

TARANAKI, WELLINGTON, MARLBOROUGH, NELSON AND
CANTERBURY FOODSTUFFS AND CHEMICAL PRODUCTS
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 Taranaki, Wellington, Marlborough, Nelson, and Canterbury Foodstuffs and Chemical Products Employees Award, dated the 23rd day of November 1972, and recorded in 72 Book of Awards 3755.

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 Taranaki, Wellington, Marlborough, Nelson, and Canterbury Foodstuffs and Chemical Products Employees Award, dated the 23rd day of November 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 by deleting clause 4 (Wages) and substituting therefor the following clause –

“WAGES

4. The following shall be the minimum weekly rates of wages for adult workers: Provided that any female worker required to perform work traditionally performed exclusively by male workers shall receive the male rate of pay for the job:

	Males Payable on and after 11 August 1973 Per Week \$	Females Payable from 11 August 1973 to 30 September 1973 Per Week \$	Females Payable on and after 1 October 1973 Per Week \$
(a) Adult workers	55.20	38.86	45.26
Full-time workers after six months' continuous service	56.46	40.15	46.30
Full-time workers after two years' continuous service	57.70	42.10	47.31
(b) Junior workers under 18 years of age	31.57	27.67	28.73
Junior workers – 18 years of age Thereafter the appropriate adult rate.	43.20	33.09	35.42

(c) A worker placed in charge of three or more other workers (other than casuals) shall be paid \$3.25 per week in addition to the rates prescribed in subclause (a) of this clause.

(d) A worker placed in charge of nine or more other workers (other than casuals) shall be paid \$4.50 per week in addition to the rates prescribed in subclause (a) of this clause.

(e) Uncertificated laboratory technicians and assistants shall, in addition to the above rates, receive \$1 per week where they are not covered by any separate arrangement or agreement the conditions of which are equal to or exceed the terms of this subclause.”

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

Dated this 8th day of November 1973.

(L.S.)

A. P. BLAIR, Judge.

MEMORANDUM

The representatives of the parties desire it to be recorded that this amending order completes the first step in the implementation of equal pay for female workers. The remaining differential between male and female rates of pay is to be eliminated in four equal steps in accordance with the provisions of the Equal Pay Act.

It has been agreed that there be set up a working party consisting of representatives of the parties, who shall meet no earlier than 1 February 1974 in an attempt to formulate by 30 June 1974 a practical job classification schedule suitable for inclusion in future awards. Towards this end the employers undertake to prepare an outline of a proposed classification system for consideration at this meeting.

The amended rates of wages payable under this order are inclusive of the effect of the 8.5 percent wage adjustment order as provided for in Regulation 14 of the Economic Stabilisation Regulations 1973.

A. P. BLAIR, Judge.