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DUNEDIN CITY CORPORATION AND DUNEDIN DRAINAGE AND SEWERAGE  
BOARD ENGINEER OFFICIALS'—INDUSTRIAL AGREEMENT

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 7th day of September 1964, between the Dunedin City Corporation and Dunedin Drainage and Sewerage Board (hereinafter called the "employer") of the one part and the Dunedin City Corporation and Dunedin Drainage and Sewerage Board Engineer Officials' Industrial Union of Workers (hereinafter called the "union") of the other part, witnesseth that it is hereby mutually agreed between the employer and the union as follows:

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SCHEDULE

*Scope of Agreement*

1. This agreement shall apply to the following officers in the employ of Dunedin City Corporation and the Dunedin Drainage and Sewerage Board, viz:

Civil, electrical and gas engineering cadets; draughting cadets; field assistants; draughtsmen (unqualified); engineering assistants (qualified); draughtsmen (qualified); assistant engineers; assistant architects; registered surveyors; registered engineers; registered architects; System Controller (Electricity Department); Assistant Superintendent, Waipori; Sub-Station Superintendent (Electricity Department); Superintendent, Waipori; Works Engineer (Gas Department); Assistant to Engineer-Manager (Gas Department); Staff Surveyor/Planning Officer; Staff Engineers; Staff Architect; Transport Engineer; Regional Planning Officer; Senior Staff Engineers; Deputy City Electrical Engineer; Deputy City Engineer.

*Salaries*

2. (a) Officers receiving salaries in excess of those provided for in this scale prior to this agreement coming into operation shall not have their salary reduced as a result of the operation of this agreement.

(b) The grading scale for officers employed under this agreement shall be:

Division	Class VI £	Class V £	Class IV £	Class III £	Class II £	Class I £	Special £	Div.
1	350	995	1,085	1,185	1,285	1,435	1,540	1
2	405	1,035	1,135	1,235	1,335		1,650	2
3	460						1,760	3
4	525						1,870	4
5	595						1,980	5
6	660						2,090	6
7	720						2,230	7
8	775						2,370	8
9	825						2,530	9
10	895						2,700	10
11	940						2,900	11
							3,100	12

(c) The classification of the officers covered by this agreement shall be as set out hereunder. The commencing division and grade, the automatic maximum and the maximum on recommendation being as stated for each group, viz:

(i) *Cadets*

With School Certificate commence Class VI 3.

With University Entrance commence Class VI 4.

When graded on or above Class IV are reclassified as "assistant engineers".

(ii) *Field Assistants**Draughtsmen*

Commence in Class VI at a step in the scale according to experience and ability.

Advance to Class V.

May advance to first or second step in Class IV on recommendation of Head of Department.

May advance to first or second step in Class III if recommended by Head of Department because of speed, ability and responsibility.

May advance to first or second step in Class II on account of exceptional skill on recommendation of Head of Department.

(In submitting recommendations the Head of Department will give consideration to progress being made towards qualification.)

(iii) *Engineering Assistants* } *Qualified*  
*Draughtsmen*

Engineering Assistants and Draughtsmen holding one or more of the qualifications:

(a) the N.Z. Certificate in Engineering.

(b) the N.Z. Certificate in Draughting.

(c) Registered Engineering Associates.

advance on qualification to Class III and thereafter advance through the scale to the top of Class II.

May be advanced to Class I on recommendation of Head of Department.

May be advanced to Class First Special on recommendation of Head of Department because of speed, ability, experience and responsibility.

(iv) *Assistant Engineers*  
*Assistant Architects*

Graduands commence first step Class IV and advance to second step Class IV on graduation.

Graduates commence second step Class IV, advance through Class III to the top of Class II and may be advanced to Class I on recommendation of Head of Department because of speed, ability, experience and responsibility.

(v) *Registered Surveyors*

Commence at a step in the scale according to experience and ability, advance to the top of Class II and may thereafter advance through Class I to Class First Special.

May on special recommendation of Head of Department advance to Class Second Special.

(vi) *Engineers* } (*Registered*)  
*Architects* }

Commence at Class I, advance through Class First Special to Class Second Special.

May advance to Class Third Special on recommendation of Head of Department.

May advance to Class Fourth Special according to ability and responsibility on recommendation of Head of Department.

May advance to Class Fifth Special if they have considerable responsibility for administration, design or construction of works and on recommendation of Head of Department.

(vii) *System Controller, Electricity Department*  
*Assistant Superintendent, Waipori\**

Commence second step Class II and advance to Class I.

May be advanced to Class First Special on recommendation of Head of Department.

\*Present holder of this position to retain the title of "Assistant Engineer, Waipori" and an overscale payment of £25.

(viii) *Substation Superintendent, Electricity Department*  
*Reticulation Superintendent, Electricity Department*

Commence Class I and advance to Class First Special.

May be advanced to Class Second Special if they show the necessary ability to enable the Head of the Department to recommend their promotion.

(ix) *Superintendent, Waipori\**

Commence Class First Special and advance to Class Second Special.

May advance to Class Third Special provided he shows the necessary ability to enable the Head of the Department to recommend this promotion.

\*Present holder to retain the title of "Resident Engineer, Waipori" and an overscale payment of £30.

(x) *Works Engineer, Gas Department*

With qualification as Chartered Gas Engineer commences at Class Second Special and advances to Class Third Special on recommendation of Head of Department.

May advance on special recommendation of Head of Department to Class Fourth Special.

(xi) *Assistant to Engineer-Manager, Gas Department*

Class Second Special.

This position, with duties as at present, not to be filled on retirement of the present holder.

(xii) *Staff Surveyor/Planning Officer*

Commences at Class Fifth Special and advances through Class Sixth Special to Class Seventh Special.

(xiii) *Staff Engineers*  
*Staff Architect*  
*Transport Engineer* } (*Registered*)*Regional Planning Officer*

Commence at Class Sixth Special and advance to Class Seventh Special. May advance to Class Eighth Special on recommendation of Head of Department.

(xiv) *Senior Staff Engineer—(Registered)*

Commences at Class Seventh Special and advances through Class Eighth Special to Class Ninth Special.

(xv) *Deputy City Electrical Engineer**Deputy City Engineer*

Commence at Ninth Special and advance through Tenth Special to Eleventh Special.

(d) Double increments for officers in Classes VI to II inclusive shall be granted by council on the special recommendation of the Head of a Department, which recommendation shall be given only where the circumstances of the particular case justify accelerated promotion.

(e) In the case of cadets increments shall be due and payable as from 1 January in each year and in all other cases increments shall be payable from 1 April in each year provided that on 1 January or 1 April, as the case may be, no increment shall be payable to any officer who at that date had not completed more than three months' continuous service.

(f) Any employee, who is appointed to carry out the whole of the duties of any appointment provided for in this agreement during the temporary absence for any cause except annual leave of the holder of that appointment, shall be paid at the rate for the commencing salary for such appointment provided that he carries out such duties for a period of four weeks continuously.

*Holidays*

3. (a) All officers shall be entitled to the following holidays without any deduction from their wages: New Year's Day, the day following New Year's Day, Anniversary Day (or a day in lieu thereof by mutual agreement), Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day and Boxing Day.

(b) In the event of any holiday, other than Anzac Day, in sub-clause (a) hereof falling on a Saturday or a Sunday such holiday shall be observed on the first working day thereafter.

(c) Annual holidays shall be allowed to all officers in accordance with the Annual Holidays Act 1944.

(d) Any officer who has completed or who completes 10 years' continuous service with the Dunedin City Council or the Dunedin Drainage and Sewerage Board, or any worker on Class II or above shall be allowed an additional week's annual leave on full pay, but not so as to increase the annual holiday beyond three weeks.

*Disputes*

4. If any dispute or difference shall arise between the parties bound by this agreement such dispute or difference shall be settled between the employer and the secretary of the union and in default of any agreement being arrived at such dispute shall be considered by three representatives from each side. If no agreement can be reached the dispute or difference shall be referred to the Conciliation Commissioner for the district who shall either decide the same or refer the matter to the Court of Arbitration. Either party if dissatisfied with the decision of the Commissioner may appeal to the Court of Arbitration within 14 days after such decision shall have been communicated to the party desiring to appeal.

*Workers to be Members of Union*

5. (a) Any adult person engaged or employed in any position or employment subject to this industrial agreement by any employer bound by this industrial agreement shall, if he is not already a member of a union of workers bound by this industrial agreement, 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 sub-clause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this industrial agreement so long as he continues in any position or employment subject to this industrial agreement.

(c) Every officer obliged under sub-clause (a) hereof to become a member of a union who fails to become a member, as required by that sub-clause, after being requested to do so by an officer or authorised representative of the union, and every officer who fails to remain a member of a union in accordance with sub-clause (b) hereof commits a breach of this industrial agreement.

(d) Every employer bound by this industrial agreement commits a breach of this industrial agreement if he continues to employ any officer to whom sub-clauses (a) and (b) apply, after having been notified by any officer or authorised representative of the union that the officer has been requested to become a member of the union and has failed to do so, or that the officer 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 rates of wages prescribed for adult officers by this industrial agreement.

*Term of Agreement*

6. This agreement shall come into force on the 1st day of April 1964, and shall remain in force until the 31st day of March 1966.

## MEMORANDUM

The parties hereto desire to record that the rate of wages provided for in this agreement have been considered on the basis of the rates of wages ruling in the Public Service at the date of this agreement and agree that should the Public Service rates be subsequently amended then the rates of wages prescribed in this agreement shall also be amended to maintain the same relationship with the Public Service.

Signed on behalf of the Dunedin City Corporation and Dunedin Drainage and Sewerage Board Engineer Officials' Industrial Union of Workers—

W. C. McDONNELL, Agent.

Signed on behalf of the Dunedin City Council and Dunedin Drainage and Sewerage Board as Employer—

J. C. LUCAS, Town Clerk and Secretary.