

WELLINGTON, MARLBOROUGH, NELSON, AND WESTLAND HOSPITAL BOARDS'  
GARDENERS, LABOURERS, AND OTHER WORKERS – VARIATION  
OF INDUSTRIAL AGREEMENT

This industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 16th day of March 1972, between the Wellington, Nelson, Westland and Marlborough, Local Bodies' Other Labourers and Related Trades Industrial Union of Workers (hereinafter called "the Union") on the one part and the New Zealand Hospital Boards' Industrial Union of Employers (hereinafter referred to as "the employer(s)", "the Board") on the other part, whereby it is mutually agreed by and between the parties that the industrial agreement made between the parties on the 4th day of December 1971 shall and is hereby varied in the manner following, that is to say:

1. By deleting subclause (a) of clause 3 (Wages) and substituting the following new subclause therefor:

3. Wages

(a) The following shall be the minimum rates of wages:

	From 27/12/1970 Per Week \$	From 21/7/1971 Per Week \$	From 31/1/1972 Per Week \$
First-class gardeners	60.14	62.94	65.46
Gardeners	50.24	52.64	54.80
Building and maintenance workers	50.24	52.64	54.80
Groundsmen and other general workers	48.64	50.96	53.08
Incinerator attendants	53.96	56.56	58.88

2. The rates of remuneration specified herein shall be deemed to have come into force on the day of the dates specified at the head of the respective columns.

For and on behalf of Wellington, Nelson, Westland and Marlborough Local Bodies', Other Labourers' and Related Trades Industrial Union of Workers:

P. M. Butler, Secretary.

For and on behalf of New Zealand Hospital Boards Industrial Union of Employers:

P. C. Ryan.

TARANAKI, WELLINGTON, MARLBOROUGH, NELSON AND WESTLAND  
HOSPITAL BOARDS' CLERICAL WORKERS – VARIATION OF INDUSTRIAL  
AGREEMENT

This industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954 this 16th day of March 1972, between the Wellington, Marlborough, Westland, Nelson and Taranaki Local Bodies' Officers' Industrial Union of Workers (hereinafter called "the union") on the one part and the New Zealand Hospital Boards' Industrial Union of Employers (hereinafter referred to as "the employers", "the boards", "the employing authority") on the other part whereby it is mutually agreed by and between the said parties that the industrial agreement made between the parties on the 21st day of January 1971 shall be and is hereby varied in the manner following, that is to say:

1. By deleting subclauses (a); (c) (i); (c) (ii); (d); (e) (i); (e) (ii) of clause 3 (Rates and Conditions of Pay) and substituting the following new subclauses therefor:

3. Rates and Conditions of Pay

(a) Except where otherwise specified, the minimum salaries payable to all male officers shall be in accordance with the following scale:

Grade I:	From 27/12/1970	From 21/7/1971	From 31/1/1972
	\$	\$	\$
First Year . . . . .	1429	1498	1559
Second Year . . . . .	1668	1748	1820
Third Year . . . . .	1847	1936	2015
Fourth Year . . . . .	2085	2185	2275
Fifth Year . . . . .	2324	2436	2535
Sixth Year . . . . .	2549	2671	2781
Seventh Year . . . . .	2770	2903	3022
Eighth Year . . . . .	3009	3153	3283
Ninth Year . . . . .	3276	3433	3574
Tenth Year . . . . .	3467	3633	3782
Eleventh Year . . . . .	3639	3814	3970

Males with School Certificate acceptable to the employing authority commence at third year of scale.

Males with University Entrance commence at fourth year of scale.

In the event of either of these qualifications being obtained after commencement of service the appropriate rate as prescribed above shall be paid.

For the purposes of the above scale, the difference between the respective amounts shall be deemed to be annual increments.

The employer may engage at any stated scale amount being not less than the amount to which the worker is entitled, provided that such commencing rate shall be increased by the increments for subsequent service as set out herein.

(c) (i) Male Officers – Grade II:

An officer may be promoted to Grade II if in the opinion of the board some advancement beyond the specified steps of Grade I is justified on the basis of merit, proficiency, service, responsibility, and the nature of the duties performed. The minimum salary shall be \$3895 from 27th December 1970, \$4082 from 21st July 1971 and \$4249 from 31st January 1972 and the maximum \$5380 from 27th December 1970, \$5638 from 21st July 1971 and \$5870 from 31st January 1972 and appointment or promotion shall be to one of the rates set out in the following scale:

From 27/12/1970 \$	From 21/7/1971 \$	From 31/1/1972 \$
3895	4082	4249
4071	4266	4441
4245	4449	4631
4419	4631	4821
4592	4812	5010
4767	4996	5201
4933	5170	5382
5114	5359	5579
5180	5429	5651
5380	5638	5870

## (c) (ii) Male Officers – Grade Special:

A board may promote officers to Grade Special. Only those officers who, in the opinion of the board, possess exceptional personal qualifications and ability and who are already being paid the maximum salary for Grade II shall be eligible for promotion to a Grade Special. The minimum salary for this grade shall be \$5485 from 27th December 1970, \$5748 from 21st July and \$5984 from 31st January 1972 and the maximum \$6983 from 27th December 1970 \$7318 from 21st July 1971 and \$7618 from 31st January 1972 and appointment or promotion shall be to one of the rates set out in the following scale:

From 27/12/1970 \$	From 21/7/1971 \$	From 31/1/1972 \$
5485	5748	5984
5659	5931	6174
5848	6129	6380
6037	6327	6586
6225	6524	6791
6414	6722	6998
6604	6921	7205
6791	7117	7409
6983	7318	7618

(iii) Promotion to any of the steps specified in paragraphs (i) and (ii) of this subclause shall be at the discretion of the board.

## (d) Salaries for Female Clerks, and Other Female Officers:

Grade I:	From 27/12/1970 \$	From 21/7/1971 \$	From 31/1/1972 \$
First Year . . . . .	1429	1498	1559
Second Year . . . . .	1668	1748	1820
Third Year . . . . .	1847	1936	2015
Fourth Year . . . . .	2085	2185	2275
Fifth Year . . . . .	2324	2436	2535
Sixth Year . . . . .	2549	2671	2781
Seventh Year . . . . .	2770	2903	3022
Eighth Year . . . . .	3009	3153	3283

Entrants with Junior Government Shorthand-typing Examination or Grade I Shorthand-typing Examination of the New Zealand Trades Certification Board or School Certificate acceptable to the employing authority commence at third year of scale.

Entrants with Senior Government Shorthand-typing Examination or Grade II Shorthand-typing Examination of the New Zealand Trades Certification Board or University Entrance Examination commence at fourth year of scale.

In the event of any of these qualifications being obtained after commencement of service the appropriate rate as prescribed shall be paid.

The employer may engage a worker at any stated scale amount being not less than the amount to which the worker is entitled, provided that such commencing rate shall be increased by the increments for subsequent service as set out herein.

For the purpose of the above scales, the difference between the respective amounts shall be deemed to be annual increments.

(e) (i) Female Officers – Grade II:

An officer may be promoted to Grade II if, in the opinion of the board some advancement beyond the specified steps of Grade I scale is justified on the basis of merit, proficiency, service, responsibility and the nature of the duties performed. The minimum salary shall be \$3041 from 27th December 1970, \$3187 from 21st July 1971 and \$3318 from 31st January 1972 and the maximum \$3639 from 27th December 1970, \$3814 from 21st July 1971 and \$3970 from 31st January 1972 and appointment or promotion shall be to one of the rates set out in the following scale:

From 27/12/1970 \$	From 21/7/1971 \$	From 31/1/1972 \$
3041	3187	3318
3276	3433	3574
3381	3543	3689
3639	3814	3970

(e) (ii) Female Officers – Grade Special:

A board may promote officers to Grade Special. Only those officers who, in the opinion of the board, possess exceptional personal qualifications and ability and who are already being paid the maximum salary for Grade II shall be eligible for promotion to Grade Special. The minimum salary for this grade shall be \$3895 from 27th December 1970, \$4082 from 21st July 1971 and \$4250 from 31st January 1972 and the maximum \$5114 from 27th December 1970, \$5360 from 21st July 1971 and \$5579 from 31st January 1972 and appointment or promotion shall be to one of the rates set out in the following scale:

From 27/12/1970 \$	From 21/7/1971 \$	From 31/1/1972 \$
3895	4082	4249
4071	4266	4441
4245	4449	4631
4419	4631	4821
4592	4812	5010
4767	4996	5201
4937	5174	5382
5114	5359	5579

2. The rates of remuneration specified herein shall be deemed to have come into force on the day of the dates specified at the head of the respective columns.

For and on behalf of the Wellington, Marlborough, Westland, Nelson and Taranaki Local Bodies' Officers' Industrial Union of Workers:

W. J. Anton.

For and on behalf of the New Zealand Hospital Boards' Industrial Union of Employers:

P. C. Ryan.

WELLINGTON, MARLBOROUGH, NELSON, AND WESTLAND HOSPITAL  
BOARDS' GARDENERS, LABOURERS, AND OTHER WORKERS –  
VARIATION OF INDUSTRIAL AGREEMENT

This industrial agreement made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 17th day of November 1972, between the Wellington, Nelson, Westland and Marlborough, Local Bodies' Other Labourers and Related Trades Industrial Union of Workers (hereinafter called "the Union") on the one part and the New Zealand Hospital Boards' Industrial Union of Employers (hereinafter referred to as "the Employer(s)", "the Board") on the other part, whereby it is mutually agreed by and between the parties that the industrial agreement made between the parties on the 4th day of December 1971 and varied on the 16th day of March 1972 shall and is hereby varied in the manner following that is to say:

1. By deleting subclause (a) of clause 3 (Wages) and substituting the following new subclause therefor.

WAGES

(a) The following shall be the minimum rates of wages:

	Per Week \$
First-class gardeners . . . . .	66.42
Gardeners . . . . .	55.04
Building and Maintenance Workers . . . . .	55.04
Groundsman and other general workers . . . . .	53.12
Incinerator attendants . . . . .	59.40

2. The rates of remuneration specified herein shall be deemed to have come into force on the 15th day of October 1971.

For and on behalf of Wellington, Nelson, Westland and Marlborough Local Bodies', Other Labourers' and Related Trades Industrial Union of Workers:

W. J. Anton, Secretary.

For and on behalf of New Zealand Hospital Board Industrial Union of Employers:

P. C. Ryan.