

NEW ZEALAND METAL TRADES EMPLOYEES – AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand – In the matter of the Industrial Conciliation and Arbitration Act 1954 and the Equal Pay Act 1972 and the Economic Stabilisation Regulations 1973; and in the matter of the New Zealand Metal Trades Employees Award, dated the 13th day of December 1972, and recorded in 72 Book of Awards 4278.

In pursuance and exercise of the powers conferred on it by subsection (4A) of section 4 of the Equal Pay Act 1972: and upon application made in that behalf by the duly authorised agents of the parties to the industrial dispute that was settled by the New Zealand Metal Trades Employees Award, dated the 13th day of December 1972: and upon being satisfied that the application is for the purpose of giving effect to provisions of that Act and is not inconsistent with the requirements of the Economic Stabilisation Regulations 1973: the Court doth hereby order as follows:

1. That the said award shall be amended in the manner following –

(1) By deleting subclauses (a) to (g) of clause 12 (Wages) and substituting therefor the following subclauses:

	Per Hour cents	Per Week \$
“(a) Engineering Division –		
Toolmaker	187.4	74.96
Toolmaker with Trade Certificate in fitting, turning, and machining	193.4	77.36
Toolmaker with Advanced Trade Certificate in fitting, turning, and machining	199.4	79.76
Patternmaker	187.4	74.96
Patternmaker with Trade Certificate in patternmaking	193.4	77.36
Inspector	187.4	74.96
Instrument mechanic	185.7	74.28
Fitter	181.7	72.68
Fitter, plastics	181.7	72.68
Turner	181.7	72.68
First-class machinist	181.7	72.68
Fitter, turner, or first-class machinist with Trade Certificate in fitting, turning, and machining	188.0	75.20
Fitter, turner, or first-class machinist with Advanced Trade Certificate in fitting, turning, and machining	194.0	77.60
Fitter-welder	181.7	72.68
Fitter-welder with Trade Certificate in fitting-welding	188.0	75.20
Gunsmith	181.7	72.68
Die-sinker	181.7	72.68
Blacksmith	181.7	72.68
Millwright	181.7	72.68
Coppersmith	181.7	72.68
First-class polisher	181.7	72.68
Refrigerating fitter and serviceman	181.7	72.68
Refrigerating fitter and serviceman with Trade Certificate in refrigeration	188.0	75.20

	Per Hour cents	Per Week \$
Refrigerating fitter and serviceman with Advanced Trade Certificate in refrigeration	194.0	77.60
Heat treater	181.7	72.68
Locksmith	174.4	69.76
Hand wire-worker	172.5	69.00
Home appliance serviceman (other than a refrigerating fitter and serviceman)	173.6	69.44
Other tradesmen	172.5	69.00
Machine and/or power press setter, first-class	181.7	72.68
Machine and/or power press setter, second-class	172.5	69.00
Trainee machine and/or power press setter	157.1	62.84
Machine and/or power press setter/operator	151.7	60.68
Second-class machinist	149.2	59.68
Fitter's mate	148.4	59.36
Second-class polisher	149.2	59.68
Lagger, first-class	172.5	69.00
Lagger	149.2	59.68
Process worker	147.3	58.92
Inspector, quality control	158.3	63.32
Viewer	147.3	58.92

(NOTE – The minimum rate of wages prescribed herein for holding Trade Certificate or Advanced Trade Certificate shall only apply as from the date the worker produces to his employer a notification from the New Zealand Trades Certification Board that he has passed the examination for that certificate.)

(b) Sheetmetal Working and Porcelain Enamelling Division –

Sheetmetal working tradesmen, artmetal working tradesmen, gas meter makers and/or repairers, spinners, and inspectors	181.7	72.68
Die setters and machine setters employed in sheetmetal working industry	181.7	72.68
Head grease-tinner, head copper-tinner, head galvaniser, head paint sprayer, head porcelain enamel sprayer, head man of the department in which guillotine machine or a machine for manufacturing spouting, ridging, and downpipes or for curving iron, or for soldering downcurving iron, or for soldering downpipes, ridging, or flashing, or soldering releasers is used	181.7	72.68
Sheetmetal working tradesmen holding Trade Certificate in sheetmetal working	188.0	75.20
Man employed soldering milk or cream cans releasers, teat-cups, and dairy utensils	178.7	71.48
Cast-iron meter makers and/or repairers	153.0	61.20
Testers, painters, and packers of gas meters or parts	150.2	60.08
Galvanisers, grease or copper-tinners	149.2	59.68
Enamelling furnacemen	148.8	59.52
Process workers including hoop-tinners, hycycle grinders, and power-hammer operators	147.3	58.92
Machine and/or power-press setter operators who set up their own work	151.7	60.68

	Per Hour Cents	Per Week \$
Refrigerator and gas and electric stove assemblers	149.6	59.84
Picklers, assistant tanners, and porcelain-enamel sprayers	144.4	57.76
Paint-sprayers employed on first-class finishes such as on refrigerators, washing machines, domestic clothes-drying machines, and electric or gas ranges	178.7	71.48
Trainees in paint spraying first-class finishes	149.2	59.68
Workers rubbing down work for first-class finishes	147.3	58.92
Paint sprayers employed on other classes of spraying work	147.3	58.92
Touch-up spray painters wholly or mainly employed in the repair of paint or damage faults on a finished painted surface	166.5	66.60
Touch-up spray painters wholly or mainly employed in the repair of paint or damage faults on a finished painted surface where no rubbing down, priming, or undercoating is necessary	155.9	62.36
All other adult male workers	141.3	56.52
Duster (dry process)	155.5	62.20
Grinder polisher, stainless steel, first-class (that is an adult worker engaged on grinding and polishing stainless steel including the dressing, knocking up, and carrying out work necessary to give the required finish and has served not less than four years on grinding and polishing stainless steel)	178.3	71.32
Grinder polisher, stainless steel, second-class (that is an adult polisher who has served 12 months on grinding and polishing stainless steel)	157.1	62.84
Grinder polisher, stainless steel, third-class (that is an adult trainee during his first 12 months on grinding and polishing stainless steel)	150.1	60.04
(c) Window-Frame Making and Like Work Division –		
Window-maker	172.5	69.00
Metal-sprayers	154.7	61.88
Machine and/or power-press setter operators	151.7	60.68
Process workers (including grinders)	147.3	58.92
Men straightening by machines	141.3	56.52
(d) Electroplating Division –		
First-class electroplater	174.4	69.76
Second-class electroplater	149.2	59.68
Process worker	147.3	58.92
(e) Welding Division –		
First-class welder	178.7	71.48
Second-class welder	172.5	69.00
Production welder	157.1	62.84
Trainee welder	157.1	62.84
(f) Power Transformer Division –		
Workers, other than process workers, engaged in building power transformers above 1 KVA capacity (other than for radio and telecommunication) for commercial and industrial use, shall be paid not less than the following rates:		
First six months	147.1	58.84

	Per Hour Cents	Per Week \$
After six months' service with the same employer	150.6	60.24
A worker with at least 12 months' experience with the same employer in transformer building and required to work from material list and diagrams	153.0	61.20
Process worker	147.3	58.92
(g) General Division —		
Sand-blasters (except where the worker is protected by the work being done in an enclosed cabinet)	155.5	62.20
Cupola-furnacemen	151.7	60.68
Shot-blaster (except where the worker is protected by the work being done in an enclosed cabinet)	151.4	60.56
Workers operating pipe-shaping and/or welding machines at steelpipe works	149.2	59.68
Wire-worker who sets up and operates his own machine	149.2	59.68
Galvaniser	149.2	59.68
Metal workers' assistant	147.3	58.92
Worker (other than process worker) constantly employed on drilling machines or working on punch press who sets up his own work	147.3	58.92
Worker (other than tradesman) employed on marine or ship-repair work	147.3	58.92
Machinist (other than process worker) constantly employed on cold saw, hydraulic press, pneumatic press or screwing machines	147.3	58.92
Strikers	147.3	58.92
Men substantially operating power-driven mobile cranes or cab-controlled overhead travelling cranes	147.3	58.92
Steam or air-hammer attendants	147.3	58.92
Steel-fettlers	144.2	57.68
Workers employed on any of the following operations: chipping castings, rough grinding, fettling, drilling, operating hydraulic, mechanical, pneumatic, power or hand press on cold work, when any of these three types of presses are operated by other than boilermakers, punching, drawing, pressing, shearing (other than plate work), crane-driving, operating annealing-furnace	144.2	57.68
Workers not elsewhere specified	141.3	56.52"

(2) By deleting subclause (c) of clause 14 (Female Section) and substituting therefor the following subclause:

“(c) Female workers shall be paid not less than the following weekly rates of wages:

	Percentage of adult rate
Under 17 years of age	45
17 to 18 years of age	55
18 to 19 years of age	65
19 to 20 years of age	80

And thereafter, or on attaining the age of 20 years, not less than \$45.57 per week from 11 August 1973 to 30 September 1973 and \$48.97 on and after 1 October 1973.”

(3) By deleting subclauses (c) and (d) of clause 16 and substituting therefor the following subclauses:

“(c) Rates of Pay – International Aluminium Company Limited and Tolley Industries Limited –

	On Start- ing Pr Hr cents	After One Mth Pr Hr cents	After Six Mths Pr Hr cents	After 12 Mths Pr Hr cents
Adult Male Workers—				
Grade 4 .	147.3	155.3	163.2	171.2
Grade 3 .	147.3	155.3	163.2	163.2
Grade 2 .	140.7	147.3	155.3	155.3
Grade 1 .	140.7	140.7	147.3	147.3

Adult Female Workers—
One Grade only:

Payable from 11 August 1973 to 30 September 1973 .	113.9	123.8	132.4	—
Payable on and after 1 October 1973 .	122.4	132.3	140.9	—

(d) Rates of Pay – Associated British Cables Limited and Austral Standard Cables Pty Limited—

	On Start- ing Pr Hr cents	After one Mth Pr Hr cents	After six Mths Pr Hr cents	After 12 Mths Pr Hr cents
Adult Male Workers—				
Grade 4 .	135.4	143.4	149.9	154.0
Grade 3 .	135.4	143.4	149.9	149.9
Grade 2 .	135.4	135.4	143.4	143.4
Grade 1 .	135.4	135.4	143.4	143.4

Adult Female Workers—
One Grade only:

Payable from 11 August 1973 to 30 September 1973 .	103.9	103.9	116.7	—
Payable on and after 1 October 1973 .	112.4	112.4	125.2	—”

(4) By deleting subclauses (a) and (b) of clause 17 (Plastic Workers Section) and substituting therefor the following subclauses:

	Per Hour cents	Per Week \$
“(a) Male Workers—		
(i) Process workers	147.3	58.92
(ii) Adult male worker (other than process worker) constantly employed operating an extrusion machine who is required to use adjustable gauges for checking the product and who may make adjustments provided he is not solely responsible for setting up or maintaining the machine	149.2	59.68

After, one year's continuous service with the same employer an adult male worker shall be paid 3 cents per hour in excess of the foregoing rates of wages.

(b) Female Workers – Female workers may be employed under the conditions and at the rates of wages prescribed in clause 14 of this award: Provided that a worker substantially employed in operating a moulding press shall be paid at not less than \$46.22 per week from 11 August 1973 to 30 September 1973 and \$49.62 per week on and after 1 October 1973: and provided, further, that female workers may be employed to operate plastic injection moulding presses not exceeding one ounce capacity at not less than the following rates –

Under 19 years of age, 65 percent of the adult rate.

19 to 20 years of age, 80 percent of the adult rate.

And thereafter, or on attaining the age of 20 years, not less than \$46.22 per week from 11 August 1973 to 30 September 1973 and \$49.62 per week on and after 1 October 1973.

After one year's continuous service with the same employer an adult female worker shall be paid 3 cents per hour in excess of the foregoing rates of wages.”

2. That this order shall be deemed to have come into force on the 11th day of August 1973.

Dated this 5th day of November 1973.

(L.S.)

A. P. BLAIR, Judge.

MEMORANDUM

The representatives of the parties advise that in providing for the first step in the implementation of equal pay all adult female rates have been increased by 8.5 cents per hour.

The parties considered it expedient to incorporate in the wage rates the effect of the 8.5 percent wage adjustment order under the Economic Stabilisation Regulations 1973, and accordingly that order will have no application to the wage rates payable under this amending order.

A. P. BLAIR, Judge.