

**TOURIST HOTEL CORPORATION OF NEW ZEALAND CLERICAL  
EMPLOYEES—VARIATION OF INDUSTRIAL AGREEMENT**

This Industrial Agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 14th day of June 1971, between the Tourist Hotel Corporation of New Zealand (hereinafter called "the employer") of the one part and the New Zealand Federated Clerical and Office Staff Employees Industrial Association of Workers (hereinafter called "the union") of the other part, whereby it is mutually agreed by and between the said parties as follows:

"That the Tourist Hotel Corporation of New Zealand Clerical Employees' Industrial Agreement dated 14th October 1966 shall be and is varied in manner as follows:

Clause 1: By deleting the figure \$3,377 and substituting \$3,671.

**SCHEDULE 'A'**

Clause 5 (a): By deleting all the rates in subclause (a) and substituting therefore the following:

Females at Head Office:

1st Year .. .. .	\$1,304
2nd year .. .. .	\$1,522
3rd Year .. .. .	\$1,685
4th Year .. .. .	\$1,902
5th Year .. .. .	\$2,120
6th Year .. .. .	\$2,326
7th Year .. .. .	\$2,527
8th Year .. .. .	\$2,745
9th Year .. .. .	\$2,989

Where warranted by merit or responsibility, workers may proceed beyond the 9th Year rate as follows:

\$3,163

\$3,320

(b) By deleting all the rates in subclause (b) and substituting the following:

In the case of Receptionists the following rates of pay shall apply and promotion between the grades shall be on merit at the discretion of the employer.

Grade 3: \$1,520/\$1,766 per annum. Automatic increments are to be paid at six monthly intervals as follows:

1st six months .. .. .	\$1,520
2nd six months .. .. .	\$1,576
3rd six months .. .. .	\$1,660
4th six months .. .. .	\$1,706
5th six months .. .. .	\$1,766

Grade 2: \$2,019/\$2,148 per annum. Increments are payable on merit at the discretion of the employer as follows:

1st step .. .. .	\$2,019
2nd step .. .. .	\$2,092
3rd step .. .. .	\$2,148

Grade 1: \$2,300/\$2,547 per annum. Increments are payable on merit at the discretion of the employer as follows:

1st step .. .. .	\$2,300
2nd step .. .. .	\$2,423
3rd step .. .. .	\$2,547

Assistant Managers: \$2,141/\$3,142 per annum. Annual increments are payable automatically as follows:

Commence	..	..	..	..	\$2,328
1st step	..	..	..	..	\$2,590
2nd step	..	..	..	..	\$2,833
3rd step	..	..	..	..	\$3,111
4th step	..	..	..	..	\$3,389
5th step	..	..	..	..	\$3,564

Trainees: \$1,839/\$2,283 per annum. Annual increments are payable automatically as follows:

Commence	..	..	..	..	\$1,839
1st step	..	..	..	..	\$1,974
2nd step	..	..	..	..	\$2,092
3rd step	..	..	..	..	\$2,215
4th step	..	..	..	..	\$2,283

#### SCHEDULE 'B'

Clause 5 (a): By deleting all the rates in subclause (a) and substituting therefore the following:

Females at Head Office:

1st Year	..	..	..	..	\$1,343
2nd Year	..	..	..	..	\$1,568
3rd Year	..	..	..	..	\$1,736
4th Year	..	..	..	..	\$1,959
5th Year	..	..	..	..	\$2,184
6th Year	..	..	..	..	\$2,396
7th Year	..	..	..	..	\$2,603
8th Year	..	..	..	..	\$2,827
9th Year	..	..	..	..	\$3,079

Where warranted by merit or responsibility, workers may proceed beyond the 9th Year rate as follows:

\$3,258  
\$3,420

(b) By deleting all the rates in subclause (b) and substituting the following:

In the case of Receptionists the following rates of pay shall apply and promotion between the grades shall be on merit at the discretion of the employer.

Grade 3: \$1,566/\$1,819 per annum. Automatic increments are to be paid at six monthly intervals as follows:

1st six months	..	..	..	..	\$1,566
2nd six months	..	..	..	..	\$1,623
3rd six months	..	..	..	..	\$1,710
4th six months	..	..	..	..	\$1,757
5th six months	..	..	..	..	\$1,819

Grade 2: \$2,080/\$2,212 per annum. Increments are payable on merit at the discretion of the employer as follows:

1st step	..	..	..	..	\$2,080
2nd step	..	..	..	..	\$2,155
3rd step	..	..	..	..	\$2,212

Grade 1: \$2,369/\$2,623 per annum. Increments are payable on merit at the discretion of the employer as follows:

1st step	..	..	..	..	\$2,369
2nd step	..	..	..	..	\$2,496
3rd step	..	..	..	..	\$2,623

Assistant Managers: \$2,398/\$3,671 per annum. Annual increments are payable automatically as follows:

Commence	..	..	..	..	\$2,398
1st step	..	..	..	..	\$2,668
2nd step	..	..	..	..	\$2,918
3rd step	..	..	..	..	\$3,204
4th step	..	..	..	..	\$3,491
5th step	..	..	..	..	\$3,671

Trainees: \$1,894/\$2,352 per annum. Annual increments are payable automatically as follows:

Commence	..	..	..	..	\$1,894
1st step	..	..	..	..	\$2,033
2nd step	..	..	..	..	\$2,155
3rd step	..	..	..	..	\$2,282
4th step	..	..	..	..	\$2,352

#### TERM OF AGREEMENT

Clause 19: This variation of agreement shall come into force in as far as it relates to wage rates in Schedule 'A' on the 15th day of July 1970 and in so far as it relates to the wage rates in Schedule 'B' on the 23rd day of November 1970 and in all other matters on the date of signing by the parties, and shall continue in force until the thirtieth day of June 1972.

Dated this 12th day of June 1971.

For and on behalf of the Tourist Hotel Corporation of New Zealand:

L. S. Dennis.

Witness to the above signature—J. E. Hopkirk.

For and on behalf of the New Zealand Federated Clerical and Office Staff Employees' Industrial Association of Workers:

D. G. Nolan.

Witness to the above signature—K. J. Carmody.

TOURIST HOTEL CORPORATION OF NEW ZEALAND CLERICAL  
EMPLOYEES—VARIATION OF INDUSTRIAL AGREEMENT

This industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 20th day of November 1971, between the Tourist Hotel Corporation of New Zealand (hereinafter called "the employer") of the one part and the New Zealand Federated Clerical and Office Staff Employees Industrial Association of Workers (hereinafter called "the union") of the other part, whereby it is mutually agreed by and between the said parties as follows:

"That the Tourist Hotel Corporation of New Zealand Clerical Employees' Industrial Agreement dated 14th October 1966 shall be and is varied in manner as follows:

Clause 1: By deleting the figure \$3671 and substituting \$3789

Clause 5 (a): By deleting all the rates in subclause (a) and substituting therefore the following:

Females at Head Office:

1st year	\$1429
2nd year	\$1668
3rd year	\$1847
4th year	\$2085
5th year	\$2324
6th year	\$2549
7th year	\$2770
8th year	\$3009
9th year	\$3276

Where warranted by merit or responsibility, workers may proceed beyond the 9th year rate as follows:

\$3467
\$3639

(b) By deleting all the rates in subclause (b) and substituting the following:

In the case of Receptionists the following rates of pay shall apply and promotion between the grades shall be on merit at the discretion of the employer.

Grade 3: \$1666/\$1936 per annum. Automatic increments are to be paid at six monthly intervals as follows:

1st six months	\$1666
2nd six months	\$1727
3rd six months	\$1819
4th six months	\$1870
5th six months	\$1936

Grade 2: \$2213/\$2354 per annum. Increments are payable on merit at the discretion of the employer as follows:

1st step	\$2213
2nd step	\$2293
3rd step	\$2354

Grade 1: \$2521/\$2792 per annum. Increments are payable on merit at the discretion of the employer as follows:

1st step	\$2521
2nd step	\$2656
3rd step	\$2792

Assistant Managers: \$2551/\$3788 per annum. Annual increments are payable automatically as follows:

Commence	\$2551
1st step	\$2839
2nd step	\$3105
3rd step	\$3410
4th step	\$3714
5th step	\$3788

Trainees: \$2016/\$2502 per annum. Annual increments are payable automatically as follows:

Commence	\$2016
1st step	\$2164
2nd step	\$2293
3rd step	\$2428
4th step	\$2502

Clause 19—Term of Agreement:

This variation of agreement shall come into force in as far as it relates to wage rates on the 15th day of January 1971 and shall continue in force until the thirtieth day of June 1972.

Dated this 20th day of November 1971

For and on behalf of the Tourist Hotel Corporation of New Zealand:

Signed: L. S. Dennis.

Witness to the above signature:

Signed: J. E. Hopkirk.

For and on behalf of the New Zealand Federated Clerical and Office Staff Employees' Industrial Association of Workers:

Signed: D. Jacobs.

Witness to the above signature:

Signed: K. J. Carmody.