RESERVE BANK OF NEW ZEALAND OFFICERS'–INDUSTRIAL AGREEMENT

This Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 13th day of December 1968 between the Reserve Bank of New Zealand, hereinafter referred to as "the Bank" and the Reserve Bank of New Zealand Officers in the Districts of Canterbury, Wellington and Northern Industrial Union of Workers, hereinafter referred to as "the Union".

1. This agreement shall apply to all permanent male and female staff of the Bank.

2. The minimum salaries payable by the Bank to the non-executive male members of the Union shall be on the following scale:-

	Salary Per Annum $
1st year	1,173
2nd year	1,370
3rd year	1,513
4th year	1,653
5th year	1,812
6th year	1,984
7th year	2,130
8th year	2,292
9th year	2,438
10th year	2,562
11th year	2,686
12th year	2,808
13th year	2,906
14th year	2,981
15th year	3,055
16th year	3,129
17th year	3,201
18th year	3,275

*Note:
Pursuant to a General Order made by the Court of Arbitration on 5th August 1968 all the abovementioned rates of remuneration are increased from 19th August 1968 by 5 per cent, excluding remuneration in excess of $40 in each week in the case of adult males, $30 in each week in the case of adult females and $25 in each week in the case of officers under 21 years of age.

Provided that the Bank may, taking into account the quality of the work being performed by any member of the Union and any other relevant matter place a bar to further salary increases by that member at the 12th step of the scale, i.e. $2,808, provided further that should any such member be held at that bar, the Bank may at its absolute discretion give further increments to such officer, but such increments shall not confer any right to receive automatically further increases on the scale. Such member shall have the right of appeal to a committee consisting of two members nominated by the Bank and two members nominated by the Union, presided over by an independent chairman agreed on by both parties. The decision of the committee shall be final.

3. The minimum salaries payable by the Bank to female members of the Union shall be the same as those specified on the scale in Clause 2 above up to and including the 7th step thereof.

Provided that female members who have been classified as "male officer equivalent" shall be included within the provisions of Clause 2 hereof on the same basis as males. For the purpose of this clause a "male officer equivalent" means a female officer who has been classified by the Bank as doing work equal to that of a male officer.

Provided further that the minimum salaries payable by the Bank to those female members of the Union which it classifies as typists and machinists shall be the same as those specified on the scale in Clause 2 hereof up to and including the 8th step, provided further

that the Bank may, taking into consideration the quality of the work being performed by any officer covered by this clause and any other relevant matter, place a bar to further salary increases to such officer at the 7th step of the scale.

4. Salaries paid to individual officers or classes of officers not covered by Clauses 2 and 3 above shall be agreed to in writing between the Bank and the Union from time to time and shall be deemed to form part of this agreement.

5. That any increase in remuneration granted under a General Wage Order made by the Court of Arbitration during the currency of this agreement shall be incorporated herein and the salary scale in Clause 2 hereof and salaries of officers covered by Clause 4 hereof amended to the extent of such order accordingly.

6. (a) Payment of salaries shall continue to be made according to existing arrangements.

(b) No worker shall have his salary reduced by reason of the coming into operation of this agreement.

(c) All existing conditions of service shall remain in force and in the event of any disagreement between the parties to this agreement as to what constitutes an existing condition of employment such disagreement shall be deemed to be a dispute and shall be settled in accordance with the provisions of Clause 7.

7. The essence of this agreement being that the work of the employer shall not on any account whatsoever be impeded, but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this agreement as to any matter whatsoever arising out of or connected therewith and not dealt with in this agreement or arising out of Clause 6 (c) of this agreement, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side together with an independent chairman to be mutually agreed upon/or, in default of agreement, to be appointed by the Conciliation Commissioner for the district. Either side shall have the right of appeal to the Court of Arbitration of New Zealand against a decision of any such committee upon giving to the other written notice of such appeal within fourteen days after the decision has been made known to the parties.

8. (a) Any adult person engaged or employed in any position or employment subject to this agreement by the employer bound by this agreement shall, if he is not already a member of the Reserve Bank of New Zealand Officers in the districts of Canterbury, Wellington and Northern Industrial Union of Workers bound by this agreement, within fourteen days become a member of such Union.

(b) Subject to sub-clause (a) hereof, every adult person so engaged or employed shall remain a member of the Union of Workers bound by this agreement so long as he continues in any position or employment subject to this agreement.

(c) Every worker obliged under sub-clause (a) hereof to become a member of the Union who fails to become a member, as required by that sub-clause, 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 the Union in accordance with sub-clause (b) hereof commits a breach of this agreement.

(d) The Bank as the employer bound by this agreement commits a breach of this agreement if it continues to employ any worker to whom sub-clauses (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 purpose of this clause "adult person" means a person of the age of 18 years or upwards.

9. This agreement shall operate throughout the Northern, Wellington and Canterbury Industrial Districts.

10. This agreement insofar as it relates to salaries shall be deemed to come into force on the first day of July, 1967, and so far as all other conditions of this agreement are concerned it shall come into force on the day of the date hereof and this agreement shall continue in force until the thirtieth day of June 1969.

In witness whereof this agreement has been executed the day and year first hereinbefore written.

The seal of the Reserve Bank of New Zealand was hereto affixed in the presence of:–

A. R. LOW
GOVERNOR

I. K. MARTIN
SECRETARY

The seal of the Reserve Bank of New Zealand Officers in the Districts of Canterbury, Wellington and Northern Industrial Union of Workers was hereto affixed in the presence of:-

C. J. ROBERTSON
PRESIDENT

P. L. MOODY
VICE PRESIDENT

A. TULLOCH
SECRETARY

NOTE–Attention is drawn to the following sections of the Industrial Conciliation and Arbitration Act 1954.

1. Section 103 (5) provides that notwithstanding the expiry of the term of the industrial agreement, it shall continue in force until superseded by another industrial agreement or by an award of the Court, except where the registration of an industrial union of workers bound by the agreement has been cancelled.

2. Section 181 (1) provides that every employer bound by an industrial agreement shall at all times keep in the prescribed form, or in such other form as may be approved by an Inspector of Awards, a record in English called the wages and time book.

Any information that may be required as to the form of the wages and time book may be obtained from the nearest office of the Department of Labour.

3. Section 182 provides that every employer bound by an industrial agreement shall keep a register, in the prescribed form, and shall enter in or attach to the register the prescribed particulars relating to every accident which occurs to any worker and of which he has knowledge.

Where an employer keeps a wages and time book or a register of accidents in accordance with section 30 of the Shops and Offices Act 1955 or section 15 or section 17 of the Factories Act 1946, he shall not be required to keep a wages and time book or a register of accidents under this Act in respect of the same matters.

4. Section 183 (1) provides that every employer bound by an industrial agreement shall at all times keep a printed or typewritten copy of the industrial agreement where it can be seen or made available to the workers employed by him. In the case of any factory or shop a printed or typewritten copy of the undustrial agreement shall be kept affixed in some conspicuous place at or near the entrance of the factory or shop in such a position as to be easily read by the workers employed therein.

It is an offence to make default in faithfully complying with the provisions of these sections of the Act.

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RESERVE BANK OF NEW ZEALAND OFFICERS' – AMENDMENT OF AGREEMENT

Dated 11/9/74

In the Industrial Commission of New Zealand – In the matter of the Industrial Relations Act 1973, the Equal Pay Act 1972, and the Wage Adjustment Regulations 1974; and in the matter of the Reserve Bank of New Zealand Officers Industrial Agreement, dated the 13th day of December 1968, and recorded in 68 Book of Awards 3246.

In pursuance and exercise of the powers conferred on it by section 4 (4) of the Equal Pay Act 1972: and upon application made in that behalf by the representatives of the parties to the Reserve Bank of New Zealand Officers Industrial Agreement, dated the 13th day of December 1968: and upon being satisfied that the application is for the purpose of giving effect to the provisions of that Act and is not inconsistent with the requirements of the Wage Adjustment Regulations 1974: the Commission doth hereby order as follows:

1. That the said industrial agreement shall be amended by deleting clauses 2 and 3 together with the provisos thereto and substituting therefor the following clause –

"2. That the minimum annual salaries payable by the Bank to the non-executive members of the union shall be on the following scales:

	Grade 7	Grade 6	Grade 5	Grade 4	Grade 3	Grade 2	Grade 1
	$	$	$	$	$	$	$
First year ..	2,250	2,620	2,910	5,300	5,900	6,500	7,100
Second year ..	2,600	2,910	3,240	5,600	6,200	6,800	7,400
Third year ..	2,900	3,240	3,560	5,900	6,500	7,100	7,700
Fourth year ..	3,200	3,560	3,880	6,200	6,800	7,400	
Fifth ..	3,500	3,880	4,210				
Sixth year ..	3,800	4,210	4,530				
Seventh year ..	4,100	4,430	4,850				
Eighth year ..	4,150	4,660	5,180				
Ninth year ..	4,200	4,880	5,500				
Tenth year ..	4,250	5,110	5,760				

The above annual salaries shall be the minimum salaries payable to officers to whom this agreement applies, and every such officer shall be assigned to a grade according to the job duties on which the officer is engaged and shall be paid not less than the minimum salary rates determined for that grade: Provided that any officer with the School Certificate examination shall be assigned to Grade 6 and an officer with the University Entrance examination shall be assigned to Grade 5: Provided, further, that an officer's existing salary shall not be reduced because of the introduction of the job grading or Equal Pay implementation."

2. That this order shall be deemed to have come into force on the 28th day of June 1974, except that in so far as it relates to the salaries applicable to female officers it shall be deemed to have come into force on the 1st day of October 1973.

Dated this 11th day of September 1974.

G. O. Whatnall, President.

A. R. SHEARER, GOVERNMENT PRINTER, WELLINGTON, NEW ZEALAND–1974

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