

NORTHLAND, THAMES, TAURANGA, BAY OF PLENTY, OPOTIKI, TAUMARUNUI,
AND WAIAPU HOSPITAL BOARDS' CLERICAL OFFICERS—VARIATION OF
INDUSTRIAL AGREEMENT

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 28th day of March 1957, between the Northland, Thames, Tauranga, Bay of Plenty, Opotiki, Taumarunui, Waiapu Hospital Boards (hereinafter referred to as "the employer"), of the one part and the Auckland Provincial District Local Authorities' Officers Industrial Union of Workers (hereinafter referred to as "the union"), of the other part whereby it is mutually agreed by and between the said parties as set out in the following Schedule:

SCHEDULE

(1) That the scope of the agreement as set out in the industrial agreement between the employer and the union, dated 16 January 1957, clause 1 (b) and (c) is hereby amended by deleting the said clause and substituting in lieu thereof the following clauses, viz:

(b) Male officers in receipt of a salary of more than £1,055 per annum (exclusive of the effect of any payment under clauses 6 and 19).

(c) Female officers in receipt of a salary of more than £755 per annum (exclusive of the effect of any payment under clauses 6 and 19).

(2) That clause 3 (a), (b), (1) and (2), (c), (d) and (e) (Rates and Conditions of Pay) be and is hereby amended by deleting the said clause and substituting in lieu thereof, the following clause, viz.:

Rates and Conditions of Pay

3. Except where otherwise specified, the minimum salaries payable to all male officers shall be in accordance with the following scale:

(a) *Administrative:*

Grade 1—	£
First year	316
Second year	370
Third year	425
Fourth year	475
Fifth year	526
Sixth year	589
Seventh year	641
Eighth year	693
Ninth year	743
Tenth year	775
Eleventh year	805
Twelfth year	830

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 rate prescribed in Grade 2 of this clause.

For the purposes of the above scale, the difference between the respective amounts shall be deemed to be annual increments.

The employer may engage a worker at any stated scale amount being not less than the amount to which the worker is entitled, provided that such commencing rate shall be increased by the increments for subsequent service as set out herein.

Grade 2 (Male officers):

Maximum salary per annum £905

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 £905 per annum and increments of not less than £25 in any one year shall be entirely at the discretion of the Board.

(b) *General Clerical:*

(1) It is provided that the salary of positions designated for the male officers enumerated below shall be in accordance with the scale in subclause (a) hereof but shall not proceed beyond that shown for the tenth year of service, viz., £775 per annum:

Northland Hospital Board:

Male telephone operators all institutions.

Clerk storekeeper, Hokianga Hospital, Rawene.

Clerk storekeeper, Whangaroa Hospital, Kaeo.

Thames Hospital Board:
Male telephone clerks and attendants.

Tauranga Hospital Board:
Male telephone attendants.

Bay of Plenty Hospital Board:
Male telephone attendants.

Opotiki Hospital Board:
Male telephone operators.

Taumarunui Hospital Board:
Male telephone operators.

(2) It is provided that the salary of positions designated for male officers under the hospital boards enumerated below shall not proceed beyond that shown for the eleventh year of service, viz., £805 per annum:

Northland Hospital Board:

Male clerk storekeeper, Kaipara Hospital, Dargaville.

Male clerk storekeeper, Mangonui Hospital, Kaitaia.

Male clerk storekeeper, Bay of Islands Hospital, Kawakawa.

Male clerk storekeeper, Bulk Store, Whangarei.

Tauranga Hospital Board:

Male stores clerk, Tauranga Hospital.

(c) Notwithstanding anything elsewhere contained in this agreement, the following provisions shall apply to the undermentioned classified positions:

Position	Class
Chief Clerk, Northland Hospital Board	1
Accountant, Thames Hospital Board	1
Accountant, Tauranga Hospital Board	1
Accountant, Bay of Plenty Hospital Board	2
Assistant Accountant, Northland Hospital Board	2
Purchasing Officer, Northland Hospital Board	2
House Manager, Whangarei Hospital	2
Committee Secretary, Mangonui Hospital, Kaitaia	2
Committee Secretary, Bay of Islands Hospital, Kawakawa	2
Committee Secretary, Kaipara Hospital, Dargaville	2
Committee Secretary, Hokianga Hospital, Rawene	3
Chief Clerk, Taumarunui Hospital Board	3
House Steward, Taumarunui Hospital Board	3
House Steward, Tauranga Hospital Board	3
Stores Officer, Bay of Plenty Hospital Board	3
House Manager, Tauranga Hospital Board	2

The following salary provisions shall apply to the above positions in accordance with the respective classes into which they are classified:

Class 1: £1,010 to £1,055 by two equal increments.

Class 2: £970 to £1,015 by two equal increments.

Class 3: £920 to £970 by two equal increments.

(d) *Salaries for Female Clerks and Other Female Officers:*

Grade 1—	£
First year	294
*Second year	341
†Third year	383
Fourth year	435
Fifth year	477
Sixth year	514
Seventh year	545
Eighth year	589
Ninth year	605

*Entrants with Junior Government Shorthand-typing Examination or School Certificate commence at this salary.

†Entrants with Senior Government Shorthand-typing Examination or University Examination commence at this salary.

For the purpose of the above scales the difference between the respective amounts shall be deemed to be annual increments.

The employer may engage a worker at any stated scale amount being not less than the amount to which the worker is entitled provided that such commencing rate shall be increased by the increments for subsequent service as set out herein.

Grade 2 (female officers):

Maximum salary per annum £755

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 £755 per annum, and increments at the discretion of the Board.

(e) *Exceptions*—It is provided that the salary for females employed in the exchange and inquiry office shall not proceed beyond that shown for the eighth year of service – viz., £589 p.a.

(3) That clause 6 (b) (Overtime) be, and is hereby amended by deleting the said clause, and substituting in lieu thereof, the following clause, viz.:

Overtime

6. (b) The total overtime payment in respect of any year plus the salary for that year, shall not exceed £1,140.

(4) That clause 20 (Terms of Agreement), be and is hereby amended by deleting the said clause, and substituting in lieu thereof, the following clause, viz.:

Terms of Agreement

20. This agreement, in so far as it relates to wages shall be deemed to have come into force on the 1st day of April 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; and this agreement shall continue in force until the 31st day of March 1958.

(5) That clause 21 (Rates of Remuneration), be and is hereby amended, by deleting the said clause, and substituting in lieu thereof, the following clause, viz.:

Rates of Remuneration

21. The rates of remuneration determined by this Agreement include the increase prescribed by the general order of the Court made under the Economic Stabilisation Regulations 1953, and dated the 26th day of October 1956, and are NOT to be increased thereby.

(6) That the amendments provided for in clause 3 hereof shall be deemed to have come into force on the 19th day of November 1956.

Signed on behalf of the Tauranga Hospital Board:

[L.S.]

HECTOR J. CLARKE, Chairman.
N. H. WELLS, Managing-Secretary.
A. E. FAULKNER, Member.

Signed on behalf of the Thames Hospital Board:

[L.S.]

W. C. KENNEDY, Chairman.
J. H. HUDSON, Member.
F. HOPKINSON, Secretary.

Signed on behalf of the Opotiki Hospital Board:

[L.S.]

JOHN REDPATH, Chairman.
F. H. ROE, Member.
D. W. LAURIE, Managing-Secretary.

Signed on behalf of the Bay of Plenty Hospital Board:

[L.S.]

J. MULLINS, Chairman.
R. CAVERHILL, Member.
A. J. REGAN, Secretary.

Signed on behalf of the Taumarunui Hospital Board:

[L.S.]

C. BRENTON-RULE, Chairman.
C. T. MCKEE, Member.
S. A. PHILIP, Secretary.

Signed on behalf of the Northland Hospital Board:

[L.S.]

P. MELVIN WILLIAMS, Chairman.
L. B. ARMSTRONG, Member.
A. G. WILSON, Secretary.

Signed on behalf of the Waiapu Hospital Board:

[L.S.]

A. W. DEVER.
K. BEALE.
B. THORBURN.

Signed on behalf of the Auckland Provincial District Local Authorities' Officers' Industrial Union of Workers:

D. L. BROPHY, Chairman.
J. B. DAVY, Secretary.