

HAWKE'S BAY LOCAL BODIES' GARDENERS AND GENERAL WORKERS—AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand, Wellington Industrial District—
In the matter of the Industrial Conciliation and Arbitration Act 1954 and the
Stabilisation of Remuneration Act 1971; and in the matter of the Hawke's Bay
Local Bodies' Gardeners and General Workers Award, dated the 4th day of
June 1970, and recorded in 70 Book of Awards p. 1782.

Upon reading the application made by the Wellington, Nelson, Westland and
Marlborough Local Bodies, other Labourers and Related Trades Industrial Union
of Workers party to the Hawke's Bay Local Bodies' Gardeners and General
Workers Award, dated the 4th day of June 1970: and upon being satisfied that the
existing original parties are desirous that the award should be reviewed by it in
accordance with section 162 (1) (b) of the Industrial Conciliation and Arbitration
Act 1954 and that the requirements of section 13 of the Stabilisation of Remunera-
tion Act 1971 have been complied with and that the Remuneration Authority has
given its consent, the Court, in pursuance and exercise of the powers conferred on it
by section 162 of the Industrial Conciliation and Arbitration Act 1954 as qualified
by section 13 of the Stabilisation of Remuneration Act 1971, and with the concurrence
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 3 and substituting therefor the following clause:

“WAGES

3. (a) All workers coming under this award (except those specified in
subclauses (b), (c), and (d) of this clause) shall receive a minimum weekly
wage of \$43.20.

(b) All casual workers coming under this award shall be paid at the
rate of 108 cents per hour.

(c) (i) All first-class gardeners and plant propagators shall receive a
minimum weekly wage of \$48.80.

(ii) A first-class gardener or plant propagator who holds a New Zealand
Trade Certificate in horticulture and gardening shall be paid 83 cents per
week in addition to the rate provided in this subclause.

(d) Refuse collectors and tipmen shall receive a minimum weekly wage
of \$45 but they may be employed outside the clock hours prescribed,
provided they shall receive a minimum weekly wage of \$45.80.

Turncocks shall receive a minimum weekly wage of \$47.40 but for the
supervising turncock of the City of Napier subclause (a) of clause 2 and
clause 8 of this award shall not apply and he shall receive a minimum
weekly wage of \$55.40.

Pumping station attendants shall receive a minimum weekly wage of
\$46.40.

Night watchmen shall receive a minimum weekly wage of \$44.

Bath attendants shall receive a minimum weekly wage of \$46. Local
bodies where the population is not more than 4,000 shall be exempt from
these provisions.

Cemetery sextons shall receive a minimum weekly wage of \$43.60. Local bodies where the population is not more than 4,000 shall be exempt from these provisions and shall pay to casual workers the rate of 117 cents per hour.

Men regularly employed on water reticulation shall receive a minimum weekly wage of \$45.40.

Where the work of the local body requires that men shall be employed continuously on nightsoil collection, they shall receive \$10.07 per shift of eight hours and shall be exempt from the clock hours prescribed in subclause (a) of clause 2 of this award.

(e) In addition to the rates prescribed in this clause, the following classes of workers coming within the scope of this award shall receive the following rates:

Drainlayers and/or caulkers: 2.3 cents per hour extra.

Drainlayers and/or caulkers (dirty work) and men cleaning blocked sewers or working in defective drains or coming into contact with faecal or sewerage matter: 5.5 cents per hour extra.

Workers employed cleaning or flushing septic tanks shall be paid 9.3 cents per hour extra.

Men using explosives: 4.8 cents per hour extra.

Quarrymen, metal-pit workers, and men employed in excavations over 12 ft and under 40 ft in depth or face, provided such men are actually working on such face: 3 cents per hour extra.

Quarrymen, metal-pit workers, and men employed in excavations over 40 ft in depth or face, provided such men are actually working on such face: 3.9 cents per hour extra.

Gangers or leading hands: 6.2 cents per hour extra.

Bitumen or tar workers: 4.6 cents per hour extra.

Pumping station attendants (part-time): 5.7 cents per hour extra.

Tunnelmen or timbermen: 5.7 cents per hour extra.

Men employed in sinking sumps or pierholes over 6 ft: 3 cents per hour extra.

Men employed in feeding concrete mixer, or handling, mixing, or spreading wet concrete: 4 cents per hour extra.

Grass cutters (hand-scythe): 4 cents per hour extra.

Motor-mower operators: 4.8 cents per hour extra: Provided that this payment shall not apply to workers paid as first-class gardeners.

(f) Men casually engaged on water reticulation: laying mains, 4 cents per hour extra; service repairs and well-sinking, 4.8 cents per hour extra.

(g) No reduction shall be made on the wages of any worker at present employed by virtue of the coming into force of this award.

(h) To all workers covered by the provisions of this award, who have been employed continuously by any employer bound by this award, service bonuses shall be paid in accordance with the following scale:

	Per Week
	\$
Exceeding one year but less than two years	0.78
Exceeding two years but less than four years	1.81
Exceeding four years but less than ten years	2.06
Exceeding ten years but less than 15 years	2.48
Exceeding 15 years	3.04

For the purpose of this clause the work "continuously" shall mean regular employment by any of the employers covered by this award, and shall include any temporary absence from work due to sickness, accident, or other cause not due to any wilful default of the worker.

(i) The holders of certificates issued under the Royal New Zealand Institute of Horticulture Act 1953 shall be paid the following additional rates:

	Per Week
	\$
Junior	1.14
Intermediate	1.55
Full diploma	2.27"

(2) By deleting subclause (a) of clause 13 (Wet Places, Tunnels, and Underground Work) and substituting therefor the following subclause:

"(a) Where workers are called upon to work in water, slush, mud, or wet concrete 1 inch or more in depth, the employer shall provide such workers with gumboots suitable for the work and shall pay them 2.6 cents per hour as a sock allowance. If proper gumboots are not supplied in such circumstances, the employer shall pay the worker a total payment of 6.1 cents per hour as a gumboot and sock allowance."

2. That the amended rates of remuneration prescribed by this order shall not be increased by the application of the provisions of the general order dated the 3rd day of November 1970.

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 week in each establishment commencing on or after the 18th day of January 1971.

Dated this 18th day of June 1971.

(L.S.)

A. P. BLAIR, Judge.