

NEW ZEALAND SHIPPING COMPANIES' CLERICAL EMPLOYEES—AWARD

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

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington, Marlborough, Nelson, Westland, Canterbury, and Otago and Southland Industrial Districts—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the New Zealand Shipping Officers Industrial Union of Workers (hereinafter called “the union”) and the under-mentioned associations, firms, and companies (hereinafter called the “employers”):

NORTHERN INDUSTRIAL DISTRICT

Aspen Shipping Co. Ltd., Western Viaduct, Auckland.
 Atlantic and Pacific Travel Auckland Ltd., 27 Queen Street, Auckland.
 Auckland Shipping Services Ltd., 22–26 Albert Street, Auckland.
 Cook, Thomas, and Son (A'sia) Pty. Ltd., Auckland.
 Farmers' Co-operative Auctioneering Co. Ltd., Customs Street, Auckland.
 Frankham, A. G., Ltd., 20 Fanshawe Street, Auckland.
 Gisborne Lightering Co. Ltd., Childers Road, Gisborne.
 Henderson and Macfarlane Ltd., Quay Street, Auckland.
 Matson Line, Queen Street, Auckland.
 Mount Maunganui and Tauranga Stevedores Ltd., 83 Devonport Road, Tauranga.
 New Zealand Port Employers' Association (Inc.), Quay Street, Auckland.
 Northern Steamship Co. Ltd., Quay Street, Auckland.
 Parry Bros. Ltd., Princes Wharf, Auckland.
 Russell and Somers Ltd., 83 Customs Street, Auckland.
 Spedding Ltd., Anzac Avenue, Auckland.
 Waiheke Shipping Co. Ltd., Auckland.
 Waitemata Stevedoring Co. Ltd., Auckland.
 Williams and Kettle Ltd., Gisborne.

TARANAKI INDUSTRIAL DISTRICT

Newton King Ltd., New Plymouth.
 Taranaki Shipping Agencies Ltd., P.O. Box 143, New Plymouth.

WELLINGTON INDUSTRIAL DISTRICT

Atlantic and Pacific Travel, 102 Willis Street, Wellington.
 Blue Star Line (N.Z.) Ltd., Wool House, Featherston Street, Wellington.
 Burgess, Holm, and Co. Ltd., P.O. Box 54, Wanganui.
 Burns, Philp, and Co. Ltd., Prudential Buildings, Lambton Quay, Wellington.
 Colyer, Watson, and Co. Ltd., Shell House, The Terrace, Wellington.
 Cook, Thomas, and Son (A'sia) Pty. Ltd., 143 Featherston Street, Wellington.
 Crusader Shipping Co. Ltd., National Mutual Centre, Featherston Street, Wellington.
 Dalgety and N.Z. Loan Ltd., 119–123 Featherston Street, Wellington.
 Federal Steam Navigation Co. Ltd., Maritime Building, Customhouse Quay, Wellington.
 Holm and Co. Ltd., P.O. Box 1391, Wellington.
 Johnston and Co. Ltd., 116 Featherston Street, Wellington.
 Levin and Co. Ltd., Customhouse Quay, Wellington.
 Millward, C. F., and Co., Wanganui.
 Montreal, Australia, New Zealand Line Ltd., 2–10 Customhouse Quay, Wellington.
 Murray Roberts and Co. Ltd., Featherston Street, Wellington.
 New Zealand Port Employers' Association (Inc.), Maritime Building, Customhouse Quay, Wellington.
 New Zealand Shipping Co. Ltd., Maritime Building, Customhouse Quay, Wellington.
 Overseas Shipowners' Committee, Sun Alliance Building, Featherston Street, Wellington.
 Port Line Ltd., Maritime Building, Customhouse Quay, Wellington.
 Richardson and Co. Ltd., Napier.
 Russell and Somers (Wellington) Ltd., 35 Johnson Street, Wellington.
 Scales, Geo. H., Ltd., 22 Customhouse Quay, Wellington.
 Shaw, Savill, and Albion Co. Ltd., corner of Customhouse Quay and Brandon Street, Wellington.
 Turnbull, A. H., and Co. Ltd., Maritime Building, Customhouse Quay, Wellington.
 Union Steam Ship Co. of N.Z. Ltd., Customhouse Quay, Wellington.
 Wellington Patent Slip Co., Wellington.
 Winstone, Cranby Ltd., Napier.
 Young, T. and W., Ltd., 77–85 Customhouse Quay, Wellington.

MARLBOROUGH INDUSTRIAL DISTRICT

Eckford, T., and Co. Ltd., Blenheim.

NELSON INDUSTRIAL DISTRICT

Anchor Shipping and Foundry Co. Ltd., 5 Bridge Street, Nelson.
Neale Haddow Ltd., Nelson.
Pearl Kasper Shipping Co. Ltd., Nelson.

WESTLAND INDUSTRIAL DISTRICT

Wild and Robertson Ltd., Mackay Street, Greymouth.

CANTERBURY INDUSTRIAL DISTRICT

Atlantic and Pacific Travel Service, 131 Cashel Street, Christchurch.
Canterbury Steam Shipping Co. Ltd., Manchester Street, Christchurch.
Guthrey, A. R., Ltd., Christchurch.
Kinsey and Co. Ltd., 154 Hereford Street, Christchurch.
Pitcaithly Ltd., 111 Lichfield Street, Christchurch.
Turnbull, A. H., and Co. Ltd., Christchurch.
Turnbull, D. C., and Co. Ltd., Strathallan Street, Timaru.

OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT

Dominion Wharfingers Ltd., Dunedin.
National Mortgage and Agency Co. Ltd., Dunedin.
Ramsey, K., and Co. Ltd., 49 Vogel Street, Dunedin.
Southland Farmers' Co-op. Association Ltd., The Crescent, Invercargill.
Southland Stevedoring Co. Ltd., Bluff.
Tapley Swift Shipping Agencies Ltd., 40 Jetty Street, Dunedin.
Ward, J. G., and Co. Ltd., Invercargill.

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 30th 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 6th day of November 1964.

[L.S.]

A. P. BLAIR, Judge.

SCHEDULE
PART I—GENERAL CLERICAL STAFF

Salaries

1. The following shall be the minimum rates of salaries which shall be paid by the employers to the officers of the clerical staff employed by them respectively, the same to commence on officers attaining their sixteenth birthday (women being on date of employment), subject to the provisions of the Shops and Offices Act. All office experience after the sixteenth birthday shall count as length of service for the following scale:

Males—						Per Annum £
First year	..	..	..	..	..	489
Second year	..	..	..	..	..	527
Third year	..	..	..	..	..	570
Fourth year	..	..	..	..	..	624
Fifth year	..	..	..	..	..	689
Sixth year	..	..	..	..	..	803
Seventh year	..	..	..	..	..	852
Eighth year	..	..	..	..	..	890
Ninth year	..	..	..	..	..	939
Tenth year	..	..	..	..	..	972
Eleventh year	..	..	..	..	..	1,010
Twelfth year	..	..	..	..	..	1,037
Thirteenth year	..	..	..	..	..	1,054
Fourteenth year	..	..	..	..	..	1,075
Fifteenth year	..	..	..	..	..	1,092
Sixteenth year	..	..	..	..	..	1,108
Seventeenth year	..	..	..	..	..	1,141
Eighteenth year	..	..	..	..	..	1,167
Females—						
First year	..	..	..	..	..	436
Second year	..	..	..	..	..	478
Third year	..	..	..	..	..	520
Fourth year	..	..	..	..	..	564
Fifth year	..	..	..	..	..	620
Sixth year	..	..	..	..	..	648
Seventh year	..	..	..	..	..	690
Eighth year	..	..	..	..	..	719
Ninth year	..	..	..	..	..	747

Thereafter on merit but provided that females with over 12 years' service with the same employer shall be paid not less than £814 per annum.

Provided:

- (i) That any employees receiving a salary in excess of that provided by the above scale shall not have their salary reduced.
- (ii) That on attaining the age of 21 years each male employee shall receive not less than the salary prescribed for the sixth year of service for "males", and females not less than the salary prescribed for the third year of service for "females", and such employees shall thereafter advance as if males commenced their sixth year and females their third year of service respectively on attaining the age of 21 years.

- (iii) That where a male of 55 years of age or over without shipping office experience in New Zealand is employed under this Part of the award, he shall be paid not less than the salary provided herein for the ninth year and as from the date of this award, rising in minimum annual increments of £15.
- (iv) That females qualified in either junior, intermediate or senior Government or equivalent examinations for shorthand-typing, and engaged for the greater part of their time in such work shall be paid an additional year's advancement on the above salary scale in respect of each qualification.

Payment of Salaries

2. (a) Payment for male employees shall be made fortnightly, monthly, or twice monthly as the officer concerned may elect and any such election shall be for a reasonable and fixed period. Payment of female employees shall be made at weekly, half-monthly, or monthly intervals.

(b) At every pay period employees shall be supplied in writing (in a form to be retained by them) with full details of the manner in which their wages, including overtime, have been calculated.

Meal Money

3. Except where a meal is provided by the employer, meal money shall be paid to any employee, other than one engaged on shift duties, working before 8 a.m., and after 6 p.m., and/or after 10 p.m. on any day and before 8 a.m. and/or after 12.30 p.m. on a Saturday. Any employee, other than one engaged on shift duties working on a Sunday or holiday as defined in this award who requires to obtain a meal shall be paid meal money. Any employee working on duties normally involving a start between 7 a.m. and 8 a.m. shall not receive meal money for such a start unless he is required to work more than eight hours between 7 a.m. and 5 p.m. on Monday to Friday or more than four hours between 7 a.m. and noon on Saturday. Meal money as provided for herein shall be paid at the rate of 6s. per meal. On Saturdays, Sundays, and public holidays, the rate shall be 6s. 6d. per meal.

Holidays

4. (a) The following days shall be observed as holidays: 1 January and the next following day (excluding Sunday), Anniversary Day of province or any other day customarily observed in lieu thereof, Good Friday, Easter Saturday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day, and these shall not be counted as part of the annual leave. Should any of the above holidays, except Anzac Day, fall on a Saturday or a Sunday such holiday shall be observed on the next working day but this shall not apply to Easter Saturday.

(b) Every employee shall be entitled in every 12 months to 14 days' leave on full salary during the first 10 years of service and 21 days' leave on full salary in every 12 months after the completion of 10 years' service. All office experience after the sixteenth birthday shall count as service.

The 21 days' annual leave specified above, first accrues for the leave granted after the completion of the tenth year of service.

For periods under 12 months, but in excess of six months, a proportionate holiday shall be allowed.

(c) If such leave is not given at the time it is due, and if it is mutually agreed, such leave may accumulate for two years and then be given in one period.

(d) Whenever practicable at least one month's notice shall be given by the employer to any employee going on leave, and such leave when granted shall be continuous.

Hours of Work

5. (a) The ordinary hours of work per week shall not exceed 40, to be worked between 8 a.m. Monday and 12.30 p.m. Saturday.

(b) All work done in excess of the hours stated in subclause (a) of this clause or any hours worked after 6 p.m., Monday to Friday inclusive, shall count as overtime and shall be paid for at the following rates:

	Per Hour
	s. d.
(i) For all employees up to and including the fifth year of salary scale	9 0
(ii) For all male employees from the sixth year to the tenth year inclusive of salary scale and for all females from sixth year of salary scale onwards	13 6
(iii) For all male employees from the eleventh year of salary scale onwards	16 3

(c) The following rates shall be paid for all time worked after 12.30 p.m. on Saturdays and on Sundays and the holidays named herein:

	Per Hour
	s. d.
(i) For all employees up to and including the fifth year of salary scale	12 0
(ii) For all male employees from the sixth year to the tenth year inclusive of salary scale and for all females from the sixth year of salary scale onwards	18 0
(iii) For all male employees from the eleventh year of salary scale onwards	21 6

(d) Any employee called back to work on a Saturday after the midday meal shall receive a minimum of two hours' overtime. When called back to work on a Sunday or public holiday as defined in this award an employee shall receive a minimum of four hours' overtime provided that if such employee is called back to work twice on such days, that is, in the forenoon and again after noon he shall receive a minimum of eight hours' overtime for that day.

(e) Except at the request of the employee time off from the normal office hours shall not be given for the purpose of liquidating hours previously worked in excess of the normal daily hours.

Transport

6. Any officer required to be on duty before 7 a.m. or after 11 p.m. shall be provided with transport. This shall also apply on Sundays or holidays when the usual means of transport are not available.

Travelling Expenses

7. *Officers on Transfer*—An officer on transfer shall be reimbursed reasonable expenses including removal of furniture and effects, also actual reasonable expenses whilst in transit, and reasonable terminal expenses (not exceeding two weeks) for board.

Board Allowance to Junior Officers Transferred

8. Junior officers transferred by their employers in the third, fourth, and fifth years of service, counting from the sixteenth birthday shall be paid a boarding-allowance in addition to their salary as follows:

	£
During third year of service	82
During fourth year of service	66
During fifth year of service	49

This clause shall not apply to junior officers transferring at their own request.

PART II—PURSERS

Salaries

9. (a) On transfer to the sea staff as an assistant purser or purser the scale appearing in clause 1 hereof shall be reduced by £50 per annum.

Service both ashore and at sea shall count for the purposes of ascertaining the scale rate.

(b) *Sea-going Allowance*—In addition to the salaries prescribed herein there shall be paid a sea-going allowance at the rate of £5 9s. 10d. per calendar month. This payment shall be made only while on articles and while on annual leave and shall not be regarded or taken into account as salary, nor shall it be taken into account in the assessment of any payments provided for by this award which may be based on salaries.

Annual Leave

10. In every 12 months during the first 10 years of service, a purser or assistant purser shall be entitled to 21 days' leave at sea-pay rates, and after the completion of 10 years' service, a purser or assistant purser shall be entitled to 28 days' leave at sea-pay rates.

The 28 days' annual leave specified above, first accrues for the leave granted after the completion of the tenth year of service

For periods under 12 months, but in excess of six months, a proportionate holiday shall be allowed.

(NOTE—The additional week's leave allowed under the clause is to compensate for Sundays and holidays at sea.)

Overtime

11. As compensation for hours which may be worked in excess of eight per day or 40 per week (or for work on Sundays or holidays), in addition to the extra week's leave provided in clause 10 hereof the following payments and conditions shall apply while on articles:

- (a) Pursers of inter-colonial and overseas passenger vessels and inter-island passenger vessels shall be paid the sum of £20 2s. 9d. per calendar month. Assistant pursers on these vessels shall be paid £16 19s. 3d. per calendar month.
- (b) All other pursers and assistant pursers shall be paid the sum of £15 18s. per calendar month.
- (c) Each purser and assistant purser shall be entitled to one day's time off per month which shall be granted at his home port unless the employee requests otherwise and which, if not granted, may be added to the annual leave or paid for at ordinary sea-pay rate. Time off shall not be given on a Saturday, Sunday, or holiday.

Shore Sustenance

12. Officers while travelling on transfer or standing by shall be paid sustenance at the rate of £1 3s. per day, except when they are standing by in their home port in which case the allowance shall be at the rate of £6 17s. per week for the first two weeks and £5 14s. 3d. per week thereafter.

In cases where accommodation is not available at these rates the difference shall be made up by the employer. Should an employee be required to sleep or take his meals on shore at a port other than his home port or when he is subject to payment under the first paragraph hereof, the sustenance rates payable shall be those applicable to deck officers of the ship to which he is attached.

Uniform Allowance

13. Every purser and assistant purser shall be entitled to a uniform allowance of £1 17s. 6d. per calendar month.

Scope

14. This Part of this award shall apply only to ships for which articles are taken out in New Zealand.

PART III—AUCKLAND TOLL CLERKS

Salaries

15. Toll clerks employed at Auckland shall be paid an annual salary according to the rate for the ninth year general clerical staff as prescribed in Part I of this award.

Hours of Work

16. The hours of work shall be 40 per week to be worked between 8 a.m. and 5 p.m. Monday to Friday inclusive.

Overtime

17. (a) Work performed outside the hours named in clause 16 of this award shall be paid for at the rates prescribed in clause 5 (b) (ii) and 5 (c) (ii) of this award, except that work performed between 9 p.m. and 7 a.m. shall be paid for at the rate prescribed in clause 5 (c) (ii) of this award.

(b) Toll clerks called back to work after 6 p.m. Monday to Friday shall receive a minimum of three hours' overtime but if ordered to work until 10 p.m. or later or if called out on Saturdays, Sundays, or holidays as defined in this award they shall receive a minimum of four hours' overtime: Provided that should toll clerks be called out for work in the forenoon on Saturdays, Sundays or holidays as defined, and again after noon on any such day they shall receive a minimum of eight hours' overtime for that day.

(c) Toll clerks required to work through a meal hour shall be paid at double the ordinary hourly rate for that meal hour.

Meal Money

18. Meal money shall be paid to any toll clerk required to work after 6 p.m. on any day, or after 12.30 p.m. on Saturdays, Sundays, or holidays as defined in sub-clause (a) of clause 19 of this award. The meal rate shall be 6s. except on Saturdays, Sundays, or holidays, when it shall be 6s. 6d.

Holidays

19. (a) The following days shall be observed as holidays: 1 January, Good Friday, Easter Monday, Anniversary Day of province, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day, and these shall not be counted as part of annual leave.

(b) Waterside picnic day when held shall be observed as a holiday.

(c) Each toll clerk shall receive two weeks' annual holiday during his first 10 years' service, as a toll clerk, and thereafter he shall receive three weeks' annual holiday.

The 21 days' annual leave specified above first accrues for the leave granted after the completion of the tenth year of service. For periods under 12 months, but in excess of six months, a proportionate holiday shall be allowed.

PART IV—MESSENGERS AND INQUIRY CLERKS

Salaries

20. Adult male employees doing work of messengers and inquiry clerks shall be paid the minimum rate of £696 per annum rising in minimum annual increments of £15 to £776 per annum.

Holidays

21. The provisions of clause 4 of this award shall apply to messengers and inquiry clerks: Provided that the maximum annual leave shall be 14 days.

Meal Money

22. The provisions of clause 3 of this award shall apply to messengers and inquiry clerks.

Hours of Work

23. The provisions of clause 5 of this award shall apply to messengers and inquiry clerks.

PART V—CHIEF CARGO TALLY CLERKS

24. This Part of this award shall apply to chief cargo tally clerks employed throughout New Zealand, with the exception of the Northern Industrial District.

Salaries

25. Chief cargo tally clerks shall be paid an annual salary according to the rate for the ninth year general clerical staff as prescribed in Part I of this award. This salary shall be payable fortnightly and such payment shall include overtime earned in the current fortnight.

Hours of Work

26. The ordinary hours of work shall be 40, to be worked between 8 a.m. and 5 p.m., Monday to Friday inclusive.

Overtime

27. (a) Work performed in excess of the ordinary hours named in clause 26 of this award shall be classed as overtime and shall be paid for at the rate of time and a half, except that work performed between 9 p.m. and 7 a.m. or on Saturday afternoon, Sundays, or holidays named hereunder shall be paid for at the rate of double time.

(b) Chief cargo tally clerks called back to work after 6 p.m. Monday to Friday shall receive a minimum of three hours' overtime but if ordered to work until 10 p.m. or later or if called out on Saturdays, Sundays, or holidays as defined in this award they shall receive a minimum of four hours' overtime: Provided that should chief cargo tally clerks be called out for work in the forenoon on Saturdays, Sundays, or holidays as defined and again after noon on any such day they shall receive a minimum of eight hours' overtime for that day.

(c) A chief cargo tally clerk shall not be relieved from duty for Saturday morning for the purpose of replacing him with a casual tally clerk.

(d) Chief cargo tally clerks required to work through a meal hour shall be paid at double the ordinary hourly rate for that meal hour.

Meal Money

28. Chief cargo tally clerks required to commence work before 7 a.m. or to continue work after 6 p.m. on any day or after 1 p.m. on Saturdays, Sundays, or holidays

as defined in subclause (a) of clause 29 of this award shall be paid meal money at the rate of 6s. per meal, except that on Saturdays, Sundays, or holidays, the rate shall be 6s. 6d.

Holidays

29. (a) Statutory holidays shall be New Year's Day, Anniversary Day (in province concerned), Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day. At Lyttelton 2 January shall be a holiday, but Anniversary Day shall not be a holiday. Should any of the holidays, other than Anzac Day, fall on a Saturday or a Sunday such holiday shall be observed on the next working day.

(b) Waterside picnic day when held shall be observed as a holiday.

(c) After the date of this award coming into force each chief cargo tally clerk shall receive two weeks' leave on full pay in each 12 months of service, during his first 10 years of service as a chief tally clerk, and thereafter he shall receive three weeks' leave on full salary in each 12 months of service. This annual leave shall be given at a time convenient to the employer. Previous experience as a shipping tally clerk for the purpose of this subclause shall be deemed service as a chief cargo tally clerk.

The 21 days' annual leave specified above first accrues for the leave granted after the completion of the tenth year of service. For periods under 12 months, but in excess of six months, a proportionate holiday shall be allowed.

PART VI—GENERAL PROVISIONS APPLICABLE TO ALL WORKERS

Matters not Provided For

30. If a dispute shall arise between the parties to this award upon any matter arising out of or in connection with the award and not specifically dealt with therein, it shall be referred to a committee comprised of two representatives of the union and two representatives of the employers, who shall appoint an independent chairman, for decision. The decision of a majority of this committee shall be binding, except that any party adversely affected thereby shall have the right, within 14 days after the decision is given to appeal against the decision to the Court of Arbitration, which may amend the decision in any way, after hearing the parties, it may consider necessary or desirable.

Unqualified Preference

31. (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.)

(f) Employers shall ensure that employees who are eligible or who become eligible for membership of the union shall apply for membership.

Under-rate Workers

32. (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.

Part-time Workers

33. Workers may be employed on a part-time basis at proportionate rates to be agreed between the employer and the union.

Union Officials' Right of Entry on Employers' Premises

34. The secretary and/or president of the union shall have power at all reasonable times, but not so as to interfere unreasonably with the employer's business, to enter upon the premises of any employer bound by this award for the following purposes:

(a) To interview any worker in connection with the operation of this award.

(b) To make any inquiries necessary for the effective operation of this award.

Industry to Which Award Applies

35. This award shall apply to all members of the clerical staff of shipping companies, firms, or agencies engaged either wholly or for the greater part of their time in shipping work whose salary rates do not exceed the highest rates prescribed by clause 1 of this award, also to all workers employed under Parts III, IV and V of this award.

Application of Award

36. 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 industrial districts to which this award relates.

Special Clause re Tallying

37. Nothing in this award shall prevent the employment of ships' pursers, ships' officers, or of members of the general clerical staffs employed by the parties hereto in tallying duties or receiving or delivering of cargo, goods, mails, luggage, etc., in or about the ships or wharves.

Scope of Award

38. This award, except as regards permanent tally clerks in the Northern Industrial District, shall operate throughout the Northern, Taranaki, Wellington, Marlborough, Nelson, Westland, Canterbury, and Otago and Southland Industrial Districts.

Term of Award

39. This award, in so far as the provisions relating to salaries to be paid are concerned, shall be deemed to have come into force on the 1st day of October 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 30th 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 6th day of November 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 31 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.