
OTAGO AND SOUTHLAND HOSPITAL BOARDS' LAUNDRY WORKERS—AWARD

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Otago and Southland Laundry Employees Industrial Union of Workers (hereinafter called “the union”) and the undermentioned boards (hereinafter called “the employers”):

Otago Hospital Board, Dunedin.
South Otago Hospital Board, Balclutha.
Southland Hospital Board, Invercargill.
Waitaki Hospital Board, Oamaru.

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 27th day of April 1965.

[L.S.]

A. P. BLAIR, Judge.

SCHEDULE

Industry to Which Award Applies

1. This award shall apply to laundry workers employed by the Waitaki, the Otago, the South Otago, and the Southland Hospital Boards up to the point when the goods laundered are ready for distribution from the laundry.

Hours of Work

2. The ordinary hours of work shall be 40 per week, and shall be worked not more than eight per day between the hours of 7.30 a.m. and 5 p.m. on the five days of the week, Monday to Friday inclusive; provided that these hours may be varied by agreement between the union and the employer.

Overtime

3. Any time worked outside or in excess of the hours set out in clauses 2 and 4 of this award shall be calculated daily and shall be paid at the rate of time and a half for the first three hours and at double time thereafter. All overtime work done up to half an hour shall be deemed to be half an hour for the purpose of computing overtime payable, and all work exceeding half an hour and up to one hour shall count as one hour in the computation of overtime. Workers called upon to work overtime after the evening meal hour shall be paid for a minimum of two hours at overtime rates.

Shift Work

4. (a) Upon agreement with the secretary of the union that the working of shifts is necessary, the following conditions shall apply: Two shifts shall be worked daily, one from 7 a.m. to 3 p.m. and the other from 3 p.m. to 11 p.m.

(b) When shifts are being worked each worker shall, in addition to the wages prescribed by this award, be paid the sum of 5s. 6d. per shift for each shift worked.

Holidays

5. (a) The following days shall be recognised as paid holidays: New Year's Day, the day following New Year's Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Christmas Day, Boxing Day, the birthday of the reigning Sovereign, and Anniversary Day or a day in lieu thereof.

(b) In the event of a holiday, other than Anzac Day, falling on a Saturday or a Sunday, such holidays shall be observed on the succeeding Monday, and in the event of another holiday falling on such Monday, such other holiday shall be observed on the succeeding Tuesday.

(c) For work performed on any of the above holidays, on Sundays, or after midday on Saturdays, double ordinary rates shall be paid.

(d) Holidays shall be allowed in accordance with the provisions of the Annual Holidays Act 1944.

(e) Workers employed for a period of 10 years or more with the same employer shall be entitled to an annual holiday of three weeks.

Wages

6. (a) The following shall be the minimum weekly rates for male workers:

	Per Week		
	£	s.	d.
Under 17 years of age	12	10	0
Other male workers	14	1	8
Washmen	14	18	4
Hydro men	14	15	0

(b) The following shall be the minimum weekly rates for female workers:

	Per Week		
	£	s.	d.
Under 17 years of age	8	3	4
Other female workers	10	0	0

(c) Hand ironers and press hands shall be paid 8s. in addition to the foregoing rates for any week or part of a week so employed.

(d) Sorters and packers (male or female) shall receive 8s. per week above the foregoing rates.

(e) (i) A leading hand shall be paid 16s. per week in addition to the wages to which he or she is entitled under subclauses (a) or (b) of this clause.

A "leading hand" for the purposes of this award is a worker who is designated as such and given additional responsibility but is not necessarily in charge of his or her department.

(ii) Foremen and forewomen, in addition to the rates of wages set out above, shall be paid a further sum of £1 12s. per week in excess of the rate received by the highest paid worker.

(f) Females shall not be employed on washing machines at less than the rates for adult male workers.

(g) The provisions of subclauses (c) and (d) of this clause shall not be cumulative.

(h) Casual workers employed for less than a week shall be paid one-third more than weekly rates.

(i) Where workers have to handle materials which are recognised as septic, contagious, or unduly foul in character, the rates of wages for such work shall be increased by 16s. 8d. per week, while such materials are being handled.

(j) Any worker required to do any dry cleaning or fumigating shall be paid 1s. 6d. per day extra while so employed.

Payment of Wages

7. (a) The present practices in respect of the payment of wages shall continue.
 (b) No deduction shall be made from the wages of any worker except for time lost through the worker's sickness, accident, or default.

Termination of Employment

8. One week's notice of the termination of employment shall be given by the employer or the worker; but this shall not prevent the summary dismissal of the worker for misconduct.

Proportion of Juniors

9. The proportion of female workers under 18 years of age shall be not more than one to each three or fraction of the first three female workers over 18 years of age.
 Junior male workers - i.e., a male worker receiving less than adult rates - shall be employed in the proportion of not more than one to every three or fraction of the first three adult male workers.

Sick Leave

10. After six months' continuous service with the same employer a worker shall be entitled to sick leave on pay in accordance with the following schedule:

Length of Service	Total Period of Sick Leave Over Whole Length of Service
Over 6 months and up to 1 year	2 weeks.
Over 1 year and up to 2 years	4 weeks inclusive of days previously allowed.
Over 2 years and up to 3 years	6 weeks inclusive of days previously allowed.
Over 3 years and up to 4 years	8 weeks inclusive of days previously allowed.
Over 4 years and up to 5 years	10 weeks inclusive of days previously allowed.
Over 5 years and up to 6 years	12 weeks inclusive of days previously allowed.
Over 6 years and up to 7 years	14 weeks inclusive of days previously allowed.
Over 7 years and up to 8 years	16 weeks inclusive of days previously allowed.
Over 8 years and up to 9 years	18 weeks inclusive of days previously allowed.
Over 9 years and up to 10 years	20 weeks inclusive of days previously allowed.
Over 10 years and up to 11 years	22 weeks inclusive of days previously allowed.
Over 11 years and up to 12 years	24 weeks inclusive of days previously allowed.
Over 12 years	26 weeks inclusive of days previously allowed.

The employer may require a medical certificate as proof of illness in all cases but a medical certificate must be produced if the period of sickness extends beyond three working days.

Where a cleaning contractor takes over the employment of staff from a hospital board or from another cleaning contractor without interruption in the continuity of work, continuous service with that board or other cleaning contractor shall,

for the purpose of this clause, be deemed to have been service with the contractors: Provided that the board shall be liable for sick leave accumulated prior to the transfer.

General Conditions

11. (a) No person under the age of 15 years shall be employed upon a machine.

(b) No worker shall be employed for more than four and a quarter hours without an interval for a meal.

(c) Workers required to work overtime after 5.30 p.m. or after 1 p.m. on a Saturday or a holiday shall be paid 5s. 6d. meal money or shall be supplied with a meal at the option of the employer.

(d) If a worker is notified that overtime shall be worked on the following day and overtime is not worked, the employer shall pay 5s. 6d. meal money.

(e) Where any worker is in receipt of a higher rate of wages than that prescribed by this award, such rates shall not be reduced so long as the worker continues in the same job.

(f) A "foreman" or "forewoman" is a worker who is responsible for the work of the department or is in charge of three or more hands.

(g) A restroom shall be provided for female workers.

(h) Gumboots or clogs and aprons shall be provided where necessary.

(i) A satisfactory dining room shall be provided.

(j) With regard to morning tea and smoko, the existing conditions in each establishment shall be continued.

(k) Workers shall not be employed on the receiving end of a mangle for more than two hours continuously, and shall not be again employed on such work until after a further two hours have elapsed.

(l) Rubber gloves shall be provided for workers handling foul linen or foul clothing prior to washing or dry cleaning.

Matters Not Provided For

12. Any dispute in connection with any matter not provided for in this award shall be settled between the particular employer concerned and the secretary or president of the union, and in default of any agreement being arrived at, then such dispute shall be referred to the local Conciliation Commissioner, who may either decide the same or refer the matter to the Court. Either party, if dissatisfied with the decision of the Commissioner, may appeal to the Court upon giving written notice of such appeal to the other party within 14 days after such decision shall have been communicated to the party desiring to appeal.

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 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.

Right of Entry

15. The secretary or other authorised officer of the union of workers shall, with the consent of the employer (which consent shall not be unreasonably withheld), be entitled to enter at all reasonable times upon the premises or works and there interview any workers, but not so as to interfere unreasonably with the employer's business.

Scope of Award

16. This award shall apply only to the parties named herein.

Term of Award

17. 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 in each establishment commencing on or after the 15th day of March 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 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 27th day of April 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.