

**NELSON COLLEGE COUNCIL OF GOVERNORS EMPLOYEES—VARIATION  
OF INDUSTRIAL AGREEMENT**

AMENDMENT to the industrial agreement above, pursuant to the Industrial Conciliation and Arbitration Act 1954, dated this 28th day of April 1966 between the Nelson College Council of Governors (hereinafter referred to as "the employer") of the one part and the Nelson Hotel, Hospital, Restaurant and Related Trades Employees Industrial Union of Workers (hereinafter referred to as "the Union") of the other part, wherein it was mutually agreed by and between the parties as set out below.

That the Nelson College Council of Governors Employees Industrial Agreement dated this 27th day of June 1962 and numbered 40 in the Book of Awards be amended as set out hereunder:

*Saturday and Sunday Pay*

4. (a) When a worker is required to perform work on any Saturday he shall in addition to his ordinary rate of pay, be paid for the time worked on such Saturday at not less than 25 per cent of the ordinary rate.

(b) When a worker is required to perform work on any Sunday, he shall, in addition to his ordinary rate of pay, be paid for the time worked on such Sunday at not less than the ordinary rate.

*Wages*

8. (a) *Cooks and Kitchen Hands*—The following are the minimum weekly wages:

	Female Rate			Male Rate		
	Per Week			Per Week		
	£	s.	d.	£	s.	d.
<i>Nelson College</i>						
First Cook .....	15	4	2	16	18	9
Second Cook .....	14	7	11	15	12	10
Kitchen Assistants .....	10	18	5	14	15	8
<i>Nelson College for Girls</i>						
First Cook .....	14	8	9	16	5	3
Second Cook .....	13	11	8	15	11	3
Kitchen Assistants .....	10	18	5	14	15	8

(b) *Female Workers*—

(i) In respect of females employed as waitresses, pantrymaids, seamstresses, linen maids, cleaners and other female domestics other than kitchen maids: Wages £10 8s. 4d. per week.

Provided that the minimum rate for female workers under the age of 17, other than cooks and kitchen maids shall be £1 6s. 6d. per week less than the rate prescribed above.

(ii) Head waitress, where five to nine waitresses are employed, 8s. 2d. per week extra.

(c) Caretakers and cleaners not otherwise covered in sub-clauses 8(a) and (b) are to be paid at the rate settled from time to time by the Department of Education for payment of caretakers and cleaners employed as full or part-time caretakers and cleaners by the Board.

*Casual and Part-time Labour*

9. (a) All workers employed by the day in a casual capacity shall be paid at the rate of ordinary time plus 20 per cent of the wages applicable to the particular position he or she is engaged to work upon, casual labour being defined as any period of employment of less than five consecutive days.

(b) Part-time workers except caretakers and cleaners shall be paid the following rates:

				Per Hour	
				s.	d.
Kitchen workers	.....	.....	.....	6	0
Other workers	.....	.....	.....	5	10

(c) For work on Saturdays, Sundays and any of the holidays prescribed in clause 6 of this award the rates prescribed in subclauses (a) and (b) of this clause shall be amended so that a casual or part-time worker shall be paid at the same hourly rate as a full-time worker employed on such days in the same capacity.

(d) The employer shall collect all current union fees on behalf of the appropriate union from all workers employed under this clause.

#### *Board and Lodging*

10. (a) Board and Lodging provided for any worker shall be valued for the purpose of this award at £2 7s. 6d. per week. Workers living out may arrange with the employer to be provided with meals while on duty at a cost of 3s. per meal.

Whilst it is not obligatory on the employer to supply meals, workers employed on Sundays or statutory holidays may arrange with the employer to be provided with meals while on duty on these days at the rate prescribed.

The abovementioned amounts which may be deducted for meals, or for board and lodgings, shall be deemed to be varied to the extent that the rates of remuneration are varied by general orders made in future from time to time by the Court of Arbitration.

(b) Suitable facilities for changing shall be provided for non-resident staff, such facilities to include hand-basins with running hot and cold water, and clean towels or other suitable drying facilities, and the staff shall be required to use the same.

(c) Where resident staff are employed, the employer shall provide suitable laundry facilities to enable them to launder their own personal wearing apparel.

(d) Suitable sitting-room accommodation, properly heated, lighted and ventilated, shall be provided for resident staff, and no restrictions on their off-duty hours shall be imposed.

#### *Terms of Agreement*

21. This agreement in so far as wages and special payments are concerned shall be deemed to have come into force on the 1st February 1966 and so far as all other conditions of the agreement are concerned shall come into force on the day of the date hereof: and this agreement with all its amendments shall continue in force until either party through their representatives serve notice that a new agreement is desired within the limits specified in part five Section 103 (3) of the Industrial Conciliation and Arbitration Act 1954.

In witness whereof the parties hereto have executed these presents this 28th day of April 1966.

For and on behalf of Nelson College Council of Governors—

BEATRICE DUNCAN, Governor.

KEITH E. KNAPP, Governor.

A. D. FOUNTAIN, Secretary.

Witness to the above signatures:

For and on behalf of the Nelson Hotel, Hospital, Restaurant and Related Trades Employees Industrial Union of Workers—

V. FORBES, President.

E. PEARCE, Secretary.

Witness to the above Signatures: P. MERRITT.