
CANTERBURY AND OTAGO AND SOUTHLAND **HOSPITAL BOARDS' CLERICAL
WORKERS**—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 Canterbury and Otago and Southland Hospital Boards' Clerical Workers industrial agreement, made on the 10th day of August 1951, and recorded in 51 Book of Awards 1665.

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 parties to the above-mentioned industrial agreement, 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 subclauses (a) to (g) of clause 4 (Wages) and substituting the following subclauses:—

“ The following shall be the minimum salaries payable to all employees specified in the following clauses:—

“ (a) All male officers shall be paid in accordance with the following scale:—

	Per Annum.		
	£	s.	d.
“ Grade 1—			
“ First year	215	0	0
“ Second year	246	5	0
“ Third year	290	0	0
“ Fourth year	332	10	0
“ Fifth year	388	15	0
“ Sixth year	428	15	0
“ Seventh year	457	10	0
“ Eighth year	480	10	0
“ Ninth year	508	2	0
“ Tenth year	536	17	0
“ Eleventh year	565	12	0
“ Twelfth year	605	17	0
“ Thirteenth year	628	17	0
“ Fourteenth year	646	2	0

“ Males with School Certificate shall be paid one year in advance of the scale rates set out herein.

“ Males with University Entrance shall be paid two years in advance of the scale rates set out herein.

“ Provided, however, that no officer shall be employed as an accountant or chief clerk at a lesser salary than the maximum of Grade 2.

“ Lodging-allowance for 1st and 2nd years if living away from home:—

	Per Annum.		
	£	s.	d.
“ If on 1st year salary of £215	46	0	0
“ If on 2nd year salary of £246 5s.	28	15	0

“ (b) Grade 2—

“ Maximum salary	700	0	0
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“ Officers may be promoted to Grade 2 if, in the opinion of the Board, some advancement beyond the specified steps of the general scale is justified by the responsibilities undertaken. The maximum salary of this grade shall be £700 per annum, and the increments not exceeding £28 15s. in any one year shall be entirely at the discretion of the Board.

“ (c) *Higher Positions for Male Staff.*—In higher positions where it is desired to pay male officers of Hospital Boards a salary in excess of £700 per annum (excluding overtime) but not exceeding £940 per annum, the salaries of such officers covered by this agreement shall be in accordance with the scheme of classification, as approved by the respective Boards.

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

“ All salaries shall be reviewed annually, but before increments not provided for in the scheme of classification are granted, the approval of the Board shall be obtained.

“ (d) *Salaries for Female Clerks and Other Female Officers.*—

	Per Annum.	
	£	s. d.
“ Grade 1—		
“ First year	212	10 0
“ Second year	243	15 0
“ Third year	287	10 0
“ Fourth year	325	0 0
“ Fifth year	359	10 0
“ Sixth year	399	15 0
“ Seventh year	440	0 0
“ Eighth year	468	15 0

“ Female officers with Junior Government Shorthand-typing Examination or School Certificate shall be paid one year in advance of the scale rates set out herein.

“ Female officers with Senior Government Shorthand-typing Examination or University Entrance Examination shall be paid two years in advance of the scale rates set out herein.

“ Lodging-allowance for 1st and 2nd years if living away from home:—

	Per Annum.	
	£	s. d.
“ If on 1st year salary of £212 10s.	46	0 0
“ If on 2nd year salary of £243 15s.	28	15 0

“ (e) Telephonists shall be paid according to the scale set out in subclause (d) hereof, except that the final rate shall be £405 10s. per annum for the seventh year.

	Per Annum.	
	£	s. d.
“ (f) Grade 2—		
“ Maximum salary	575	0 0

“ Officers may be promoted to Grade 2, if, in the opinion of the Board, some advancement beyond the specified steps of the general scale is justified by the responsibilities undertaken. The maximum salary in this grade shall be £575 per annum, and the increments not exceeding £23 in any one year shall be entirely at the discretion of the Board.

“ (g) *Higher Positions for Female Staff.*—In higher positions where it is desired to pay female officers of Hospital Boards a salary exceeding £575 per annum (excluding overtime) but not exceeding £690 per annum, the salaries of such officers covered by this agreement shall be in accordance with the scheme of classification as approved by the respective Boards.

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

“ All salaries shall be reviewed annually, but before increments not provided for in the classification are granted, the approval of the Board shall be obtained.”

(2) By deleting clause 5 (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 4 (j)	.....	.....	7s. 6d.	8s. 8d.
Clause 4 (k)	.....	.....	5s.	5s. 9d.
Clause 6	.....	.....	£25	£28 15s.
			£785	£940
			£25	£28 15s.
			£785	£940
Clause 7 (e)	.....	.....	3s.	3s. 6d.
Clause 7 (h)	.....	.....	£785	£940
Clause 21	.....	.....	£785	£940

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

Dated this 25th day of March 1953.

[L.S.]

W. F. STILWELL, Judge.

MEMORANDUM

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

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.