

BULLER HOSPITAL EMPLOYEES – AWARD

(Filed in The Office of The Clerk of Awards, Greymouth)

In the Court of Arbitration of New Zealand, Westland Industrial District—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between the Wellington, Nelson, Westland, and Marlborough Local Bodies, other Labourers, and Related Trades Industrial Union of Workers (hereinafter called “the union”) and the undermentioned board (hereinafter called “the employers”):

West Coast Hospital Board, Greymouth.

The Court of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the terms of settlement arrived at in the above-mentioned dispute and forwarded directly to the Court pursuant to the provisions of Section 130 of the Industrial Conciliation and Arbitration Act 1954, doth hereby order and award:

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the Schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the Schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as hereinafter provided and shall continue in force until the 11th day of January 1971 and thereafter as provided by section 152 of the Industrial Conciliation and Arbitration Act 1954.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 20th day of August 1969.

(L.S.)

A.P. BLAIR, Judge.

SCHEDULE

INDUSTRY TO WHICH AWARD APPLIES

1. This award shall apply to the West Coast Hospital Board employees employed at Buller Hospital who are covered by the provisions of this award.

HOURS OF WORK

2. The ordinary hours of work shall not exceed 40 per week or eight per day, to be worked between 7.30 a.m. and 5 p.m. on five days of the week, Monday to Friday, both days inclusive.

WAGES

3. (a) Head gardener or worker in charge appointed as such, \$40.90 per week.
 (b) Worker substantially employed in the propagation and/or cultivation of plants, shrubs, or vegetables, \$38.85.
 (c) Groundsmen or other general workers, \$33.29 per week.

GENERAL PROVISIONS

4. (a) An allowance of 37 cents per day or part of a day shall be made to men working inside boilers, flues, and combustion chambers and for other unusually dirty work. Flue work shall be restricted to six hours daily.

(b) Workers required to relieve the incinerator attendant shall be paid the higher rate for the time they are so relieving, based on an hourly computation.

(c) Workers employed clearing or repairing blocked or defective sewers and foul drains or when required to come in contact with faecal or sewerage matter shall be paid 18.5 cents per hour with a minimum payment of 37 cents per day, such payment to be additional to the wages prescribed herein.

(d) Youths may be employed by the board on a mutual arrangement between the board and the union.

(e) This award shall not operate so as to reduce the wages of any worker at present employed by the board or to restrict the privileges granted by the board and enjoyed by any employee at the time of the coming into force of this award.

(f) Clogs shall be supplied to men working in combustion chambers, backends, and main flues.

(g) Workers who are required to work at a place other than their usual place of employment shall travel to and fro in the employer's time, or shall be paid for time occupied in travelling where such is done in their own time. Such workers shall also be reimbursed all moneys actually expended in fares travelling to and from such place of work.

(h) Workers shall be paid 7 cents per hour extra whilst working with a scythe or motormower, with a minimum payment of 29 cents per day.

(i) The employer shall provide each worker with one pair of overalls annually. The overalls supplied shall be laundered weekly at the employer's expense.

SERVICE BONUS

5. Workers who have been in the employ of the board for three years, or who may subsequently attain a service of three years shall be paid an additional payment as follows:

			Per Week
			\$
After 3 years' service	..	..	1.06
After 5 years' service	..	..	1.41
After 10 years' service	..	..	1.78
After 15 years' service	..	..	2.13
After 16 years' service	..	..	2.28
After 17 years' service	..	..	2.41
After 18 years' service	..	..	2.55
After 19 years' service	..	..	2.68
After 20 years' service	..	..	2.83

OVERTIME

6. (a) All work done outside of or in excess of the hours prescribed in clause 2 of this award shall be considered overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter: Provided that all time worked after noon on Saturday shall be paid for at double time rates.

(b) Where workers are called upon to work overtime on any day and have not been notified by the employer on the previous day that they are required to do so, 60 cents shall be allowed to such workers for meal money.

(c) The employer may, in lieu of the 60 cents provided for herein, supply the workers with a hot meal.

STATUTORY HOLIDAYS

7. (a) Workers shall receive and be paid for the following holidays: New Year's Day, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Christmas Day, Boxing Day, and two other days to be mutually agreed upon. The employer shall notify the union of the two days agreed upon.

(b) Except as otherwise provided, any work done on any of the above holidays or on Sundays or Anzac Day shall be paid for at double time rates.

(c) The employer shall pay wages for the named holidays to all workers performing work coming within the scope of this award who have been employed by him during the fortnight ending on the day on which the holiday occurs.

(d) The provisions of the Public Holidays Act 1955, and its amendments, shall be deemed to be incorporated in this award.

(e) A minimum payment of three hours at schedule overtime rates shall be made for any work performed on any Saturday, Sunday, or holiday.

ANNUAL LEAVE

8. (a) The provisions of the Annual Holidays Act 1944 shall apply to workers covered by this award.

(b) After five years' service, employees shall be entitled to three weeks' annual leave. For the purpose of service, similar service with any hospital board shall be counted.

SPECIAL HOLIDAYS FOR LONG SERVICE

9. (a) A worker shall be entitled to special holidays as follows:

(i) One special holiday of two weeks after the completion of 20 years and before the completion of 30 years of continuous service with the same employer.

(ii) One special holiday of three weeks after the completion of 30 years and before the completion of 40 years of continuous service with the same employer.

(iii) One special holiday of five weeks after the completion of 40 years' continuous service with the same employer.

(b) Should a worker have completed 30 years of continuous service with the same employer prior to the date of this award he shall not be entitled to the special holiday provided in paragraph (i) of subclause (a) of this clause. Should a worker have completed 40 years of continuous service with the same employer prior to the date of this award he shall not be entitled to the special holiday provided in paragraph (i) or (ii) of subclause (a) of this clause.

(c) All such special holidays provided for in subclause (a) of this clause shall be on ordinary pay as defined by the Annual Holidays Act 1944 and may be taken in one or more periods and at such time or times as may be agreed by the employer and the worker.

(d) If a worker having become entitled to a special holiday leaves his employment before such holiday has been taken he shall be paid in lieu thereof.

(e) The provisions of this clause shall not apply where an employer has in operation or brings into operation an alternative scheme for rewarding service, which is not less favourable to the worker than the foregoing, including any bonus or gratuity or superannuation scheme (whether or not such scheme is solely at the cost of the employer, but at no less cost to the employer than the cost involved in providing special holidays under this clause).

SICK LEAVE

10. Employees shall receive one week's sick leave on full pay for each year of service in the employ of the board, with a maximum of 24 weeks' accumulated sick leave.

VARIATION OF DUTIES

11. Nothing in this award shall prevent any worker covered hereby from doing work covered by another award or agreement: Provided that whilst so engaged he shall be paid at least the rate which is fixed in such other award or agreement where such rate is higher.

ACCOMMODATION

12. (a) The employer shall provide suitable accommodation for workers to take meals and, where practicable, to change and dry clothing. The employer shall arrange for the accommodation to be kept clean and in a hygienic condition.

(b) Ablution facilities with soap and hot water, together with a supply of clean towels, shall be provided for the use of workers.

(c) A morning and afternoon tea break of 10 minutes shall be allowed without deduction of wages.

TERMINATION OF EMPLOYMENT

13. One week's notice of the termination of employment shall be given by the party desiring to terminate the employment or one week's wages paid or forfeited as the case may be, but nothing herein contained shall prevent an employer from summarily dismissing a worker for misconduct.

DISPUTES COMMITTEE

14. The essence of this award 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 award, or any of them, as to any matter whatsoever arising out of or connected therewith and not dealt with in this award, 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 against a decision of any such committee or, in the event of no decision being made, either side shall have the right to appeal to the Court upon giving to the other side written notice of such appeal within 14 days after such decision has been made known to the party desirous of appealing.

UNQUALIFIED PREFERENCE

15. (a) Any adult person engaged or employed in any position or employment subject to this award by any employer bound by this award shall, if he is not already a member of a union of workers bound by this award, become a member of such union within 14 days after his engagement, or after this clause comes into force, as the case may require.

(b) Subject to subclause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this award so long as he continues in any position or employment subject to this award.

(c) Every worker obliged under subclause (a) hereof to become a member of a union who fails to become a member, as required by that subclause, 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 a union in accordance with subclause (b) hereof commits a breach of this award.

(d) Every employer bound by this award commits a breach of this award if he continues to employ any worker to whom subclauses (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 purposes of this clause "adult person" means a person of the age of 18 years or upwards, or a person who for the time being is in receipt of not less than the minimum rate of wages prescribed for adult workers by this award.

(NOTE - Attention is drawn to section 174 H of the Industrial Conciliation and Arbitration Act 1954 which gives to workers the right to join the union).

APPLICATION OF AWARD

16. This award shall apply only to the parties named herein.

TERM OF AWARD

17. This award, in so far as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 13th day of November 1968, and so far as all other provisions of the award are concerned it shall come into force on the day of the date hereof; and this award shall continue in force until the 11th day of January 1971.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 20th day of August 1969.

(L.S.)

A.P. BLAIR, Judge.

MEMORANDUM

The award, including the operative date of provisions relating to wages, incorporates the terms of settlement arrived at by the parties in the course of an inquiry held before a Council of Conciliation. The unqualified preference provision (clause 15) has been inserted in accordance with the agreement of all the assessors.

A.P. BLAIR, Judge.