

# MANAWATU ABATTOIR EMPLOYEES—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 Manawatu Abattoir Employees Award, dated the 8th day of July 1970, and recorded in 70 Book of Awards 224 . .

Upon reading the joint application made by the original parties to the Manawatu Abattoir Employees Award, dated the 8th day of July 1970: and upon being satisfied that the said 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 Remuneration 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 paragraphs (i) and (ii) of subclause (a) of clause 5 (Wages) and substituting therefor the following paragraphs—

“(i) Subject to the provisions of paragraph (ii) of this subclause workers shall be paid not less than the following rates of wages:

	Per Hour \$
Slaughtermen . . . . .	1.6360
Man in charge of rendering section and guthouse . . . . .	1.4290
All other rendering section and guthouse workers . . . . .	1.3980
Yardman . . . . .	1.3960
All other workers . . . . .	1.3960

Leading hands appointed as such by the employer shall be paid \$0.04 per hour additional to the above.

(ii) Notwithstanding the provisions of paragraph (i) of this subclause, and subject to the provisions of clause 7 of this award, the following shall be the minimum weekly rates of pay and shall apply whenever less than 40 hours of work is offered by the employer.

	Per Week \$
Slaughtermen . . . . .	56.84
Man in charge of rendering section and guthouse . . . . .	55.00
All other rendering section and guthouse workers . . . . .	55.00
Yardman . . . . .	55.00
All other workers . . . . .	55.00”

(2) By deleting subclause (f) of clause 5 (Wages) and substituting therefor the following subclause:

“(f) Incentive Rates—

(i) Beef: The beef team shall consist of six slaughtermen and three labourers who shall undertake all work from cattle wash to carcass wash both inclusive to the satisfaction of the employer or his foreman.

Basic Quota: The basic quota shall be one and one quarter bodies of beef per slaughterman per hour and shall be computed daily on the actual number of hours worked, smokes and meal breaks excluded.

Incentive Payment:

Slaughtermen—An incentive payment of \$0.93 for each body of beef processed in excess of basic quota shall be credited to a pool and be divided equally amongst the slaughtermen employed in the beef team.

Labourers—Each labourer employed in the beef team shall receive an incentive payment of \$0.09 per body of beef processed by the beef team in excess of the basic quota.

(ii) Mutton: The mutton team shall consist of six slaughtermen and four labourers and shall undertake all work between bringing sheep up from the pens to placing the washed carcass on the cooling floor both inclusive, to the satisfaction of the employer or his foreman.

Basic Quota: The basic quota shall be five carcasses per slaughterman per hour and shall be computed daily on the actual number of hours worked, smokes and meal breaks excluded.

Incentive Payment:

Slaughtermen—An incentive payment of \$0.22 for each carcass of mutton/lamb processed in excess of basic quota shall be credited to a pool and be divided equally amongst the slaughtermen employed in the mutton team.

Labourers—Each labourer employed in the mutton team shall receive an incentive payment of \$0.045 per carcass for each carcass processed by the mutton team in excess of quota.

(iii) Pigs: The pig team shall consist of the combined beef and mutton teams and shall undertake all work between marshalling from the pens to delivering the dressed carcass to the scale with the flare fat and fillet scribed. All work shall be performed to the satisfaction of the employer or his foreman.

Basic Quota: The basic quota shall be six carcasses per slaughterman per hour and shall be computed daily on the actual number of hours worked, smokes and meal breaks excluded.

Incentive Payment:

Slaughtermen—An incentive payment of \$0.20 for each pig processed in excess of basic quota shall be credited to a pool and be divided equally amongst the slaughtermen employed in the pig team.

Labourers—Each labourer employed in the pig team shall receive an incentive payment of \$0.012 per pig processed by the pig team in excess of basic quota.

(iv) Should the number of slaughtermen fall below that specified in paragraphs (i), (ii), and (iii) of this subclause due to sickness, accident or any other reason, then the employer shall have the right to substitute with a competent labourer or in default credit the incentive pool with the hourly rate of the slaughterman absent.”

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

“(a) Youths may be employed in the ratio of one youth to each five adult workers or part thereof at the following rates:

	Per Week \$
16 years of age .. .. .	27.00
17 years of age .. .. .	32.00
Thereafter at adult rates."	

(4) By inserting after clause 4 the following new clause:

#### "SHIFTS

4A. (a) In the rendering, stock foods, manure, and guthouse sections, shifts may be worked to whatever extent may be deemed necessary to cope with the work.

(b) A shift shall consist of eight consecutive hours, including 20 minutes' crib time and two smokos. Where practicable shifts shall rotate and 24 hours' notice of change of shift shall be given by the employer to the worker.

(c) All work done by men on shifts shall be confined to the work of their respective department.

(d) Any time worked in excess of eight hours on each of the five days of the week, Monday to Friday both days inclusive, shall be paid for at time (or rate) and a half for the first three hours and double time (or rate) thereafter.

(e) Shift work shall be confined to the normal working week Monday to Friday inclusive.

(f) In any week when shifts are worked a shift allowance of \$0.85 per working day shall be paid.

(g) Clauses 2 and 4 of this award shall not apply to workers while employed under this clause."

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 10th day of May 1971.

Dated this 28th day of July 1971.

(L.S.)

A. P. BLAIR, Judge.