

HAWKE'S BAY ELECTRIC POWER BOARD
POWER STATION ENGINEERS AGREEMENT UNDER
LABOUR DISPUTES INVESTIGATION ACT, 1913.

This Industrial Agreement made in pursuance of the Labour Disputes Investigation Act, 1913, this 2nd day of July 1969, between the Hawke's Bay Electric-Power Board (hereinafter referred to as "the employer") of the one part, and The New Zealand Institute of Marine and Power Engineers (Inc.) Wellington Branch (hereinafter referred to as "the Institute" of the other part whereby it is mutually agreed and declared between and by the Employer and the Institute as follows:-

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding upon the said parties and they shall be deemed to be and are hereby declared to form part of this Agreement.
2. The said parties hereto shall respectively do, observe and perform every matter and thing by this Agreement and by the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

(This agreement made under the Labour Disputes Investigation Act 1913, was filed with the Clerk of Awards at Wellington pursuant to section 8 (1) of the said Act, on the 2nd day of July 1969).

SCHEDULE

BRANCH OF WORK COVERED

1. (a) This Agreement shall apply to Power Station Engineers, but shall not apply to a Supervising or Superintending Engineer whether or not he may have to take a shift.
- (b) A "Power Station Engineer" shall mean a worker who has served an apprenticeship of at least five years as a mechanical engineer in a workshop where engines are built or repaired and who during his shift is required to be in charge of machinery.

DUTIES

2. (a) The duties of a Power Station Engineer shall be to operate the station plant during his shift and to effect such repairs as may be reasonably necessary for the safety of the machinery running.
- (b) He may also be called upon to do overhaul and repair work and also erect new machinery in the establishment in which he is employed, or to do all or any of the work which his training fits him to do either during the time of shift or at any time which may be convenient to his employers.

HOURS OF WORK

3. The number of hours worked in a twenty-one day period shall not exceed one hundred and twenty hours and may be worked on any or all of the seven days of the week or any statutory holidays.

SALARY

4. (a) The rate of salary for qualified engineers coming within the scope of this Agreement shall be \$3,228 per annum, such sum being inclusive of payments under Sections 19 (4), 28, and 29 of the Factories Act, 1946.
- (b) The rate of salary for an unqualified engineer or an engineer on probation for a period of not more than three months, coming within the scope of this Agreement shall be \$3,168 per annum, such sum being inclusive of payments under sections 19 (4), 28, and 29 of the Factories Act, 1946.

- (c) In addition to the salary rate of \$3,228 provided in sub-clause (a) above there shall be paid a premium shift allowance of 42c per shift for those shift engineers who commence their shift after 12 noon or before 6 a.m.
- (d) Any worker covered by this Agreement at present in receipt of a higher salary than provided for herein shall not have his salary reduced whilst in his present employment.
- (e) The daily rate of pay shall be computed by dividing the annual salary by fifty-two into weekly amounts, and daily payments arrived at on a basis of five watches per week.

OVERTIME

- 5. (a) All time worked in excess of eight hours per shift or in excess of the number of shifts per working roster shall be paid for at rate and a half for the first three hours and double rate thereafter.
- (b) For the purpose of calculation under Sub-Clause (a) above the hourly rate of pay shall be \$1.23 and \$1.20 per hour.

CLOTHING

- 6. All engineers shall be supplied with two suits of overalls once in each year.

TERMINATION OF EMPLOYMENT

- 7. The employment of an engineer covered by this Agreement may be terminated by one calendar month's notice given by the engineer or by the Employer.

PROMOTION

- 8. Any engineer's position becoming vacant to be replaced by another engineer with qualifications enabling him to become a member of the Institute up to a minimum of four engineers.

HOLIDAYS

- 9. (a) Three weeks' annual leave on full saary.
- (b) The holiday concession shall be deemed to be accruing throughout each year of service, so that if after six months' continuous service an engineer is discharged for any cause other than misconduct he shall be paid at ordinary rates for such proportion of his holidays as shall then have accrued. Reasonable notification of holidays to be given.

SETTLEMENT OF DISPUTES

- 10. In the event of a dispute arising upon any matter whether referred to in this Agreement or note, affecting the employment of engineers covered by this Agreement, the matter in dispute shall be referred to a representative of the employer and the Secretary of the Institute whose decision shall be final.

CARRYING OUT OF AGREEMENT

- 11. This Agreement shall be honourably carried out in its entirety by both parties to this Agreement and the Engineers covered by this Agreement notwithstanding any differences which may arise on matters not already provided for in this Agreement and no dispute with any other employers or any other employee shall be allowed to cause any cessation of the relationship of employer and employee contemplated by this Agreement.

TERMS OF AGREEMENT

- 12. This Agreement in so far as it relates to Salary shall be deemed to have come into operation on the 1st day of May, 1969 and so far as all other conditions of this Agreement are concerned, it shall come into operation on the day of the date hereof and

this Agreement shall continue in force until the 31st day of October, 1970.

EXCLUSION FROM OPERATION OF GENERAL ORDER

13. The rates of remuneration provided for in this Agreement shall not be subject to the 5% provided by the General Order of the Court, dated 5th August, 1968.

SIGNED on behalf of the HAWKE'S BAY
ELECTRIC-POWER BOARD:

H.M. LOCKHEAD
CHAIRMAN.

(THE COMMON SEAL OF THE)
(HAWKE'S BAY ELECTRIC-)
(POWER BOARD)

A. A. POWELL
GENERAL MANAGER.

WITNESS to signatures: T. M. GRAHAM.

SIGNED on behalf of the NEW ZEALAND
INSTITUTE OF MARINE AND POWER
ENGINEERS (INC.)

A.H. SELWOOD PRESIDENT.

D.J. MUNRO SECRETARY.

(THE COMMON SEAL OF THE)
(WELLINGTON BRANCH OF)
(THE N.Z. INSTITUTE OF)
(MARINE & POWER EN-)
(GINEERS (INC.)

WITNESS to signatures: M. L. TEAGUE.