

CHRISTCHURCH CITY COUNCIL **CLERICAL EMPLOYEES**—VARIATION OF INDUSTRIAL AGREEMENT

[Filed in the Office of the Clerk of Awards, Christchurch]

THIS Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 24th day of August 1955 between the Christchurch City Council (hereinafter called "the Council" or the employer) of the one part, and the Canterbury Clerks', Cashiers' and Office Employees' Industrial Union of Workers' (hereinafter called "the Union") of the other part, whereby it is mutually agreed by and between the said parties, that this Industrial Agreement shall vary the Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1925, and its amendments on the 11th day of October, 1954, between the Council of the one part and the Union of the other part, to the extent hereinafter set forth.

1. That subclauses (a), (b) and (c) of clause 7, Salaries, be deleted and substituted with the following:

*Salaries*

MALES

7. (a) Unclassified positions: The minimum rates of pay per annum shall be:

	£
First year	255
Second year	295
Third year	340
Fourth year	390
Fifth year	440
Sixth year	495
Seventh year	535
Eighth year	575
Ninth year	615
Tenth year	665
Eleventh year	705

Provided that an employee of the age of twenty-one years or upwards shall receive not less than the "minimum wage" for the time being prevailing.

Provided also, that a youth of the age of not less than nineteen years shall be considered a second year employee and paid accordingly.

Provided also, that a junior male clerical worker having obtained School Certificate shall commence at the rate provided for the second year, and a junior male clerical worker having passed the University Entrance Examination shall commence at the rate payable for the third year.

Classified positions: Minimum annual salaries for the following grades shall be:

	(a)			(b)		
	£	s.	d.	£	s.	d.
Grade 4	724	3	8	743	13	8
Senior Meter Readers (5).						
Costing Clerk.						
Clerk in Charge, Commercial Ledgers.						
Clerk in Charge, Housing Accounts.						
Property Clerk.						
Clerk, Rates Department.						
Cemetery Clerk.						
Voucher Clerk, M.E.D.						
Costing Clerk, M.E.D.						
Head Clerk, Testing Station.						
Cost Clerk, Engineer's Department.						
Traffic Department Clerk, (Depot).						
Internal Audit Assistant.						
Second Clerk Inspectors' Department, M.E.D.						
Treasury Cost Clerk, Central Yard.						
	(a)			(b)		
	£	s.	d.	£	s.	d.
Grade 3	765	13	8	781	13	8
Assistant Paymaster.						
Senior Ledger-keepers.						
Senior Engineers Clerk.						
Ledger-keeper, M.E.D.						
Enquiry Officer, M.E.D.						
Reserves Department Clerk.						
Receipts Cash Book Clerk.						
District Electors Roll Clerk.						
Collector, M.E.D.						
Senior Costing Clerk, M.E.D.						
Commercial Meter Readers, M.E.D. (2).						
Wages Record Clerk and Relieving Cashier.						
Senior Clerk, Inspectors Department, M.E.D.						
Timekeeper.						
Senior Checking Clerk, M.E.D.						
Senior Clerk, Wiring Department.						
Senior Clerk, Lines Department.						
Senior Clerk, Central Yard.						
Senior Clerk, Waterworks Department.						
Clerk, New Brighton.						
Paying Cashier, Treasury.						
Registration Clerk.						
	(a)			(b)		
	£	s.	d.	£	s.	d.
Grade 2	804	3	8	820	13	8
Cashier, M.E.D.						
Receiving Cashier, Treasury.						
Third Committee Clerk.						
Pay Sheet Clerk, Treasury.						
Staff Clerk, M.E.D.						
Relieving Officer, Treasury Department.						
Deputy Chief Meter Reader, M.E.D.						

	(a)			(b)			(c)		
	£	s.	d.	£	s.	d.	£	s.	d.
Grade 1 .....	842	13	8	859	3	8	892	3	8
Paymaster.									
Banking Officer, M.E.D.									
Banking Officer, Treasury Department.									
Senior Officer, Consumers' Enquiries Department.									
Assistant Rate Collector.									
Office Supervisor—Goods and Wiring Accounts, M.E.D.									
Examiner of Accounts and Costing Officer, Treasury.									
Chief Traffic Clerk.									
Purchasing Officer.									
Chief Meter Reader, M.E.D.									
Stores Superintendent, Works Department.									
Stores Superintendent's Assistant, M.E.D.									
Internal Auditor.									
Second Committee Clerk.									

A Grade 4 officer, having reached the maximum salary provided for under the unclassified scale, shall proceed to the minimum salary indicated above under the heading of Grade 4, increments thereafter to be at the discretion of the Council.

Provided that an officer occupying a Grade 4 position, but not having attained the maximum of the unclassified scale, shall be advanced three years above the scale rate appropriate to his length of service.

Officers holding positions in Grades 1, 2, or 3 respectively shall be paid not less than the salary first mentioned for the appropriate grade. The subsequent figures are alternative steps and any officers within the grade may be advanced to these higher figures at the discretion of the Council.

#### FEMALES

(b) Unclassified positions: The minimum rates of pay per annum shall be:

	£
First year .....	255
Second year .....	295
Third year .....	340
Fourth year .....	390
Fifth year .....	440
Sixth year .....	495
Seventh year .....	535
Eighth year .....	575

Provided that an employee of the age of twenty-one years or upwards shall receive not less than the "minimum wage" for the time being prevailing.

Provided also that a female employee of the age of not less than nineteen years shall be considered a second year employee and shall be paid accordingly.

Provided also that appointees with qualifications, at least equivalent to Senior Government Shorthand-typistes Examination or School Certificate shall commence at the rate provided for the second year, and appointees having passed the University Entrance Examination shall commence at the rate payable for the third year.

Provided that any female employee paid according to the above scale and who is engaged substantially in operating the machines listed below shall be paid an additional 6s. 5½d. per week.

- (i) Accounting and book-keeping machines, posting and analysis machines, if fitted with vertical and cross adding registers.
- (ii) Calculating machines, key-driven, for which the operators must have special training, as distinct from crank-driven or rotary type calculating machines, which do not require specialized operators.
- (iii) Invoicing machines fitted with adding registers and where any part of the key-board is electrically operated and controlled or fitted with vertical and cross adding registers.
- (iv) Addressograph.

Classified positions: The minimum annual salaries shall be:

	(a)			(b)			(c)		
	£	s.	d.	£	s.	d.	£	s.	d.
Grade 1	602	10	0	624	10	0	646	10	0
Second Typiste.									
Rates Check Clerk.									
Rates Clerk Typiste.									
Superannuation Clerk.									
Heavy Traffic Clerk.									
Cashier, M.E.D.									
Engineer's Typiste, M.E.D.									
Special Readings Clerk, M.E.D.									
Chief Machine Operator, M.E.D.									
Engineer's Typiste.									
Costing Clerk, M.E.D.									
Chief Machine Operator, Treasury Department.									
Special Grade 1				679	10	0	707	0	0
Head Typiste and Records Clerk, Town Clerk's Office.									
Head Typiste and Records Clerk, M.E.D.									
Expenditure Ledger-keeper, M.E.D.									

Officers holding positions in Grade 1 shall be paid not less than the salary first mentioned for the grade. The subsequent figures are alternative steps and any officer within the grade may be advanced to these higher figures at the discretion of the Council.

Parcels Office and Bath Attendant's Scale £395 11s. 1d. per annum.

In respect of the salaries in either classified or unclassified positions, the attainment of any of the following qualifications shall be rewarded by additional annual payments as follows:

	£	s.	d.
A.R.A.N.Z. and N.Z.I.L.B.A.O.	25	10	0
B.Com.	31	0	0
5 subjects A.R.A.N.Z.	13	0	0

In case of double qualifications the higher of these amounts only shall be paid.

(c) Employees engaged in collecting cash outside the Council's offices and all other employees substantially engaged as Cashiers, Banking Officers, or in the paying of wages, shall be paid an allowance at the rate of £10 per annum while so engaged.

NOTE.—The effect of the General Order of the Court of Arbitration dated the 28th October, 1954, has been incorporated in the rates of remuneration prescribed in this agreement, with the exception of the Examination Allowance.

2. That in the undermentioned clauses, delete the figures and symbols set out in the first column hereunder and substitute in each case the figures and symbols respectively set out in the second column hereunder.

	First Column			Second Column		
	£	s.	d.	£	s.	d.
Clause 5 (h) .....	767	10	0	804	3	8
	572	0	0	602	10	0
Clause 8 (a) .....	11	3	10	11	16	6
		8	19	9	10	4
Clause 11 (c) .....	636	18	0	665	0	0
	550	0	0	575	0	0

*Term of Agreement*

This agreement in so far as it relates to salaries shall be deemed to have come into force on the 18th day of November, 1954, and so far as the other conditions of this agreement are concerned shall operate from the day of signing and remain in force until the 31st day of March, 1956.

In witness whereof the parties have executed these presents.

The common seal of the Christchurch City Council was hereto affixed in the presence of—

[L.S.]

R. M. MACFARLANE, Mayor.  
H. S. FEAST, Town Clerk.

The common seal of the Canterbury Clerks', Cashiers' and Office Employees' Industrial Union of Workers was hereto affixed in the presence of—

[L.S.]

A. C. KING, President.  
E. C. BLACKER, Secretary.