

TARANAKI, WELLINGTON, NELSON, WESTLAND, AND CANTERBURY ICE
CREAM MANUFACTURERS' 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, Nelson, Westland, and Canterbury Ice Cream Manufacturers' Employees Award, dated the 18th day of December 1972, and recorded in 72 Book of Awards 4495.

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, Nelson, Westland, and Canterbury Ice Cream Manufacturers' Employees Award, dated the 18th 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 from the second paragraph of subclause (a) of clause 3 (Hours of Work) the word “male”.

(2) By deleting from the proviso to subclause (a) of clause 4 (Overtime) the word “male”.

(3) By deleting subclause (a) of clause 6 (Wages) and substituting therefor the following subclause:

“(a) The following shall be the minimum rates of wages: 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 Per Week	Females Per Week
	\$	\$
First-class ice cream hand	62.73	51.44
Pasteuriser	57.64	47.26
Gram machine and cup machine operator	57.64	47.26
Second hand and/or churn operator	56.58	46.40
Fruit preparer	56.58	46.40
General hand	53.95	44.24
Freezer storeman (employed for not less than 20 hours per week in the freezer)	63.32	51.92

No person under the age of 18 years may be employed as a first-class ice cream hand, pasteuriser, or churn operator.”

(4) By deleting subclause (c) of clause 6 (Wages) and substituting therefor the following subclause:

“(c) Junior workers may be employed at not less than the following rates of wages:

	Males Per Week	Females Per Week
	\$	\$
Under 17 years of age	24.22	21.31
17 to 18 years of age	27.94	24.59
18 to 19 years of age	32.77	28.84
Thereafter the appropriate rate in accordance with subclause (a) of this clause.”		

(5) By deleting subclause (e) of clause 6 (Wages).

(6) By deleting from subclause (f) of clause 6 (Wages) the word "female".

(7) By deleting subclause (a) of clause 8 (Soft Ice Cream Section) and substituting therefor the following subclause:

"(a) The terms and conditions of this award shall apply to one worker in each retail shop employed in the care and operation of machines for the manufacture at the point of sale of soft ice cream, known as 'cream freeze', 'snow freeze', or other title, subject to the following modifications:

Clause 3 (Hours of Work) and clause 6 (Wages) of this award shall not apply, and in lieu thereof the ordinary hours of work of such workers shall be the same as those which apply to assistants in the award relating to the principal business of the employer, and the minimum ordinary rates of wages for such workers shall be as follows:

	Per Week
	\$
Under 16 years of age	22.69
16 to 17 years of age	25.51
17 to 18 years of age	28.98
18 to 19 years of age	33.11
19 to 20 years of age	37.26
20 to 21 years of age	42.44
21 years of age and over	48.20"

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

Dated this 27th day of November 1973.

A. P. BLAIR, Judge.

MEMORANDUM

The representatives of the parties desire it to be recorded that this amendment completes the first step in the implementation of equal pay for female workers.

The amended wage rates provided by this order include the effect of the August 8.5 percent wage adjustment order under the Economic Stabilisation Regulations 1973.

A. P. BLAIR, Judge.