

NEW ZEALAND HEATING, VENTILATING, AND AIR-CONDITIONING  
ENGINEERING EMPLOYEES—AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington, Marlborough, Nelson, Westland, Canterbury, and Otago and Southland Industrial Districts—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of the New Zealand Heating, Ventilating, and Air-Conditioning Engineering Employees Award, dated the 13th day of May 1970, and recorded in 70 Book of Awards 10.13 .

Upon reading the joint application of the original parties to the New Zealand Heating, Ventilating, and Air-Conditioning Engineering Employees Award, dated the 13th day of May 1970: 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 9 (Wages) and substituting therefor the following subclauses:

“(a) The following shall be the minimum rates of pay:

	Per Hour cents	On the completion of three months' employment with the same employer Per Week \$
Heating, ventilating and air-conditioning engineering fitter .. .. .	137.0	54.80
Heating, ventilating and air-conditioning engineering fitter with Trade Certificate .. .. .	140.0	56.00
Duct erector, first-class .. .. .	129.8	51.92
Lagger, first-class .. .. .	129.8	51.92
Fitter's mate, duct erector, or lagger .. .. .	111.8	44.72
All other workers .. .. .	105.0	42.00

After one year's continuous service with the same employer a worker shall be paid 2 cents per hour in excess of the foregoing rates of wages.

Definitions—'Heating, ventilating and air-conditioning engineering fitter' means a worker employed as such who has served an apprenticeship in the heating, ventilating and air-conditioning engineering industry or an adult worker who in the course of his employment works from drawings or prints, or who makes precision measurements, or who applies general trade experience to the industry to which this award applies.

'Duct erector, first-class' is a worker who is engaged on the installation of sheet-metal ducting and associated equipment and who works from blue prints.

'Fitter's mate, duct erector, or lagger' is a worker with not less than three months' experience who is directed to regularly assist a heating, ventilating, and air-conditioning engineering fitter, duct erector-first-class, or lagger-first-class, in his normal duties, and who uses such tools of trade as the fitter, duct erector-first-class, or lagger-first-class directs.

(NOTE—The provision of a classification for fitter's mate, duct erector, or lagger does not imply that tradesmen not provided with assistants should be so provided.)

'Lagger, first-class' means a worker engaged on the application and finishing of all materials in common use for thermal insulation in connection with heating, ventilating, and air-conditioning plant or equipment and shall include all work in connection with the metal supports and covers and substitutes for any of the above that may be used.

(b) Youths under 20 years of age may be employed on any unskilled work at not less than the following rates of pay:

	Per Week
	\$
Under 17 years of age .. .. .	18.40
17 to 18 years of age .. .. .	21.48
18 to 19 years of age .. .. .	25.32
19 to 20 years of age .. .. .	29.68"

(2) By deleting subclause (b) of clause 7 (Annual Holidays) and substituting therefor the following subclause:

"(b) After five years' continuous service with the same employer 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 subclause (a) of this clause. The third week's holiday may be taken in conjunction with or separately from the first two weeks' holiday as the employer may decide."

(3) By inserting after clause 15 the following new clause:

#### "SICK PAY

15A. (a) After 12 months' continuous service with the same employer a worker shall be entitled in each subsequent year of service to sick pay for up to five days calculated at the rate of his ordinary pay.

(b) Sick pay shall not be paid in respect of any statutory or award holiday for which the worker is entitled to full pay.

(c) Sick pay for a day shall be calculated according to the number of working days for which the worker's ordinary weekly pay is paid.

(d) Absence of one day only shall not be paid.

(e) A claim for sick pay shall be supported by a medical certificate.

(f) The worker shall ensure notice is given to the employer on the first day of absence due to illness.

(g) The employer shall also have the right to require the worker to produce additionally a medical certificate at the employer's expense from a doctor nominated by the employer."

(4) By deleting from the undermentioned clauses the figures and words set out in the first column hereunder and substituting therefor in each case the figures and words respectively set out in the second column:

	First column	Second column
Clause 4 (c) .. .. .	65 cents	75 cents
Clause 4 (d) .. .. .	65 cents	75 cents
Clause 5 (d) .. .. .	65 cents	75 cents
Clause 10 (a) .. .. .	45 cents	52 cents
	60 cents	65 cents
Clause 10 (b) .. .. .	28 cents	40 cents
Clause 10 (d) .. .. .	4 cents	5 cents
Clause 10 (e) .. .. .	19 cents	25 cents
	28 cents	36 cents

Clause 10 (f) (ii)	..	..	..	4 cents	5 cents
Clause 10 (g)	..	..	..	2.1 cents	3 cents
				3.2 cents	4 cents
				4.1 cents	5.5 cents
				5.1 cents	6.5 cents
Clause 10 (i)	..	..	..	2.3 cents	3 cents
Clause 11 (a)	..	..	..	1.6 cents	2 cents
Clause 15 (b)	..	..	..	25 cents	30 cents

2. That for the purposes of removing doubts as to the operation of the general order of the Court made under the General Wage Orders Act 1969 and dated 3 November 1970, it is hereby declared that the amended rates of remuneration provided by this order shall, on and after 23 November 1970 as regards paragraph (1) of clause 1 hereof but otherwise from the date of making of this order, be increased to the extent and in the manner prescribed by the said general order.

3. 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 prescribed by paragraph (1) of clause 1 hereof, it shall be deemed to have come into force on the first day of the pay week in each establishment commencing on or after the 21st day of October 1970.

Dated this 19th day of March 1971.

(L.S.)

J. B. THOMSON, Judge.