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**NORTHERN INDUSTRIAL DISTRICT (EXCEPT AUCKLAND CITY) WEEKLY,  
BI-WEEKLY, TRI-WEEKLY, AND DAILY (UNDER 4,000 CIRCULATION) NEWS-  
PAPER JOURNALISTS—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 Journalists Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned firms and companies (hereinafter called “the employers”):

Beacon Printing and Publishing Co. Ltd., Whakatane.  
 Couriers (New Zealand) Ltd., Te Awamutu.  
 East Waikato Publishing Co. Ltd., Morrinsville.  
 Franklin Printing and Publishing Co. Ltd., Pukekohe.  
 King Country Chronicle, Te Kuiti.  
 News Ltd., Kaikohe.  
 North Auckland Times Co. Ltd., Dargaville.  
 Northland Newspapers Ltd., Kaitia.  
 Otorohanga Times, Otorohanga.  
 Taumarunui Press Ltd., Taumarunui.  
 Te Aroha News Printing and Publishing Co. Ltd., Te Aroha.  
 Thames Star Ltd., Thames.  
 Thames Valley Newspapers Ltd., Paeroa.  
 Waikato Independent Ltd., Cambridge.

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 10th day of November 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 2nd day of July 1963.

[L.S.]

A. TYNDALL, Judge.

#### SCHEDULE

##### *Industry to Which Award Applies*

1. This award shall apply to the production of daily newspapers except those published in any city or borough in which is published a daily newspaper of which the average net paid circulation exceeds 4,000 and to the production of weekly, bi-weekly, and tri-weekly newspapers but shall not apply to the production of any newspaper published in the city of Auckland.

##### *Exemptions*

2. Nothing in this award shall apply to editors; to women engaged only in children's or social sections; or to any student taking a full course of study including lectures in practical journalism at any university, who may be employed for any period not exceeding three months in the year.

*Interpretations*

3. (a) *Journalist*—A “journalist” is one who is employed on the literary staff of a newspaper, and takes his regular and adequate share of the work of the newspaper.

(b) *Cadet*—A “cadet” is one who is being trained as a journalist on the staff of a newspaper but has not had four years’ experience.

(c) *Casual Reporter*—A “casual reporter” is a journalist who is engaged occasionally for reporting work. This award shall not apply to anyone who is employed to supply a casual report of any kind.

(d) *Reader*—A “reader” is one employed as a corrector of printed matter in proof form for publication in a newspaper.

*Hours of Work*

4. (a) The hours of work shall not exceed 80 per fortnight: Provided that the number of hours that may be worked in any one week without payment of overtime shall be 44 hours. Intervals of not less than one hour between assignments shall not be included in the computation of time worked. Time worked in excess of 80 hours during any fortnight or of 44 hours in any week or of nine hours during any day shall be paid for at the rate of time and a half.

(b) Work which takes a worker away from the town of publication shall be subject to special arrangement regarding the computation of hours.

(c) Time occupied by work for which the worker receives payment in addition to his salary or time during which he is, upon his own application, relieved from duty, shall be excluded from the computation of time worked.

*Time Books*

5. The employer shall provide a time book accessible to all workers and such book shall be entered up daily by each worker and shall show the hours worked and the overtime.

*Salaries*

6. (a) The minimum weekly salaries shall be:

						£	s.	d.
Journalists (after 10 years’ experience)	..	..	..	..	..	19	15	0
Journalists (after six years’ experience)	..	..	..	..	..	17	14	0
Junior journalists—								
First year	..	..	..	..	..	12	3	0
Second year	..	..	..	..	..	13	15	0
Cadets—								
First year	..	..	..	..	..	6	17	6
Second year	..	..	..	..	..	8	2	6
Third year	..	..	..	..	..	10	5	6
Fourth year	..	..	..	..	..	11	5	0
Male reader (adult)	..	..	..	..	..	14	15	0
Female reader (adult)	..	..	..	..	..	12	3	9

(b) One cadet may be employed in any office employing one or two journalists. Where three journalists are employed two cadets may be employed.

(c) Nothing in this award shall operate to reduce the status or salary of any worker employed at the date of the commencement of this award.

(d) No deduction shall be made from the weekly salary fixed by this award except for time lost through the worker’s sickness or default or through accident to the worker not arising from and in the course of his employment.

(e) Casual reporters shall be paid at an hourly rate computed by dividing the prescribed weekly salary by the number of hours constituting a week’s work, with a minimum of four hours’ pay.

*Extra Weekly Allowance*

7. Every worker employed on a daily newspaper shall be paid, in addition to his ordinary salary, an extra weekly allowance at the rate of 10 per cent (calculated to the nearest shilling) of his ordinary salary and such allowance shall be accepted as full compensation for working when required (other than overtime) on Saturdays and Sundays. The prescribed allowance is not to be included in the worker's salary for the purpose of computing overtime payments but shall be paid during annual holidays.

*Allotment of Duties*

8. The duties of the members of the staff shall be allotted by the employer to suit the convenience of the office.

*Holidays*

9. (a) Journalists and junior journalists employed on daily newspapers shall be allowed three weeks' holiday in each year. Otherwise, the provisions of the Annual Holidays Act shall apply to all workers employed under this award.

(b) New Year's Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and Anniversary Day or another day in lieu thereof shall be allowed as holidays to workers under this award. Any worker required to work on any of these holidays shall be paid for the time worked at double the ordinary rate with a minimum of four hours in addition to his ordinary pay.

*Termination of Employment*

10. The employment of a worker may be terminated by not less than four weeks' notice on either side, except in the case of a worker under 21 years of age who has been employed for less than 12 months the engagement may be terminated on one week's notice: Provided that nothing herein shall affect the right of an employer to dismiss without notice any worker guilty of such misconduct as would justify the immediate dismissal of such worker.

*Disputes*

11. (a) If any dispute shall arise between the parties bound by this award, or any of them, as to its construction or meaning, or as to any other matter whatsoever arising out of or connected therewith, every such dispute or difference shall be referred to a committee consisting of the Conciliation Commissioner (who shall be chairman), one representative of the union, and one representative of the employers, who are parties to this award. The decision of the majority of the committee shall be binding save that either party may refer the matter in dispute to the Court.

(b) In each newspaper office a member of the union appointed by agreement between the employer and the union shall be recognised by both parties as the representative of the union in that office for the discussion of matters affecting the operation of this award.

*Unqualified Preference*

12. (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 14 days 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.

(NOTE—Attention is drawn to section 174H of the Industrial Conciliation and Arbitration Act 1954 which gives to workers the right to join the union.)

#### *Under-rate Workers*

13. (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.

#### *Scope of Award*

14. This award shall operate throughout the Northern Industrial District, but excluding the city of Auckland.

#### *Term of Award*

15. 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 10th day of May 1963, 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 10th day of November 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 2nd day of July 1963.

[L.S.]

A. TYNDALL, Judge.

## MEMORANDUM

The award, including the operative date of provisions relating to wages, incorporates the terms of settlement arrived at by the parties in the course of an inquiry held before a Council of Conciliation.

Upon being satisfied by supporting documentary evidence that an unqualified preference provision has been agreed to by all the assessors in accordance with section 174B of the Industrial Conciliation and Arbitration Act 1954 (as enacted by the Industrial Conciliation and Arbitration Amendment Act 1961), the Court has inserted clause 12 in the award in the form in which it was agreed upon in the Council of Conciliation.

A. TYNDALL, Judge.

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