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**NEW ZEALAND (EXCEPT WESTLAND) PRIVATE HOSPITALS DOMESTIC WORKERS—AMENDMENT OF AWARD**

In the Court of Arbitration of New Zealand—In the matter of the Industrial Conciliation and Arbitration Act 1954 and the Economic Stabilisation Regulations 1953: And in the matter of the New Zealand (Except Westland) Private Hospitals Domestic Workers Award, dated the 19th day of December 1958, and recorded in 58 Book of Awards 1953.

WHEREAS on the 18th day of September 1959 the Court made a pronouncement under regulation 5A of the Economic Stabilisation Regulations 1953; and whereas the New Zealand Federated Hotel, Hospital, Restaurant, and Related Trades' Employees Industrial Association of Workers, a party to the abovementioned award, has made application to the Court pursuant to regulation 5c of the said regulations to amend the said award by incorporating in such rates of remuneration as the Court thinks just and equitable, as an integral part of such rates, the effect of the general order dated the 18th day of September 1959; and whereas at the request of the Court made pursuant to paragraph 6 of the said regulation 5c the representatives of the original parties to the said award have conferred on the application

and have sent to the Court the terms of the agreement arrived at; now, therefore, the Court, in pursuance and exercise of the powers conferred upon it by the said Regulation 5c, doth hereby order as follows:

1. That the said award shall be amended in the manner following:

(1) By deleting subclauses (a), (d) and (e) of clause 8 (Wages) and substituting the following subclauses:

“(a) *Cooks and Kitchenhands*—Kitchen staff, based on the number of persons, including staff, for whom meals are cooked:

	Males			Females		
	Per Week			Per Week		
	£	s.	d.	£	s.	d.
(i) 201 and over—						
First cook	13	7	7	11	10	8
Second cook	12	13	4	10	15	9
Third cook	12	6	2	10	0	9
Relieving cook	12	6	2	8	17	7
Kitchenhands	11	19	0	8	12	8
(ii) 101 to 200—						
First cook	13	0	5	10	16	5
Second cook	12	9	10	10	0	9
Third cook	12	2	8	8	17	7
Kitchenhands	11	19	0	8	12	8
(iii) 51 to 100—						
First cook	12	13	4	10	0	9
Second cook	12	6	2	9	3	8
Kitchenhands	11	19	0	8	12	8
(iv) 26 to 50—						
First cook	12	9	1	9	5	11
Second cook	12	2	8	8	12	8
(v) Under 26—Cook	12	6	2	8	17	7
(vi) Other workers	11	19	0	8	12	8
Female general hand				8	9	0

Not more than one female general hand may be employed in each establishment who shall not exceed 20 hours per week at kitchen work. Where the hours worked by such general hand exceed 20 in any one week in the kitchen she shall be paid the kitchen rate provided in the award.”

“(d) *Male Workers*—(i) In respect of males employed as porters, orderlies, wardsmen, cleaners, and other male domestics:

	Per Week		
	£	s.	d.
First six months	11	11	7
After six months' service	11	18	8

(ii) Workers required to remain on call shall be paid 14s. 3d. per week in addition to their weekly wage. Such workers shall not remain on call on either their weekly holidays. Workers required to remain on call on any single working day shall be paid an additional 2s. 11d. per day. Workers called back under this clause shall be paid for the time worked at overtime rates.

(iii) Head porters or head orderlies placed in charge of a staff of five or more and up to 10 workers shall be paid not less than 14s. 3d. per week in excess of the highest paid workers under their control, excluding any amount paid under paragraph (ii) of this subclause.

(iv) Porters or orderlies employed on male nursing duties and/or employed as mental patients' attendants shall be paid 14s. 3d. per week, or 2s. 11d. per day, in addition to their ordinary weekly wage.

Porters or orderlies undertaking the preparation of patients for operations shall be paid 2s. 11d. per day in addition to their ordinary wage for each day upon which they perform such work.

(v) Male domestic workers attending to male patients and required to carry out any of the duties set out in the following Schedule shall be paid £1 8s. 6d. per week in addition to the rate prescribed in paragraph (i) of this subclause, or 5s. 8d. per day when so employed.

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Sterile skin preparations for medical and surgical operations, surgical dressing, catheterisation, irrigation, prostrate massage, V.D. clinics, out-patients' clinics for haemorrhoids, varicose veins, and strictures.

(vi) Workers employed as a special watch shall be paid at 4s. 11½d. per hour with a minimum of three hours' pay for each service. Overtime rates shall not apply to these workers, regardless of the number of hours employed.

(vii) Workers required to handle infectious linen or required to decontaminate soiled linen shall be paid 14s. 3d. per week in excess of the ordinary week's wage whilst employed on those duties, or 2s. 11d. per day when so employed.

(viii) When workers are employed to dispose of refuse and offensive matter from a hospital other than by automatic means, they shall be paid 1s. 5d. extra each day or part of a day for which they are so employed, unless such disposal is carried out in the furnace of a boiler in respect of which the worker is being paid the allowance prescribed in the following paragraph.

Workers attending to boilers shall be paid 1s. 5d. per day in addition to their weekly wages. This clause shall apply only to boilers (other than boilers attached to kitchen ranges) which require stoking with solid fuel, but shall not apply to small incinerators and other small circulating water heaters. If any worker outside the kitchen staff attends to boiler, he shall receive the extra allowance. The employer may nominate the worker who shall be responsible for the work of attending to the boiler."

"(e) *Female Workers*—(i) In respect of females employed as wardsmaids, housemaids, waitresses, pantrymaids, laundresses, seamstresses, linenmaids, telephone maids, cleaners, and other female domestics other than kitchenmaids:

Wages	Per Week		
	£	s.	d.
.....	8	3	4

(ii) Head waitress, where five or more waitresses are employed, 7s. 2d. per week, or 1s. 5d. per day, in addition to the ordinary wage.

(iii) Female domestics whilst employed as mental attendants, 7s. 2d. per week or 1s. 5d. per day, in addition to the ordinary wage.

(iv) Workers required to remain on call shall be paid 14s. 3d. per week in addition to their weekly wage. Such workers shall not remain on call on either their weekly holidays. Workers required to remain on call on any single working day shall be paid an additional 2s. 11d. per day. Workers called back under this clause shall be paid for the time worked at overtime rates."

(2) By deleting subclause (b) of clause 9 (Casual and Part-time Labour) and substituting the following subclause:

"(b) With the consent of the union, part-time female workers may be employed. The application to the union shall state the weekly and daily minimum number of hours to be worked by each worker, who shall be paid at the following rates:

	Per Hour		
	s.	d.	
Kitchen workers	4	10	
Other workers	4	8	

Notwithstanding the above, part-time cooks may be employed at a rate to be agreed upon in each instance between the union and the employer."

(3) By deleting subclause (a) of clause 10 (Meals and Sleeping Accommodation) and substituting the following subclause:

“(a) Board and lodging provided for any worker shall be valued for the purpose of this award at £1 15s. per week. Workers living out may arrange with the employer to be provided with meals while on duty.

			Per Week	
			s.	d.
One meal per day for five days	.....	.....	9	2
Two meals per day for five days	.....	.....	12	8
Over 10 meals per week	.....	.....	18	10
			Per Meal	
			s.	d.
Meals for part-time workers	.....	.....	2	4

This clause shall not be interpreted to mean that it is obligatory on the employer to provide meals.

The above-mentioned amounts which may be deducted for meals or for board and lodgings shall be deemed to be varied to the extent that rates of remuneration are varied by general orders made in future from time to time by the Court of Arbitration”

(4) By deleting clause 11 (Increase in Rates of Remuneration).

(5) By deleting from the undermentioned clauses the figures and symbols set out in the first column hereunder and substituting in each case the figures and symbols respectively set out in the second column hereunder:

			First Column		Second Column	
			s.	d.	s.	d.
Clause 2 (b)	.....	.....	6	0	7	5
			1	3	1	7
Clause 3 (e)	.....	.....	2	4	2	11
Clause 8 (c)	.....	.....	4	0	5	0
			0	10	1	0
Clause 13 (1)	.....	.....	5	9	7	2
			1	2	1	5

2. That this order shall be deemed to have come into force on the 15th day of August 1960.

Dated this 18th day of August 1960.

[L.S.]

A. TYNDALL, Judge.