

NORTH CANTERBURY HOSPITAL BOARD **GARDENERS**—INDUSTRIAL
AGREEMENT

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

THIS industrial agreement made pursuant to the Industrial Conciliation and Arbitration Act 1954 this 25th day of January 1955, between the North Canterbury Hospital Board (hereinafter called "the employer") of the first part, and the Canterbury General and Builders' Labourers' and Related Workers Industrial Union of Workers (hereinafter called "the union") of the other part, witnesseth that it is mutually agreed between the employer and the union as follows:—

SCHEDULE

1. This agreement shall apply to employees of the North Canterbury Hospital Board who are engaged in gardening work.

Definitions

2. (a) A gardener or plant propagator is one who has served an apprenticeship of not less than five years, or who has been employed as a gardener or plant propagator for five years, or who has been certified by the Board's Superintendent of Grounds to be a gardener or plant propagator.

(b) An unqualified nurseryman or gardener is a worker who is employed as a nurseryman, but who has neither served an apprenticeship nor qualified in accordance with the preceding clause.

Hours of Work

3. The ordinary week's work shall not exceed forty hours, to be worked on five days of the week Monday to Friday both days inclusive. The daily hours shall be eight and shall be worked between the hours of 7.30 a.m. and 5 p.m.

Wages

4. (a) The minimum rate of wages shall be as follows:—

	Per Week		
	£	s.	d.
Qualified gardeners in charge at Christchurch Hospital, Cashmere Sanatorium, Burwood Hospital, Jubilee Home, Tuarangi Home, and Marshland Farm	12	10	0
Qualified gardeners or nurserymen	11	7	6
Unqualified gardeners	10	13	4

(b) Gardeners in charge positions at Christchurch Hospital, Cashmere Sanatorium, Burwood Hospital, Marshland Farm, Jubilee and Tuarangi Homes shall be excluded from the Gangers' Allowance as provided in clause 4 (c).

(c) Leading hands in charge of 3 and up to 10 workers shall be paid 2s. 9d. per day extra. Gangers in charge of over 10 workers 3s. 10d. per day additional.

(d) Men employed topping trees and skilled axemen shall be paid 2s. 6d. per day extra.

(e) Workers employed as firefighters shall be paid a flat rate of 6s. 4d. per hour whilst so engaged with a minimum rate for two hours if called out after working hours.

Females

5. (a) Females shall be paid not less than the following rates:

	Per Week		
	£	s.	d.
First six months	2	10	4
Second six months	3	0	5
Third six months	3	10	6
Fourth six months	4	0	7
Fifth six months	4	10	7
Sixth six months	5	0	8
Seventh six months	5	10	7
Eighth six months	6	1	9
Fifth Year	6	17	10

Provided that females of the age of eighteen years and upwards shall be paid not less than £4 10s. 7d. per week for the first six months and thereafter according to scale.

Overtime

6. All time worked outside or in excess of the hours hereinbefore mentioned shall be considered overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter. For work on Saturdays a minimum of two hours shall be paid for. All work done on Sunday shall be paid for at double ordinary rates with a minimum payment as for two hours work. All overtime shall be calculated on a daily basis.

Payment of Wages and Termination of Engagement

7. All wages shall be paid weekly in cash during working hours. One week's notice on either side shall terminate the engagement, but this shall not prevent the Board from summarily dismissing a worker for misconduct.

Provided that any worker under suspension or notice to terminate shall have the right of appeal, first to the Department Head, and failing satisfactory settlement to the Committee concerned, and finally, if necessary, to the Board before being dismissed from the Board's service.

Any employee exercising this right of appeal as aforesaid, shall be permitted to be accompanied by an advocate who is an officer of the union bound by this agreement.

Tools

8. All tools shall be supplied by the Board.

Holidays

9. (a) Workers shall receive the following holidays without deduction from pay: New Year's Day, and the day following, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day and Show Day or some other day to be mutually agreed upon.

(b) When any of the foregoing holidays, other than Anzac Day, fall on a Saturday or Sunday, the following Monday or Tuesday shall be observed, or both.

(c) For work done on any of the holidays named in subclause (a) hereof, workers shall be paid at the rate of double ordinary time, such payments to be in addition to the ordinary holiday pay, with a minimum payment as for two hours' work.

(d) Workers in the Board's employ at any time during the fortnight ending on the day on which any of the holidays referred to in subclause (a) hereof occurs, shall be entitled to receive payment for such holidays in accordance with the provisions of the Factories Act, 1946.

(e) The terms of the Annual Holidays Act shall apply to workers covered by this agreement.

Place of Work and Travelling Time

10. Each worker shall be attached to one of the Board's institutions, and the name of the institution shall be notified to him.

If a worker is required to work at a distance of more than one and a half miles from the institution to which he is attached the Board shall do one of the following things:—

- (i) Provide the worker with transport between the institution to which he is attached and the job; or
- (ii) Reimburse the worker with any additional cost incurred by him on travelling to and from such work.

(b) Time occupied by the worker in travelling to and from work away from such institution to be paid for at ordinary or overtime rates, as the case may be.

Disputes

11. The essence of this agreement being that the work of the employer shall not on any account whatsoever be impeded but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this agreement, or any of them, as to any matter whatsoever arising out of or connected with this agreement and not dealt with herein, every dispute or difference shall be referred to a committee to be composed of two representatives of each side, together with an independent chairman to be mutually agreed upon or, in default of agreement, to be appointed by the Conciliation Commissioner for the District. Either side shall have the right to appeal to the Court against a decision of any such committee upon giving to the other side, written notice of such appeal within fourteen days after such decision has been known to the party desirous of appealing.

Display of Agreement

12. Wherever reasonably possible, the employer shall display on each job and in a conspicuous place a copy of this agreement.

General Orders Increasing Rates of Remuneration

13. The rates of remuneration set out in this agreement are inclusive of the general orders of the Court of Arbitration dated 19th November, 1953 and 28th October, 1954.

Sick Leave and General Provisions

14. Permanent workers covered by the agreement shall be entitled to the sick, annual, and retirement leave privileges enjoyed by the regular employees of the Board.

(b) Where employees are required to work outside in wet weather they shall be provided with oilskin coats, leggings and sou'westers, but not more than once in any year.

(c) Men handling slabs in plantations shall be supplied with gloves and overalls.

(d) Workers cutting, pruning, or transplanting thorny or prickly plants, shrubs, etc., shall be supplied with gloves.

(e) Workers required to attend stoves shall be supplied with overalls.

(f) Workers operating spray-pumps (manual or mechanical) shall be supplied with protective clothing, including gloves.

(g) Gloves, masks, and other protective clothing or equipment as determined by the Department of Health for workers mixing or handling poisonous substances, or working where poisonous or dangerous fumes are present or suspected, shall be available. Female employees shall be supplied with smocks or other appropriate protective clothing, with renewals as required.

(h) Knee gum boots shall be provided where circumstances warrant.

(i) Safety belts for axemen topping trees etc., shall be available on request.

(j) All equipment must be returned to store before new is issued and all equipment issued to employees remains the property of the Board.

(k) Modern first-aid emergency cases, fully equipped, shall be kept in convenient and accessible places on each job.

(l) The Board shall provide protection for workers from rain, hail, snow and wind whilst they are being conveyed to and from work in the Board's vehicle.

Right of Entry

15. The secretary or other authorized officer of the union shall be entitled to enter at all reasonable times upon the premises or job of any employer bound by this agreement for the purpose of interviewing any workers (with the consent of the employer or his representative, such consent not to be unreasonably withheld) but not so as to interfere unreasonably with the employer's business.

Meal Money

16. Where a worker is called on to work overtime later than one hour after his ordinary knocking-off time for the day, the employer shall either provide such worker with a meal or pay 4s. meal money, provided such worker cannot reasonably get home for a meal and provided further that the worker has not been notified of such overtime the previous day.

Refreshments

17. An interval of ten minutes shall be allowed during each morning and afternoon.

Workers to be Members of Union

18. (a) It shall not be lawful for an employer bound by this agreement to employ, or to continue to employ in any position or employment subject to this agreement, any person who is not for the time being a member of an industrial union of workers bound by this agreement.

(b) The employer shall, upon written request by the secretary of the union, supply him with a list of workers covered by this agreement.

Under Rate Workers

19. Any worker who considers himself incapable of earning the minimum wage fixed by this agreement may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose: and such Inspector or other person in so fixing

such wage shall have regard to the worker's capability, his past earnings and such other circumstances as such Inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b) Such permit shall be for such period, not exceeding six months, as such Inspector or other person shall determine and after expiration of such period, shall continue in force until fourteen days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such Inspector or other person shall think fit.

(c) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having same so fixed.

(d) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

Application of Agreement

20. This agreement shall apply to the parties named herein.

Term of Agreement

21. This agreement shall come into force on the 4th November, 1954 and shall continue in force until the 3rd November, 1956.

Signed on behalf of the North Canterbury Hospital Board this 25th day of January 1955—

ALEX PRENTICE, Secretary.

Signed on behalf of the Canterbury General and Builders' Labourers' and Related Workers Industrial Union of Workers this 25th January, 1955—

J. HARRIS, President.

J. SHANKLAND, Secretary.