

NORTHERN, WELLINGTON, NELSON, CANTERBURY, AND OTAGO  
AND SOUTHLAND BISCUIT AND CONFECTIONERY WORKERS—  
AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand, Northern, Wellington, Nelson, Canterbury, and Otago and Southland Industrial Districts—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of the Northern, Wellington, Nelson, Canterbury, and Otago and Southland Biscuit and Confectionery Workers Award, dated the 24th day of July 1970, and recorded in 70 Book of Awards 2429

Upon reading the joint application made by the original parties to the Northern, Wellington, Nelson, Canterbury, and Otago and Southland Biscuit and Confectionery Workers Award, dated the 24th day of July 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 clause 4 and substituting therefor the following clause:

WAGES

4. For the purposes of this award the following shall be the recognised departments: Biscuit, chocolate manufacturing, and general confectionery: Provided that where an employer has established or establishes separate sugar-boiling, caramel, and starch departments such departments shall also be recognised and the classification of workers in the general confectionery department (subclause (c) of this clause) shall apply to each of the latter three departments where applicable: And provided, further, however, an employer shall not be required to recognise a 'worker in charge' of any department unless five workers are continuously engaged therein and neither be required to recognise both a 'worker in charge' and a 'first assistant' unless ten workers are continuously employed therein.

A 'worker in charge' shall mean a worker who gives directions or instructions or who is so designated by the employer.

The following shall be the minimum weekly rates of wages for adult male workers over 20 years of age:

	Per Week \$
(a) Biscuit Department—	
(i) Worker in charge of department .. .. .	50.00
(ii) First assistant or leading hand in charge of not less than three adult male workers .. .. .	47.00
(iii) Biscuit dough mixer .. .. .	46.00
(iv) Cutting and embossing machinist .. .. .	}
Brakesman .. .. .	}
Oven chargehand .. .. .	44.00
Operator of chocolate enrober .. .. .	}
Operator of biscuit cream sandwich machine .. .. .	}
Operator of wafer oven .. .. .	}
(v) All other adult workers .. .. .	41.00

	Per Week \$
(b) Chocolate Manufacturing Department—	
(i) Worker in charge of department .. .. .	50.00
(ii) First assistant or leading hand in charge of not less than three adult male workers .. .. .	47.00
(iii) Operator of bean roaster .. .. .	} 44.00
Operator of cocoa butter press .. .. .	
Operator of cocoa sieve .. .. .	
Chocolate mixer .. .. .	
Operator of chocolate moulding machine .. .. .	
Chocolate temporer .. .. .	
Operator of chocolate refining rolls .. .. .	
Operator of chocolate conche .. .. .	41.00
(iv) All other adult male workers .. .. .	41.00
(c) General Confectionery Department—	
(i) Worker in charge of department .. .. .	50.00
(ii) First assistant or leading hand in charge of not less than three adult male workers .. .. .	47.00
(iii) Operator of vacuum or continuous cooker .. .. .	} 44.00
Liquorice boiler .. .. .	
Marzipan and paste maker .. .. .	
Pan operator when operating not less than four revolving pans	
Caramel mixer and boiler .. .. .	
Cream maker .. .. .	
Gum and jelly maker .. .. .	
Operator of chocolate enrober .. .. .	
Operator of starch-depositing machine .. .. .	
Man working off sugar boilings .. .. .	
Lozenge dough maker .. .. .	41.00
(iv) All other adult male workers .. .. .	41.00
(d) Cereal Product Manufacturing—	
(i) Worker in charge of department .. .. .	50.00
(ii) First assistant or leading hand in charge of not less than three adult male workers .. .. .	47.00
(iii) Cooker hand .. .. .	} 46.00
Roll attendants .. .. .	
Mill hands .. .. .	
(iv) Oven hands .. .. .	} 44.00
Press hands .. .. .	
(v) All other adult male workers .. .. .	41.00
(e) Ice-Cream Cone Manufacturing—	
(i) Worker in charge of department .. .. .	50.00
(ii) First assistant or leading hand in charge of not less than three adult male workers .. .. .	47.00
(iii) Ice-cream cone dough mixer .. .. .	45.00
(iv) Ice-cream cone maker .. .. .	44.00
(v) All other adult male workers .. .. .	41.00

(f) It shall not be competent for a firm or employer to classify the factory manager or foreman as in charge of any one of the six departments (referred to in the preamble to this clause) unless such factory manager or foreman is substantially engaged in the work of the department of which he really is in charge."

(2) By deleting clause 5 and substituting therefor the following clause:

## YOUTHS' WAGES

5. Youths under 20 years of age may be employed at not less than the following minimum weekly rates:

	Per Week \$
Age at commencing employment:	
Under 17 years .. .. .	23.10
17 to 18 years .. .. .	26.25
18 to 19 years .. .. .	29.40
19 to 20 years .. .. .	33.60

Thereafter, or on attaining the age of 20 years, not less than the minimum rate provided for other adult workers."

(3) By deleting subclause (a) of clause 6 (Females) and substituting therefor following subclause:

"(a) Female workers may be employed at not less than the following minimum weekly rates:

	Per Week \$
Age at commencing employment:	
Under 16 years .. .. .	17.35
16 to 17 years .. .. .	18.90
17 to 18 years .. .. .	20.50
18 to 19 years .. .. .	22.05
19 to 20 years .. .. .	25.00

Thereafter, or on attaining the age of 20 years, not less than \$30 per week."

2. That for the purpose 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, 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 to be paid it shall be deemed to have come into force on the first day of the pay period in each establishment commencing on or after the 1st day of November 1970.

Dated this 24th day of March 1971.

(L.S.)

A. P. BLAIR, Judge.