

**NORTHERN INDUSTRIAL DISTRICT RACECOURSE AND SPORTS BODIES'  
EMPLOYEES—AWARD**

In the Court of Arbitration of New Zealand, Northern Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Auckland Theatrical and Places of Amusement Employees Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned corporation, clubs, and associations (hereinafter called “the employers”):

Auckland Aero Club, 24 Customs Street, Auckland.  
 Auckland Amateur Cycling Centre, P.O. Box 5089, Auckland.  
 Auckland City Corporation, Town Hall, Queen Street, Auckland.  
 Auckland Cricket Association, 46 Imperial Buildings, Queen Street, Auckland.  
 Auckland Football Association, Blanford Park, Grafton, Auckland.  
 Auckland Golf Association, 75 Moana Avenue, Onehunga, Auckland.  
 Auckland Hockey Association, P.O. Box 1007, Auckland.  
 Auckland Lawn Tennis Association (W. Wilson, Secretary), Princes Court, Princes Street, Auckland.  
 Auckland Public Relations Office (Inc.), Archilles House, Customs Street East, Auckland.  
 Auckland Racing Club, Shortland Street, Auckland.  
 Auckland Rowing Club, P.O. Box 1209, Auckland.  
 Auckland Rugby League, Colonial and Mutual Building, Queen Street, Auckland.  
 Auckland Rugby Union, P.O. Box 2640, Auckland.  
 Auckland Soft Ball Association (S. G. Hall, Secretary), 86 Godley Road, Green Bay.  
 Auckland Trotting Club, Durham Street, Auckland. (P.O. Box 381, Auckland.)  
 Avondale Jockey Club, P.O. Box 590, Auckland.  
 Bay of Plenty Jockey Club, Wharf Road, Tauranga.  
 Cambridge Trotting Club, Lake Street, Cambridge.  
 Franklin Racing Club, Pukekohe.  
 Hamilton Lawn Tennis Association, Ohaupo Road, Hamilton.  
 Hamilton Rugby Union, Victoria Street, Hamilton.  
 Matamata Racing Club, Matamata.  
 North Auckland Football Union, Cameron Street, Whangarei.  
 Northern Wairoa Racing Club, P.O. Box 158, Whangarei.  
 Ohinemuri Jockey Club, Belmont Road, Paeroa.  
 Poverty Bay Racing Club, Gisborne.  
 Poverty Bay Turf Club, Peel Street, Gisborne.  
 Rotorua Racing Club, 65 Hinemoa Street, Rotorua.  
 South Auckland Rugby League, Main Street, Huntly.  
 Taumarunui Racing Club, Hakiaha Street, Taumarunui.  
 Te Aroha Jockey Club, Rewi Street, Te Aroha.  
 Thames Jockey Club, Pollen Street, Thames.  
 Thames Trotting Club, Mary Street, Thames.  
 Waikato Hunt Club, Cambridge.  
 Waikato Racing Club, Alma Street, Hamilton.  
 Waikato Trotting Club, 100 Victoria Street, Hamilton.  
 Waipa Racing Club, Alexander Street, Te Awamutu.  
 Western Springs Speedways Ltd., Argus House, High Street, Auckland.  
 Whangarei Racing Club, 24 James Street, Whangarei.

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 31st day of July 1964 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 11th day of October 1962.

[L.S.]

K. G. ARCHER, Judge.

#### SCHEDULE

##### PART I

This Part of this award shall apply to workers employed by racing, trotting, and hunt clubs.

##### *Hours of Work*

1. The hours of work shall not exceed eight per day without restriction as to clock-hours.

##### *Wages*

2. The minimum rates of wages shall be:

	Per Day		
	£	s.	d.
Number-board men	3	4	0
Ticket-sellers	3	4	0
Money-changers	3	4	0
Cash turnstile attendants	2	15	0
Ticket-collectors	2	13	0
Men in charge of admission gates to public enclosures	3	4	0
Parking attendants	2	16	6
Rangers on boundaries, doorkeepers, and all other male attendants and gatekeepers other than above	2	13	0
Cloakroom attendants	2	13	0
Female employees in lavatories	2	6	0

##### *Meal Allowance*

3. All workers shall be allowed a reasonable time for a meal and shall be provided with a meal, or in lieu thereof a meal allowance of 5s.

##### *Commencement of Engagement*

4. In the event of postponement each worker directed by the employer to report for work and who does report on time shall be paid not less than 8s.

## PART II

This Part of this award shall apply to workers employed by cycle clubs, cricket clubs, football clubs, tennis clubs, hockey clubs, speedways, rowing clubs, and the like.

*Wages*

5. The minimum rate of pay shall be 6s. 6d. per hour: Provided that the minimum payment on any one day shall be three hours' pay.

*Meals*

6. Where the engagement exceeds six hours a worker shall not be employed for more than four hours continuously without an interval for a meal and he shall either be provided with a meal or be paid 5s.

## PART III

This Part of this award shall apply to workers employed under Parts I and II.

*Overtime*

7. All work done in excess of eight hours in any one day shall be paid at the rate of time and a half for the first three hours and double time thereafter.

*Special Clothing*

8. Special clothing required by the employer to be worn by the worker shall be supplied and kept in good repair by the employer.

*Annual Holiday*

9. (a) The provisions of the Annual Holidays Act 1944 shall apply to all workers covered by this award.

(b) Holiday pay shall be paid to workers with wages immediately after the completion of engagement.

*Deduction of Union Fees*

10. It shall be a condition of employment under this award that the employer shall deduct all union fees, and remit them to the union. The names and addresses of all employees shall, on request, but not more more often than each 12 months, be supplied to the union.

*Wet Weather*

11. All workers required to work in the rain shall be supplied with waterproof clothing or an appropriate shelter.

*Matters Not Provided For*

12. The essence of this award being that on no account whatsoever shall the work be impeded, 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 or other person mutually agreed upon, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner or such other person, may appeal to the Court upon giving written notice of such appeal to the other party within seven days after such decision shall have been communicated to the party desiring to appeal.

*Copy of Award*

13. The employer shall have a copy of the award exhibited in a conspicuous place where it can be seen by the members of the staff.

*Right of Entry*

14. The secretary or other authorised representative of the union shall have the right to enter upon the premises of the employer for the purpose of interviewing the workers, but not so as to interfere with the carrying on of the employer's business.

*Unqualified Preference*

15. (a) Any adult person engaged or employed in any position or employment subject to this award by any employer bound by this award shall, if he is not already a member of a union of workers bound by this award, become a member of such union within 24 hours after his engagement, or after this clause comes into force, as the case may require.

(b) Subject to subclause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this award so long as he continues in any position or employment subject to this award.

(c) Every worker obliged under subclause (a) hereof to become a member of a union who fails to become a member, as required by that subclause, after being requested to do so by an officer or authorised representative of the union, and every worker who fails to remain a member of a union in accordance with subclause (b) hereof commits a breach of this award.

(d) Every employer bound by this award commits a breach of this award if he continues to employ any worker to whom subclauses (a) and (b) apply, after having been notified by any officer or authorised representative of the union that the worker has been requested to become a member of the union and has failed to do so, or that the worker having become a member of the union has failed to remain a member.

(e) For the purposes of this clause "adult person" means a person of the age of 18 years or upwards, or a person who for the time being is in receipt of not less than the minimum rate of wages prescribed for adult workers by this award.

*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 wage is fixed.

#### *Application of Award*

17. (a) 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 the 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.

(b) This award shall not apply to any member of any amateur club, amateur society, or amateur association, or to any other persons giving services to such amateur body, but if a person receives any valuable consideration for any services to any amateur body, whether by way of cash, free tickets, or otherwise, he shall be bound by all the provisions of the award.

#### *Scope of Award*

18. This award shall operate throughout the Northern Industrial District.

#### *Term of Award*

19. 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 September 1962, 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 July 1964.

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 11th day of October 1962.

[L.S.]

K. G. ARCHER, Judge.

#### MEMORANDUM

The award, which incorporates the terms of settlement arrived at by the parties, includes a clause designed to operate as an unqualified preference provision within the meaning of section 174 of the Industrial Conciliation and Arbitration Act 1954 (as amended by the Industrial Conciliation and Arbitration Amendment Act 1961). Section 174B directs that the Court in making any award shall insert therein an unqualified preference provision only if it is satisfied under the first alternative that such a provision has been agreed upon by all the assessors in the course of an inquiry into an industrial dispute by a Council of Conciliation. For the purposes of section 174B the Court is satisfied to accept the complete settlement arrived at by the parties and executed by or on behalf of all the assessors as proof that an unqualified preference provision has been agreed to by all the assessors.

The rates of remuneration prescribed by this award are *not* to be increased by the application of the provisions of the Court's general order of 4 July 1962.

K. G. ARCHER, Judge.