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**NORTHLAND, THAMES, TAURANGA, BAY OF PLENTY, OPOTIKI, TAUMARUNUI,
WAIAPU HOSPITAL BOARDS' CLERICAL AND OTHER WORKERS'—INDUSTRIAL
AGREEMENT**

THIS industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 18th day of October 1965 between the Northland, Thames, Tauranga, Bay of Plenty, Opotiki, Taumarunui, Waiapu Hospital Boards and the Auckland Provincial District Local Authorities' Officers Industrial Union of Workers. Whereby it is mutually agreed by and between the said parties that the industrial agreement made between the parties on the 1st day of July 1965, shall be and is hereby varied in the manner following:

(i) That clause 1 be deleted and the following inserted:

This agreement shall apply to all clerical officers described in clause 2 hereof, but such officers shall not include:

(a) Chief or sole executive officer.

(b) Male officers in receipt of a salary of more than £1,620 per annum (exclusive of the effect of any payment under clauses 6 and 20).

(c) Male officers in the employ of the Northland and Tauranga Hospital Boards in receipt of more than £1,720 per annum (exclusive of the effect of any payment under clauses 6 and 20).

(d) Female officers in receipt of a salary of more than £1,250 per annum (exclusive of the effect of any payment under clauses 6 and 20).

(e) Part time employees if they work less than 50 per cent of the hours normally worked by workers covered by this agreement.

(ii) That clause 3 (a) be deleted and the following inserted:

Except where otherwise specified, the minimum salaries payable to all male officers shall be in accordance with the following scale:

(a) *Administrative:*

Grade 1:	Rate per Annum £
First year	425
Second year	492
Third year	560
Fourth year	632
Fifth year	706
Sixth year	781
Seventh year	838
Eighth year	918
Ninth year	961
Tenth year	982
Eleventh year	1,023
Twelfth year	1,059
Thirteenth year	1,084
Fourteenth year	1,100

Males with School Certificate commence at second year of scale.

Males with University Entrance or Endorsed School Certificate commence at third year of scale.

For the purposes of the above scale, the difference between the respective amounts shall be deemed to be annual increments.

The employer may engage a worker at any stated scale amount being not less than the amount to which the worker is entitled, provided that such commencing rate shall be increased by the increments for subsequent service as set out herein.

Grade 2 (male officers):

Maximum salary per annum—

Northland and Tauranga Hospital Boards, £1,720 per annum.

Other hospital boards party to this agreement, £1,620 per annum.

Officers may be promoted to Grade 2 if in the opinion of the board some advancement beyond the specified steps of the general scale is justified on the basis of merit, proficiency, service, responsibility and the nature of the duties performed.

The commencing salary within this grade and subsequent increments if any shall be at the discretion of the board. Each year, the salaries of this grade shall be reviewed.

(iii) That clause 3 (b) be deleted and the following clause inserted:

(b) *General Clerical*—(1) It is provided that the salary of positions designated for the male officers enumerated below shall be in accordance with the scale in subclause (a) hereof but shall not proceed beyond that shown for the eleventh year of service, viz: £1,023 per annum.

Telephone Clerks and Attendants—(2) It is provided that the salary of positions designated for male officers under the hospital boards enumerated below shall not proceed beyond that shown for the twelfth year of service, viz: £1,059 per annum.

Opotiki Hospital Board: Male clerk-storekeeper.

Waiapu Hospital Board: Male clerk-storekeeper.

(iv) That clause 3 (c) be deleted and the following inserted:

(c) *Salaries for Female Clerks and Other Female Officers:*

Grade 1:		Rate per Annum
		£
First year	.....	425
*Second year	.....	492
†Third year	.....	560
Fourth year	.....	632
Fifth year	.....	706
Sixth year	.....	781
Seventh year	.....	838
Eighth year	.....	883

*Entrants with Junior Government Shorthand-typing Examination or School Certificate commence at this salary.

†Entrants with Senior Government Shorthand-Typing Examination, University Entrance or Endorsed School Certificate commence at this salary.

For the purpose of the above scales, the difference between the respective amounts shall be deemed to be annual increments.

The employer may engage a worker at any stated scale amount being not less than the amount to which the worker is entitled provided that such commencing rate shall be increased by the increments for subsequent service as set out herein.

Grade 2 (female officers):

Maximum salary per annum, £1,250 per annum.

Officers may be promoted to Grade 2 if in the opinion of the board some advancement beyond the specified steps of the general scale is justified on the basis of merit, proficiency, service, responsibility and the nature of the duties performed.

The commencing salary within this grade and subsequent increments if any shall be at the discretion of the board. Each year, the salaries of this grade shall be reviewed.

(v) That clause 3 (d) be deleted and the following inserted:

(d) *Exemptions*—It is provided that the salary for females substantially employed in the exchange and inquiry office shall not proceed beyond that shown for the seventh year of service – viz: £838 per annum.

(vi) That clause 6 (b) be deleted and the following inserted:

The total overtime and penal rate payments in respect of any year, plus the salary for that year shall not exceed £1,545.

(vii) That the amendments provided for in the above clauses shall be deemed to come into force on the 26th day of August 1964.

Signed on behalf of the Northland, Thames, Tauranga, Bay of Plenty, Opotiki, Tamarunui, and Waiapu Hospital Boards:

A. G. WILSON, Assessor.
A. J. REGAN, Assessor.

Signed on behalf of the Auckland Provincial District Local Authorities Officers Industrial Union of Workers:

J. B. DAVY, Secretary.