

**TARANAKI GOLF CLUBS AND OTHER SPORTS BODIES' GREENKEEPERS—
AWARD**

In the Court of Arbitration of New Zealand, Taranaki Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Taranaki Labourers' and Related Trades Industrial Union of Workers (hereinafter called "the union") and the undermentioned clubs (hereinafter called "the employers"):

Hawera Golf Club, Hawera.

Inglewood Golf Club, Inglewood.

New Plymouth Golf Club, New Plymouth.

Westown Golf Club, New Plymouth.

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 12th day of September 1960 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 May 1959.

[L.S.]

A. TYNDALL, Judge.

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SCHEDULE

Industry to Which Award Applies

1. This award shall apply to greenkeepers or groundsmen employed by golf clubs and other sports bodies covered by this award.

Hours of Work

2. (a) The ordinary week's work shall be spread over five days per week, Monday to Friday, both days inclusive, and shall not exceed 40 hours per week.

(b) The starting times and finishing times of employment over the weeks of each year shall be mutually arranged between the worker, the employer, and the union.

Wages

| 3. (a) The minimum weekly rates of wages shall be: | Per Week | | |
|--|----------|----|----|
| | £ | s. | d. |
| Head greenkeeper | 11 | 0 | 0 |
| Sole greenkeeper | 10 | 8 | 4 |
| Other greenkeepers | 9 | 15 | 0 |

(b) Where a dwelling is supplied to a greenkeeper by the employer, a rental may be charged therefor, such rental to be mutually agreed upon between the greenkeeper and the employer. In the case of a dispute arising in connection therewith, it shall be dealt with under clause 17 of this award.

(c) Workers who, at the coming into force of this award, are in receipt of a higher rate of pay than that prescribed herein, shall not have their wages reduced whilst their present employment continues.

(d) Sole greenkeepers and other greenkeepers employed by golf clubs, after two years' service with the same club, shall be paid 1d. per hour extra.

Overtime

4. (a) All time worked in excess of or outside the hours mentioned in clause 2 hereof shall be deemed to be overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(b) Overtime shall be calculated on a daily basis.

(c) All work done on Sundays shall be paid for at double ordinary rates with a minimum of two hours.

Deductions

5. The employer may make a rateable deduction from the weekly wage prescribed in this award for any time lost by the worker through sickness, accident, or default.

Casual or Part-time Workers

6. A casual or part-time worker is a worker who is employed for less than 40 hours in any one week. The hourly rate for such a worker shall be one-fortieth of the appropriate classified weekly rate.

Holidays

7. (a) The following shall be the recognised holidays which shall be paid for at ordinary rates: New Year's Day, Anniversary Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and Anzac Day.

(b) For work done on any of the holidays mentioned in subclause (a) of this clause, payment shall be made at the rate of double time in addition to any payment the worker may be entitled to under subclause (a) of this clause, with a minimum payment of two hours.

(c) A casual worker who is required to work on any of the holidays mentioned in subclause (a) of this clause shall be paid for time worked at double ordinary rates, with a minimum payment of two hours.

(d) Where any of the holidays mentioned in subclause (a) of this clause falls on a customary working day of a part-time worker, he shall be paid an ordinary day's pay without working. Any time worked on such holiday shall be paid for at double time rates in addition to the ordinary rate, with a minimum payment of two hours.

Annual Holidays

8. The provisions of the Annual Holidays Act 1944 shall apply to all workers coming within the scope of this award.

Youths

9. Youths may be employed by agreement between the union and the employer.

Duties

10. The duties of greenkeepers or groundsmen shall be the maintenance and care and development of the courses, greens, and/or courts, and other property of the employer. They shall undertake any other duties as may be directed by a responsible officer of the club who is deputed by the club to give such direction.

Payment of Wages

11. All wages due shall be paid weekly or fortnightly in cash not later than Thursday.

Gumboots and Oilskins

12. The employer shall supply, where necessary, one pair of gumboots and an oilskin for workers required to work in wet weather, such articles to remain the property of the employer.

Terms of Employment

13. (a) Not less than one week's notice on either side shall terminate the employment of weekly workers: Provided that this shall not prevent any worker from being summarily dismissed for misconduct.

(b) Notice of termination of employment shall not be given during the annual holiday period.

Increase in Rates of Remuneration

14. 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 26th day of October 1956.

(EXPLANATORY NOTE—The general order of 26 October 1956 increased rates of remuneration determined by awards and industrial agreements by an amount equal to 18 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 £13 in the case of adult male workers, the amount of £9 15s. in the case of adult female workers, and the amount of £7 10s. 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.)

Workers to be Members of Union

15. (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 18 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 21 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.

(d) On the written request of the secretary of the union, an employer shall supply to him a list of the workers in his employ, but not more often than once in three months.

(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.)

Under-rate Workers

16. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award 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 the expiration of such period shall continue in force until 14 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 the 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 a wage is fixed.

Disputes

17. The essence of this award 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 hereby provided that 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 in connection with any matter affecting the employment of any workers bound by this award but not specifically dealt with in the award, every such dispute or difference shall be referred to a committee composed of two representatives of the employers and two representatives of the union, 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 of Arbitration against a decision of any such committee upon giving to the other side written notice of such appeal within 14 days after such decision has been made known to the party desirous of appealing.

Application of Award

18. This award shall apply to the original parties named herein and shall extend to and bind as subsequent party hereto every industrial union, industrial association, or employer who, not being an original party hereto is, when this award comes into force or at any time whilst this award is in force, connected with or engaged in the industry to which this award applies within the industrial district to which this award relates.

Scope of Award

19. This award shall operate throughout the Taranaki Industrial District.

Term of Award

20. This award, in so far as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 12th day of March 1959, 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 12th day of September 1960.

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 May 1959.

[L.S.]

A. TYNDALL, 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.

A. TYNDALL, Judge.
