

NORTH AND SOUTH CANTERBURY HOSPITAL BOARDS' CLERICAL EMPLOYEES
—VARIATION OF INDUSTRIAL AGREEMENT

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 12th day of December 1956 between the North Canterbury Hospital Board and the South Canterbury Hospital Board (hereinafter called "the board" 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, on the 6th day of July 1955, and recorded in Book of Awards Volume 55 at page 973, between the board of the one part and the union of the other part to the extent hereinafter set forth.

1. By deleting clause 4 and substituting the following clause:

Wages

4. The following shall be the minimum salaries payable to all employees specified in the following clauses:

(a) Male Officers—

General Scale—	Per Annum £
First year	273
Second year	310
Third year	355
Fourth year	418
Fifth year	485
Sixth year	539
Seventh year	572
Eighth year	599
Ninth year	641
Tenth year	679
Eleventh year	719
Twelfth year	766
Thirteenth year	793
Fourteenth year	816

Males with School Certificate commence at second year of scale.

Males with University Entrance commence at third year of scale.

Provided however that no officer shall be employed as an accountant or chief clerk at a lesser salary than the maximum of Grade 3.

(b) Lodging allowance for first and second years if living away from home:

	Per Annum £ s. d.
If on first year salary of £273	52 0 0
If on second year salary of £310	32 10 0

(c) *Higher Positions for Male Staff*—Officers may be promoted to higher positions if in the opinion of the board some advancement beyond the specified steps of the general scale is justified by the responsibilities undertaken. This advancement may be made within any of the following grades:

Grade 3—	£
Maximum salary per annum	914
Grade 2—	
Maximum salary per annum	1,138
Grade 1—	
Maximum salary per annum	1,291

In each case the actual salary scale and increments shall be determined by the board in accordance with its scheme of classification and the personal merits of the officer: Provided that the salaries of all graded positions in force at the date of commencement of this agreement shall be increased by £41 per annum without further re-classification.

(d) Salaries for female clerks, and other female officers:

General Scale	Per Annum
	£
First year	263
Second year	301
Third year	353
Fourth year	401
Fifth year	446
Sixth year	494
Seventh year	540
Eighth year	576

Females with Junior Government Shorthand Typing Examination or School Certificate commence at second year of scale.

Females with Senior Government Shorthand Typing Examination or University Entrance Examination commence at third year of scale.

Lodging allowance for first and second years if living away from home:

	Per Annum
	£ s. d.
If on first year salary of £263	52 0 0
If on second year salary of £301	32 10 0

(e) Grade 1: Maximum salary, £760.

Officers may be promoted to Grade 1 if, in the opinion of the board, some advancement beyond the specific steps of the general scale is justified by the responsibilities undertaken.

The maximum salary in this grade shall be £760 and increments in any one year shall be entirely at the discretion of the board: Provided that the salaries of all graded positions in force at the date of the commencement of this agreement shall be increased by £24 per annum without further re-classification.

(f) For the purposes of qualifications under the foregoing scales for males and females, experience in any employment of a similar character to that covered by this agreement, shall be counted as if it were experience in employment covered by this agreement.

(g) *Higher Positions (Female Officers)*—In higher positions where female officers of the hospital boards are in receipt of a salary exceeding £760 per annum (excluding overtime) 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.

(h) Should any question or dispute arise in connection with grading, the matter shall be dealt with in accordance with the provisions of clause 21.

(i) For the purpose of qualification under either General Scale experience in any employment of a similar character to that covered by this agreement shall be counted as if it were experience in employment covered by this agreement.

(j) Females substantially engaged on the following machines shall be paid not less than 10s. 6d. per week in addition to the above rates:

(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 specialised operators.

(iii) Invoicing machines fitted with adding registers and where any part of the keyboard is electrically operated and controlled or fitted with vertical and cross-adding registers.

(k) A worker who substantially acts as a cashier or pay clerk, and not holding a graded position, shall be paid 6s. per week, in addition to the rate to which such worker is entitled under subclauses (a) and (e) hereof.

(NOTE—Attention is drawn to the fact that this agreement is to be read subject to the provisions of the Minimum Wage Act 1945.)

(l) The effect of the general order of the Court of Arbitration dated 19 November 1956 has been included in all rates of remuneration provided in this agreement.

2. By deleting clause 6 (f) and substituting the following clause:

6. (f) The total overtime payment in respect of any year shall be restricted to an amount which, when added to the salary for that year, does not exceed £1,026.

Term of Agreement

3. This agreement in so far as it relates to rates of remuneration shall be deemed to have come into force on the 19th day of November 1956 and so far as all other conditions of this agreement are concerned it shall come into force on the day of the date hereof.

This agreement shall continue in force until the 5th day of January 1957.

Signed on behalf of—

North Canterbury Hospital Board:

J. G. LAURENSEN, Secretary.

South Canterbury Hospital Board:

H. G. NAYLOR, Secretary.

Canterbury Clerks', Cashiers', and Office Employees' Industrial Union of Workers:

E. C. BLACKER, Secretary.

Christchurch, 12 December 1956.