

NORTH AND SOUTH CANTERBURY HOSPITAL BOARDS CLERICAL EMPLOYEES'
—VARIATION OF INDUSTRIAL AGREEMENT

By this industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 15th day of August 1967, between the North Canterbury Hospital Board and the South Canterbury Hospital Board (hereinafter called the "board") of the one part and the Canterbury Clerks', Cashiers' and Office Employees Industrial Union of Workers (hereinafter called the "union") of the other part, it is mutually agreed that the industrial agreement made between the said parties on 9th day of November 1966 shall be and is hereby varied in the manner following, that is to say:

By deleting clause 4—Wages—and substituting the following:

4. The following shall be the minimum salaries payable to all employees specified in the following clauses:

(a) *Male Officers*—

General Scale—	Per Annum \$
First year	840
Second year	980
Third year	1,100
Fourth year	1,260
Fifth year	1,430
Sixth year	1,580
Seventh year	1,730
Eighth year	1,870
Ninth year	1,970
Tenth year	2,140
Eleventh year	2,230
Twelfth year	2,360
Thirteenth year	2,436
Fourteenth year	2,492

The salary of a male officer commencing with, or subsequently obtaining School Certificate shall be computed as if his service for the purpose of this agreement had commenced at the third year of the scale. With University Entrance, at the

fourth year of the scale; and with Higher School Leaving Certificate at the fifth year of the scale. Provided, however, that no officer shall be employed as an accountant or chief clerk at a lower salary than the maximum of Grade 3.

(b) *Lodging Allowance* (male employees) for the first and second years if living away from home:

	Per Annum \$
If on first year salary of \$840	112
If on the second year salary of \$980	72

(c) *Higher Positions for Male Staff*—Officers may be promoted to higher positions if in the opinion of the board some advancement beyond the specified steps of the general scale is justified by the responsibilities undertaken. This advancement may be made within any of the following grades:

	Per Annum \$
Grade 3—Maximum salary per annum	2,740
Grade 2—Maximum salary per annum	3,376
Grade 1—Maximum salary per annum	3,770
Grade Special—Maximum salary per annum	4,040

In each case the actual salary scale and increments shall be determined by the board in accordance with its scheme of classification and the personal merits of the officer; provided that the salaries of all graded positions in force at the date of commencement of this agreement shall be increased without further re-classification in accordance with a scale to be agreed upon by the employer and the union.

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

General Scale—	Per Annum \$
First year	840
Second year	980
Third year	1,100
Fourth year	1,260
Fifth year	1,430
Sixth year	1,580
Seventh year	1,730
Eighth year	1,870

The salary of a female officer commencing with, or subsequently obtaining Junior Government Shorthand Typing Examination shall be computed as if her service for the purpose of this agreement had commenced at the second year of the scale. With School Certificate or Senior Government Shorthand Typing Examination, at the third year of the scale. With University Entrance Examination at the fourth year of the scale and with Higher School Leaving Certificate, at the fifth year of the scale. Females up to the eighth year substantially employed as shorthand typists shall be paid an additional \$1 per week.

Lodging allowance for first and second years if living away from home:

	Per Annum \$
If on first year salary of \$840	112
If on second year salary of \$980	72

(e) *Higher Positions for Female Staff*—Officers may be promoted to higher positions if in the opinion of the board some advancement beyond the specified steps of the general scale is justified by the responsibilities undertaken. This advancement may be made within any of the following grades:

	\$
Grade 2—Maximum salary per annum	2,348
Grade 1—Maximum salary per annum	2,940

In each case the actual salary scale and increments shall be determined by the board in accordance with its scheme of classification and the personal merits of the officer; provided that the salaries of all graded positions in force at the date of commencement of this agreement shall be increased without further re-classification in accordance with a scale to be agreed upon by the employer and the union.

(f) For the purpose of qualifications under the foregoing general scales for males and females, experience in any employment of a similar character to that covered by this agreement, shall be counted as if it were experience in employment covered by this agreement.

(g) All salaries shall be reviewed by the employer annually.

(h) Should any question or dispute arise in connection with grading, the matter shall be dealt with in accordance with the provisions of clause 21.

(i) Females substantially engaged on the following machines shall be paid not less than \$1.15 per week in addition to the above rates:

1. Accounting and book-keeping machines, posting and analysis machines, if fitted with vertical and cross adding registers.
2. Calculating machines, key-driven, for which the operators must have special training, as distinct from crank-driven or rotary type calculating machines which do not require specialised operators.
3. Invoicing machines fitted with adding registers and where any part of the keyboard is electrically operated and controlled or fitted with vertical and cross-adding registers.

Provided, that for a female substantially engaged on a pay roll machine, the additional payment shall be \$2 per week.

(j) A worker who substantially acts as a cashier or pay clerk, and not holding a graded position, shall be paid 67 cents per week, in addition to the rate to which such worker is entitled under subclause (a) and (d) hereof.

(NOTE—Attention is drawn to the fact that this agreement is to be read subject to the provisions of the Minimum Wage Act 1945.)

(k) The rates of remuneration provided under this agreement shall be adjusted in accordance with any determinations made by the State Services Commission in respect of the Professional and Clerical Divisions in terms of section 42 of the State Services Act 1962. Accordingly on the making of any order of the Court in terms of regulation 3 of the Economic Stabilisation Regulations 1953 the parties to this award will make joint applications to the Court for exemption of the workers covered by this agreement from such order in the manner prescribed in regulation 4 of these regulations.

And by deleting clause 6 (f)—Overtime—and substituting the following:

(f) The total overtime payment in respect of any year shall be restricted to an amount which, when added to the salary for that year, does not exceed \$3,030.

Provided, that where an officer's salary is such that the addition of overtime increases his total earnings in any one year in excess of \$3,030 he may receive overtime up to a maximum of 10 percent of his salary.

Provided further that in no case shall his total earnings when increased by overtime exceed \$3,640.

This provision shall be deemed to have come into force on the 14th day of September 1966.

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In witness whereof the parties hereto have executed these presents the day and year first above written.

Signed on behalf of North Canterbury Hospital Board:

H. O. HILLS, Member.
J. G. LAURENSEN, Secretary.

Signed on behalf of South Canterbury Hospital Board:

C. M. TALBOT, Chairman.
J. M. HEALEY, Secretary.

Signed on behalf of Canterbury Clerks' Cashiers' and Office Employees' Industrial Union of Workers:

E. C. STREET, President.
E. C. BLACKER, Secretary.
