

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 on the 5th day of February 1973, 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 and varied on the 16th day of March 1972 and on the 17th day of November 1972 shall be and is hereby varied in the manner following, that is to say:

1. By deleting subclause (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:

"RATES AND CONDITIONS OF PAY

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

Grade I:	\$
First Year	1635
Second Year	1908
Third Year	2114
Fourth Year	2386
Fifth Year	2659
Sixth Year	2916
Seventh Year	3169
Eighth Year	3443
Ninth Year	3748
Tenth Year	3967
Eleventh Year	4163

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

Males with University Entrance commence at fourth year of scale.

In the event 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 \$4456, and the maximum \$6156, and appointment or promotion shall be to one of the rates set out in the following scale:

\$
4456
4658
4857
5056
5254
5455
5644
5851
5926
6156

(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 \$6276 and the maximum \$7990 and appointment or promotion shall be to one of the rates set out in the following scale:

\$
6276
6474
6691
6907
7122
7339
7556
7770
7990

(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:	\$
First Year	1635
Second Year	1908
Third Year	2114
Fourth Year	2386
Fifth Year	2659
Sixth Year	2916
Seventh Year	3169
Eighth Year	3443

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 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 \$3480 and the maximum \$4163 and the appointment or promotion shall be to one of the rates set out in the following scale:

\$
3480
3748
3868
4163

(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 \$4456 and the maximum \$5851 and appointment or promotion shall be to one of the rates set out in the following scale:

\$
4456
4658
4857
5056
5254
5455
5644
5851”

2. The rates of remuneration specified herein shall be deemed to have come into force on the 26th day of October 1972.

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.