

DUNEDIN FIRE-BRIGADE OFFICERS—AWARD

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Dunedin Fire Brigades' Employees Industrial Union of Workers (hereinafter called "the union") and the undermentioned Board (hereinafter called "the employers"):

Dunedin Metropolitan Fire Board, Dunedin.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the terms of settlement arrived at in the above-mentioned dispute and forwarded directly to the Court pursuant to the provisions of section 130 of the Industrial Conciliation and Arbitration Act 1954, doth hereby order and award:

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as hereinafter provided and shall continue in force until the 23rd day of May 1958 and thereafter as provided by section 152 of the Industrial Conciliation and Arbitration Act 1954.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 6th day of July 1956.

[L.S.]

W. F. STILWELL, Judge.

SCHEDULE

Application of Award

1. This award shall apply to all permanent fire-brigade officers in the employ of the Dunedin Metropolitan Fire Board, with the exception of the chief fire officer and deputy chief fire officer, to whom it shall not apply.

Routine Hours

2. (a) Daily routine to be observed as follows:—

- (i) Monday to Friday: Routine hours shall be five hours per day to be worked between the hours of 7 a.m. and 2.30 p.m. During the periods 7 a.m. to 2.30 p.m. one hour for breakfast and one hour for lunch shall be allowed, such times to be fixed by the chief fire officer.
- (ii) Saturdays: Routine hours shall be 3½ hours to be worked between the hours of 7 a.m. and 12 noon.

- (iii) Sundays, Good Friday, Easter Monday, the Sovereign's birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, New Year's Day and Anniversary Day: Routine work shall be not more than three-quarters of an hour to be worked between the hours 7 a.m. and 9.30 a.m.
- (iv) Two roll calls shall be held each day, one at the starting time decided upon for each working day and another at 7 p.m.
- (v) A morning tea break of ten minutes shall be allowed.
- (b) The chief fire officer may arrange for special brigade exercises to be carried out between 6 a.m. and 7 a.m. on one day of the week (Monday to Friday) for which a payment of 6s. shall be made.
- (c) Notwithstanding anything herein contained, not more than two officers shall be assigned to station duty between the hours of 2.30 p.m. and 8.30 a.m. on the following day.

Wages

3. The minimum wages to be paid to officers coming within the scope of this award shall be as follows:—

		Per Week		
		£	s.	d.
(a)	Station officers, for the first six months	13	2	1
	Station officers, thereafter	13	12	6
	Senior station officers	13	18	3
	Fourth officer	14	6	3
	Third officer	15	0	1

(b) When an officer is employed on duty away from the station at which he is quartered or normally employed, he shall be paid 4s. per meal in each case.

(c) In stations where there is no mess, officers not provided with married living quarters at the station shall be paid 6s. 11d. per week extra.

(d) Married officers shall be supplied with quarters or be paid an allowance of £2 6s. 10d. per week.

(e) Married officers furnished with quarters shall be paid an allowance for lighting of 5s. 6d. per month, and for firing, £1 4s. 2d. per month.

(f) In cases where accommodation is supplied to an officer by the employer, such accommodation shall include floor covering.

(g) All officers shall be paid the sum of £1 5s. 4d. per week, fifty-two weeks in each year, being extra payment for holidays, Saturdays, and Sundays.

(h) The divisor used to find the daily rate of pay of any worker shall be four and two-thirds of the weekly rate.

(i) Wages shall be paid fortnightly.

(j) Drivers' licences shall be paid for by the employer in the case of an officer required to drive the employer's vehicles.

(k) Officers required to drive brigade vehicles shall be paid 10s. per week thereof.

(l) A service bonus of 1½d. per day shall be paid to all officers employed on the coming into operation of this award, and after completion of the first year 1½d. per day extra shall be paid for each succeeding year of service.

(m) Officers required to perform extra duties outside routine hours shall be paid the sum of 17s. 6d. per week in addition to their ordinary wage.

(n) Officers who hold themselves available to respond to fire-calls during leave periods shall be paid a relieving allowance of 11s. 6d. per week: Provided that they are within hearing of the bells.

(o) Officers who respond to fire calls on their days off or during extended leave periods shall be paid, in addition to that provided under subclause (n) hereof the sum of 7s. per hour.

Increase in Rates of Remuneration

4. The rates of remuneration determined by this award shall be increased to the extent and in the manner prescribed by the general order of the Court made under the Economic Stabilisation Regulations 1953, and dated the 28th day of October 1954.

(EXPLANATORY NOTE.—The general order of the 28th October 1954 increased rates of remuneration determined by awards and industrial agreements by an amount equal to 13 per cent thereof, but excluded from the scope of the increase—

- (1) Such portion of the remuneration of each worker in each week as exceeded the amount of £12 in the case of adult male workers, the amount of £9 in the case of adult female workers, and the amount of £7 in the case of male and female workers under the age of 21 years; and
- (2) All allowances in respect of tools, bicycles, motor vehicles, protective or special clothing, or special footwear.

The term "remuneration" means salary or wages; and includes time and piece wages and overtime and bonus and other special payments; and also includes allowances, fees, commission, and any other emolument, whether in one sum or several sums; and also includes travelling expenses.)

Special Duties

5. (a) Officers when called upon for salvage work or flood damage or duties where special calls are made on the brigade's services to deal with escapes of noxious gases or fumes or to stand by any work by reason of the fire risk connected therewith shall be paid at a flat rate of 8s. 7½d. per hour.

(b) While engaged on special duties under subclause (a) hereof, or stand-bys after fires, an officer shall, within four hours of the time at which he finished his last meal prior to undertaking the special duties for stand-bys after fires, be either relieved for sufficient time to enable him to return to his station and partake of a meal or paid the sum of 4s. as meal-money. He shall also be entitled to the benefit of the foregoing provision in respect of every additional four hours thereafter during which he continues to be engaged on special duties or stand-by work after fires. The meal-money payment herein provided shall not be subject to the increase provided for in clause 4.

(c) When officers are called upon for duty in protected areas, or beyond, and in regional areas, the Fire Board shall defray all expenses incurred for meals and accommodation, as approved by the chief fire officer.

Uniform

6. (a) In the month of November each year, the employer shall supply to each officer the following uniform free of charge: cap, double breasted jacket, V-neck pullover, two pairs of trousers, two pairs of officers' ankle boots, four shirts, eight collars, and two ties. In lieu of the double breasted jacket, the employer may supply in alternate years the new type uniform.

(b) The employer shall issue to officers free of charge knee boots and fire tunics when same are issued to firemen in the Board's employ or when required.

(c) The Board shall issue, free of charge, to each officer an officer-pattern overcoat.

(d) All uniforms shall be kept in repair by the Board. All articles shall be renewed when damaged by fire beyond repair or dry cleaned when considered necessary by the chief fire officer.

(e) All uniforms shall be made to measure.

(f) Any private apparel damaged at a fire shall, when considered necessary by the chief fire officer, be repaired or replaced by the employer.

Transfer

7. (a) Not less than seven days' notice shall be given where an officer is under transfer. The cost of transport of effects when necessary shall be provided by the employer.

(b) If for any legitimate reason an officer considers a transfer would be a hardship, he shall have the right of appeal.

Ordinary Leave of Absence

8. (a) Each officer shall be allowed leave of absence without deduction of pay as follows:—

Twenty-four hours' continuous leave commencing at 7.30 a.m. every third day, provided that in cases of emergency—i.e., fire duty or sickness—preventing such leave being given, such leave shall be made up to the officer subsequently.

(b) Officers may, with the permission of the chief fire officer, (which permission shall not be unreasonably withheld) change leave between themselves.

Extended Leave

9. (a) Each officer within each six months' continuous service (based on the date on which his employment commenced) shall be granted holidays without deduction of pay as follows: Twenty-eight consecutive days (inclusive of Sundays), such leave to be given and taken at a time to be determined by the chief fire officer. A roster indicating the day and time when leave commences shall be posted on the notice board.

(b) Payment of wages covering the holiday period shall be made prior to the officer going on leave.

Long Service

10. The question of long-service leave and accumulated leave shall be left for the consideration of the employer and representatives of the officers' branch of the union.

Relieving

11. (a) An officer shall be deemed to be relieving when he is employed on duty at any station other than that at which his married quarters are situated or where he is normally and usually employed.

(b) Where possible, a room equipped with a bed and usual furnishings shall be provided for the exclusive use of relieving officers at all stations where an officer is required to relieve.

(c) When an officer is called upon to relieve or carry out duties of an officer senior in rank to himself, for a period of twenty-four hours or more he shall be paid for such period at the rate of wages prescribed for the senior position.

Officers' Room

12. The Board shall provide and furnish a suitable room for the use of the officers of the brigade.

Sickness

13. (a) Whenever an officer, by sickness or accident, is rendered unfit for duty he shall be paid full pay during the first four weeks, and on its expiration the Board may review each case on its merits with a view to extending such pay for a further period.

(b) Any medical examination required by the Board shall be paid for by the Board.

Reports

14. An officer having been reported to the chief fire officer for any matter arising out of his employment, shall have a right to a copy of the report and to receive three days' notice, if he so desires, before being paraded and to have a representative of the union to accompany him when paraded before the chief officer.

Termination of Employment

15. Twenty-eight days' notice of termination of employment shall be given by either side, but shall not prevent the summary dismissal or suspension of an officer for misconduct or conduct prejudicial to good order and discipline: Provided that such officer may appeal to the Board for consideration and may have the assistance of a representative of the union.

Disputes or Matters Not Provided For

16. If any dispute or difference shall arise between the parties bound by this award as to any matter whatsoever arising out of or connected therewith, or not herein provided for, every such 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 an agreement, to be appointed by the Conciliation Commissioner for the district. The committee shall meet within twenty-one days from the date on which the dispute is referred to the Conciliation Commissioner. Either side shall have the right to appeal to the Court within fourteen days after the decision has been made known to the party desirous of appealing.

Workers to be Members of Union

17. (a) Subject to the provisions of sections 174 (5) and 175 of the Industrial Conciliation and Arbitration Act 1954, it shall not be lawful for any employer bound by this award to employ or to continue to employ in any position or employment subject to this award any adult person who is not for the time being a member of an industrial union of workers bound by this award.

(b) For the purposes of subclause (a) of this clause a person of the age of eighteen years or upwards, and every other person who for the time being is in receipt of not less than the minimum rate of wages prescribed by this award for workers of the age of twenty-one years and upwards, shall be deemed to be an adult.

(c) Every person who, being obliged to become a member of any union by the operation of the foregoing provisions, fails to become a member of that union when requested so to do by his employer or any officer or representative of the union, commits a breach of this award, and shall be liable accordingly.

(NOTE.—Attention is drawn to section 174 (3) of the Industrial Conciliation and Arbitration Act 1954, which gives to workers the right to join the union.)

Scope of Award

18. This award shall apply to the Dunedin Fire Board and the Dunedin Fire Brigades' Employees Industrial Union of Workers.

Term of Award

19. This award in so far as it relates to rates of wages prescribed in clauses 3 (a), (k), and (m) and 5 (a), shall be deemed to have come into force on the 1st day of January 1956, and so far as all other provisions of the award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 23rd day of May 1958.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 6th day of July 1956.

[L.S.]

W. F. STILWELL, Judge.

MEMORANDUM

The award, including the operative date of provisions relating to wages, embodies the terms of settlement arrived at by the assessors in Conciliation Council.

W. F. STILWELL, Judge.
