

HAWKE'S BAY AND WAIRARAPA **PUBLIC ACCOUNTANTS' 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 Hawke's Bay and Wairarapa Public Accountants' Employees industrial agreement dated the 10th day of October 1945, and recorded in 45 Book of Awards 2276.

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 subclause (a) of clause 2 (Salaries) and substituting the following subclause:—

“(a) The following shall be the minimum weekly salaries payable to employees:—

“Males—

|   | £ | s. | d. |
|---|---|----|----|
| “ First six months of accountancy experience .. .. .  | 2 | 0  | 6  |
| “ Second six months of accountancy experience .. .. . | 2 | 9  | 0  |
| “ Third six months of accountancy experience .. .. .  | 2 | 16 | 6  |
| “ Fourth six months of accountancy experience .. .. . | 3 | 4  | 6  |
| “ Fifth six months of accountancy experience .. .. .  | 3 | 15 | 6  |
| “ Sixth six months of accountancy experience .. .. .  | 4 | 3  | 0  |
| “ Fourth year of accountancy experience .. .. .       | 5 | 2  | 0  |
| “ Fifth year of accountancy experience .. .. .        | 5 | 17 | 0  |
| “ Sixth year of accountancy experience .. .. .        | 7 | 3  | 8  |
| “ Seventh year of accountancy experience .. .. .      | 7 | 16 | 4  |
| “ Eighth year of accountancy experience .. .. .       | 8 | 10 | 10 |
| “ Ninth year of accountancy experience .. .. .        | 8 | 19 | 6  |

“ Provided, however, that when any employee completes the examinations and is admitted a member of the New Zealand Society of Accountants, then in respect of that employee the rates of salary above mentioned shall be increased by the sum of 11s. 6d. per week.

“ Females—

“ Juniors—

|  | £ | s. | d. |
|--|---|----|----|
| “ First six months of office experience .. ..  | 2 | 0  | 6  |
| “ Second six months of office experience .. .. | 2 | 9  | 0  |
| “ Third six months of office experience .. ..  | 2 | 16 | 6  |
| “ Fourth six months of office experience .. .. | 3 | 4  | 6  |
| “ Fifth six months of office experience .. ..  | 3 | 15 | 6  |
| “ Sixth six months of office experience .. ..  | 4 | 2  | 6  |
| “ Fourth year and subsequent years .. ..       | 4 | 9  | 6  |

“ Seniors—

|   |   |    |   |
|---|---|----|---|
| “ Fifth year of office experience .. ..   | 5 | 8  | 4 |
| “ Sixth year of office experience .. ..   | 5 | 14 | 8 |
| “ Seventh year of office experience .. .. | 6 | 0  | 5 |
| “ Eighth and subsequent years .. ..       | 6 | 6  | 5 |

“ Provided, always, that the basic wage shall be paid at the requisite time.

“ Provided, further, that where only one female employee is employed she shall be paid not less than £5 8s. 4d. in her fifth year and not less than £5 14s. 8d. in her sixth year.

“ Provided, further, that when any employee completes the examinations and is admitted a member of the New Zealand Society of Accountants, then in respect of that employee the rates of salary above mentioned shall be increased by the sum of 11s. 6d. per week.

“ Provided, further, that—

“ (i) Where two, three, or four female employees are employed, one, if qualified by years of office employment, must be paid as a senior, but the other or others, irrespective of years of employment, may be paid as juniors.

“ (ii) Where five or more are employed, the number of those paid as seniors must be not less than one for every four or portion thereof.”

(2) By inserting after clause 2 the following new clause :—

“ *Exclusion from Operation of General Order*

2A. 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.”

(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 :—

|                    | First<br>Column. | Second<br>Column. |
|--------------------|------------------|-------------------|
| Clause 5 (a) .. .. | 1s. 6d.          | 1s. 9d.           |
| Clause 5 (b) .. .. | 1s. 6d.          | 1s. 9d.           |
| Clause 5 (c) .. .. | 1s. 6d.          | 1s. 9d.           |
| Clause 9 .. ..     | 2s.              | 2s. 3½d.          |

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

Dated this 23rd day of July 1952.

[L.S.]

A. TYNDALL, Judge.

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.

A. TYNDALL, Judge.