

**NORTHERN, TARANAKI, WELLINGTON, AND CANTERBURY FOREMEN
STEVEDORES, TIMEKEEPERS, AND PERMANENT HANDS—AWARD**

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

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington, 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 Northern, Taranaki, Wellington, and Canterbury Federated Foremen Stevedores, Timekeepers, and Permanent Hands Industrial Association of Workers (hereinafter called “the union”) and the undermentioned Association (hereinafter called “the employers”):

New Zealand Waterside Employers’ Association Industrial Association of Employers, Maritime Buildings, Customhouse Quay, Wellington.

THE Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the terms of settlement arrived at in the abovementioned 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 30th day of April 1965 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 26th day of September 1963.

[L.S.]

A. TYNDALL, Judge.

SCHEDULE

PART I—GENERAL PROVISIONS

Where any of the general provisions conflict with the special provisions in Parts II to IV the special provisions shall apply.

Hours of Work

1. The ordinary hours of work shall be from 8 a.m. to noon and 1 p.m. to 5 p.m. Monday to Friday inclusive. Except as hereinafter provided all other time shall be classed as overtime.

Wages

| | Per Week | | |
|---|----------|----|----|
| | £ | s. | d. |
| 2. Head foremen stevedores (in companies where six or more foremen stevedores are employed) | 18 | 7 | 10 |
| Foremen stevedores and stevedoring timekeepers | 17 | 19 | 8 |
| Probationary foremen stevedores and probationary stevedoring timekeepers during a probationary period of three months | 17 | 6 | 6 |
| If at the expiration of three months a probationer is retained as foreman stevedore or stevedoring timekeeper his wages for such probationary period shall be made up to that of a foreman stevedore or stevedoring timekeeper from the commencement of such service. | | | |
| Permanent hands in charge of store | 15 | 2 | 5 |

Meal Money

3. When workers are required to continue work after 6 p.m. Mondays to Fridays and to continue after 1 p.m. on Saturdays, Sundays, Christmas Eve, New Year's Eve, and 2 January, or on holidays, they shall be provided with a meal or paid meal money of 5s. 6d. On Saturdays, Sundays, and holidays when meal money is payable the employer shall pay a special surcharge of 6d. in addition.

Overtime

4. Overtime shall be worked as required by the employer and shall be paid as follows:

| | |
|--|--|
| Ordinary time and a half | 6 p.m. to 9 p.m. Mondays to Fridays inclusive. 8 a.m. to 11 a.m. Saturdays. |
| Double ordinary time | Meal hours (except on Saturdays, Sundays, and holidays). Between 9 p.m. and 8 a.m. Saturday after 11 a.m. Sundays and holidays. |
| Two and one half times ordinary time | Meal hours on Saturdays, Sundays, and holidays. |

On Sundays foremen stevedores and stevedoring timekeepers shall be paid a special surcharge of 1s. 6d. per hour over the rate prescribed above.

The following minimum periods of employment or payment equivalent thereto will apply when foremen stevedores are required to work at vessels as follows:

| | |
|---|--------------------------------|
| (i) Mondays to Fridays inclusive (excluding holidays) | 6 p.m. to 9 p.m. (3 hours) |
| (ii) Saturdays (excluding holidays) | 8 a.m. to noon (4 hours) |
| | 1 p.m. to 5 p.m. (4 hours) |
| | 6 p.m. to 10 p.m. (4 hours) |

In all cases where a meal hour is worked, and the worker is ordered back after the meal hour break, the minimum overtime period is consequently reduced by the portion of the meal hour paid for.

| | |
|---|-------------------------------|
| (iii) Mondays to Saturdays (excluding holidays) | 6 a.m. to 7 a.m. (2 hours) |
| | 7 a.m. to 8 a.m. (1 hour) |

Evening Off

5. Overtime shall be worked as required by the employer, but permission to take an evening off duty shall not be unreasonably withheld by the employer, provided the request is made not later than noon on the day on which the time off is required.

Outports

6. When workers are instructed to proceed to an outport they shall be paid 15s. per weekday and £1 5s. for Sundays, in addition to the weekly wages prescribed in clause 2 for each day or part of a day they are away from their homeport. Further, they shall be provided with first-class fares, meals, and accommodation.

If they are obliged to travel on holidays as prescribed in this award, or on Saturdays or Sundays, or in overtime hours on other days, they shall be paid for the time so occupied at ordinary time rates of pay, but with a maximum payment of four hours each way where travelling overnight and sleeping accommodation is provided.

Protective Clothing

7. Protective clothing shall be provided whilst foremen and timekeepers are required to supervise labour in wet weather, except where arrangements exist for payment of an allowance in lieu of the provision of clothing.

Payment of Wages

8. (a) Wages shall be paid weekly and not later than Thursday. In the event of a holiday falling on Thursday, wages shall be paid on Wednesday.

(b) The minimum wages prescribed in this award shall be deemed to be weekly wages and no deductions shall be made from the same except for time lost through the worker's own default, or for the time taken off with the employer's permission. Time lost through accident or sickness may also be deducted at the employer's discretion.

Duties

9. Employees covered by this award shall perform the duties which have been customarily carried out by them in the past and work in the gear stores as required.

Holidays

10. (a) The following days shall be observed as paid holidays: New Year's Day, Good Friday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Anniversary Day, the birthday of the reigning Sovereign, and the day which is observed as the Waterside Workers' Picnic Day. At the ports of Napier and Lyttelton 2 January shall be observed in lieu of Anniversary Day.

(b) Anzac Day shall be observed in accordance with the Anzac Day Act. When Anzac Day falls on a Saturday, workers covered by this award shall receive payment for this day of four hours at the Saturday morning rates as prescribed in clause 4 hereof.

(c) For work performed on the above holidays and on Sundays double time, in addition to the weekly wage, shall be paid with a minimum of four hours.

Annual Holidays

11. Foremen stevedores and stevedoring timekeepers shall be entitled to three weeks' holiday per annum. All other workers shall receive two weeks' holiday per annum, but where a worker has had continuous service under this award with the same employer for ten years, he shall receive three weeks' holiday. Holidays under this clause shall be taken at a time to be mutually agreed on.

Christmas Eve and New Year's Eve

12. Work performed after 1 p.m. on Christmas Eve and New Year's Eve shall be paid for at the rate of ordinary time additional with a minimum of four hours, but this provision shall not apply to wool store workers.

Extended Orders and Saturday Afternoon Orders

13. When foremen stevedores, stevedoring timekeepers, or permanent hands are working as foremen, timekeepers, or permanent hands on a job in connection with the loading or discharging of a hatch or ship and they are required to work for the same time as the gang or gangs, they shall be entitled to be paid for the same hours when the gang or gangs continue work or are paid for work outside the hours of 6 p.m. to 9 p.m. Monday to Friday inclusive and 8 a.m. to noon on Saturdays.

Shift Work

14. If arrangements for shift work on the waterfront are introduced during the currency of this award the wages and conditions to apply shall be negotiated between the parties and, in the event of disagreement, shall be settled by reference to arbitration as prescribed in clause 16 hereof.

General

15. (a) Where practicable, the employer shall provide adequate and suitable dining and lavatory accommodation, facilities for changing and storing clothes, and hot water, soap, and towels for washing.

(b) Workers shall be conveyed to their homes, if they finish work and their pay has ceased, at times when the public conveyances usually used by them are not running.

Matters Not Provided For

16. Any dispute in connection with any matter not specifically provided for in this award shall be settled between the particular employer concerned and the president or secretary of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the local Conciliation Commissioner, who may either decide the same or refer the matter to the Court.

Either party, if dissatisfied with the decision of the Conciliation 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.

Unqualified Preference

17. (a) It shall be a condition of the engagement for or continuance in employment of any adult person (except a person who has been duly exempted from membership of an industrial union under the Industrial Conciliation and Arbitration Act 1954) in any position or employment covered by this award that such person shall be a member of a union of workers bound by the award or shall become a member of such a union within 14 days of the date of his being requested to do so by his employer or by any officer or representative of such a union.

(b) Any worker who is required to join a union of workers covered by this award, and who is not of general bad character, shall be entitled to be admitted to membership of the union and to remain a member thereof and enjoy the privileges of membership of the union so long as he complies with the rules of the union.

(c) 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.

(d) Every person whose employment is conditional upon his being or becoming a member of any union by the operation of the foregoing provisions and who fails to continue as or to become within the time specified a member of that union shall be deemed to have broken his contract of service with his employer, and no such person shall continue or be continued in such employment for more than one week after the employer has been notified in writing by the union that he has failed to become or has ceased to be a financial member of the union.

Application of Award

18. 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 part of the industrial district to which this award relates, but shall not in any way prevent ships' officers from supervising any work in connection with the loading or discharging of cargo.

Scope of Award

19. This award shall be limited in its operation to the ports of Auckland, Gisborne, Onehunga, Opua, Tauranga, Whangarei (excluding Town Wharf), Napier, New Plymouth, Wellington, and Lyttelton.

PART II—SPECIAL PROVISIONS

The following special provisions shall apply to the ports of Auckland, Gisborne, Onehunga, Opua, Tauranga, and Whangarei (excluding Town Wharf):

Definitions

20. (a) "Senior foreman" shall mean an employee who is appointed as such by the employer and who, in addition to the ordinary duties of a foreman as herein-after defined, may be required to engage labour.

(b) "Foreman" shall mean an employee working under the direction of a superior whose duties for not less than 20 hours per week include the taking charge of any gang (or gangs) of the men employed in loading, discharging, handling cargo or preparing hatches, and who may be required to work in the gear shed.

(c) At the ports of Auckland and Tauranga "timekeeper" shall mean an employee whose duty for not less than 20 hours per week is to engage labour, when required so to do, and to keep the time at any ship or job in connection with the loading, discharging, or handling of cargo.

(d) At the port of Gisborne employees coming under this award shall continue to perform the duties which have been customarily carried out by them in the past.

Exemptions

21. Nothing in this award shall be applicable to master stevedores or assistant stevedores.

Outports

22. Onehunga shall not be regarded as an outport from Auckland or Auckland from Onehunga.

Curtailed Meal Hour in Roadstead at Gisborne

23. Gisborne workers when working in the roadstead and required to curtail a meal hour shall be paid for a full meal hour at the meal hour rate.

PART III—SPECIAL PROVISIONS

The following special provisions shall apply to the port of Wellington:

Travelling Time—Petone or Miramar

24. Any worker required to proceed for duty to the Petone Wharf or the Miramar Wharf shall be allowed three-quarters of an hour each way travelling time, which shall be paid for at the appropriate rate except when the time taken to reach these points is less than the normal travelling time of the worker to the Wellington wharves in which case no travelling time shall be paid.

Minimum Periods—Inter-island Steamer Express Vessels

25. When work is required at the above vessels after 6 p.m. on Saturdays, Sundays, or holidays and work ceases at 8 p.m. or earlier the minimum period payable shall be three hours.

Permanent Hands in Charge of Oil Hulks

26. (a) *Wages*—The weekly wages shall be at the rate of £14 1s. with free quarters, light, and heating.

(b) *Hours of Work*—The ordinary hours of work shall be from Monday to Friday inclusive, 8 a.m. to noon and 1 p.m. to 5 p.m. Except as hereinafter provided, all other time shall be classed as overtime.

(c) *Overtime*—All time worked outside the hours prescribed in subclause (b) of this clause shall be paid for at the rate of time and a half, except that for work done between 10 p.m. and 7 a.m. (except when loading oil) and on Sundays and holidays, double time in addition to the weekly wage shall be paid.

For the purpose of calculating the overtime rate £1 (representing free quarters, etc.) shall be added to the prescribed weekly rate.

(d) *Continuous Working*—If having worked all night and being required to continue after 8 a.m. such time shall be paid for at the overtime rate, except when a relieving man is supplied from 8 a.m. to 5 p.m. When a worker has been on duty 24 hours continuously a relief man is to be provided if it is possible to obtain one.

(e) *General*—(i) When hulks are moored at a buoy and a launch is not provided, a tug boat shall be provided, but the question of the days on which the tug boat shall run shall be arranged by the employer and the hulk-keeper concerned.

(ii) Paint shall be supplied to enable hulk-keepers to paint their living quarters once a year.

(iii) Domestic tanks shall be cleaned and cemented once a year.

(f) *Raising Steam*—When it is required to raise steam for 8 a.m. or earlier or after 5 p.m. on weekdays or at any time on Sundays and holidays, one hour at the appropriate rate shall be allowed for raising steam from banked fires and two hours at the appropriate rate shall be allowed for raising steam from cold boiler.

(g) *Vessels Under Survey*—(i) When doing overhaul work on board an oil hulk out of commission for survey, the hulk-keeper shall be paid 2s. 6d. per day or part of a day dirt money, but while employed chipping or scaling inside boilers or cleaning tubes a special rate of 2s. 2d. per hour additional to the above daily rate shall be paid.

When hulk-keepers are working on oil tanks in confined spaces where gas has accumulated a special rate of 3s. per hour is to be paid in addition to the above daily rate.

(ii) Wet weather gear shall be provided.

Permanent Hands

27. (a) *Wages*—(i) The weekly wage shall be at the rate of £13 6s.

(ii) The permanent hands employed in the Union Steam Ship Company of New Zealand Limited store regularly assisting in the making, repairing, and care of gear shall be paid an additional sum of 10s. 3d. per week.

(iii) Permanent hands while employed driving cars for shipment or discharge shall be paid an additional sum of 4d. per hour ordinary or overtime as the case may be, and while driving fork-lift trucks shall be paid an additional sum of 6d. per hour ordinary or overtime as the case may be.

(b) *Hours of Work*—The ordinary hours of work shall be from Monday to Friday 8 a.m. to noon, and 1 p.m. to 5 p.m. Except as hereinafter provided, all other time except meal hours shall be classified as overtime.

(c) *Meal Hours*—Dinner, noon to 1 p.m.

Tea, 5 p.m. to 6 p.m.

Meal hours shall be worked as required by the employer and when worked shall be paid for at double ordinary time in addition to the weekly wage.

(d) *Meal Money*—When workers are required to continue work after 6 p.m. Mondays to Fridays and to continue after 1 p.m. on Saturdays, Sundays, Christmas Eve, New Year's Eve, and 2 January, or on holidays they shall be provided with a meal or paid meal money of 5s. 6d. On Saturdays, Sundays, and holidays when meal money is payable the employer shall pay a special surcharge of 6d. in addition.

(e) *Overtime*—(i) All time worked outside the hours prescribed in subclauses (b) and (c) of this clause shall be paid for at double ordinary time, except for the periods 6 p.m. to 9 p.m. Mondays to Fridays and 8 a.m. to 11 a.m. Saturdays inclusive when time and a half rates shall be paid.

For time worked on Saturday afternoons, Sundays, and holidays, double time shall be paid in addition to the weekly wage.

(ii) *Minimum Payments in Overtime*—(1) When required to work after 6 p.m. Mondays to Fridays inclusive, the minimum period of employment or payment equivalent thereto shall be three hours at ordinary time and a half from 6 p.m. to 9 p.m.

(2) In all cases where a meal hour is worked, and the worker is ordered back after the meal hour break, the minimum overtime period is consequently reduced by the portion of the meal hour paid for.

(3) For a 7 a.m. start on an ordinary working day, the minimum shall be one hour at double ordinary time from 7 a.m. to 8 a.m.

(f) *Cleaning Oil*—When permanent hands are called on to clean oil from the harbour they shall be paid for such work a flat rate of 7s. 9d. per hour additional to the ordinary or overtime rate as the case may be.

(g) *Evening Off*—Overtime shall be worked as required by the employer, but permission to take an evening off duty shall not be unreasonably withheld by the employer provided the request is made not later than noon on the day on which the time off is required.

(h) *Extra Leave*—If a permanent hand is employed by his employer as a foreman for a period of three months in any one year he shall receive a *pro rata* portion of the extra one week's leave given to the foreman for the period he has actually served as such. Such extra leave shall be paid for at foreman's rates of pay.

(i) *Mails, Passengers' Luggage, and Cars*—(i) The handling of passengers' luggage, passengers' cars, and mails on the wharf at the inter-island ferries shall continue to be performed by permanent hands as hitherto.

(ii) The handling in overtime hours and on Sundays and holidays of passengers' luggage, cars, mail, livestock, theatrical effects, and small quantities of perishables at the inter-island ferries as hitherto performed shall be a duty of permanent hands in conjunction with the ships' crews.

Permanent hands shall do all such work as is required of them in connection with the working of ships including the handling of lines and stores, handling, making and repair of cargo gear, and driving of vehicles, forklifts, etc.

(iii) When permanent hands act as foremen stevedores their rate of pay shall be made up to the rate of foremen stevedores for the time so occupied.

(j) *Clothing*—(i) Two pairs of overalls shall be provided per year.

(ii) One set of wet weather gear (oilskin, overboots, and sou'wester) shall be provided to each person for working in the rain and shall be handed back to the employer at the termination of the employment and shall be renewed as necessary.

PART IV—SPECIAL PROVISIONS

The following special provisions shall apply to the port of Lyttelton:

Permanent Hands Section—Union Steam Ship Co. Ltd.

28. (a) *Hours of Work*—The ordinary hours of work shall be from Monday to Friday inclusive 8 a.m. to noon and 1 p.m. to 5 p.m. Except as hereinafter provided, all other time shall be classed as overtime.

(b) *Wages*—(i) The weekly wage shall be at the rate of £13 6s.

(ii) Permanent hands shall be paid a flat rate of 1d. per hour ordinary or overtime, as an overall and waterproof clothing allowance.

(iii) Permanent hands while employed driving cars for shipment or discharge shall be paid an additional sum of 4d. per hour ordinary or overtime as the case may be, and while driving forklift trucks shall be paid an additional sum of 6d. per hour ordinary or overtime as the case may be.

(iv) Permanent hands who make and repair cargo gear shall receive 10s. 3d. per week additional for such work.

(c) *Overtime*—Overtime shall be worked as required by the employer and shall be paid for as follows:

| | | |
|--------------------------------------|-------|---|
| Ordinary time and a half | ..... | 6 p.m. to 9 p.m. Mondays to Fridays inclusive. 8 a.m. to 11 a.m. Saturdays. |
| Double ordinary time | ..... | Meal hours (except on Saturdays, Sundays, and holidays). Between 9 p.m. and 8 a.m. Saturday after 11 a.m. |
| Two and one half times ordinary time | | Meal hours on Saturdays, Sundays, and holidays. |

The following minimum periods of employment or payment equivalent thereto will apply when permanent hands are required to work at vessels as follows:

- (i) Mondays to Fridays (inclusive) 6 p.m. to 9 p.m. (3 hours)
- (ii) Saturdays (excluding holidays) 8 a.m. to noon (4 hours)
1 p.m. to 5 p.m. (4 hours)
6 p.m. to 10 p.m. (4 hours)

In the case of paragraphs (i) and (ii) of this subclause, when a meal hour is worked and a permanent hand takes his meal hour to the following hour, and returns to the job after the meal hour break, the minimum period is to be reduced by one hour in each case.

- (iii) Mondays to Saturdays (excluding holidays) 6 a.m. to 7 a.m. (2 hours)
7 a.m. to 8 a.m. (1 hour)

Permission to take an evening off duty shall not be unreasonably withheld by the employer provided the request is made not later than noon on the day on which the time off is required.

(d) *Christmas Eve and New Year's Eve Work*—Work performed after 1 p.m. on Christmas Eve and New Year's Eve shall be paid for at the rate of ordinary time additional with a minimum of four hours.

(e) *Extended Orders and Saturday Afternoon Orders*—When permanent hands are working as foremen, or on a job in connection with the loading or discharging of a hatch or ship and they are required to work for the same time as the gang or gangs, they shall be entitled to be paid for the same hours when the gang or gangs continue work or are paid for work outside the hours of 6 p.m. to 9 p.m. Monday to Friday inclusive and 8 a.m. to noon on Saturday.

(f) *Duties*—Permanent hands shall do all such work as is required of them in connection with the working of ships including the handling of lines and stores, handling, making and repair of cargo gear, driving of vehicles, etc. Permanent hands shall continue to drive forklift trucks for the handling of cargo, etc. as at present customary.

(g) *Meal Money*—When workers are required to work after 6 p.m. Mondays to Fridays, and after 1 p.m. on Saturdays, Sundays, Christmas Eve, New Year's Eve, and holidays, they shall be paid the sum of 5s. 6d. meal money. On Saturdays, Sundays, and holidays a special surcharge of 6d. additional shall be paid.

Wool Store Section

29. (a) *Hours of Work*—The ordinary hours of work shall be from Monday to Friday inclusive, 8 a.m. to noon and 1 p.m. to 5 p.m. Except as hereinafter provided, all other time shall be classed as overtime.

(b) *Wages*—

| | | | Per Week | | |
|---------------------------------|-------|-------|----------|----|----|
| | | | £ | s. | d. |
| Foremen in charge of wool store | ..... | ..... | 17 | 19 | 8 |
| Assistant wool store foremen | ..... | ..... | 16 | 11 | 3 |
| Store engineers | ..... | ..... | 17 | 19 | 8 |

(c) *Overtime*—Overtime shall be worked as required by the employer and shall be paid for as follows:

| | | |
|--------------------------------------|-------|--|
| Ordinary time and a half | ..... | 6 p.m. to 9 p.m. Mondays to Fridays inclusive. |
| | | 8 a.m. to 11 a.m. Saturdays. |
| Double ordinary time | ..... | Meal hours (except on Saturdays, Sundays, and holidays). Between 9 p.m. and 8 a.m. Saturdays after 11 a.m. Sundays and holidays. |
| Two and one half times ordinary time | | Meal hours on Saturdays, Sundays, and holidays. |

(d) *Meal Money*—When workers are required to work after 6 p.m. Mondays to Fridays and after 1 p.m. on Saturdays, Sundays, and holidays, they shall be paid the sum of 5s. 6d. meal money. On Saturdays, Sundays, and holidays a special surcharge of 6d. additional shall be paid.

(e) *Holidays*—(i) The holidays throughout the year shall be Christmas Day, Boxing Day, New Year's Day, Good Friday, Easter Monday, Labour Day, the birthday of the reigning Sovereign, and Show Day. In lieu of Anniversary Day each individual wool store foreman or engineer shall be granted a day's holiday on pay at a convenient time to be mutually agreed between the employer and employee.

(ii) Anzac Day shall be observed in accordance with the Anzac Day Act and the provisions of subclause (b) of clause 10 of this award shall not apply to wool store workers.

(iii) For work performed on the above holidays and on Sundays double time, in addition to the weekly wage, shall be paid with a minimum of four hours.

(iv) *Annual Holidays*—Wool store foremen, assistant foremen, and engineers shall be entitled to three weeks' holiday per annum. Holidays under this clause to be taken at a time to be mutually agreed upon.

Term of Award

30. 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 29th day of April 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 30th day of April 1965.

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 26th day of September 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 17 in the form in which it was agreed upon in the Council of Conciliation, but its incorporation in the award is not to be taken as an indication that the Court is satisfied with its validity.

A. TYNDALL, Judge.
