

CANTERBURY OYSTER WORKERS—AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand, Canterbury 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 Canterbury
 Oyster Workers Award, dated the 5th day of February 1970, and recorded in
 70 Book of Awards 162;

Upon reading the joint application made by the original parties to the Canterbury
 Oyster Workers Award, dated the 5th day of February 1970: and upon being satis-
 fied 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 Remunera-
 tion Act 1971 have been complied with and that the Remuneration 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 4 and substituting therefor the following clause:

“WAGES

4. (a) The minimum ordinary rate of remuneration for permanent oyster openers shall be \$40 per week.
 - (b) The ordinary rate of remuneration for casual oyster openers shall be \$1.10 per hour.
 - (c) The minimum rate of remuneration for all male workers other than oyster openers shall be \$46 per week.
 - (d) Females over the age of 18 years of age employed in the establishment shall be paid a minimum wage of \$30 per week.”
- (2) By deleting clause 5 and substituting therefor the following clause:

“INCENTIVE BONUS PAYMENTS

5. An incentive bonus system shall operate for oyster openers in establishments covered by this award. Permanent workers who open more than 800 dozen oysters per week during ordinary hours shall qualify for the additional payment provided for in this clause.

All casual workers and also permanent workers when employed on overtime, opening at the rate of 48 dozen oysters per hour, shall qualify for bonus payments in accordance with subclause (b) of this clause.

Subject to the following, the bonus rate per dozen for oysters opened shall be 5 cents:

(a) In the case of oysters opened by permanent workers during ordinary hours, the bonus shall be calculated on all oysters opened in excess of 800 dozen per week and shall be paid in addition to the weekly wage.

(b) In the case of casuals and also in the case of permanent workers during overtime hours, the bonus shall be calculated on all oysters opened. From the amount so calculated there shall be deducted the amount of wages earned for the period covered by the bonus calculation. The amount of the balance remaining in excess of wages shall be the bonus earned.

(c) Any oysters rejected for mutilation shall not be counted.

Oysters shall be counted by the system nominated by the employer provided always that such system assures of an accurate count of oysters opened.”

(3) By deleting subclause (c) of clause 6 (Payment of Wages) and substituting therefor the following subclause:

“(c) Employers may deduct from the wages of weekly workers time lost through default.”

(4) By deleting subclause (c) of clause 10 (Saturday and Sunday Work) and substituting therefor the following subclause:

“(c) Irrespective of the day concerned, a minimum of four hours shall be paid for a call out.”

(5) By deleting subclause (b) of clause 11 (Holidays) and substituting therefor the following subclause:

“(b) For the purpose of computation of holiday pay a working day for a permanent oyster opener shall be deemed to be \$11.”

(6) By adding at the end of subclause (a) of clause 12 (Annual Holidays) the following new sentence:

“Permanent oyster openers shall be paid on the basis of \$55 per week.”

(7) By deleting subclause (b) of clause 12 (Annual Holidays) and substituting therefor the following subclause:

“(b) Upon completion of eight years' continuous service with the same employer each worker shall for the eighth and subsequent years of continuous service 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.”

(8) By deleting clause 13 and substituting therefor the following clause:

“FIRST AID EQUIPMENT

13. The employer shall provide and keep in a convenient place in his works a fully equipped first aid emergency case, this equipment to be used only for accidents and not excessive padding of the hands and knife handles.”

(9) By adding to clause 15 (General Provisions) the following new subclause:

“(1) An additional five minutes shall be allowed to each oyster opener each morning and afternoon at smoko for sharpening gear. Such time not to be paid for.”

(10) By deleting clause 16 and substituting therefor the following clause:

“GEAR ALLOWANCE

16. A gear allowance of \$2.70 per week shall be paid to permanent oyster openers only for each week of their employment, this amount to be paid weekly.”

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 1st day of March 1971.

Dated this 9th day of June 1971.

A. P. BLAIR, Judge.