

TARANAKI, WELLINGTON, MARLBOROUGH, NELSON, AND WESTLAND
HOSPITAL BOARDS' CLERICAL WORKERS—AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand, Taranaki, Wellington, Marlborough, Nelson, and Westland Industrial Districts—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of the Taranaki, Wellington, Marlborough, Nelson, and Westland Hospital Boards' Clerical Workers Award, dated the 23rd day of May 1966, and recorded in 66 Book of Awards.

UPON reading the joint application made on behalf of the original parties to the Taranaki, Wellington, Marlborough, Nelson and Westland Hospital Boards' Clerical Workers Award, dated the 23rd day of May 1966; and upon being satisfied that all the original parties are desirous that the award should be reviewed by it, the Court, in pursuance and exercise of the powers vested in it by section 162 (1) (b) of the Industrial Conciliation and Arbitration Act 1954, and with the consent of the said original parties, doth hereby order as follows:

1. That the said award shall be amended in the manner following:

(1) By deleting clause 1 and substituting therefor the following clause:

“Application

1. This award shall apply to all clerical officers described in clause 2 of this award, but such officers shall not include:

- (i) Chief or sole executive officer.
- (ii) Male officers in receipt of a salary of more than £1,785 per annum (exclusive of any payment under subclause (q) of clause 3 of this award).
- (iii) Male officers in the employ of the Wellington Hospital Board in receipt of a salary of more than £2,115 per annum (exclusive of any payment under subclause (q) of clause 3 of this award).
- (iv) Female officers in receipt of a salary of more than £1,470 per annum (exclusive of any payment under subclause (q) of clause 3 of this award).”

(2) By deleting subclause (a), (b), (c), (d), and (e) of clause 3 (Rates and Conditions of Pay) and substituting therefor the following subclauses:

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

<i>Grade I</i>	Per Annum £
First year	395
Second year	460
Third year	520
Fourth year	595
Fifth year	675
Sixth year	745
Seventh year	815
Eighth year	880
Ninth year	930
Tenth year	1,010
Eleventh year	1,055
Twelfth year	1,115
Thirteenth year	1,155

Males with School Certificate commence at third year of scale.

Males with University Entrance commence at fourth year of scale.

In the event of either of these qualifications being obtained after commencement of service the appropriate rate as prescribed above shall be paid.

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."

"(b) *Exceptions*—It is provided, however, 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., £1,115 per annum unless the board otherwise determines.

Wellington Hospital Board—

Male telephone operators.

Clerk-storekeepers.

Any officer in receipt of a retiring allowance from any superannuation fund.

Palmerston North Hospital Board—

Male telephone clerks and attendants.

Clerk-storekeepers.

Any officer in receipt of a retiring allowance from any superannuation fund.

Wairarapa Hospital Board—

Male telephone attendants.

Inquiry office clerks.

Any officer in receipt of a retiring allowance from any superannuation fund.

Wanganui Hospital Board—

Male telephone attendants.

Hawke's Bay Hospital Board—

Male telephone operators.

Clerk-storekeeper (Hastings Memorial Hospital).

Nelson Hospital Board and Marlborough Hospital Board—

Male telephone attendants.

Inquiry office clerks.

Clerk-storekeepers.

Any officer in receipt of a retiring allowance from any superannuation fund.

Taranaki Hospital Board—

Male telephone attendants."

"(c) (i) *Male Officers—Grade II*: An officer may be promoted to Grade II if in the opinion of the board some advancement beyond the specified steps of Grade I scale is justified on the basis of merit, proficiency, service, responsibility, and the nature of the duties performed. The minimum salary shall be £1,210 and the maximum £1,675 per annum. In the event of the board granting an additional increment such increment shall be to one of the steps in the scale following:

£	£
1,210	1,470
1,260	1,520
1,315	1,570
1,365	1,620
1,420	1,675

(ii) *Male Officers—Grade Special*: A board may promote officers to Grade Special. Only those officers who, in the opinion of the board, possess exceptional personal qualifications and ability and who are already being paid the maximum salary for Grade II shall be eligible for promotion to Grade Special. The minimum salary for this grade shall be £1,730 and the maximum £1,785 per annum.

In the event of the board promoting an officer to this grade the salary increment granted shall be to one of the steps in the scale following:

£
1,730
1,785

Provided that, in the case of the Wellington Hospital Board, the maximum salary shall be £2,115 per annum and the following salary scale shall apply:

£	£
1,730	1,950
1,785	2,005
1,840	2,060
1,895	2,115

(iii) Male officers who on the coming into force of this award are graded Grade II or Grade Special shall be paid an additional sum being not less than £30 per annum on the rates being paid to them immediately prior to that date.

(iv) It is provided that the coming into force of this award shall not necessarily require that the salaries of officers already in Grade II or Grade Special shall be immediately adjusted to the rates specified in paragraphs (i) and (ii) of this subclause and further, that promotion to any of the steps shown shall be at the discretion of the board."

"(d) *Salaries for Female Clerks, and Other Female Officers—*

<i>Grade I</i>				Per Annum
				£
First year .....	.....	.....	.....	395
Second year .....	.....	.....	.....	460
Third year .....	.....	.....	.....	520
Fourth year .....	.....	.....	.....	595
Fifth year .....	.....	.....	.....	675
Sixth year .....	.....	.....	.....	745
Seventh year .....	.....	.....	.....	815
Eighth year .....	.....	.....	.....	880

Entrants with Junior Government Shorthand-typing Examination or School Certificate commence at third year of scale.

Entrants with Senior Government Shorthand-typing Examination or University Entrance Examination commence at fourth year of scale.

In the event of any of these qualifications being obtained after commencement of service the appropriate rate as prescribed above shall be paid.

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."

"(e) (i) *Female Officers—Grade II*: An officer may be promoted to Grade II if, in the opinion of the board some advancement beyond the specified steps of Grade I scale is justified on the basis of merit, proficiency, service, responsibility and the nature of the duties performed. The minimum salary shall be £920 and the maximum £1,155 per annum.

In the event of the board granting an additional increment such increment shall be to one of the steps in the scale following:

Clerks, etc.	Shorthand/Typists, Typists, Machine Operators
£	£
920	930
965	990
1,010	1,025
1,055	1,055
1,100	1,100
1,155	1,155

(ii) *Female Officers—Grade Special*: A board may promote officers to Grade Special. Only those officers who, in the opinion of the Board, possess exceptional personal qualifications and ability and who are already being paid the maximum salary for Grade II shall be eligible for promotion to Grade Special. The minimum salary for this grade shall be £1,210 and the maximum £1,470 per annum.

In the event of the board granting an additional increment such increment shall be to one of the steps in the scale following:

£	£
1,210	1,365
1,260	1,420
1,315	1,470

(iii) Female officers, who on the coming into force of this award are graded Grade II or Grade Special shall be paid an additional sum being not less than £25 per annum on the rates being paid to them immediately prior to that date.

(iv) It is provided that the coming into force of this award shall not necessarily require that the salaries of officers already in Grade II or Grade Special shall be immediately adjusted to the rates specified in paragraphs (i) and (ii) of this subclause and further that promotion to any of the steps shown shall be at the discretion of the board."

(3) By deleting subclause (g) of clause 6 (Overtime) and substituting therefor the following subclause:

"(g) The payment of overtime shall not in any case exceed an amount which, together with the basic or grade or classified annual salary, equal the sum of £1,620 per annum."

2. That this order shall be deemed to have taken effect on the 31st day of January 1966.

Dated this 14th day of July 1966.

[L.S.]

A. P. BLAIR, Judge.