

OTAGO HOSPITAL BOARD ELECTRICIANS—INDUSTRIAL AGREEMENT

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

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 1st day of April 1962, between the Otago Hospital Board (hereinafter referred to as "the employer") of the first part, and the Otago and Southland Electrical Workers Industrial Union of Workers (hereinafter referred to as "the union") of the other part, witnesseth that it is hereby mutually agreed between the employer and the union as follows:

SCHEDULE

Scope of Agreement

1. This agreement shall apply to electricians employed by the Otago Hospital Board.

Hours of Work

2. The ordinary hours of work shall not exceed 40 per week to be worked on five days of the week, eight hours per day, Monday to Friday inclusive between the hours of 7.30 a.m. and 5 p.m.

Overtime

3. (a) All time worked in any day outside or in excess of the hours prescribed in clause 2 hereof shall be paid at the rate of time and a half for the first three hours and double time thereafter.

(b) All time worked after mid-day on Saturday or on Sunday shall be paid for at double ordinary rates.

(c) If any worker commences work on one day and continues into the following day he shall be paid double rates from 10 p.m. till he finishes continuous work the following day.

(d) All time worked between 10 p.m. and 7.30 a.m. shall be paid for at double rates.

(e) A worker called back for overtime work shall be paid for a minimum of two hours.

Emergency Work

4. (a) One worker shall be on call each week for emergency work outside of the ordinary working hours. A roster shall be prepared showing the rotation of such stand-by week among all workers.

(b) Workers shall be allowed annual leave of one week's paid holiday as a recompense for standing by as provided in subclause (a) hereof such holiday to be in addition to the annual holidays provided for in clause 9 (d).

Meal Money

5. The employer shall provide a meal or allow meal money at the rate of 5s. per meal when workers are called upon to work overtime after 6 p.m. provided that such workers cannot reasonably get home for their meals.

Dirt Money

6. Where the conditions are unhealthy or more injurious to clothing than the ordinary workshop conditions dirt money at the rate of 2s. 6d. per day or part of a day shall be paid to workers.

Wages

7. (a) The minimum wages of a worker coming under this agreement shall be £16 10s. per week.

(b) A leading hand shall be paid 17s. 6d. per week extra.

(c) Wages shall be paid fortnightly in the employer's time.

(d) No deduction shall be made from the weekly wages provided for herein except for time lost through the worker's sickness or default or for accident not arising out of or in connection with the employment.

(e) A casual worker who is employed for less than 40 hours in any one week shall be paid not less than 8s. 3d. per hour.

Outside Work

8. The existing conditions relative to the performance of work in or at any of the Board's institutions shall continue.

Holidays

9. (a) The following holidays shall be allowed without deduction of pay: Christmas Day, Boxing Day, New Year's Day, the day following New Year's Day, Anzac Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, and Labour Day.

(b) Any work done on any of the days mentioned in subclause (a) shall be paid for at double ordinary rates.

(c) Should any of the above holidays except Anzac Day fall on a Saturday or on a Sunday the holiday shall be observed on the next succeeding working day.

(d) An annual holiday of two weeks shall be allowed in accordance with the Annual Holidays Act 1944: Provided that after 10 years continuous service with the same employer each worker shall for the eleventh and subsequent years be given an additional week's annual leave on full pay. The qualifying date for the operation of this provision shall be the date of the commencement of the worker's employment.

Tools

10. Workers shall provide the following tools: Pliers, screwdrivers, hammer, hacksaw frame, pad-saw handle and brace. A tool allowance of 1d. per hour shall be paid.

Sick Leave

11. (a) Where a worker 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 according to the scale set out in the Schedule hereunder.

(b) The employer may require a medical certificate as proof in all cases.

(c) Sick leave with full pay for each period allowed shall be reckoned in consecutive days inclusive of Saturdays, Sundays and statutory holidays.

(d) 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 or the Crown.

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	14 days, inclusive of days previously allowed.
Over six months and up to nine months	31 days, inclusive of days previously allowed.
Over nine months and up to five years	46 days, inclusive of days previously allowed.
Over five years and up to 10 years	92 days, inclusive of days previously allowed.
Over 10 years and up to 20 years	183 days, inclusive of days previously allowed.
Over 20 years and up to 30 years	275 days, inclusive of days previously allowed.
Over 30 years	365 days, inclusive of days previously allowed.

Smocks and Overalls

12. Khaki smocks shall be provided for workers required to enter wards or theatres and shall be replaced as required. Overalls shall be supplied, laundered and maintained by the employer whose property they shall remain.

Termination of Employment

13. The employer may dismiss a worker only on giving one week's notice or on payment of one week's wages in lieu of notice; Provided that this clause shall not prevent the employer from summarily dismissing a worker for wilful misconduct.

Matters Not Provided For

14. Any dispute in connection with any matter not provided for in this agreement shall be settled between the employer and the secretary of the union and in default of any agreement being arrived at, then such dispute shall be referred to the Conciliation Commissioner, who shall 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

15. 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 person who is not for the time being a member of the industrial union of workers bound by this agreement.

Right of Entry

16. The secretary or other authorised officer of the union shall be entitled to enter at all reasonable times upon the premises of the employer for the purpose of interviewing any employee in connection with the operation of this agreement but not so as to interfere unreasonably with the employer's business.

Term of Agreement

17. This agreement shall be deemed to have come into force on the 1st day of April 1962, and shall continue in force until the 30th day of June 1964.

Signed on behalf of the Otago Hospital Board:

W. A. WILLIAMSON, Secretary.

Signed on behalf of the Otago and Southland Electrical Workers Industrial Union of Workers:

W. C. McDONNELL, Secretary.
