

NEW ZEALAND (EXCEPT NORTHERN INDUSTRIAL DISTRICT OTHER
THAN GISBORNE JUDICIAL DISTRICT) CAKE SHOP ASSISTANTS –
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 (except Northern Industrial District other than Gisborne Judicial District) Cake Shop Assistants Award, dated the 11th day of December 1972, and recorded in 72 Book of Awards 4090.

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 (except Northern Industrial District other than Gisborne Judicial District) Cake Shop Assistants Award, dated the 11th 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:

That the said award shall be amended by deleting subclause (a) of clause 4 (Wages) and substituting therefor the following subclause –

“(a) (i) The minimum rates of wages payable to shop assistants shall be as follows:

	Males Payable on and After 11 August 1973	Females Payable from 11 August 1973 to 30 Sept. 1973	Females Payable on and After 1 October 1973
	Per Week \$	Per Week \$	Per Week \$
Under 16 years of age ..	22.79	21.16	21.49
16 to 17 years of age ..	26.04	23.87	24.31
17 to 18 years of age ..	30.38	27.13	27.78
18 to 19 years of age ..	35.81	30.92	31.91
19 to 20 years of age ..	41.23	34.72	36.06
20 to 21 years of age ..	52.08	38.52	41.24
21 years of age and over	63.48	42.86	47.00

(ii) Workers commencing employment 21 years of age and over without previous experience in the industry of at least one full year in the preceding five years shall be paid not less than the following rates:

	Males Payable on and After 11 August 1973	Females Payable from 11 August 1973 to 30 Sept. 1973	Females Payable on and After 1 October 1973
	Per Week \$	Per Week \$	Per Week \$
For the first six months . .	52.08	38.52	41.24
For the second six months	57.51	40.69	44.05
Thereafter ..	63.48	42.86	47.00”

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 the differentials between male and female rates of wages have been reduced by approximately one-fifth. The employers' representatives accept that the first increment only has been determined but desire to record the fact that it is not their intention to bring about full implementation in fewer than four further steps.

The union representatives for their part have not committed themselves beyond the first minimum step.

The parties considered it expedient to have incorporated 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.