

NEW ZEALAND CEMENT HOLDINGS LIMITED, WESTPORT ESTABLISHMENT  
EMPLOYEES – AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand, Western Industrial District-In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of the New Zealand Cement Holdings Limited, Westport Establishment Employees Award, dated the 15th day of August 1969, and recorded in 69 Book of Awards .....

Upon reading the joint application made by the original parties to the New Zealand Cement Holdings Limited, Westport Establishment Employees Award, dated the 15th day of August 1969: And upon being satisfied that the said parties are desirous that the award should be reviewed by it, The Court, in pursuance and exercise of the powers vested in it by section 162 (1) (b) of the Industrial Conciliation and Arbitration Act 1954, and with the consent of the said parties, doth hereby order as follows:

1. That the said award shall be amended in the manner following:

(1) By deleting subclauses (a) and (b) of clause 3 (Rates of Pay) and substituting therefor the following subclauses:

“(a) The minimum rates of wages shall be:

				Per Hour cents
Quarry drillers	..	..	..	112.37
Weighbridge attendants	..	..	..	113.11
Conveyor attendants	..	..	..	110.38
Leading hands	..	..	..	119.58
Burners	..	..	..	119.58
Millers	..	..	..	113.86
Assistant burners/coal millers	..	..	..	113.86
Cement packers cum sack handlers	..	..	..	117.10
Shift testers	..	..	..	115.35
Laboratory assistant	..	..	..	115.35
Slurry department attendants	..	..	..	111.37
Crane operators (overhead crane)	..	..	..	117.10
Greasers (except kiln greasers)	..	..	..	111.37
Crusher attendants	..	..	..	111.37
Kiln greasers cum coal attendants	..	..	..	111.37
Store helpers	..	..	..	111.37
Wash mill attendants	..	..	..	111.37
Cement loaders cum shunters	..	..	..	111.37
Shift labourer	..	..	..	111.37
Workers not otherwise specified	..	..	..	109.13

(b) Employment of Youths – Youths may be employed at not less than the following rates:

				Per Week \$
17 to 18 years of age	..	..	..	24.94
18 to 19 years of age	..	..	..	26.84
19 to 20 years of age	..	..	..	29.33

	Per Week \$
20 to 21 years of age .. .. .	33.13
Thereafter at the appropriate adult rate.	

Youths under 18 years of age shall not be called upon to move single-handed any article of a weight exceeding 75 lb."

(2) By adding to clause 3 (Rates of Pay) the following new subclause:

"(g) Service Allowance – Except as hereinafter provided a service allowance shall be paid as follows:

- (i) For continuous service with the same employer exceeding one year \$1 per week.
- (ii) For continuous service with the same employer exceeding two years a further \$1 per week.
- (iii) Service accrued at the date of this order shall qualify for the allowance.
- (iv) The allowance shall not count in the calculation of overtime rates.
- (v) The allowance shall be paid when the worker is on annual holiday.
- (vi) The employer shall be entitled to make a rateable deduction from the allowance for time lost by the worker through sickness, accident, or the worker's own default.
- (vii) This provision shall not apply to youths, provided that time served by a youth continuously with the same employer shall be counted for the foregoing payment on the youth qualifying for adult rates of wages."

(3) By adding to subclause (c) of clause 5 (Special Payments) the following sentence:

"Raw millers, and cement millers shall be paid 41 cents per shift, or part of a shift on which more than two mills are run simultaneously."

(4) By deleting the figures and words "15th day of February 1971" where they appear in the enacting sheet and in clause 19 (Term of Award) and substituting therefor in each case the figures and words "31st day of August 1971".

2. That this order shall come into force on the day of the date hereof, except that in so far as it relates to the rates of wages to be paid it shall be deemed to have come into force as follows:

- (i) On the 31st day of August 1970 as regards paragraph (1) of clause 1.
- (ii) On the 22nd day of March 1970 as regards paragraph (2) of clause 1.
- (iii) On the 29th day of April 1970 as regards paragraph (3) of clause 1.

Dated this 7th day of October 1970.

(L.S.)

A.P. BLAIR,  
Judge.