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**HUTT VALLEY AND OTHER SPECIFIED LOCAL AUTHORITIES GARDENERS AND
LABOURERS—AWARD**

In the Court of Arbitration of New Zealand, Wellington Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Wellington, Nelson, Westland, and Marlborough Local Bodies, other Labourers, and Related Trades Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned councils and boards (hereinafter called “the employers”):

Eastbourne Borough Council, Eastbourne.
Hutt Valley Drainage Board, Lower Hutt.
Hutt Park Committee, Lower Hutt.
Hutt River Board, Lower Hutt.
Lower Hutt City Council, Lower Hutt.
Petone Borough Council, Petone.
Porirua Borough Council, Porirua.
Tawa Borough Council, Tawa.
Upper Hutt Borough Council, Upper Hutt.

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 September 1966 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 30th day of September 1964.

[L.S.]

A. P. BLAIR, Judge.

SCHEDULE

Hours of Work

1. (a) (i) The normal hours of work shall be 40 per week, eight of which shall be worked on each of five days of the week, Monday to Friday, both days inclusive.

(ii) The normal hours shall be worked between the hours of 7.30 a.m. and 5 p.m. on five days of the week, Monday to Friday, both days inclusive.

(b) *Convenience Attendants, Night-watchmen, Rest-room Attendants, Pump Attendants*—Workers regularly employed as such shall be employed on a 40-hour week on five eight-hour shifts on any five of the seven days of the week extending from Sunday to Saturday inclusive, time and a half being paid for work done on the Saturday shift, and work done on Sunday shall be paid for at double time rates. The employers shall arrange the duties of such workers to ensure that no worker shall be on duty on more than two consecutive Saturdays or on more than two consecutive Sundays.

(c) *Resident Employees in Charge of Reserves, Baths, Beaches, Playing-grounds and Gardens, and Resident Sextons*—The hours of such workers may be extended over seven days, and any hours of duty on Saturday shall be paid for at time and a half rates; one clear day off duty in each seven days shall be allowed on a day other than a statutory holiday. Overtime shall be payable for all time on duty in excess of eight hours on any day and 40 hours in any pay week. Work done on Sundays shall be paid for at double time rates.

(d) Any of the foregoing provisions as to hours of work may be varied in respect of any particular class of work by mutual arrangement between the employer and the union.

(e) *Special Engagements (Baths and Motor Camps)*—Notwithstanding anything contained elsewhere in this award, the hours of work and remuneration of workers engaged for seasonal periods for attendance at baths or motor camps shall be subject to mutual arrangement between the employer concerned and the union, providing any new arrangements are settled prior to any such engagement.

(f) The interval for meals shall be a matter for mutual arrangement between the employer and the employee, provided that such interval shall be not less than 30 minutes.

Wages

2. (a) The minimum rates of pay shall be as follows:

For all labourers and other workers not specifically mentioned hereunder: 6s. 11½d. per hour or £13 17s. 6d. per week. Workers employed for a period of more than four consecutive weeks shall for the purposes of this award be deemed to be weekly workers.

- (b) Tunnel-men shall be paid 4½d. per hour additional.
- (c) Working gangers or foremen gardeners shall be paid 3s. 0½d. per day additional.
- (d) Certificated quarrymen using explosives shall be paid 2s. 5d. per day additional on their ordinary rate. Other quarrymen shall be paid 1s. 3d. per day additional.
- (e) Men on night-soil work or clearing septic tanks shall be paid 4s. 11½d. per day or part of a day additional on their ordinary rates.
- (f) Workers engaged in cleaning or repairing blocked or defective sewers or foul drains, or when required to come into contact with faecal or sewage matter, or enter an operating septic tank for purposes other than inspection, shall be paid 7½d. per hour additional to their ordinary rate for the time they are so employed, with a minimum payment of four hours.
- (g) Workers cutting in new connections to existing sewers shall be paid 4½d. per hour extra on their ordinary rate, with a minimum payment of three hours.
- (h) Workers required to work in gumboots for one hour or more in any day shall be paid 1s. 6d. per day additional.
- (i) Workers engaged on kerbing, channelling, concrete work, grave-digging, bitumen road-repair work, scything, drainage, pipe-laying, or using mechanically driven tools or carrying out other similar special duties shall be paid 4½d. per hour additional to their ordinary rates. Gardeners' assistants or unqualified gardeners (other than apprentices) shall also be paid 4½d. per hour additional as required by this subclause.
- (j) The under-mentioned workers shall receive 7½d. per hour extra: waterworks servicemen, pump attendants, resident caretakers, and custodians in charge of playing areas or recreation grounds, resident sextons, and refuse loaders and/or refuse collectors.

Workers required to relieve resident caretakers shall be paid the same extra rate while so engaged, and shall be employed subject to the same conditions herein prescribed.

(k) Convenience and rest-room attendants shall be employed on a weekly basis and shall be paid the following rates:

				Per Week		
				£	s.	d.
Male attendants	..	..	..	13	17	6
Female attendants	..	..	..	11	2	6

(l) No worker covered by this award, now in receipt of a higher rate of wages, shall have his wages reduced by virtue of the coming into force of this award.

(m) (i) Workers coming within the scope of this award who have been in the service of the employer for one year but less than two years shall receive 5s. 4d. per week additional.

(ii) Workers coming within the scope of this award who have been in the service of the employer for a period of two years but less than three years shall receive 7s. 1d. per week additional.

(iii) Workers coming within the scope of this award who have been in the service of the employer for a period of three years but less than four years shall receive 8s. 10d. per week additional.

(iv) Workers coming within the scope of this award who have been in the service of the employer for a period of four years but less than five years shall receive 10s. 8d. per week additional.

(v) Workers coming within the scope of this award who have been in the service of the employer for a period of five years or over shall receive 11s. 8d. per week additional.

(n) Qualified gardeners, qualified nurserymen, or qualified plant-propagators shall be paid not less than £16 1s. 8d. per week.

(o) Workers engaged excavating trenches (not graves) 6 ft or more in depth, shafts between 6 ft and 12 ft in depth, and excavations requiring workers to shovel over 6 ft in height from the bottom shall be paid 2½d. per hour additional to their ordinary rates. Workers engaged excavating trenches or shafts over 12 ft in depth and up to 15 ft shall be paid 3¼d. per hour additional to their ordinary rates. Over 15 ft tunnel rates only shall be paid.

(p) Where workers are required to perform work of an unusually dirty, dangerous, or unpleasant nature or carry extra responsibility not provided for in this award, any additional rate for such work shall be determined by the head of the department concerned; should any difference arise in connection with this subclause the matter shall be determined in accordance with the provisions of clause 17 of this award.

(q) Workers whilst engaged in disinterments or reinterments after one year and within 10 years of the original interment shall be paid £1 11s. 10d. in each case, but in cases where this work is performed within 12 months of the original interment £3 3s. 8d. shall be paid.

Deductions from Wages

3. No deductions in respect of time lost by any worker shall be made from the wages payable to him under the provisions of this award except for time lost by reason of the default of the worker or by reason of his illness or of any accident suffered by him other than is provided for in clause 12 hereof.

Definitions

4. (a) A foreman or overseer is a worker responsible for the carrying out of the work and not performing manual work, and who proceeds from job to job and who gives directions and instructions. Nothing in this award shall apply to such employees.

(b) A resident caretaker or resident custodian is a worker living within or adjacent to and responsible for the proper control of a park or reserve or any property under his custody.

(c) A working ganger or foreman gardener is an employee who is in charge of three or more workers, or who is appointed as such.

(d) *Wet Place*—A wet place shall be deemed to be a place where workers are required to work in water or slush over 1 in. in depth, or in wet concrete, or where water other than rain is dripping on them.

(e) *Tunnel-work*—A tunnel shall mean any underground excavation that is over 15 ft in length or any shaft or underground excavation over 15 ft in depth.

(f) *Nurseryman, Plant-propagator, or Qualified Gardener*—A nurseryman, plant-propagator, or qualified gardener is one who has served an apprenticeship or who has been employed as a nurseryman, plant-propagator, or qualified gardener for five years, or a worker who has been certified by a competent local authority to be a nurseryman, plant-propagator, or qualified gardener. If any question arises as to the qualifications of a worker under this subclause, it shall be referred to a disputes committee.

(g) A timber-man is a worker instructed by the ganger to take responsibility for the safe placing and fixing of timber in a trench or other excavation.

(h) A waterworks serviceman is a worker responsible for laying and jointin water mains and service connections.

Varying Duties

5. (a) Where a worker is engaged for any period on more than one class of work he shall be paid at the rate specified for such classes of work for the actual time he has been so employed on each class.

(b) Nothing in this award shall prevent any worker covered hereby from doing work covered by another award: Provided that while so engaged he shall be paid at least the rate which is fixed in such other award.

Tar-workers

6. (a) Workers engaged in boiling, spreading, mixing or handling asphalt, tar, or bituminous mixture shall be paid 3s. 9d. per day in addition to their usual rates; sprayers, 5s. per day additional; and metal-spreaders working in conjunction with sprayers, 3s. 9d. per day additional to their usual rates. Workers working with free tar or bitumen on water pipes shall receive 2s. per day extra.

(b) Workers employed in mixing, carrying, or boiling free tar or bitumen, and sprayers and nozzlemen, shall be supplied with boots, overalls, and oil. Sprayers and nozzlemen shall also be supplied with oilskin trousers.

(c) "Free tar or bitumen" shall mean tar or bitumen which is not enclosed in barrels or drums.

Allowances for Motorcars, Bicycles, etc.

7. (a) Workers who are required to use their own bicycles for the purposes of their employment shall receive an allowance of 2s. 6d. per week or 8d. per day.

(b) Workers required to use their own motor cycles or motorcars for the purposes of their employment shall receive an allowance as agreed upon between the union and the employer.

Meal Times

8. (a) Workers shall be allowed a meal allowance of 5s. 4d. where they are called upon to work overtime on any day for more than one hour after the recognised time of ceasing work. Such allowance shall not be paid if workers have been notified on the previous day of the necessity to work overtime or if workers can conveniently proceed to their own homes for a meal.

(b) At meal times hot water shall be available for workers. The employer shall not be responsible for hot water when an individual worker is employed.

(c) A ten-minute rest interval shall be allowed to all workers in the middle of each four-hour working period but at such a time as to suit the convenience of the work on which workers are engaged.

General Provisions

9. (a) All tools required shall be supplied by the employer.

(b) Workers employed removing or disposing of household refuse or rubbish shall be supplied by the employer with gloves and overalls, and if required to work in wet weather they shall be supplied with suitable oilskin raincoats, leggings, and sou'wester hats.

(c) Where workers' hands come in contact with faecal matter, rubber gloves shall be supplied by the employer.

(d) A pair of rubber gloves shall be made available by the employer for the use of convenience attendants.

(e) Street orderlies and roadmen when required to work outside in wet weather shall be provided with oilskin raincoats, sou'wester hats and knee gumboots or waterproof boots and leggings.

(f) Employers shall supply suitable oilskin raincoats and sou'wester hats to surface-men when they are required to work in wet weather, and to workers required in wet weather to clear sumps, culverts, drains, or water-tables. Workers using oilskin raincoats shall be held responsible for any loss or damage due to wilful destruction or neglect.

(g) Workers using or applying weed-killers shall be paid 6d. per hour additional to their usual rates. Where necessary such workers shall be supplied with gloves, overalls and goggles.

Overtime

10. (a) Except where otherwise provided all time worked beyond the times hereinafore mentioned shall be considered overtime and shall be paid for at the following rates:

(i) For the first three hours at the rate of time and a half, beyond that time at the rate of double time.

(ii) In the computation of overtime each day shall stand by itself.

(b) When a worker is called out to work overtime after the usual terminating time or before the usual time for commencing work he shall be paid not less than two hours at the specified overtime rates for each distinct call-out. If such a call-out is made on a Saturday, a Sunday, or a holiday, the minimum payment shall be three hours at the specified overtime rates: Provided that lamplighters who attend to lamps on Saturdays, Sundays, and/or holidays shall receive a minimum payment for the day of two hours' pay at specified overtime rates.

(c) Except for workers employed subject to the provisions of subclauses (b), (c), and (e) of clause 1 of this award, and except for lamplighters, workers called out from home after noon on Saturdays shall be paid double time rates.

(d) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that workers have at least eight consecutive hours off duty between the work of successive days. A worker who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this subclause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time (as prescribed in clause 1 of this award) occurring during such absence.

If, on the instructions of his employer, such a worker resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period, and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time (as prescribed in clause 1 of this award) occurring during such absence.

"Day" shall mean a period from midnight to midnight.

(e) Except as provided in subclause (d) of this clause all time worked between 10 p.m. and 6 a.m. shall be paid for at double time rates.

(f) Should a worker report for pre-arranged overtime which for any reason other than the worker's default, is not commenced, then the employer shall make a minimum payment of one hour at specified overtime rates.

This subclause does not apply to call-outs on Saturdays, Sundays, or holidays.

Holidays

11. (a) Workers shall receive and be paid for the following holidays: 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, and one other day to be mutually agreed upon. The employer shall notify the union of the day agreed upon.

(b) The employer shall pay one-tenth of a day's ordinary wages to each worker in respect of each ordinary day worked by him for that employer during the fortnight ending on the day of any holiday referred to in subclause (a) of this clause: Provided that for the purposes of this subclause workers whose employment is covered by this award shall be deemed to be subject to the provisions of section 28 (2) of the Factories Act 1946 as amended by section 6 of the Factories Amendment Act 1956.

(c) In the event of a holiday, other than Anzac Day, falling on a Saturday or a Sunday such holiday shall be observed on the succeeding Monday and in the event of another holiday falling on or being transferred to such Monday such other holiday shall be observed on the succeeding Tuesday.

(d) Except as otherwise provided, any work done on any of the above holidays or on Sundays shall be paid for at double time rates.

(e) Annual holidays shall be allowed in accordance with the provisions of the Annual Holidays Act 1944: Provided that workers who have been in the service of the employer for five consecutive years shall for the fifth and sixth years receive and be paid for annual leave as follows: two weeks and two days; for the seventh, eighth, and ninth years, two weeks and three days; and for the tenth and subsequent years, three weeks: Provided, further, that where service has been broken through no fault of the worker his aggregate service shall count as if consecutive.

Sick Leave

12. (a) Workers after 12 months' continuous employment with their employer shall in the case of inability to continue work because of sickness, be entitled to sick pay up to one week in each year, such leave to be cumulative up to 30 working days. "Sick pay" shall, for the purposes of this clause, mean full pay: Provided that the head of the department may, at his discretion, grant sick leave to a worker who may not have fully qualified with 12 months' continuous service.

(b) If required by the employer sick leave shall be subject to the worker concerned producing a medical certificate from a doctor approved by the employer certifying to the worker's indisposition and inability to continue working.

Payment of Wages and Termination of Engagement

13. (a) Wages shall be paid weekly in the employer's time on a specified day each week, not later than Thursday of each week.

(b) All time that men are kept waiting for wages beyond the ordinary knock-off time on pay day shall be paid for at overtime rates.

(c) In the case of weekly workers, one week's notice on either side shall terminate the engagement. In the case of casual workers, two hours' notice on either side shall terminate the engagement. Nothing in this subclause shall be held to prevent the summary dismissal of a worker for serious misconduct.

(d) With each payment of wages there shall be handed into the keeping of the worker a fully itemised statement of the wage makeup showing ordinary and overtime hours worked, allowances, deductions and rates of pay.

Wet Places, Tunnels, and Underground Work

14. (a) Workers shall be supplied with gumboots in wet places.

(b) Six hours shall constitute a day's work in tunnel work when workers are working in wet places or foul air. Workers employed under this subclause shall be paid for each shift of six hours as if eight hours had been worked.

Travelling To and From Work

15. (a) When a worker is required to work at a distance of more than 1½ miles from the employer's depot or such other point in the district as may be mutually agreed upon between the employer and the workers - which agreement shall, if necessary, be reviewed by a representative of the Wellington Employers' Association and the workers' union - the employer shall do one or other of the following things:

(i) Provide the worker with free transport to and from his work; or

(ii) Reimburse the worker any cost incurred by him in travelling to and from his work in excess of the 1½ miles above-mentioned.

(b) Time occupied by the worker in travelling to and from his work beyond the $1\frac{1}{2}$ miles fixed in subclause (a) of this clause shall be paid for at ordinary time rates.

(c) No worker residing less than $1\frac{1}{2}$ miles from the place where the work is to be performed by the nearest convenient mode of access for foot-passengers shall be entitled to the allowance mentioned in this clause.

(d) Where necessary, the employer shall provide protection for men from rain, snow, or hail whilst they are being conveyed to and/or from work in the employer's vehicle.

Sanitary Accommodation and Shelter

16. Where necessary, sanitary accommodation shall be provided, and also shelters where necessary for men to take meals and change clothing.

Matters Not Provided For

17. The essence of this award being that the work of the employers shall not on any account whatsoever be impeded but shall always proceed as if no dispute had 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 the award (not being a question affecting rates of pay or hours of work), or if any dispute or difference shall arise between the parties, or any of them, in connection with any matter relevant to but 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.

Timbering

18. All timbering shall be done in accordance with the provisions of the Construction Act 1959.

Ventilation

19. In all drives and tunnels where the air is bad, adequate provision shall be made whereby workers at the face shall be supplied with fresh air equivalent to 30 cu. ft. per man per minute.

Accidents

20. A modern first aid emergency kit shall be kept by the employer in a convenient and accessible place in every place where the Inspector of Awards shall deem necessary.

Workers Moving Material From Under Water

21. Workers whilst employed cleaning rivers or creeks or removing boulders, metal, stone, stumps, or timber from same, or in the construction of groynes, shall be paid 4½d. per hour extra while so employed and shall be provided with watertight gumboots.

Workers' Representative

22. Where he can lawfully do so, the employer shall permit the secretary or other authorised officer of the union of workers to enter at all reasonable times (to be mutually arranged between the employer and the union) upon the premises or works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Unqualified Preference

23. (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

24. (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 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

25. To meet the requirements of section 154 of the Industrial Conciliation and Arbitration Act 1954, the award shall apply to the original parties named herein and to other parties who may later be added by order of the Court on application being made to that effect.

Term of Award

26. 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 September 1964, 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 September 1966.

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 30th day of September 1964.

[L.S.]

A. P. BLAIR, 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 23 in the award in the form in which it was agreed upon in the Council of Conciliation.

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 19 August 1964.

A. P. BLAIR, Judge.
