

**NEW ZEALAND TOTALISATOR AGENCY BOARD CLERICAL AND OFFICE STAFF
EMPLOYEES—AWARD**

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

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington, Marlborough, Nelson, Westland, Canterbury, and Otago and Southland 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 Federated Clerical and Office Staff Employees Industrial Association of Workers (hereinafter called “the union”) and the under-mentioned board and persons (hereinafter called “the employers”):

Totalisator Agency Board, 107 Cuba Street, Wellington.

NORTHERN INDUSTRIAL DISTRICT

Armit, A. J. and M. N., 446 Khyber Pass Road, Auckland.
Brown, L. H., King Street, Pukekohe.
Cosgrove (Miss), M. J., Triangle Buildings, Riddell Road, Glendowie, Auckland.
Day, A. M., Tui Street, Oneroa, Waiheke Island, Auckland.
Draper, J. N., Smith's Buildings, Great North Road, Henderson.
Edwards, S. F., 1228 Dominion Road, Mt. Roskill, Auckland.
Ginn, L. E., Neville Street, Warkworth.
Neesham, J. P., 216 Ponsonby Road, Ponsonby, Auckland.
Pezaro, D., 243 Parnell Road, Auckland.
Power, V. M., Station Road, Wellsford.
Revell, G. E., Great South Road, Papakura.
Robson, K. R. A., 928 New North Road, Mt. Albert, Auckland.
Saunders (Mrs.), P. M., Scott Road, Glen Eden, Auckland.
Shepherd, B. F., 702-704 Dominion Road, Balmoral, Auckland.
Smith, H. R., 145 Queen Street, Onehunga, Auckland.
Williams (Mrs.), O., Clyde Road, Browns Bay, Auckland.

TARANAKI INDUSTRIAL DISTRICT

Baxter, J. W., 91 High Street, Eltham.
Burton, C. B., Tasman Street, Opunake.
Cahill, A. E., 350 Broadway South, Stratford.
Enderby, F. C. J., Princes Street, Hawera.
Powell, D. M., 4 Breakwater Road, New Plymouth.
Waite, M. R., 36 Richmond Street, Inglewood.

WELLINGTON INDUSTRIAL DISTRICT

Bain, K. R., Park Road, Carterton.
Beaumont, L. G., 30 High Street, Dannevirke.
Beavis, R., Hillary Court, Naenae, Wellington.
Buchanan, K. L., 82 Egmont Street, Patea.
Craig, J. J., Hautapu Street, Taihape.
Garrod, A. W., 144 Pioneer Highway, Palmerston North.
Griffin, B. J. K., Main Road, Johnsonville.
Hogg, S. G. H., Main Street, Pahiatua.
Horton, R. L., 12 Te Mata Road, Havelock North.
Kelleher, H. K., 96 Tinakori Road, Thorndon, Wellington.
Kelly, J. A., 28 Steyne Avenue, Plimmerton.
Kerr, D. R., Ruataniwha Street, Waipukurau.
Kiernan, B., Fitzherbert Street, Featherston.
McKendry, R. K., Main Road, Upper Hutt, Wellington.
Mandy, A. E., Manchester Square, Feilding.
Metcalf, R. W., Taine Street, Taita, Wellington.

Miles, R. C., Main Road, Wainuiomata, Wellington.
 Paino, V., 142 The Parade, Island Bay, Wellington.
 Sorenson, G. H., 262 Oxford Street, Levin.
 Trappitt, R. P., 2 Islington Street, Trentham, Wellington.
 Wakelin, O. N., Kapiti Road, Paraparaumu Beach.
 Watt, J. R., High Street, Marton.

MARLBOROUGH INDUSTRIAL DISTRICT

Henderson, H. N., 78 High Street, Picton.
 McNabb, P. G., Alfred Street, Blenheim.

NELSON INDUSTRIAL DISTRICT

Conway, D. R., Fairfax Street, Murchison.
 Fellowes, J. R., Commercial Street, Takaka.
 Jameson, A., Richmond.
 Tomlinson, E., Wakefield.
 Wood, S. L., High Street, Motueka.

WESTLAND INDUSTRIAL DISTRICT

Blackie, W., Palmerston Street, Westport.
 Buckley, Wm., Broadway, Reefton.
 Evans, F. H., Granity.
 Leishman, J., Blackball.
 Moore, J., Hari Hari.
 Roberts, S., Revell Street, Hokitika.
 Todd, E. M., 22 Ward Street, Runanga.

CANTERBURY INDUSTRIAL DISTRICT

Agar, S. A., 7 London Street, Lyttelton.
 Altmments (Mrs.), E. L., Hanmer.
 Baker, R., Railway Terrace West, Rakaia.
 Barker (Mrs.), M., 41A Nayland Street, Sumner.
 Barnett, J. B., 128 Colombo Street, Beckenham.
 Barr, C. W. M., 235 Papanui Road, Merivale.
 Barwick, J. S., corner Pages and Breezes Road, Aranui.
 Boag, J. H., 9 Petrie Street, Richmond.
 Brocket, E. N., 14 Seaview Road, New Brighton.
 Crossen, T. E., P.O. Box 17, Cheviot.
 England, W. R., Amberley Supply Stores, Amberley.
 Hume, E. J., 181 Main South Road, Sockburn.
 Ireland, L. G., 5 Hargood Street, Woolston.
 Ives, W., 29A Lincoln Road, Addington.
 Jordan, J. and J., 145A Sherbourne Street, St. Albans.
 Knox (Mrs.), I. L., 58 Battersea Street, Sydenham.
 Leahy, D. J., 231B Linwood Avenue, Linwood.
 Mortlock, L., 245A Clyde Road, Fendalton.
 Oakley, T. H., Springs Road (Prebbleton Store), Prebbleton.
 Reed, H. L., High Street, Leeston.
 Renouf, J. and R., 76 Percival Street, Rangiora.
 Robertson, A., 103 Riccarton Road, Riccarton.
 Sandford (Mrs.), P., Raven Street, Kaiapoi.
 Spillane (Mrs.), J., Main Street, Methven.
 Teale, A. G., 3 Belfast Road, Belfast.
 Thompson, W. J., Beach Road, Akaroa.
 Timings, E. J., 185 Ferry Road, Phillipstown.
 Tinning, F., 378B Riccarton Road, Upper Riccarton.
 Williams, R. S., West End, Box 55, Kaikoura.
 Williamson, G., 294 Selwyn Street, Spreydon.
 Wilson, W. E., 19 North Road, Papanui.

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT

Aitken, P. A., Ross Place, Lawrence.
 Beard, D. M. and P. M., 79 City Road, Dunedin.
 Butler, P. P., 269 Main South Road, Dunedin.
 Campbell, H., 35 Silverton Street, Dunedin.
 Cummings, J. P., St. Andrew Street, North Invercargill.
 Cunison, J. C., West Street, Ranfurly.
 Davis, F. A., Riverton.
 Fisher, J., R.S.A. Rooms, Bluff.
 Fox, L. H., Main North Road, Gardens, Dunedin.
 Gallagher, N. H., Exmouth Street, Kaitangata.
 Gardiner, G. H., Birchwood Road, Ohai.
 Glengarry, H. T., George Street, Port Chalmers.
 Halligan, A. C., Gordon Road, Mosgiel.
 Hannagan, B. J., 12 Prince Albert Road, St. Kilda, Dunedin.
 Harvey, S. S., Main Road, Cromwell.
 Hunter, R. D., 121 Hillside Road, Dunedin.
 Irwin, R. W. H., Main Street, Riversdale.
 Kearney (Misses), E. L. and I. M., John Street, Balclutha.
 Kitto (Mrs.), D. I., Ballarat Street, Queenstown.
 Macdonald (Mrs.), V. M., Tiverton Street, Palmerston.
 Ombler, A. S., Union Street, Milton.
 Pacey, A. J., Northumberland Street, Tapanui.
 Reynolds, E. K., 166 Eglinton Road, Dunedin.
 Skinner (Mrs.), M. I., Main Street, Roxburgh.
 Small, J. G., Town Board Buildings, Lumsden.
 Sutherland, J. B. A., Tarbert Street, Alexandra.
 Wilson, A. A., Wyndham.
 Whyte, J. D., 219 Main South Road, Green Island.

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 1st day of June 1963 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 5th day of February 1962.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to all clerical workers employed by the New Zealand Totalisator Agency Board, a board constituted under the Gaming Amendment Act 1949, its agents and sub-agents.

Interpretation

2. *Clerical Workers*—For the purpose of this award the term “clerical workers” shall comprise all workers employed wholly or substantially at one or more of the following classes of work: writing, typing, shorthand-writing, attending telephones, book-keeping, office machine operating, receptionists, workers employed in connection with the office administration of the establishment upon work of the nature of any of the foregoing classes; or on any other work relating to correspondence, accounts or records of the establishment and includes all workers engaged in connection with the receipts of and the paying out of cash or other work incidental thereto.

Part-time Workers—Workers who enter into contracts of service to work regularly on a part-time basis shall be deemed to be part-time workers unless they work in excess of 30 ordinary hours in each week when they shall be deemed to be weekly workers.

Casual Workers—A worker engaged for less than one week at any one engagement shall be termed a casual worker.

Weekly and part-time workers may be employed as casual workers on separate engagement and apart from their ordinary weekly employment.

Hours of Work

3. (a) *Weekly Workers*—The ordinary hours of work of weekly workers shall not exceed eight hours per day, to be worked on the five days, Monday to Friday, both days inclusive, and not more than 40 hours per week without payment of overtime, such hours to be worked between 8 a.m. and 5 p.m. on the first four days of the week and between 8 a.m. and 9 p.m. on Friday.

(b) *Part-time Workers*—The hours of work for part-time workers shall be between 8 a.m. and 5 p.m. on the first four days of the week and between 8 a.m. and 9 p.m. on Friday. The time of commencing and ceasing work between these hours shall be mutually arranged in each establishment with a meal interval of not more than one hour in duration.

(c) *Casual Workers*—The ordinary hours of work of casual workers shall not exceed eight per day on five days of the week, Monday to Friday inclusive, and shall not exceed 40 hours in any week without payment of overtime. Such ordinary hours of work shall be between 8 a.m. and 5 p.m. The time of commencing and ceasing work between these hours shall be mutually arranged in each establishment with a meal interval of not more than one hour in duration.

(d) Except where workers desire to work for a lesser period, the minimum time a part-time or casual worker may be employed on any given day shall be three hours. In computing additional hours or part thereof the calculation shall be a minimum of 15 minutes.

(e) Except in cases of emergency, casual workers shall be given at least 24 hours' notice by the employer of his intention to engage such worker.

Wages

4. (a) *Weekly Workers*—The following shall be the minimum rates of wages payable under this award to weekly workers:

(i) Males:	Per Annum £
First year	315
Second year	360
Third year	415
Fourth year	470
Fifth year	535
Sixth year	580
Seventh year	630
Eighth year	675
Ninth year	725
Tenth year	775

(ii) Females:	Per Annum £
First year	315
Second year	360
Third year	415
Fourth year	470
Fifth year	535
Sixth year	565
Seventh year	595
Eighth year	620

For the purpose of this award, "the length of service" shall mean the total period of actual employment at clerical work as nearly as can be ascertained.

(b) *Part-time Workers*—Part-time workers employed on a regular basis shall be paid not less than the *pro rata* hourly rates payable to weekly workers under this award.

(c) Weekly and part-time workers engaged on the following machines shall be paid not less than 11s. per week in addition to the above rates:

- (i) Accounting and book-keeping, posting and analysis machines, if fitted with vertical and cross-adding registers.
- (ii) Calculating machines, key-driven, for which the operators must have special training, as distinct from crank-driven or rotary type calculating machines which do not require specialised operators.
- (iii) Invoicing machines fitted with adding registers and where any part of the keyboard is electrically operated and controlled or fitted with vertical and cross-adding registers.

(d) *Casual Workers*—The minimum ordinary hourly rate to be paid to all casual workers shall be 7s. 2d. per hour.

(NOTE—Attention is drawn to the fact that this award is to be read subject to the provisions of the Minimum Wage Act 1945.)

Overtime

5. (a) *Weekly and Part-time Workers*—(i) All time worked outside or in excess of the daily hours prescribed in subclauses (a) or (b) of clause 3 of this award shall be deemed to be overtime and shall be paid for at time and a half rates for the first three hours and thereafter at double time rates. Such overtime shall be computed on a daily basis.

(ii) Time worked on Saturday by weekly and part-time workers shall be paid for at time and a half rates for the first three hours and thereafter at double time rates, and time worked after noon on Saturday when no work has been performed on Saturday morning shall be paid for at double time rates.

(iii) Time worked on Sunday by weekly or part-time workers shall be paid for at double time rates with a minimum payment for three hours.

(iv) When a worker is called back for duty after 10 p.m. or before 6 a.m. time so worked shall be paid for at double time rates with a minimum of three hours.

(v) Any worker employed between the hours of 10 p.m. and 6 a.m. shall be paid at double time rates.

(b) *Casual Workers*—(i) All time worked on Monday to Thursday inclusive by casual workers outside or in excess of the daily hours prescribed in subclause (c) of clause 3 of this award shall be deemed to be overtime and shall be paid for at time and a half rates for the first three hours and thereafter at double time rates.

(ii) All time worked on Friday by casual workers in excess of eight hours shall be paid for at time and a half rates for the first three hours and thereafter at double time rates.

(iii) All time worked on Friday by casual workers outside the clock hours prescribed in subclause (c) of clause 3 of this award shall be paid for at the rate of 8s. 11½d. per hour until the worker has completed eight hours' work for the day.

(iv) Any time worked between 10 p.m. and 6 a.m. and time worked on Sundays and on any holiday prescribed in subclause (a) of clause 6 of this award shall be paid for at double time rates.

(v) When a worker is called back for duty after 10 p.m. or before 6 a.m. time so worked shall be paid for at double time rates with a minimum of three hours.

(vi) Time worked on Saturdays by casual workers shall be paid for at the rate of 8s. 11½d. per hour.

(c) Where an employee engaged on the business of his employer is prevented by the business of his employer from returning to his place of residence or is required to commence travelling before the normal starting-time, he shall be paid at ordinary rates for such additional hours so occupied within any one day.

Holidays

6. (a) The following shall be observed as holidays without deduction of pay: Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, the birthday of the reigning Sovereign, and Anniversary Day or a day in lieu thereof.

In the event of any of these holidays, other than Anzac Day, falling on a Saturday or Sunday, such holiday shall be observed on the succeeding Monday, and in the event of another holiday falling on such Monday, such other holiday shall be observed on the succeeding Tuesday.

(b) Weekly and part-time workers who are required to work on any of the days set out in subclause (a) of this clause shall be paid at the rate of double time in addition to their weekly wages.

(c) Annual leave shall be granted in accordance with the provisions of the Annual Holidays Act 1944: Provided, however, that after seven years' continuous service with the same employer the period of annual leave shall be three weeks. For a lesser period than one year a proportionate holiday shall be given and paid for.

(d) Employers shall give as much notice as practicable to their employees of the date of the annual holiday, and workers shall be paid for the annual holiday before its commencement.

Sick-leave

7. Ten days' sick-leave shall be allowed weekly workers in any one year without deduction from pay. Such sick-leave if not taken in any year shall be cumulative and be taken in any subsequent year.

Meal Allowances

8. A meal period of one hour shall be allowed between 11.30 a.m. and 2 p.m., but on the working day preceding race days, on race days, and the day following a half-hour break may be given in lieu thereof, such to be given between 11.30 a.m. and 2.30 p.m., or in lieu of the foregoing provisions workers required on race days to work through the period of 11.30 a.m. and 2 p.m., and required to continue on working may be given meal breaks totalling three-quarters of an hour to be arranged to suit the particular circumstances, and payment for the meal period shall be made with the addition of a meal money payment of 5s.

Weekly workers employed on overtime after 6 p.m. or required to continue working after 1 p.m. on Saturday or Sunday shall be allowed 5s. meal money.

Casual or part-time workers commencing work after 5 p.m. shall not be covered by the provisions of this clause, provided an interval of 10 minutes for refreshments is allowed every two hours.

Proportion

9. (a) The proportion of juniors shall not exceed two to each senior.

(b) A senior shall be any employee who is receiving not less than the maximum scale rate provided in this award.

(c) The employer shall, for the purpose of proportion, be classed as a senior.

Record of Service

10. Each employee on leaving or being discharged from his employment shall, on request, be given within a reasonable period a certificate in writing signed by the employer and stating the position held and the length of service.

Terms of Employment

11. (a) Except in the case of casuals the employment shall be a weekly one, and at least one week's notice of the termination thereof shall be given by either party.

(b) All wages shall be paid within working hours, weekly or fortnightly, not later than Thursday. When pay-day falls on a holiday payment of wages shall, where practicable, be made on the working day immediately preceding the holiday, except that casual workers shall be paid immediately on completion of their employment.

(c) Subject to the provisions of clause 7 of this award, an employer shall be entitled to make a rateable deduction from the wages of employees for time lost through default or sickness or accident.

Transportation of Workers

12. Workers required to commence work before the commencement or after the cessation of public wheeled traffic shall have transport to or from their place of employment arranged by and at the employer's expense.

Conditions as to Offices

13. (a) Each employer shall permit his employees to have lunch on the premises.

(b) *Dining Accommodation and Cloakrooms*—In offices in which not less than four employees other than casuals are employed, reasonable dining accommodation shall be provided, if required. Where four or more female workers other than casuals are employed, there shall be provided a cloakroom or enclosure in which privacy is secured for dressing. There shall also be provided, where practicable, a room with suitable couch accommodation for rest in cases of temporary indisposition; but where it is impracticable to set a room apart for that purpose it shall be sufficient if a couch or couches are provided in a portion of the cloakroom screened off from the place where clothing is hung.

(c) Adequate lighting, heating, ventilation, and ablution facilities shall be provided in all offices. In conjunction with ablution facilities, means of drying shall be provided and where towels are supplied these shall be in such a form as shall allow of exclusive use by each worker.

(NOTE—Attention is drawn to the provisions of the Shops and Offices Act 1955 and its regulations in respect to staff amenities and safety, health, and welfare generally.)

(d) Where uniforms, smocks, or other special clothing are required by the employer to be worn, these shall be supplied and laundered at the employer's expense and shall remain the property of the employer.

(e) An interval of 10 minutes shall be allowed each morning and afternoon to every worker, during which intervals they may partake of refreshments on the premises.

Transport Allowance

14. In cases where a worker is required by his employer to use a motor car, motor cycle, or bicycle in the performance of his work, the employer shall supply the vehicle and keep it in proper repair; or if the worker is required to use his own vehicle the employer shall pay such expenses as are mutually arranged except that for a bicycle so used the weekly allowance shall not be less than 4s.

Travelling Expenses and Transfers

15. (a) Travelling expenses incurred by any worker under the instructions of his employer shall be paid by the employer.

(b) "Travelling expenses" shall mean first-class fares, transport to and from point of departure, plus the cost of meals and accommodation.

(c) Any worker transferred (except at his own request) away from his home during the first three years of his employment shall have his wages increased to not less than £8 per week.

No Reduction in Wages

16. No employee coming within the scope of this award shall have his wages or salary reduced by reason of the operation of this award.

Effective Operation of Award

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 reasonable times upon the office or works and there interview any workers, but so as not to interfere unduly with the work of the office.

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

- (i) The name of the worker, together with his age if under 21 years of age;
- (ii) The kind of work on which he is usually employed;
- (iii) The hours during which he has actually been employed on each day;
- (iv) The wages paid on each pay-day, and the date thereof; and
- (v) Such other particulars as are prescribed by regulations.

(c) Employers bound by this award shall, upon written request by the union, which request shall not be made more often than once in every three months, supply to the union a list of their employees.

Disputes

18. 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 has arisen, it is provided that if any dispute or difference shall arise between the parties bound by this award, or any of them, as to any matter whatsoever arising out of or connected therewith and not dealt with in this award, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side, 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 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.

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 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) By arrangement with the union the employer may deduct all union fees from the wages of the workers and shall remit same to the appropriate union.

(NOTE—This clause shall apply to all clerical workers employed by the Totalisator Agency Board and agents, including those employed on part-time and casual work. 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 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.

Exemptions

21. Nothing in this award shall apply to workers in receipt of over £885 per annum excluding overtime payments and bonuses.

Scope of Award

22. This award shall operate throughout the Northern, Taranaki, Wellington, Marlborough, Nelson, Westland, Canterbury, and Otago and Southland Industrial Districts.

Application of Award

23. 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.

Term of Award

24. 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 26th day of December 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 1st day of June 1963.

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 5th day of February 1962.

[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.