

**CHRISTCHURCH ST. JOHN AMBULANCE ASSOCIATION
DRIVING OFFICERS AND MALE ATTENDANTS – INDUSTRIAL AGREEMENT**

The industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act 1954, and its amendments, this 18th day of July 1972 between the Committee of the Venerable Order of St. John (Christchurch) hereinafter referred to as the employer, of the one part and the Canterbury General Drivers and Their Assistants' Industrial Union registered under the Industrial, Conciliation and Arbitration Act 1954 and its amendments hereinafter referred to as the industrial union (registered office of which is situated at Victoria Mansions, Victoria Street, in the city of Christchurch of the other part witnesseth that it is hereby mutually agreed and declared between and by the employer and the industrial union that the terms and conditions hereinafter set forth apply to all drivers and male attendants of ambulances employed by the employer.

SCHEDULE

HOURS OF WORK FOR DRIVERS

1. (a) The ordinary hours of work for drivers shall be 52 per week and shall be worked in accordance with the roster which shall remain in force during the currency of the agreement unless amended or replaced by agreement between the parties thereto.
- (b) No driver shall be required to work more than five hours continuously without an interval of at least an hour for a meal. This shall not prevent a driver continuing in excess of five hours where the case is of an urgent nature, but in no case shall the driver continue for any longer period than six hours.
- (c) The daily hours of work shall be continuous except for meal intervals.

SHIFT WORK

2. Where shifts are worked the employer shall post in a conspicuous place a roster stating the shifts and the days off. The roster shall be so arranged that shifts shall be regularly rotated amongst drivers. In the event of a driver being required to work more than eight hours on night shift a bed shall be supplied by the employer. Any driver having completed his shift shall not again be booked on for duty until the expiration of 10 hours, unless in cases of extreme emergency. Seven days notice shall be given of any change in the roster.

DAYS OFF

3. All drivers shall receive a period of 48 consecutive hours off duty in each week in accordance with the roster, and as far as is reasonably practicable the work shall be arranged so as the drivers shall get approximately the same number of Sundays off duty. Where Saturday is rostered as one of the ordinary working days of the week it shall be paid for at the rate of half ordinary time additional for the time worked.

WAGES

4. (a) The minimum weekly wage for the drivers covered by this agreement shall be \$69.55. Wages including overtime shall be paid regularly each week not later than Thursday and in the employer's time. Shifts finishing after 9 p.m. shall be paid for at the rate of 55 cents per shift.
- (b) Where Sunday, Christmas Day, Good Friday, or Anzac Day is one of the normal rostered working days of the week, drivers shall be paid double the ordinary rate of pay for the time worked on such days. This shall not apply when overtime is being worked.

SERVICE ALLOWANCE

5. After two years continuous service an extra \$1.03 per week shall be paid to driving officers. After three years \$2.06 per week. Where a driving officer acts as Station Officer in the case of sickness, special or annual leave, he shall be paid at the rate of \$12.00 per week in addition to his normal weekly wage.

EXAMINATION ALLOWANCE

6. Driving officers having passed the Basic Grade Examination shall receive an extra payment of \$2.06 per week and after passing the Intermediate Grade examination the extra payment shall be increased to \$3.09 per week.

OVERTIME

7. All time worked in excess of the rostered weekly or, daily hours shall be paid for at the rate of \$2.0062c per hour for the first three hours and \$2.675c per hour thereafter. Drivers called back on day off shall be paid not less than double time with a minimum of four hours. All overtime to be calculated on a daily basis.

CALL BACK

8. Drivers called back to duty after completing their shift and leaving the station shall receive the appropriate overtime rate of pay and be reimbursed for travelling costs involved to and from the station with a minimum of three hours for each call-back. Where an officer uses his own transport he shall be reimbursed at the rate of 9 cents per mile for a car and 4 cents per mile for any other form of motorised transport. Where a worker is required to be absent from his home for more than one meal due to overtime, the employer shall allow meal money at the rate of 80 cents for an additional meal.

SICKNESS

9. (a) Where a driver is incapacitated from causes arising as a result of infection, or contagion or accident, through the performance of his duty he shall be paid the equivalent of full rates of pay up to three months but not more often than once in 12 months.

(b) A driver going sick from other causes shall be paid full wages up to two weeks per annum, accumulative up to six weeks for three years. If a driver is off for a longer period the payment to be reviewed on the production of a certificate from a doctor nominated by the Association.

(c) Drivers shall undergo an X-ray every 12 months.

HOLIDAYS

10. (a) Drivers shall receive three consecutive weeks holiday on full pay for each nine months service with the employer. Where a driver is dismissed or terminates his employment, he shall be paid the proportionate amount of holiday pay due.

(b) A roster setting out the dates on which the staff's annual holidays fall due shall be prepared and made accessible to the drivers.

(c) Where practicable, not less than 28, and in no case less than 14 days notice of the date on which the annual holiday will commence shall be given to each worker.

(d) Payment for annual holidays shall be made prior to the driver commencing such annual holiday. A special holiday of one week shall be allowed after 10 years continuous service, a further week after 20 years service and a further week after 30 years.

ROAD EXPENSES

11. Where a driver is required to be absent from his depot at night or day all meals and accommodation shall be paid for by the employer including meals on the journey.

UNIFORMS

12. (a) A uniform coat and two pairs of trousers shall be provided every 18 months.
 (b) A cap shall be provided every two years
 (c) A light raincoat shall be provided and replaced every six years unless through the exigencies of the work or through causes outside the bounds of normal wear and tear, replacements are required during a lesser period. In the event of any dissension over replacements, the matter is to be decided by the disputes committee.
 (d) All uniforms, caps and wearing apparel provided by the Venerable Order to remain the property of the employer.
 (e) Five working shirts with epaulettes of approved pattern are to be provided by the employer each 12 months, these are to be selected by the station officer and representative of the drivers. An allowance at the rate of \$22.04 per year shall be made for uniform maintenance.
 (f) Two black ties shall be provided each year.
 (g) Uniforms damaged in the course of attending patients to are be repaired or replaced by the employer.
 (h) Summer uniform is to be worn as instructed by employer.

GENERAL CONDITIONS

13. A furnished common-room shall be provided by the Venerable Order with lock-up lockers and with facilities for making tea. Also a suitable shower.

TERM OF ENGAGEMENT

14. The term of engagement shall be a weekly one and may be terminated by one week's notice in writing on either side.

INTERVIEW WITH WORKERS

15. It shall be competent for any official of the union to interview the drivers in respect of this agreement or any other matter relating thereto.

DUTIES

16. (a) It shall be part of the ordinary duty of a driver to assist at any work which may be required of him other than driving or attending for the purpose of filling in time, provided he is paid at the rate of not less than his appropriate rate of pay.
 (b) Where a driver is required to wash and clean, or service his vehicle he shall be supplied with gum-boots and overalls and suitable cleaning materials.

UNQUALIFIED PREFERENCE

17. (a) Any adult person engaged or employed in any position subject to this agreement by any employer bound by this agreement shall, if he is not already a member of a union of workers bound by this agreement, become a member of such union within 14 days after his engagement, or after this clause comes into force, as the case may require.
 (b) Subject to subclause (a) hereof, every adult person so engaged or employed shall remain a member of a union of workers bound by this award so long as he continues in any position or employment subject to this award.
 (c) Every worker obliged under subclause (a) hereof to become a member of a union who fails to become a member as required by that subclause, after being requested to do so by an officer or authorised representative of the union, and every worker who fails to remain a member of the union, in accordance with subclause (b) hereof commits a breach of this agreement.
 (d) Every employer bound by this agreement commits a breach of this agreement if he continues to employ any worker to whom subclauses (a) and (b) apply, after having been

notified by an officer or authorised representative of the union that the worker has been requested to become a member of the union and has failed to do so, or that the worker having become a member of the union has failed to remain a member.

(e) For the purposes of this clause "adult person" means a person of the age of 18 years and upwards, or a person who for the time being is in receipt of not less than the minimum rate of wages prescribed for adult workers by this agreement.

DISPUTES COMMITTEE

18. The essence of this award being that the work of the employer shall not on any account whatsoever be impeded but shall always proceed as if no dispute has arisen, it is provided that if any dispute or difference shall arise between the parties bound by the award or any of them as to any matter whatsoever arising out of or connected therewith, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side together with an independent chairman, if required by the Conciliation Commissioner for the district. Either side shall have the right to appeal to the Court against a decision of such a committee upon giving to the other side written notice of such appeal within 14 days after such decision has been made known to the party desirous of appealing.

TERM OF AGREEMENT

This agreement shall come into force on the 1st day of November 1971 and shall continue in force until the 31st October 1972. In witness whereof the parties have executed these presents: The Venerable Order of St. John Christchurch Sub-centre:

R. C. Wasley.
W. D. Douglas.

The common seal of the Canterbury Road Transport and Motor and Horse Drivers' and Their Assistants' Industrial Union of Workers was hereto affixed in the presence of:

D. Reed.
N. L. Dunnill

KINLEITH SITE CONTRACTORS' CARPENTERS' AND RELATED TRADES – CONCURRENCE WITH INDUSTRIAL AGREEMENT

To the Clerk of Awards at Auckland.

Take notice that we Whittaker and Partners Ltd, 94A Wheturangi Road, Greenlane, Auckland 5, specialist in furnace and brickwork, hereby signify our concurrence with the industrial agreement dated the 20th day of January 1972 between the New Zealand Carpenters and Related Trades Industrial Union of Workers and the Kinleith Site Contractors filed in your office as No. 1608.

Dated at Tokoroa this 19th day of July 1972.

L. Bartlan.