

**CANTERBURY GREENKEEPERS (GOLF AND TENNIS CLUBS)—AWARD**

**In** the Court of Arbitration of New Zealand, Canterbury Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Canterbury, Otago and Southland General and Builders Labourers and Related Trades Industrial Union of Workers (hereinafter called “the union”) and the undermentioned clubs (hereinafter called “the employers”):

**GOLF CLUBS**

Akaroa Golf Club (W. J. Thompson), Balqueri Street, Akaroa.  
 Amberley Golf Club (W. M. Stocks), Amberley.  
 Amuri Golf Club (R. Noonan), Mount Palm Road, Rotherham R.D.  
 Ashburton Golf Club (H. D. Johnston), 39 Willis Street, Ashburton.  
 Avondale Golf Club (K. E. South), P.O. Box 1490, Christchurch.  
 Burnham Golf Club (S. D. Beck), care of Medical Corps Dept, Burnham Camp.  
 Charteris Bay Golf Club (A. Martin), 116 Sherborne Street, Christchurch.  
 Cheviot Golf Club (L. Davies), Domett R.D., Cheviot.  
 Culverden Golf Club (E. Gallagher), The Terrace, P.B., Christchurch.  
 Christchurch Golf Club (W. Coates), P.O. Box 67, Christchurch.  
 Ellesmere Golf Club (M. E. Honeybone), Leeston, Canterbury.  
 Fairlie Golf Club (D. Farrant), care of Pyne, Gould, Guinness, Fairlie.  
 Geraldine Golf Club (H. Laphorne), Denfield Links, Geraldine.  
 Gleniti Golf Club (G. Shillito), 94 Wai-iti Road, Timaru.  
 Grande Vue Golf Club (W. Gaby), Wilson Street, Geraldine.  
 Greendale Golf Club (G. Shipley), No. 1 R.D., Christchurch.  
 Hagley Golf Club (J. Johnston), P.O. Box 199, Christchurch.  
 Hanmer Springs Golf Club (S. Wood), P.O. Box 64, Hanmer Springs.  
 Hawerood Golf Club (A. Fraser), 9 Heathfield Avenue, Christchurch.  
 Hawarden Golf Club (D. Warwick), P.O. Box 28, Hawarden.  
 Hororata Golf Club (B. Burborough), Schoolhouse, Whitecliffs, Canterbury.  
 Kaiapoi Golf Club (J. Casserley), P.O. Box 39, Kaiapoi.  
 Kaikoura Golf Club (F. Weideman), 174 Esplanade, Kaikoura.  
 Kaituna Golf Club (G. Cooper), Ataahua, Banks Peninsula, Canterbury.  
 Lake Coleridge Golf Club (R. Guthrie), Post Office, Lake Coleridge.  
 Lincoln Golf Club (E. Hall), care of Post Office, Lincoln.  
 Little River Golf Club (H. McKay), Little River, Canterbury.  
 Mayfield Golf Club (A. Bean), Mayfield No. 5 R.D., Ashburton.  
 Methven Golf Club (H. Reid), P.O. Box 33, Methven.  
 Mount Nessim Golf Club (C. Bell), P.O. Box 49, Albury, South Canterbury.  
 Rakaia Golf Club (R. Knight), No. 2 R.M.D., Rakaia.  
 Rangiora Golf Club (B. Peters), P.O. Box 104, Rangiora.  
 Rawhiti Golf Club (J. Groom), 22 Leaver Terrace, North Beach, Christchurch.  
 Richmond Hill Golf Club (D. Gray), 60 Sullivan Avenue, Christchurch.  
 Russley Golf Club (A. Cottes), 71 Mahars Road, St. Albans, Christchurch.  
 Scargill Golf Club (W. Meares), Motunau Beach, R.D. Scargill.  
 Tai Tapu Golf Club (W. MacGibbon), P.O. Box 112, Christchurch.  
 Templeton Golf Club (E. Mitchell), P.O. Box 499, Christchurch.  
 Temuka Golf Club (J. Lloyd), 55 Studholm Street, Temuka.  
 Timaru Golf Club (E. Bray), 199 Otipua Road, Timaru.  
 Waimairi Beach Golf Club (R. Lamb), P.O. Box 515, Christchurch.  
 Waimate Golf Club (A. Kirby), Parsonage Road, Waimate.  
 Waitiri Golf Club (J. O’Gorman), P.O. Box 1592, Christchurch.  
 Windsor Golf Club (D. Aitken), P.O. Box 2315, Christchurch.

**TENNIS CLUBS**

Amberley Tennis Club, Amberley.  
 Canterbury Lawn Tennis Association (J. Young), 130 Hereford Street, Christchurch.  
 Cashmere Tennis Club (Miss L. Cooper), 214 Ashgrove Terrace, Christchurch.  
 Clandeboye Tennis Club (Secretary), Geraldine County.  
 Fairlie Tennis Club, Fairlie, South Canterbury.  
 Fairton Tennis Club, Fairton R.D., Ashburton.  
 Geraldine Tennis Club (K. Paterson), King Street, Temuka.  
 Highfield Tennis Club (J. Clyne), Seddon Street, Timaru.  
 Irwell Tennis Club, Irwell R.D., Christchurch.  
 Kaiapoi Tennis Club, Kaiapoi.

Makikihi Tennis Club, South Canterbury.  
 Morven Tennis Club, Morven.  
 Mount Somers Tennis Club, Mount Somers.  
 Rangiora Tennis Club, Rangiora.  
 Sheffield Tennis Club (R. Fairbrass), Waddington, via Sheffield.  
 Southbrook Tennis Club, Southbrook.  
 Takahanga Tennis Club (P. Jackson), Beach Road, Kaikoura.  
 Temuka Tennis Club (K. Paterson), King Street, Temuka.  
 Te Whaka Tennis Club, Lyttelton.  
 Trinity Tennis Club, Lyttelton.  
 United Bowling and Tennis Club (Hagley Park) (Miss P. Cuddon), 11 Church Lane,  
 Merivale, Christchurch (Tennis).  
 Waimairi Tennis Club (Mrs J. Newton), 30 Tomes Road, Christchurch.  
 Waimate Tennis Club, Waimate.  
 Waipara Tennis Club, Waipara.  
 Winchester Tennis Club, Winchester.

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 April 1967 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 20th day of July 1965.

[L.S.]

A. P. BLAIR, Judge.

#### SCHEDULE

##### *Industry to Which Award Applies*

1. This award shall apply to greenkeepers employed by golf clubs and tennis clubs.

For the purposes of this clause, the term "greenkeepers" shall include grounds-men and other outside workers employed in connection with the maintenance, development, and care of the employer's property.

*Hours of Work*

2. (a) An ordinary week's work shall be spread over five and a half days a week, Monday to Saturday at noon, and shall not exceed 40 hours per week. Greenkeepers shall be granted at least one half-holiday each week from 12 noon, but this provision shall not apply in any case where a five-day week, Monday to Friday, is observed.

(b) The starting times and finishing times of employment over the weeks of each year shall be mutually arranged between the greenkeepers and their employers:

*Wages*

3. (a) The minimum weekly rates of wages shall be:				Per Week		
				£	s.	d.
(i) Head greenkeeper .....	.....	.....	.....	16	0	10
(ii) Sole greenkeeper .....	.....	.....	.....	15	7	6
(iii) Other greenkeepers .....	.....	.....	.....	14	5	0

Greenkeepers shall be paid 7s. 6d. per week additional after two years' service with the same club.

Time served prior to the date of this award shall count for the purposes of this payment.

(b) Casual or part-time employees shall be paid not less than 7s. 2d. per hour.

A "casual" or "part-time" employee is a worker who is employed by the hour in accordance with the rate specified herein, for a period of not more than 30 hours in any week.

(c) Where a dwelling is supplied to a greenkeeper by the employer, a rental may be charged therefor, such rental to be mutually agreed upon between the greenkeeper and the employer. In the case of a dispute arising in connection therewith, it shall be dealt with under clause 15 of this award.

(d) Workers who at the coming into force of this award are in receipt of a higher rate of pay than that prescribed herein, shall not have their wages reduced whilst their present employment continues.

(e) Greenkeepers who are holders of a greenkeepers' diploma issued by the controlling authority shall receive an additional payment of £1 4s. per week.

*Overtime*

4. (a) All time worked in excess of the hours mentioned in clause 2 hereof shall be deemed to be overtime and paid for at the rate of time and a half for the first three hours and double time thereafter. For the purpose of computation of overtime, the weekly wages shall be divided by 40.

(b) All work done after noon on Saturdays or on Sundays shall be paid for at double ordinary rates with a minimum of two hours.

*Holidays*

5. (a) Greenkeepers who are required to work on any of the following holidays – New Year's Day, 2 January, Anniversary Day or Show Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day – shall have two days added to their annual holidays for each of these days on which work is performed, or, in lieu thereof, shall be paid double time for work performed on any of these days, such payment to be in addition to the usual wage.

(b) When Anzac Day falls on a working day, payment shall be made as for a day worked, but if a worker works on that day he shall be paid double time for work performed in addition to his ordinary pay.

(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 following 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.

#### *Annual Holidays*

6. (a) An annual holiday of three weeks shall be granted for each year of service and be taken at a time to be mutually arranged between the employer and the worker.

(b) The annual holiday to be granted to casual or part-time workers shall be apportioned on a *pro rata* basis of three weeks' annual holiday for full-time workers.

(c) The provisions of the Annual Holidays Act 1944 shall, subject to the provisions of this clause of this award, apply to workers covered by this award.

#### *Tournaments*

7. (a) *Golf Tournaments*—Greenkeepers who are required to do extra work in connection with provincial or inter-provincial or North or South Island championship tournaments shall receive a payment of 16s. 6d. per day extra for the day on which such extra work is performed, and £1 5s. per day extra when required to do extra work in connection with national championship tournaments for the day on which such extra work is performed.

(b) *Tennis Tournaments*—Greenkeepers who are required to do extra work in connection with open championship tournaments shall receive a payment of 16s. 6d. per day extra for the day on which such extra work is performed, and greenkeepers who are required to do extra work in connection with New Zealand national championships shall receive £1 5s. per day extra for the day on which such extra work is performed.

#### *Youths*

8. Youths may be employed by an agreement between the union and the employer concerned at not less than the following rates of pay:

						Per Week
						£ s. d.
First six months	.....	.....	.....	.....	.....	7 7 6
Second six months	.....	.....	.....	.....	.....	8 0 0
Third six months	.....	.....	.....	.....	.....	8 15 0
Fourth six months	.....	.....	.....	.....	.....	9 10 0
Fifth six months	.....	.....	.....	.....	.....	10 12 6
Sixth six months	.....	.....	.....	.....	.....	11 12 6

Thereafter, or on attaining the age of 20 years, adult rates.

On passing first Greenkeepers Examination—5s. 6d. per week extra.

On passing second Greenkeepers Examination a further 5s. 6d. per week extra.

The proportion shall not exceed one youth (trainee) to each greenkeeper on adult rates.

#### *Duties*

9. The duties of greenkeepers shall be the maintenance and care and development of the courses, greens, and/or courts, and other property of the employer.

#### *Payment of Wages*

10. (a) All wages due shall be paid weekly or fortnightly in cash on the job during working hours on a regular pay day, not being later than Thursday.

(b) There shall be handed into the keeping of the worker each pay day written details of the wage makeup.

(c) In the event of any of the holidays enumerated in subclause (a) of clause 5 hereof being observed on a Friday then the wages for that week shall be paid not later than the Wednesday.

#### *General Conditions*

11. (a) The employer shall supply where necessary one pair of gumboots and an oilskin for workers required to work in wet weather, such articles to remain the property of the employer. Where it is necessary for a worker to wear gumboots he shall be paid 2d. per hour additional with a minimum of 1s. per day.

(b) Workers using gang mowers or engaged on duties where getting wet is otherwise unavoidable shall be provided with additional necessary protective clothing, including waterproof trousers.

(c) Reasonable facilities shall be provided for ablution, changing and drying clothes and having meals, and means for providing boiling water shall be made available. No tools, etc. shall be stored in the accommodation provided.

(d) Ten minutes smoko shall be allowed by the employer morning and afternoon, without deduction from pay.

(e) On every job a modern dust proof first-aid emergency case, fully equipped, shall be kept by the employer in a position convenient and accessible to workers.

#### *Terms of Employment*

12. (a) Not less than one week's notice on either side shall terminate the employment of weekly workers: Provided that this shall not prevent any worker from being dismissed for misconduct.

(b) Notice of termination of employment shall not be given during the annual holiday period.

#### *Unqualified Preference*

13. (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*

14. (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 a 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.

*Disputes*

15. 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 hereby provided that if any dispute or difference shall arise between the parties bound by this award as to any matter whatsoever arising out of or connected therewith, or in connection with any matter affecting the employment of any workers bound by this award but not specifically dealt with in the award, every such dispute or difference shall be referred to a committee composed of two representatives of the employers and two representatives of the union, 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 of Arbitration 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.

*Application of Award*

16. 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 district to which this award relates.

*Scope of Award*

17. This award shall operate throughout the Canterbury Industrial District.

*Term of Award*

18. 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 first day of the pay period commencing on or after the 3rd day of May 1965, 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 1967.

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 20th day of July 1965.

[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 13 in the award in the form in which it was agreed upon in the Council of Conciliation.

A. P. BLAIR, Judge.