

**MARLBOROUGH, NELSON, WESTLAND, AND CANTERBURY ELECTRIC-POWER  
BOARDS AND SUPPLY AUTHORITIES EMPLOYEES—AWARD**

*[Filed in the Office of the Clerk of Awards, Christchurch]*

In the Court of Arbitration of New Zealand, Marlborough, Nelson, Westland and Canterbury Industrial Districts—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the New Zealand Engineering, Coachbuilding, Aircraft and Related Trades Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned union, boards, councils, and companies (hereinafter called “the employers”):

New Zealand Electrical Supply Authorities Industrial Union of Employers, 154 Featherston Street, Wellington.

Ashburton Electric-Power Board, Ashburton.

Banks Peninsula Electric-Power Board, Little River.

Buller Electric-Power Board, Westport.

Golden Bay Electric-Power Board, Richmond, Nelson.

Heathcote County Council, Christchurch.

Kaipoi Borough Council, Kaipoi.

Kaikoura County Council, P.O. Box 6, Kaikoura.

Lyttelton Borough Council, Lyttelton.

Malvern Electric-Power Board, Darfield.

Marlborough Electric-Power Board, Blenheim.

Murchison County Council, Murchison.

Nelson City Corporation, Nelson.

North Canterbury Electric-Power Board, Rangiora.

Rangiora Borough Council, Rangiora.

Riccarton Borough Council, Upper Riccarton, Christchurch.

South Canterbury Electric-Power Board, Timaru.

Springs Ellesmere Electric-Power Board, Leeston.

Waimea Electric-Power Board, Richmond.

Westland Electric-Power Board, P.O. Box 4, Hokitika.

Westland Power Ltd., Hokitika.

THE Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, 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 31st day of October 1962 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 7th day of June 1961.

[L.S.]

A. TYNDALL, Judge.

## SCHEDULE

*Industry to Which Award Applies*

1. This award shall apply to all workers for whom provision is made in this Schedule and who are employed by any of the parties hereto.

*Definitions*

2. (a) "Inspector's work" means and includes the inspecting and testing of consumers' installations, installing, maintaining, and testing meters and other instruments, and installing and maintaining such of the supply authorities electrical plant as comes within the scope of the Electrical Supply and Wiring Regulations 1935.

(b) "Electrician" shall mean a worker registered under the Electricians Act 1952 and employed on electrical installations and repairs.

(c) "Servicemen's work" shall consist of attending to faults and repairs upon reticulations and distributing systems, consumers' installations and electrical appliances.

(d) "Storeman" means a worker in charge of stores.

(e) "Meter tester" means any worker who carries out the routine testing and repair of meters, relays, time switches, and instruments.

(f) "Hydro station operators' work" shall mean and include the attending, operating, and assisting in the maintenance of the necessary machinery, the keeping of records, cleaning, and the installation of brushes, renewal of fuses, resetting of relays, voltage adjustments, cleaning of screens, and gauging of water of forebay and such other work as may be necessary during close-down periods.

(g) "Standby plant and power house operators" includes workers engaged in the running and maintenance of all electrical machinery used in the generation of electricity. This definition shall apply to the Marlborough Electric-power Board only.

(h) "Diesel operator" shall mean a shift-worker capable of taking charge of a diesel engine plant and the maintenance of same.

(i) "Workshop and test room assistants" are workers employed in assisting tradesmen in the workshop and test room.

(j) "Charge-hand" shall mean an electrician or lineman in charge of two or more other electricians or linemen employed on any electricians' or linemen's work and in charge of the job. This definition shall not include servicemen.

(k) "Linemen's work" shall mean and include the complete installation, maintenance, and repair of overhead and underground electric-power mains from the supply station to the point of connection to the consumer, the erection and connecting-up of transformers and street lamps, and shall include axemen's work.

(l) "Linemen's assistant's work" shall mean and include the carrying out of all necessary work in assisting linemen and under their direct supervision.

(m) "Ganger" shall mean and include any man placed in charge of two or more other workers.

(n) "Racemen or gaugers" are workers other than labourers engaged in water gauging, clearing, or cleaning and maintenance of water-races, intakes, tunnels, flumings, dams, and pipelines.

(o) "Labourers" shall mean men other than linemen or linemen's assistants engaged solely in digging post holes, cleaning line routes, or other general labourer's work.

*Wages*

3. (a) The minimum rates of wages shall be as follows:

	Per Annum		
	£	s.	d.
Hydro station engineer (Marlborough Electric-power Board)	870	1	2
Hydro station operator (Marlborough Electric-power Board)	751	8	9

	Per Week		
	£	s.	d.
Inspectors and/or inspector servicemen .. ..	16	10	0
Electricians and/or servicemen – E or ES registration	14	13	4
Servicemen with limited registration for supply authority work .. ..	14	0	0
Other servicemen (unregistered learners) .. ..	13	12	9
Diesel plant operators .. ..	13	11	5
Storemen .. ..	12	10	1
Meter tester .. ..	13	3	6
Linemen, certificated .. ..	14	0	0
Linemen .. ..	13	5	7
Linemen trainees (20 years of age or over) .. ..	12	9	1
Workshop assistants .. ..	12	10	1
Permanent labourers at hydro station .. ..	12	10	1
Racemen .. ..	13	18	0
Labourers .. ..	11	17	8

Electricians with advanced trade certificate shall be paid 4d. per hour extra.

In the case of the hydro station engineer and hydro station operator (Marlborough Electric-power Board), the ordinary hourly rates of wages, for the purpose of calculating overtime payments, shall be deemed to be 7s. 4½d. and 6s. 5¼d. per hour respectively.

Casual workers shall be paid an hourly rate of one-fortieth of the weekly rates above. "Casual worker" is one who is employed for less than two consecutive weeks.

The following shall be the minimum rates of wages applicable in the Westland Industrial District:

Operators – 5s. 10¼d. per hour, provided that such workers shall be guaranteed an average weekly payment of not less than £14 2s. 2d.

Racemen – £13 18s.

The following shall be the minimum rates of wages applicable in the Westland and Marlborough Industrial Districts:

Trainee operators:

First six months – 5s. per hour, provided that such workers shall be guaranteed an average weekly payment of not less than £11 10s. 3d.

Second six months – 5s. 3d. per hour, provided that such workers shall be guaranteed an average weekly payment of not less than £12 1s. 6d.

Third six months – 5s. 5½d. per hour, provided that such workers shall be guaranteed an average weekly payment of not less than £12 12s. 9d.

Fourth six months – 5s. 8¾d. per hour, provided that such workers shall be guaranteed an average weekly payment of not less than £13 4s. 1d.

Thereafter – operators' rates.

(NOTE—Attention is drawn to the requirements of the Minimum Wage Act.)

(b) Gangers or charge hands shall receive 3½d. per hour in excess of the rate prescribed in subclause (a) of this clause.

(c) Any man temporarily appointed as a ganger or charge hand shall be paid 3½d. per hour in excess of his ordinary rate for the first four hours in any day, but if employed as a ganger for more than four hours in any day he shall be paid a minimum of 2s. 3½d. for that day.

(d) A competent lineman trainee 20 years of age or over with two or more years experience other than as a junior lineman trainee, shall be rated and paid as a lineman.

(e) Servicemen instructed to stand by on any day except Saturday, Sunday, or a statutory holiday, shall be paid one hour's pay per day at ordinary rates if not called out. Servicemen instructed to stand by on a Saturday, Sunday, or a statutory holiday shall be paid one hour's pay per day at overtime rates if not called out. If called out, overtime rates set out in subclause (a) of clause 5 shall be paid, but the stand by payment shall not then be payable.

(f) All wages shall continue to be paid in accordance with local practice but not later than Thursday in the pay week unless otherwise mutually arranged.

(g) An employer shall be entitled to make a rateable deduction from the wages of any worker for time lost through the worker's sickness, accident, or default or his absence through no fault of the employer.

(h) Junior trainee linemen may be employed in the proportion not greater than one junior trainee lineman to each three men employed on lines, and not more than one junior trainee lineman in each gang.

A junior trainee lineman shall be afforded the opportunity of learning all branches of line work in accordance with the provisions of the Electric Linemen Act 1959 and regulations made thereunder.

The rates of pay shall be as follows:

				Per Week		
				£	s.	d.
17 to 17½ years	..	..	..	6	5	0
17½ years to 18 years	..	..	..	7	2	6
18 to 18½ years	..	..	..	8	0	0
18½ to 19 years	..	..	..	8	17	6
19 to 20 years	..	..	..	9	15	0

And thereafter the current rates of pay for certificated linemen or linemen trainees as the case may be.

#### *Hours of Work*

4. (a) Forty hours shall constitute an ordinary week's work, and eight hours an ordinary working-day.

(b) Unless otherwise provided herein, the daily hours shall be worked between 7.30 a.m. and 5 p.m. on five days of the week, Monday to Friday.

(c) Workers may be employed on any day of the week at the diesel plant or hydro station on shift-work for not more than five shifts per week or for more than 40 hours per week or for more than eight hours on any shift.

Whilst a station is operating or repair or maintenance work is being carried out, any worker employed on Saturday, Sunday, or any of the holidays named in subclause (a) of clause 6 hereof shall be paid, in addition to their ordinary rates of wages, in accordance with the provisions of the Factories Act.

(d) Workers employed on shift-work shall be paid 4s. per shift extra on the afternoon or night shift.

(e) In the case of hourly workers every endeavour shall be made to find suitable work in wet weather.

(f) Where workers are required to work shifts, such shifts shall rotate so that each worker will receive an equal share of Saturday and Sunday work.

(g) Racemen in Westland shall not be covered by this clause.

#### *Overtime*

5. (a) All time worked in excess or outside of the hours mentioned in clause 4 hereof shall be paid at the rate of time and a half for the first three hours and double time thereafter. Computation of overtime shall be on a daily basis. All time worked between 10 p.m. and 6 a.m. shall be paid at double time rates, and supper time and crib time when so working shall be paid for.

(b) Except in the case of renewal of fuses, or operation of switches, when the minimum shall be one hour, a minimum of two hours shall be paid for all overtime which is not continuous with the ordinary working hours, time to be computed from time of leaving place of residence until return: Provided, however, that such minima shall not apply where a worker is again called out within one hour of the expiry of his minimum period for his previous call-out in the case of renewal of fuses or operation of switches, or within two hours of the expiry of his minimum period for his previous call-out in other cases, when in such case he shall be paid for the actual time worked. This subclause shall apply to only servicemen's or linemen's work.

(c) No worker shall be required to work for more than four and a half hours continuously without an interval for a meal.

(d) In the case of workers who cannot reasonably journey to and from their homes for meals being required to work overtime after 6 p.m. on any day the worker shall be paid 5s. for tea money or in lieu thereof the employer may provide a suitable meal. Workers leaving the job not later than 6 p.m. and travelling to the depot and arriving before 7 p.m. shall not be entitled to meal money.

If overtime is continuous, this allowance shall be paid for every period of four hours of overtime, except that overtime work previously arranged on Saturday or Sunday shall not entitle the worker to meal money unless he is required to work after 6 p.m.

(e) When overtime work is necessary it shall wherever reasonably practicable, be so arranged that workers have at least eight consecutive hours off duty between the work of successive days. A worker who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this subclause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time (as prescribed in clause 4) occurring during such absence.

If, on the instructions of his employer, such a worker resumes or continues work without having had eight consecutive hours off duty, he shall be paid at double rates until he is released from duty for such period, and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time (as prescribed in clause 4) occurring during such absence.

(f) Workers other than servicemen who work overtime which is not continuous with the ordinary working hours shall be paid a minimum of one hour at overtime rate, the time to be computed from time of leaving place of residence until return.

(g) Workers who are notified to work overtime on arranged work, and owing to weather or other causes the arranged work is cancelled, shall if the cancellation is not made at least two hours before the appointed time, be paid not less than one hour at ordinary rates.

#### *Holidays*

6. (a) The following shall be the recognised holidays, and no deductions from wages shall be made in respect of such holidays: New Year's Day, 2 January, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and one other day each calendar year to be mutually arranged between the union and the employer concerned: Provided always, that should any of the above holidays fall on a Saturday or Sunday (except Anzac Day), the holiday or holidays shall be observed on the following day or days.

(b) Workers shall be paid for the holidays set out in subclause (a) of this clause in accordance with the provisions of section 28 of the Factories Act 1946 as amended by section 6 of the Factories Amendment Act 1956.

(c) Except as elsewhere provided herein, for all time worked on recognised holidays, double time shall be paid in addition to the day's pay. For work performed on Sundays and after noon on Saturdays double time shall be paid.

*Annual Leave*

7. (a) Shift-workers who are required to work shifts on holidays, Saturdays or Sundays, and racemen shall be given 21 continuous days' paid annual leave.

All other employees shall be allowed holidays in accordance with the Annual Holidays Act: Provided that after 10 years' continuous service with the same employer one extra week's annual holidays shall be allowed.

(b) In the event of a worker leaving his situation before the completion of a year's service he shall receive remuneration in proportion to his service in lieu of the holidays.

(c) Annual leave shall be given at a period to be mutually arranged and where possible during the summer months.

(d) Relieving operators shall be allowed or paid for a proportion of the annual holiday prescribed by this award according to the length of time served as relieving operators, but such time shall not count as time worked in his usual occupation.

*Country Work*

8. (a) "Country work" shall mean work performed at a distance which necessitates a worker sleeping away from his home.

(b) Any worker employed upon country work shall be conveyed by his employer to and from his work free of charge, or his travelling expenses shall be paid by his employer going to, and returning from, such work.

(c) Time occupied in travelling shall be paid for at the ordinary rates, but no worker shall be paid more than an ordinary day's pay for any day occupied in travelling, although the hours occupied may exceed eight, unless he is on the same day occupied in working for his employer. A worker required to drive a vehicle during the course of his work shall be paid the rate appropriate for the times at which the work is performed.

(d) Permanent workers employed upon country work shall be paid an additional sum of 14s. 11d. per day for each day worked, but the employer may, in lieu thereof, provide them with suitable board and lodging at his own expense. Suitable board and lodging shall include the providing of mattresses and stretchers. In the case of relieving workers employed at the Marlborough Electric-power Board's head works where lodging is provided, £2 3s. 6d. per week additional shall be paid.

(e) In respect of the North Canterbury Electric-power Board such arrangements for food and accommodation on country work as are mutually agreed upon may be substituted for the provisions of subclause (d) of this clause, and where four or more men are employed a permanent camp with a cook shall be provided where practicable.

(f) Notwithstanding anything contained herein, an employer may agree with any worker that in respect of any specified country work the hours of work shall be other than those hereinbefore prescribed: Provided, however, that all time worked outside or in excess of such prescribed hours shall be considered overtime, and shall be paid for at the rate of time and a third.

(g) This clause shall not apply to racemen.

*Rest Period*

9. A rest period not exceeding 10 minutes shall be allowed to all employees each morning and afternoon and when working overtime at times to be mutually arranged.

*General Provisions*

10. (a) All necessary tools shall be provided by the employer, but in lieu thereof the employer may elect to pay to any worker the sum of 1d. per hour extra as a tool allowance. An overall allowance of 2s. per week shall be paid to workers where it is agreed between the union and the employer that overalls are necessary.

(b) Workers shall, when necessary, be supplied with best quality gloves and life-belts when working live overhead work, and best quality gloves and mats when on live underground work; and permanent servicemen, racemen, linemen, and linemen's assistants shall be supplied with oilskins, sou'westers, and gumboots where necessary.

(c) When a worker coming within the scope of this award is required to drive a van, car, or truck in the performance of his work the fee for his driver's licence shall be paid by his employer.

(d) Where trucks are used for transporting workers, where possible, suitable waterproof covers and supports shall be supplied to give shelter. Where practicable seating accommodation shall be provided.

(e) Except for the purpose of replacing fuses, no worker shall be allowed to work on live high-tension work on a pole unless accompanied by at least one man.

(f) No live line work shall be done in wet weather excepting on essential faults, unless recognised safety equipment is provided.

(g) Dirt-money at the rate of 2s. 3½d. per day or portion of a day shall be paid for all work done by any worker other than a raceman covered by the provisions of this award in foundries, tunnels, or repairing damage done by fire where the worker comes into contact with charred materials, or in freezing chambers while freezing is being carried on, or storage-battery work involving the handling of acid, or handling greased aluminium conductors, or other work such as dirty installation work or demolition work which may be agreed upon as between the employer and the union as coming under the term "dirty work".

(h) Workers required to handle cross-arms wet with preservative or to apply preservatives to cross-arms shall be paid 3½d. per hour extra. Preservatives for the purpose of this award shall be peterlinium, tar-oil, red lead, or other preparation injurious to the clothes or flesh of the worker.

(i) Employees while working with transformer oil (other than in drums) shall be paid 2s. 3½d. per day extra.

(j) Workers employed on oxy-acetylene, coal-gas, or electric welding, except on spot or butt-welding machines, for less than four hours in a day shall be paid 1s. 5¼d. per day extra; for more than four hours in a day 2s. 3½d. extra per day.

(k) Racemen working in the mud shall be provided with gumboots or be paid dirt-money at the rate of 4½d. per hour.

(l) Hot and cold water, soap, and towels shall be provided at the depot.

(m) Where reasonably necessary the employer shall provide accommodation in which the worker may keep his clothing.

#### *Higher-grade Workers*

11. Any worker put to work of a higher grade shall receive the wages of such grade while so employed.

#### *Suburban Work*

12. Work done over 1½ miles from the employer's depot or place of business by the nearest convenient mode of access shall be considered suburban work, and workers employed thereon shall either proceed to and from such work or shall be conveyed to and from such work beyond the 1½ miles at the expense of the employer, as the employer shall determine. Time reasonably occupied in conveying the workers to and from such work beyond the 1½ miles distance before mentioned shall be allowed and paid for by the employer. Walking time shall be computed at the rate of 3 miles per hour. No worker residing less than 1½ miles from the place where the work is to be performed by the nearest convenient mode of access shall be entitled to the allowance mentioned in this clause.

This clause shall apply only to municipal electric-supply authorities.

*Travelling-time*

13. (a) Except in the case of suburban work and the work of station operators, the hours of work shall be exclusive of time occupied in travelling from the job. Travelling-time as so defined shall be paid for at the ordinary rates.

(b) In the case of shift-work for the Marlborough Electric-power Board at the present stand-by plant, the stand-by power house shall be considered the employer's depot.

(c) A vehicle allowance of 4s. and 7s. 6d. per week shall be paid to workers travelling from Kanieri and Hokitika respectively to the power stations of Kanieri Electric Ltd.

*Motor Car, Motor Cycle, and Cycle Allowance*

14. Workers using their own motor car, motor cycle, power cycle, or cycle in connection with their employer's business and at his request shall be paid as under:

Motor vehicles up to 9·5 h.p.	..	..	7d. per mile
Motor vehicles from 9·6-14·5 h.p.	..	..	8½d. per mile.
Motor vehicles over 14·5 h.p.	..	..	9½d. per mile.
Motor cycles	..	..	3½d. per mile.
Power cycles	..	..	1½d. per mile.
Bicycles	..	..	3s. per week.

*Accident Provisions*

15. A suitable first-aid outfit shall be maintained at each depot and a compressed kit shall be supplied to each gang.

*Sick Leave*

16. After one year's continuous service with the same employer and on production of a medical certificate a worker shall be entitled to five working days' sick leave without deduction of pay. For each additional year of service five working days' sick leave shall accrue with a maximum accumulation of 15 working days: Provided, however, that when the employer deems it necessary he may request the worker to produce a medical certificate from a medical practitioner nominated by the employer.

An employer shall have the right to deduct the number of days on sick leave already taken by the worker from the total number the worker is entitled to by a calculation in order to determine the number of days due to him in the event of his falling sick.

The qualifying period of service under this clause shall be deemed to have commenced on the 1st day of January 1957, but no retrospective payment shall be claimed for sickness prior to the coming into force of this award.

*Long Service Bonus*

17. After three years on continuous service with the same employer, every worker shall be entitled to a service bonus of 3s. 4d. per week; and after seven years of continuous service with the same employer 6s. 8d. per week; and after 10 years' continuous service with the same employer 10s. per week above the rates prescribed in clause 3 hereof.

Provided that this provision shall not apply when the employer has in operation or brings into operation a scheme for rewarding long service whether on a weekly or annual basis which is not less favourable to the workers than the foregoing provision. For the purpose of comparison of schemes the calculation shall be based upon such period of years as is agreed upon by the employer concerned and the union.

*Matters Not Provided For*

18. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at, then such dispute shall



be referred to the Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within 14 days after such decision shall have been communicated to the party desiring to appeal.

*Workers to be Members of Union*

19. (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.

(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*

20. (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 wage is fixed.

*Application of Award*

21. 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 districts to which this award relates.

*Scope of Award*

22. This award shall operate throughout the Marlborough, Nelson, Westland, and Canterbury Industrial Districts.

*Term of Award*

23. 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 1st day of May 1961, 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 31st day of October 1962.

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 7th day of June 1961.

[L.S.]

A. TYNDALL, Judge.

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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.

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