
CHRISTCHURCH ST. JOHN AMBULANCE DRIVING OFFICERS—INDUSTRIAL AGREEMENT

THE industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act 1925 and its amendments, this 16th day of June 1965 between the Committee of the Venerable Order of St. John (Christchurch) hereinafter referred to as the employer, of the one part and the Canterbury Road Transport and Motor and Horse Drivers and Their Assistants' Industrial Union registered under the Industrial Conciliation and Arbitration Act 1925 and its amendments hereinafter referred to as the industrial union (the registered office of which is situated at 194 Gloucester Street in the city of Christchurch) of the other part, witnesseth that it is hereby mutually agreed and declared between and by the employer and the industrial union that the terms and conditions hereinafter set forth shall apply to all drivers of ambulances employed by the employer.

SCHEDULE

Hours of Work

Clause 1. (a) The ordinary hours of work shall be 52 per week and shall be worked in accordance with the present roster which shall remain in force during the currency of this agreement unless amended or replaced by agreement between the parties thereto.

(b) No driver shall be required to work more than five hours continuously without an interval of at least half an hour for a meal. This shall not prevent a driver continuing in excess of five hours where the case is of an urgent nature, but in no case shall the driver continue for any longer period than six hours.

(c) The daily hours of work shall be continuous except for meal intervals.

Shift Work

Clause 2. Where shifts are worked the employer shall post in a conspicuous place a roster stating the shifts and the days off. The roster shall be so arranged that shifts shall be regularly rotated amongst the drivers. In the event of a driver

being required to work more than eight hours on night shift a bed shall be supplied by the employer. Any driver having completed his shift shall not again be booked on for duty until the expiration of 10 hours, unless in cases of extreme emergency. Seven days notice shall be given of any change in the roster.

Days Off

Clause 3. All drivers shall receive a period of 48 consecutive hours off duty in each week in accordance with the roster, and as far as is reasonably practicable the work shall be arranged so as the drivers shall get approximately the same number of Sundays off duty.

Wages

Clause 4. (a) The minimum weekly wage for the drivers covered by this agreement shall be £20 2s. 9d. Wages including overtime shall be paid regularly each week not later than Thursday and in the employer's time.

(b) Where Sunday, Christmas Day, Good Friday or Anzac Day is one of the normal rostered working days of the week, drivers shall be paid double the ordinary rate of pay for the time worked on such day. This shall not apply when overtime is being worked.

Increase in Rates of Remuneration

Clause 5. The rates of remuneration set out in this agreement are inclusive of the general order of the Court of Arbitration effective from 10 September 1964. This agreement shall be subject to any increase or decrease issued by the Court of Arbitration after making this agreement.

Overtime

Clause 6. All time worked in excess of the rostered weekly or, daily hours shall be paid for at the rate of 11s. 8d. per hour for the first three hours and 15s. 6d. per hour thereafter. Drivers called back on day off he shall be paid not less than double time with a minimum of four hours. All overtime to be calculated on a daily basis.

Call Back

Clause 7. Drivers called back to duty after completing their shift and leaving the station shall receive the appropriate overtime rate of pay and be reimbursed for travelling costs involved to and from the station with a minimum of three hours for each call-back. Employers shall provide a meal or allow meal money at the rate of 5s. 6d. when workers are required to work overtime.

Sickness

Clause 8. (a) Where a driver is incapacitated from causes arising as a result of infection, or contagion or accident, through the performance of his duty he shall be paid the equivalent of full rates of pay up to three months but not more often than once in 12 months.

(b) A driver going sick from other causes shall be paid full wages up to two weeks per annum, accumulative up to six weeks for three years. If a driver is off for a longer period the payment to be reviewed on the production of a certificate from a doctor nominated by the association.

Holidays

Clause 9. (a) Drivers shall receive three consecutive weeks holiday on full pay for each nine months service with the employer. Where a driver is dismissed or terminates his employment, he shall be paid the proportionate amount of holiday pay due.

(b) A roster setting out the dates on which the staff's annual holidays fall due shall be prepared and made accessible to the drivers.

(c) Where practicable, not less than 28, and in no case less than 14 days' notice of the date on which the annual holiday will commence shall be given to each worker.

(d) Payment for annual holidays shall be made prior to the driver commencing such annual holiday.

Road Expenses

Clause 10. Where a driver is required to be absent from his depot at night or day all meals and accommodation shall be paid for by the employer including meals on the journey.

Uniforms

Clause 11. (a) A uniform coat and two pairs of trousers and summer uniform of coat and two pairs of trousers shall be provided every 36 months.

(b) A cap be provided every two years.

(c) A light raincoat be provided and replaced every six years unless through the exigencies of the work or through causes outside the bounds of normal wear and tear, replacements are required during a lesser period. In the event of any dissention over replacements, the matter to be decided by the disputes committee.

(d) All uniforms, caps and wearing apparel provided by the Venerable Order to remain the property of the employer.

(e) Four working shirts and four summer shirts with epaulettes of approved pattern to be provided by the employer each 24 months, these to be selected by the station officer and representative of the drivers.

(f) Two black ties shall be provided each year.

(g) Uniforms soiled in the course of attending patients to be drycleaned at the cost and at the discretion of the employer.

(h) Summer uniform to be worn as instructed by employer.

General Conditions

Clause 12. A furnished common-room shall be provided by the Venerable Order with individual lock-up lockers and with facilities for making tea.

Term of Engagement

Clause 13. The term of engagement shall be weekly one and may be terminated by one week's notice in writing on either side.

Interview with Workers

Clause 14. It shall be competent for any official of the union to interview the drivers in respect of this agreement or any other matter relating thereto.

Drivers Duties

Clause 15. (a) It shall be part of the ordinary duty of a driver to assist at any work which may be required of him other than driving for the purpose of filling in time, provided he is paid at the rate of not less than the drivers' rate of pay.

(b) Where a driver is required to wash and clean, or service his vehicle he shall be supplied with gum-boots and overalls and suitable cleaning materials.

Unqualified Preference

Clause 16. (a) Any adult person engaged or employed in any position subject to this agreement by any employer bound by this agreement shall, if he is not already a member of a union of workers bound by this 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 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 the union, in accordance with subclause (b) hereof commits a breach of this agreement.

(d) Every employer bound by this agreement commits a breach of this agreement 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 and 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 agreement.

Disputes Committee

Clause 17. The essence of this award being that the work of the employer 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 or connected therewith, 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, if required, 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 such a 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.

Term of Agreement

This agreement shall come into force on the 1st day of June 1965 and shall continue in force until the 31st day of May 1967.

In witness whereof the parties have executed these presents:

The Venerable Order of St. John Christchurch Sub-centre:

J. GREEN.
H. E. READ.

The common seal of the Canterbury Road Transport and Motor and Horse Drivers and Their Assistants' Industrial Union of Workers was hereto affixed in the presence of:

[L.S.]

T. PATERSON.
K. A. IGGO.