

**TARANAKI, WELLINGTON, NELSON, AND CANTERBURY
POULTRY PROCESSING 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, and Canterbury Poultry Processing Employees Award, dated the 14th day of November 1972, and recorded in 72 Book of Awards 3649.

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, and Canterbury Poultry Processing Employees Award, dated the 14th 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 in the manner following –

(1) By deleting subclauses (a), (b) and (c) of clause 6 (Wages) and substituting therefor the following subclause (a) and (b):

“(a) The following shall be the minimum weekly 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:

(i) Rates payable to workers in establishments where more than ten workers covered by this award are employed –

	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 \$
Freezing room hands	57.51	–	–
Graders and weighers	56.51	43.73	47.47
Stickers	55.49	42.45	46.61
Examiners, knife hands, eviscerators, and machine operators	54.86	41.81	46.08
Other workers on chains and conveyors ..	53.56	40.84	44.99
All other workers	51.00	38.60	42.84

(NOTE – A “freezing room hand” is a worker who is employed for 20 hours or more per week in a freezing room or refrigerated store in which the temperature is consistently maintained at minus 5 degrees Celsius or below.)

(ii) Rates payable to workers in establishments where ten or fewer workers covered by this award are employed –

	Males Payable on and after 11 August 1973 Per Week \$	Females Payable from 11 August 1973 to 30 Sept. 1973 Per Week \$	Females Payable on and after 1 October 1973 Per Week \$
Workers engaged on killing and plucking ..	54.86	41.82	46.08
All other workers	51.00	38.60	42.84

(b) Junior Workers – Junior workers may be employed at not less than the following rates of wages:

	Males Payable on and after 11 August 1973 Per Week \$	Females Payable from 11 August 1973 to 30 Sept. 1973 Per Week \$	Females Payable on and after 1 October 1973 Per Week \$
Under 18 years of age	39.06	32.55	33.98

Thereafter the appropriate rate in accordance with subclause (a) of this clause.”

(2) By deleting from subclause (g) of clause 6 (Wages) the words “subclauses (a) and (b) of this clause” and substituting therefor the words “subclause (a) of this clause”.

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

Dated this 27th day of November 1973.

A. P. BLAIR, Judge.

MEMORANDUM

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

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

A. P. BLAIR, Judge.