

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

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

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 10th day of February 1960, 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.

*Application*

1. This agreement shall apply to all clerical officers described in clause 2 hereof, but such officers shall not include:

- (a) Chief or sole executive officer except for those appointments in clause 3 (d).
- (b) Male officers in receipt of a salary of more than £1,180 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 £850 per annum (exclusive of the effect of any payment under clauses 6 and 19).
- (d) Part-time employees if they work less than 50 per cent of the hours normally worked by workers covered by this agreement.

*Definitions*

2. "Clerical workers" are employees who are principally engaged in writing, typing, operating mechanical machines or any other form of office work, including telephone annunciators, social welfare officers, storemen-clerks and linen-keepers; and includes house managers and house stewards.

"Typists" are employees who are engaged in typing, operating mechanical machines and/or shorthand, and who in addition perform any other form of office work.

"Substantially" means engaged at a particular job for more than 50 per cent of the time during any one week.

"Casual worker" means a worker employed for less than two weeks continuously.

"Part-time worker" means a worker employed for a longer period than two weeks continuously, but who by arrangement is not employed for more than 25 hours per week.

*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*—

		Rate per Annum	
		From 1 April 1959	from 12 October 1959
Grade 1—		£	£
First year	.....	326	First year ..... 350
Second year	.....	380	Second year ..... 403
Third year	.....	435	Third year ..... 450
Fourth year	.....	490	Fourth year ..... 503
Fifth year	.....	541	Fifth year ..... 571
Sixth year	.....	609	Sixth year ..... 639
Seventh year	.....	661	Seventh year ..... 692

(a) *Administrative*—continued

From 1 April 1959		Rate per Annum	from 12 October 1959	
Grade 1— <i>continued</i>		£	£	
Eighth year	.....	713	Eighth year	..... 745
Ninth year	.....	763	Ninth year	..... 775
Tenth year	.....	795	Tenth year	..... 795
Eleventh year	.....	825	Eleventh year	..... 835
Twelfth year	.....	850	Twelfth year	..... 870
Thirteenth year	.....	870	Thirteenth year	..... 895
			Fourteenth year	..... 910

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.

Where an alteration is made in the salary grading of any position, or where an employee is promoted or transferred from one position to another position and is thereby entitled to a higher grade, the commencing salary of which is below or equal to that being received by him when promoted or transferred, he shall be paid the salary of the higher grade which is immediately above that being paid to him at the time of his promotion or transfer. Any subsequent annual increments to which the employee becomes entitled shall be paid in each succeeding year from the date of his promotion or transfer.

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)—

	From 1 April 1959	From 12 October 1959
Maximum salary per annum	..... £945	£985

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 £985 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 eleventh year of service, viz., from 1 April 1959—£825; from 12 October 1959—£835 per annum.

*Northland Hospital Board*—

- Male telephone operators all institutions.
- Clerk storekeeper, Hokianga Hospital, Rawene.
- Clerk storekeeper, Opotiki Hospital, Opotiki.

*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 twelfth year of service, viz., from 1 April 1959 - £850; from 12 October 1959 - £870 per annum.

*Bay of Plenty Hospital Board—*

Male clerk-storekeeper, Whakatane Hospital.

*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 positions:

Position	From 1 April	From 12 October
	1959	1959
	£	£
Assistant Secretary, Northland Hospital Board .....	1,095-1,115	1,135-1,155
Accountant, Thames Hospital Board .....	1,055-1,095	1,095-1,135
Accountant, Tauranga Hospital Board .....	1,055-1,095	1,095-1,135
Accountant, Bay of Plenty Hospital Board .....	1,055-1,075	1,075-1,115
House Manager, Tauranga Hospital Board .....	1,055-1,075	1,075-1,115
House Manager, Thames Hospital Board .....	1,055-1,075	1,075-1,115
House Manager, Bay of Plenty Hospital Board .....	1,010-1,055	1,050-1,095
Assistant Accountant, Northland Hospital Board.....	1,010-1,055	1,050-1,095
Purchasing Officer, Northland Hospital Board .....	1,010-1,055	1,050-1,095
House Manager, Whangarei Hospital .....	1,010-1,055	1,050-1,095
Committee Secretary, Mangonui Hospital, Kaitaia.....	1,010-1,055	1,050-1,095
Committee Secretary, Bay of Is. Hos., Kawakawa.....	1,010-1,055	1,050-1,095
Committee Secretary, Kaipara Hospital, Dargaville	1,010-1,055	1,050-1,095
Committee Secretary, Hokianga Hospital, Rawene	960-1,010	1,000-1,050
Chief Clerk, Taumarunui Hospital Board .....	960-1,010	1,000-1,050
House Steward, Taumarunui Hospital Board .....	960-1,010	1,000-1,050
Purchasing Officer, Tauranga Hospital Board .....	960-1,010	1,000-1,050
Stores Officer, Bay of Plenty Hospital Board .....	960-1,010	1,000-1,050

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

Grade 1—	Rate per Annum	
	From 1 April 1959	From 12 October 1959
	£	£
First year .....	315	345
*Second year .....	365	397
†Third year .....	410	445
Fourth year .....	465	493
Fifth year .....	500	530
Sixth year .....	530	560
Seventh year .....	565	595
Eighth year .....	615	640
Ninth year .....	640	670

\*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 ..... From 1 April 1959 – £795; from 12 October 1959 – £850.

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 £850 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., from 1 April 1959 – £615; from 12 October 1959 – £640 per annum.

(f) *Lodging Allowance*—Male and female officers living away from home shall be paid lodging allowance in accordance with the Public Service schedule of lodging allowance.

(g) Where an employee is provided at the cost of the board with board and lodging there shall be deducted from the salary for the period this service is received a charge at the inclusive rate of two pounds ten shillings (£2 10s.) per week.

(h) For the purpose of qualifications under the foregoing scales, for male and female 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.

(i) Where an employee is promoted or is transferred from one position to another and thereby entitled to be transferred to a higher grade, the commencing salary of which is below that being received by him when promoted or transferred, he shall be paid the salary in the higher grade which is immediately above that being paid to him at the time of his promotion or transfer.

Any subsequent annual increments to which the employee becomes entitled shall be paid in each succeeding year from the date of his promotion or transfer. For the purpose of calculating the amount payable weekly in respect of annual salaries, the amount of the annual salary shall be divided by 52.

(j) Should any question or dispute arise in connection with grading, the matter shall be dealt with in accordance with the provisions of clause 16.

(k) An officer who is specifically designated or substantially acts as a cashier or pay clerk shall be paid 11s. 6d. per week as a cashier's risk allowance.

A worker who acts as a cashier or pay clerk for from 25 per cent to 49 per cent of the working week shall be paid 5s. 9d. per week in addition to the rate to which such worker is entitled under clause 3.

(l) An officer employed substantially on ledger posting machines or analysis machines (other than adding machines) shall be paid 11s. 6d. per week in addition to the rate to which he or she is entitled.

A worker employed on ledger-posting machines or book-keeping machines for from 25 per cent to 49 per cent of the working week shall be paid 5s. 9d. per week in addition to the rate which he/she is entitled to under his/her classification.

(m) Subject to clauses 3 (g) and 8, no deduction (other than for superannuation or other such contributions as may be agreed upon between the employer and the officer) shall be made from the wages of any officer except for the time lost by the officer through sickness, accident, or default.

(n) No officer covered by this agreement now in receipt of a higher salary shall have his or her salary reduced by virtue of the coming into force of this agreement.

(o) Except by mutual agreement, salaries, including overtime, shall be paid at not longer than fortnightly intervals during working hours.

(p) Every casual worker shall be paid 10 per cent *pro rata* above the weekly rate.

(q) *Part-time Workers*—(1) Where the employer does not regularly require the services of a worker for the full period of 40 hours per week, he shall pay such workers *pro rata* the appropriate scale of salary plus 10 per cent.

(2) Where a worker is unable to accept full-time employment the employer shall pay *pro rata* the appropriate scale salary.

(3) These provisions shall not be used for the purposes of reducing the hours of work or the earnings of any worker.

#### *Conditions of Employment*

4. (a) Applicants before joining the staff shall pass a medical examination by an approved doctor, if required to do so.

In offices in which three or more females are employed reasonable accommodation shall be provided for their exclusive use. Where satisfactory arrangements do not already exist, there shall also be provided, where practicable a room with suitable couch accommodation to be used in cases of temporary indisposition, but where it is impracticable to set a room apart for that purpose it will be sufficient for a couch to be provided in a portion of the cloak-room, screened off for privacy.

(c) Adequate lighting, heating, and ventilation shall be provided in all offices.

#### *Hours of Work*

5. (a) For all workers whose ordinary hours of work immediately prior to the date of this agreement are not less than 40 per week, the ordinary hours of work shall not exceed 40 per week or eight per day with an allowance of not more than one hour for meals and such hours shall be worked on not more than five days in any one week.

(b) For all workers other than the workers referred to in subclause (a) of this clause, the ordinary hours of work shall not exceed 37½ per week or seven and half per day, with an allowance of not more than one hour for meals and such hours shall be worked on not more than five days in any one week.

(c) (1) Telephone attendants or annunciators, inquiry clerks, and admission clerks may be employed during any period of each 24 hours; the weekly hours to be made up of five consecutive shifts each not exceeding eight hours per day on any of the seven days, provided that the total hours do not exceed 40 without payment of overtime. Notwithstanding the foregoing to provide a measure of elasticity in the case of essential work or where subclauses (a) and (b) are not practicable time may be worked in accordance with a roster agreed upon between the employer and the union.

(2) Broken shifts may be worked but must be completed within 12 hours computed from starting to finishing time, including meal hours. Workers employed on broken shift shall be paid 5s. per week in excess of their usual salary.

(3) Workers referred to in clause 5 (c) (1) employed on night shift shall be paid 5s. 9d. per week in excess of their usual salary. Workers employed on night shift for less than five nights in any one week shall be paid an additional 1s. 2d. per night. A night shift worker for the purpose of this agreement is an employee required to work after 11.30 p.m. or before 6 a.m.

(d) Where a clerical officer is provided with an unfurnished house or flat at the cost of the board, the value of such accommodation shall be computed at the same rate as it provided from time to time by the Hospital Employment Regulations 1952, and amendments, and shall be deducted from the payment of salary made in respect of the period during which such accommodation is provided for the officer.

#### *Overtime*

6. (a) All overtime that is instructed to be worked in excess of the daily number of hours (specified in clause 5 hereof), shall be paid for at the rate of time and a half during the first three hours and at double time thereafter.

(b) The total overtime payment in respect of any year plus the salary for that year, shall not exceed—From 1 April 1959—£1,180; from 12 October 1959—£1,220.

(c) Any worker called upon to work overtime after 6 p.m. on any day of the week shall be paid 5s. meal money if that worker cannot reasonably journey to and from his home for a meal.

(d) A worker shall not be required to work for more than five hours continuously without an interval for a meal.

(e) A minimum of two hours at overtime rates shall be paid for each call-back on any non-working day, Sunday, Saturday, or holiday.

(f) For the purpose of calculating overtime, the hourly rate shall be 1/2080 of the annual salary.

#### *Holidays*

7. (a) Each worker who has 12 months' continuous service with the same employer shall be entitled to an annual holiday of 15 working days.

(b) The undermentioned shall be paid holidays and shall not be considered as part of the annual holidays: New Year's Day and the next following day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and Anniversary Day or a day in lieu thereof.

(c) A worker other than one employed on a rostered basis required to work on any holiday specified under subclause (b) hereof, shall be allowed by mutual agreement either:

- (1) Equivalent time off added to annual leave or at a time mutually agreed upon; or
- (2) Payment for such time worked at not less than double time rates of pay in addition to his normal salary.

A worker employed on a rostered basis required to work on any holiday specified under subclause (b) hereof shall be allowed the equivalent time off added to annual leave or at a time mutually agreed upon.

(d) Where any holiday, other than Anzac Day, falls on a Saturday or Sunday, the next succeeding day (not being a Sunday) which is not a public holiday or observed as a substituted holiday, shall be allowed.

(e) Where practicable, the annual holidays shall be given in proximity to the Christmas or Easter holidays and the board shall give as much notice as practicable to employees of the date of annual holiday.

(f) When a holiday falls on a non-working day, a worker shall not be entitled to receive more than his ordinary salary or to receive any payment in respect of that holiday unless work is done on such day.

(g) This agreement shall not operate so as to reduce the aggregate number of days' holiday previously enjoyed by any worker during his present employment.

(h) Leave on full pay shall be granted to officers whilst sitting papers for approved examinations listed in clause 19 (a) of this agreement.

#### *Sick Leave*

8. (a) Where an officer is granted leave of absence on account of sickness or injury not arising out of and in the course of his employment he shall be entitled to full pay or half pay, as the case may be, according to the scale set out in the Schedule hereunder.

(b) The length of service for the purpose of the Schedule means the aggregate period of service whether continuous or intermittent in the employ of any hospital board, any other local body or the Crown.

(c) The total period of sick-leave with pay set out in the Schedule may consist of one or more periods.

(d) In addition to sick leave with pay as provided for in the foregoing provisions, an officer may at the discretion of a board, be granted sick-leave with pay for not more than eight days in any year where on account of minor illness it is deemed inadvisable for the officer, in his own interests or those of the hospital board, to be on duty.

(e) Where an officer is incapacitated by sickness or injury arising out of and in the course of his employment, the board may continue to pay his full salary during incapacity, for a period of three months, subsequent payment to be at the discretion of the board.

(f) Each period of absence on sick leave shall begin on the first working day of the officer's absence from duty and shall end on the last working day before that on which he resumes duty, and the sick leave for the period shall be reckoned in consecutive days, including Saturdays and Sundays, but excluding the days referred to in subclause 8 (e).

## SCHEDULE

Length of Service	Total Period of Sick Leave with Full Pay During Whole Length of Service
Up to three months	Seven days.
Over three months and up to six months	Fourteen days, inclusive of days previously allowed.
Over six months and up to nine months	Thirty-one days, inclusive of days previously allowed.
Over nine months and up to five years	Forty-six days, inclusive of days previously allowed.
Over five years and up to ten years	Ninety-two days, inclusive of days previously allowed.
Over ten years and up to twenty years	One hundred and eighty-three days, inclusive of days previously allowed.
Over twenty years and up to thirty years	Two hundred and seventy-five days, inclusive of days previously allowed.
Over thirty years	Three hundred and sixty-five days, inclusive of days previously allowed.

(g) Upon the death of an officer's husband, wife, child, father, mother, brother or sister, or in any other case where the officer is responsible for making funeral arrangements, the board may grant leave on full pay for a period not exceeding three days and, if satisfied that the circumstances warrant it, a further period not exceeding two days occupied in travelling.

*Transport and Travelling Expenses*

9. (a) All authorised out of pocket expenses properly incurred by any employee in the execution of his duties shall be paid by the board.

*Rest Period*

10. An interval not exceeding 10 minutes shall be allowed each morning and afternoon.

*Uniforms*

11. Every employee who is required by the board to wear a uniform when on duty shall be provided with same at periods not exceeding 12 months at the expense of the employer.

*Officers Performing Higher-grade Duties*

12. Any officer who is instructed to perform the duties of a higher-grade officer under this agreement shall, if he occupies the higher-grade position for more than three months continuously, be paid from the date upon which he commenced the higher-grade duty and while engaged in performing such higher-grade duty, at a rate of not less than the minimum paid for the higher position.

*Workers to be Members of Union*

13. (a) It shall not be lawful, for any employer bound by this agreement to employ or to continue to employ in any position or employment subject to this agreement any adult person who is not for the time being a member of the Auckland Provincial District Local Authorities Officers' Industrial Union of Workers.

(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 agreement for workers of the age of 21 years and upwards, shall be deemed 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 agreement and shall be liable accordingly.

#### *Under-rate Workers*

14. (a) 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 arguments 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 wage is fixed.

#### *Termination of Employment*

15. Except in the case of casuals, in the absence of special written agreement between the employer and the officer, one month's notice of resignation or dismissal shall be given by the officer or the employer, except in the cases of misconduct, where an officer shall be subject to instant dismissal; but this shall not be deemed to restrict or in any way impair the statutory powers as to appointment or dismissal of officers vested in local authorities.

#### *Matters Not Provided For*

16. The essence of this agreement being that the work of the employers 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 agreement, or any of them, as to any matter whatsoever arising out of or connected therewith and not dealt with in this agreement, every such dispute or difference shall be referred to a committee composed of two representatives of the employer and two representatives of the union together with, if required by either party, an independent chairman to be mutually agreed upon, or in default of agreement to be appointed by the Conciliation Commissioner for the district; provided that all disputes shall be considered by the committee within one month of the date of notification to the parties concerned of such dispute.

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 14 days after such decision has been made known to the party desirous of appealing.

#### *Effective Operation of Agreement*

17. (a) The secretary or other authorised officer of the union of workers shall with the consent of the employer (such consent not to be unreasonably withheld), be entitled to enter at all times the office or works and there interview any worker, but not so as to impede the work.

(b) In every establishment the employer shall at all times keep a time and wages book showing in the case of each employee:

- (1) The name of the officer, together with his age if under 21 years;
- (2) The kind of work on which he is usually employed;
- (3) The hours worked each day;
- (4) The wages paid on each pay-day and the day thereof; and
- (5) Such other particulars as are prescribed by regulations.

(c) Employers bound by this agreement shall, upon request by the union, supply a list of their officers (18 years of age and over) covered by this agreement and the date of commencement of new employees; provided, however, that his request shall not be made more often than once every three months.

(d) The employer shall allow any officer or executive member of the union leave of absence on full pay to attend union business providing such leave does not exceed 12 hours in any period or three calendar months.

#### *Scope of Agreement*

18. This agreement shall apply only to the parties named herein.

#### *Bonus for Qualifications*

19. (a) For the purpose of male and female salaries in Grade 1 of the agreement, the attainment of any of the following qualifications during the currency of this agreement shall be rewarded by additional payments as follows:

B.Com., Accountants Professional, Law Professional:	£
First three subjects .....	15
Second three subjects .....	15
On completion .....	20
New Zealand Institute of Cost Accountants, additional .....	10
Chartered Institute of Secretaries .....	25
<b>Professional Examination of the N.Z.H.O.A.:</b>	
Each sectional certificate .....	5
On completion .....	5

An officer in Grade 2 or in a classified position, who at the date of this agreement has already obtained a full pass in one of the foregoing examinations and has not received extra payment shall become entitled to the benefit of this clause as from the date upon which the agreement is made; the annual payment under this clause to be reduced by one half.

(b) The attainment of any of the foregoing qualifications during the currency of this agreement by officers in Grade 2 or a classified position shall be rewarded by the above annual payments reduced by one half.

(c) With the exception of the allowance for New Zealand Institute of Cost Accountants, no employee shall be entitled to a concession for more than one examination.

(d) To qualify for the concession the employee shall be substantially engaged on work covered by the examination.

(e) An employee who is entitled to a bonus for qualification and who is transferred to a higher grade shall not receive any less payment by reason of such transfer.

(f) The bonus shall be payable from the first day of the month following the month during which the employee sat the last paper for the examination.

*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 1959, 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 1961.

Signed on behalf of the Northland Hospital Board:

[L.S.] P. MELVIN WILLIAMS, Chairman.  
M. F. MORRISON, Member.  
A. C. WILSON, Secretary.

Signed on behalf of the Thames Hospital Board:

[L.S.] A. H. SUTTON, Chairman.  
J. H. HUDSON, Member.  
F. HOPKINSON, Secretary.

Signed on behalf of the Tauranga Hospital Board:

HECTOR J. CLARKE, Chairman.  
G. D. HYNDS, Member.  
N. H. WELLS, 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 Opotiki Hospital Board:

[L.S.] JOHN REDPATH, Chairman.  
F. H. ROE, Member.  
D. W. LAURIE, Managing-Secretary.

Signed on behalf of the Taumarunui Hospital Board:

J. A. BODY, Chairman.  
E. E. RICKARDS, Member.  
S. A. PHILIP, Secretary.

Signed on behalf of the Waiapu Hospital Board:

[L.S.] A. W. DEVER, Chairman.  
K. BEALE, Member.  
S. H. SMEDLEY, Managing-Secretary.

The Common Seal of the Auckland Provincial District Local Authorities' Officers' Industrial Union of Workers was hereto affixed pursuant to a resolution of the committee passed on the 10th day of February 1960 in the presence of:

[L.S.] J. W. MADDEN, President.  
J. B. DAVY, Secretary.