

**TARANAKI, WELLINGTON, MARLBOROUGH, NELSON AND
WESTLAND COUNTY COUNCILS, CATCHMENT, DRAINAGE
AND RIVER BOARDS OFFICERS'—INDUSTRIAL AGREEMENT**

This Industrial Agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1954 this 12th Day of November 1970, between the New Zealand Catchment Boards Industrial Union of Employers, and New Zealand County Councils Industrial Union of Employers (hereinafter called the "Council" or the "Employer") of the one part, and the Wellington, Marlborough, Westland, Nelson and Taranaki Local Bodies' Officers Industrial Union of Workers (hereinafter called the "Union") of the other part, whereby it is mutually agreed by and between the said parties as set out in the following schedule.

SCHEDULE

Save for the provisions set out herein, the terms and conditions of the Taranaki, Wellington, Marlborough, Nelson and Westland County Councils, Catchment, Drainage and River Boards Officers Award dated the 8th of May 1969 shall stand part of this Industrial Agreement.

CLAUSE 1—INDUSTRY TO WHICH AGREEMENT APPLIES

This agreement shall apply to officers and clerical workers employed by county councils, river boards, catchment boards and drainage boards. Such officers shall not include:

- (a) Chief or Sole Executive Officer (including one supervising officer where no engineer is employed).
- (b) Officers in receipt of a salary of more than \$3850 per annum in the case of males and \$2550 per annum in the case of females; exclusive of overtime.
- (c) Health Inspectors, noxious weeds inspectors, rangers or dog tax collectors.
- (d) Officers covered by other awards and industrial agreements.

CLAUSE 6—RATES AND CONDITIONS OF PAY

Delete subclauses (a) (b) (e) and (g) and substitute the following subclauses therefor:

(a) The minimum rates of wages for male officers shall be in accordance with the following scale:

	Per Annum \$
First year	1,060
Second year	1,245
Third year	1,385
Fourth year	1,605
Fifth year	1,810
Sixth year	2,000
Seventh year	2,210
Eighth year	2,385
Ninth year	2,515
Tenth year	2,700
Eleventh year	2,805
Twelfth year	2,985
Thirteenth year	3,090

Males with School Certificate which is acceptable to the employing authority, commence at third year of scale.

Males with University Entrance commence at fourth year of scale.

(b) The minimum rates of wages for female officers shall be in accordance with the following scale:

	Per Annum
	\$
First year	1,060
Second year	1,245
Third year	1,385
Fourth year	1,605
Fifth year	1,765
Sixth year	1,960
Seventh year	2,165
Eight year	2,345

Females with School Certificate which is acceptable to the employing authority, or Junior Government Shorthand Typing Examination or Grade I Shorthand Typing Examination of New Zealand Trades Certification Board commence at third year of scale.

Females with University Entrance or Senior Government Shorthand Typing Examination or Grade II Shorthand Typing Examination of the New Zealand Trades Certification Board commence at fourth year of scale.

(e) (i) Male Officers: Grade II—An officer may be promoted to Grade II if in the opinion of the employer some advancement beyond the specified steps of the scale in sub-clause (a) of this clause is justified on the basis of merit, proficiency, service, responsibility, and the nature of the duties performed.

In the event of the employer granting an additional increment, such increment shall be to one of the rates in the following scale:

Per Annum
\$
3,190
3,300
3,410
3,520
3,630
3,740
3,850

Promotion to any of the steps specified herein shall be at the discretion of the employer.

(ii) Female Officers: Grade II—An officer may be promoted to Grade II if in the opinion of the employer some advancement beyond the specified steps of the scale in sub-clause (b) of this clause is justified on the basis of merit, proficiency, service, responsibility and the nature of the duties performed.

In the event of the employer granting an additional increment, such increment shall be to one of the rates in the following scale:

Per Annum
\$
2,440
2,550

Promotion to any employer of the steps specified herein shall be at the discretion of the employer.

CLAUSE 13—HOLIDAYS

(a) (i) Except as otherwise provided, every worker shall at the end of each year of his employment by any employer become entitled to an annual holiday of two weeks paid on the basis of the worker's average weekly taxable earnings, provided

that holiday pay does not exceed the worker's ordinary pay plus 30 percent and provided further that in no case shall the holiday pay be less than the worker's ordinary pay at the time of taking the holiday. For the purpose of calculating a worker's average weekly taxable earnings for the year the employer may fix a close-off date other than the anniversary date of the worker's commencement of employment.

(ii) After five years' continuous service with the same employer or with other parties to this award or at the discretion of the employer similar local body or State Service experience in New Zealand, each worker shall for the sixth and subsequent years be entitled to an annual holiday of three weeks instead of two weeks paid as prescribed in sub-clause (i) of this clause.

(iii) For the purpose of this clause lump sum special payments shall be excluded from the computation of average weekly taxable earnings, and ordinary pay shall be as defined in the Annual Holidays Act 1944.

(iv) Where a holiday is taken in more than one period the amount payable under this clause shall be divided proportionately. Where a holiday is allowed wholly or partly in advance of the date fixed by the employer as provided in sub-clause (i) hereof it shall be sufficient compliance with this clause for payment to be assessed on the percentage formula prescribed in sub-clause (v) subject to final adjustment and payment of any remainder after that date provided that in no case shall the holiday pay be less than worker's ordinary pay at the time of taking the holiday.

(v) Where the employment of any worker is terminated at the end of a period of employment which is not less than three weeks but less than one year, the employer shall forthwith pay to the worker, in addition to all other amounts due to him an amount equal to 4% of his gross taxable earnings but not exceeding 5.2% of his gross ordinary pay for that period of employment.

(vi) Where the period of employment is less than three weeks the amount to be paid as proportionate holiday pay shall be as prescribed by the Annual Holidays Act 1944.

(vii) Where it is customary for any employer to allow annual holidays to his workers or to any class of his workers during the period in each year when his premises are closed or the work of these workers is for any reason discontinued, and at the date of the commencement of any such period any such worker has not become entitled to an annual holiday then the worker shall not be entitled to any wages for two weeks following that date, but the employer shall before that date pay to him, in addition to all other amounts due to him an amount equal to 4 percent of his gross taxable earnings but not exceeding 5.2 percent of his gross ordinary pay for the period of his employment up to that date, and the next year of his employment shall be deemed to commence on that date.

(viii) Where a worker is entitled to an annual holiday of three weeks instead of two weeks the provision of sub-clauses (v) and (vii) shall be modified to provide payment of an amount equal to 6 percent of the worker's gross taxable earnings but not exceeding 7.8 percent of his gross ordinary pay for the period of his employment.

(xi) The holiday shall be taken at a time or times to be mutually arranged between the employer and the worker.

(b) The undermentioned shall be paid holidays and shall not be considered as part of the annual holidays: New Year's Day and the following Day, Anniversary Day or a day in lieu thereof, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

(c) In addition to any payment to which a worker is entitled under subclause (b) of this clause, time worked on any of the abovementioned holidays or on Sundays shall be paid for at twice the ordinary rate.

(d) When any holiday in subclause (b) of this clause, other than Anzac Day, falls on a Saturday or Sunday, the following Monday or Tuesday shall be observed.

CLAUSE 25—TERM OF AGREEMENT

This Industrial Agreement, in so far as provisions relating to the rates of wages to be paid are concerned shall be deemed to have come into force on the first day of the pay week in each establishment commencing on or after the 1st day of July 1970 and so far as all other provisions of the agreement are concerned it shall come into force on the day of date first hereinbefore written, and this agreement shall continue in force until the 31st day of March 1971.

In witness whereof the parties hereto have executed these presents on the day of the date first hereinbefore written.

For and on behalf of the New Zealand County Councils Industrial Union of Employers:

P. J. LUXFORD, Secretary.

For and on behalf of the New Zealand Catchment Boards Industrial Union of Employers:

P. J. LUXFORD, Secretary.

For and on behalf of the Wellington, Marlborough, Westland, Nelson and Taranaki Local Bodies' Officers' Industrial Union of Workers:

W. J. ANTON, Secretary.