For One Year.	Eighth Year : For One Year.	Ninth Year : For One Year.	Tenth Year : For One Year.	Thereafter.
Under 17 ..	96/6	108/4	117/6	127/4	136/6	148/-	148/-
17 to 18 ..	108/4	117/6	127/4	136/6	148/-	148/-	148/-
18 to 19 ..	117/6	127/4	136/6	148/-	148/-	148/-	148/-
19 to 20 ..	127/4	136/6	148/-	148/-	148/-	148/-	148/-
Over 20 ..	136/6	148/-	148/-	148/-	148/-	148/-	148/-

“ Provided always—

“(1) That in the case of any ‘ other employee ’ who has had no previous experience in a barrister’s or solicitor’s office the employer shall not be bound for the first twelve months of employment hereunder to pay at the appropriate rate set out in the foregoing scale but the rate shall not be less than that provided in the scale for the first six months of employment at the age of under seventeen years.

“(2) That in the case of any female employee who commences work over the age of twenty-one years and who is engaged for at least 75 per cent of her time as a receptionist and/or telephone operator the following scale shall apply in lieu of the foregoing scale:—

	£	s.	d.
“ First six months	4	10	0
“ Second six months	5	5	0
“ Second year	5	11	3
“ Third year and thereafter	5	17	6

“ Any employer engaging or who at the date of this agreement has engaged an employee to whom the last-mentioned proviso applies shall forthwith give notice in writing to the union of such engagement.”

(3) By inserting after clause 5 the following new clause:—

“ EXCLUSION FROM OPERATION OF GENERAL ORDER

“ 5A. The rates of remuneration provided for in this industrial agreement shall *not* be subject to the provisions of the general order of the Court, dated the 30th January 1951, and made under the Economic Stabilization Regulations 1950.”

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

Dated this 2nd day of October 1952.

[L.S.]

W. F. STILWELL, Judge.

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MEMORANDUM

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

W. F. STILWELL, Judge.
