

**NORTHERN, WELLINGTON, CANTERBURY AND OTAGO, AND
SOUTHLAND BRUSH AND BROOM TRADE 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 Northern, Wellington, Canterbury, and Otago and Southland Brush and Broom Trade Employees Award, dated the 14th day of December 1972, and recorded in 72 Book of Awards 4326.

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 Northern, Wellington, Canterbury, and Otago and Southland Brush and Broom Trade Employees Award, dated the 14th 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), (b), and (c) of clause 8 (Wages) and substituting therefor the following subclauses:

“(a) Definitions – The following definitions shall apply:

Woodworking Machinist – A worker engaged on and responsible for the setting, adjusting, and operating of woodworking machines.

Woodworking Operator – A worker engaged on operating woodworking machines who may carry out minor adjustments.

Wood Finisher – A worker engaged on sanding, dipping or spraying.

Boring and Filling Machine Operator –

(1) A worker engaged on operating a continuous running automatic machine.

(2) A worker engaged on operating a non-continuous running automatic machine.

Filling Machine Operator – A worker engaged on operating a filling machine.

Paint Brush Layer (Hand) – A worker engaged on hand laying.

Bristle Preparer – A worker engaged on preparing bristle by washing, drying, sorting, combing, cutting, and bundling.

Paint Brush Setter and Roller Maker – A worker engaged on all work in connection with brush and roller making with the exception of brush laying and bristle preparing.

Feather Duster Maker – A worker engaged on the making of feather dusters.

Mop Maker – A worker engaged on the making of mops of all descriptions.

Automatic Trimming Machine Operator – A worker engaged on an automatic trimming machine other than a worker engaged on trimming done in cycle by boring and filling machine operators (1).

(b) The following shall be the minimum rates of wages payable:

| | Males For the first month Per Hour cents | Males Thereafter Per Week \$ | Females For the first month Per Hour cents | Females Thereafter Per Week \$ |
|--|--|---------------------------------------|--|---|
| (i) Woodworking machinist | 165.00 | 66.00 | 165.00 | 66.00 |
| (ii) Yardman timber stacker | 160.93 | 64.37 | 160.93 | 64.37 |
| Woodworking operator | 160.93 | 64.37 | 160.93 | 64.37 |
| Boring and filling machine operator (1) | 160.93 | 64.37 | 128.75 | 51.50 |
| Filling machine operator | 160.93 | 64.37 | 128.75 | 51.50 |
| Paint brush layer (hand) | 160.93 | 64.37 | 128.75 | 51.50 |
| Bristle preparer | 160.93 | 64.37 | 128.75 | 51.50 |
| (iii) Wood finisher | 145.50 | 58.20 | 116.40 | 46.56 |
| Boring and filling machine operator (2) | 145.50 | 58.20 | 116.40 | 46.56 |
| Paint brush setter and roller maker | 145.50 | 58.20 | 116.40 | 46.56 |
| Feather duster maker | 145.50 | 58.20 | 116.40 | 46.56 |
| Mop makers | 145.50 | 58.20 | 116.40 | 46.56 |
| Twisted wire brush maker | 145.50 | 58.20 | 116.40 | 46.56 |
| Automatic trimming machine operator | 145.50 | 58.20 | 116.40 | 46.56 |
| (iv) All other workers | 136.43 | 54.59 | 109.18 | 43.67 |

(c) The following shall be the minimum weekly rates of wages payable to junior workers:

| | Males Per Week \$ | Females Per Week \$ |
|-----------------------|-------------------------|---------------------------|
| Under 17 years of age | 24.96 | 19.97 |
| 17 to 18 years of age | 33.53 | 26.82 |
| 18 to 19 years of age | 42.18 | 33.74 |
| 19 to 20 years of age | 50.84 | 40.67 |

Thereafter, or on attaining the age of 20 years, the appropriate rate prescribed for adult workers.

A proportion of one junior to three journeymen or fraction of three journeymen in classes (i), (ii), and (iii) only shall be allowed."

(2) By deleting subclause (b) of clause 10 (Plastic Moulding Section) and substituting therefor the following subclause:

"(b) The following shall be the minimum rates of wages payable:

Male Workers – 142.92 cents per hour.

Female Workers – 114.34 cents per hour."

(3) By deleting subclause (c) of clause 10 (Plastic Moulding Section).

(4) By deleting subclauses (i) and (k) of clause 17 (General Conditions).

2. That this order shall be deemed to have come into force on the 1st day of October 1973.

Dated this 14th day of November 1973.

(L.S.)

A. P. BLAIR, Judge.

MEMORANDUM

The representatives of the parties desire to record that this amendment provides for the first step in the implementation of equal pay pursuant to the Equal Pay Act 1972. Amendments to the wages clause incorporate the effect of a job classification and evaluation exercise carried out by representatives of the parties. The percentage relationship of female rates of wages to male rates has been established by this amendment at 80 percent, this difference to be removed by four further equal steps in accordance with the Act.

The amended wage rates payable under this order are inclusive of the effect of the August 1973 wage adjustment order under the Economic Stabilisation Regulations 1973.

A. P. BLAIR, Judge.