

NEW ZEALAND (EXCEPT NORTHERN INDUSTRIAL DISTRICT OTHER THAN GISBORNE JUDICIAL DISTRICT) GENERAL RETAIL SHOP ASSISTANTS – AMENDMENT OF AWARD

Dated 28/11/73

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) General Retail Shop Assistants Award, dated the 4th day of December 1972, and recorded in 72 Book of Awards 3846.

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) General Retail Shop Assistants Award, dated the 4th 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) to (i) inclusive of clause 7 (Wages) and substituting therefor the following subclauses:

“(a) The minimum rates of wages payable to shop assistants, other than adult specialty salesmen selling on commission, shall be:

	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 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

Workers commencing employment 21 years of age or 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 Per Week \$	Females Payable from 11 August 1973 to 30 Sept. 1973 Per Week \$	Females Payable on and after 1 October 1973 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

Workers engaged after the coming into force of this award who have passed the School Certificate Examination up to and including 1967 or who, subsequent to 1967, have obtained a School Certificate in English and three other subjects, shall be paid \$2 per week in addition to the above scale until the senior rate is reached; and workers engaged after the coming into force of this award who have passed the University Entrance Examination shall be paid \$4 per week in addition to the above scale until the senior rate is reached: Provided that only one examination shall be recognised in the case of each worker. The provisions of this paragraph shall not apply to temporary or casual hands or to workers engaged to work only during the period 1 to 24 December or to bona fide students employed during school or university vacations.

Without prejudice to subsequent negotiations in the matter of classification of shop assistants, employees who have successfully completed one academic year of courses recognised by the New Zealand Retailers' Federation Incorporated by notice in writing to the Head Office of the Department of Labour shall receive \$2 per week in addition to the scale rates until the senior rate is reached. This payment and the foregoing allowance, as appropriate, shall be cumulative.

(b) The minimum rates of wages payable to the following classes of workers shall follow subclause (a) of this clause until the age of 21 is reached and thereafter shall be as follows:

	Payable on and after 11 August 1973 Per Week \$
Window dresser	66.73
Display artist	66.73
Ticket writer	65.10
Scenic artist	65.10
Commercial artist	65.10
Advertisement writer or copywriter	65.91

	Males	Females Payable from 11 August 1973 to 30 Sept. 1973 Per Week \$	Females Payable on and after 1 October 1973 Per Week \$
Window dresser working from a plan or photograph	66.73	48.28	51.97
Ticket writer writing one-stroke price tickets including essential quantitative references	65.10	47.20	50.78

A worker who is not wholly or substantially employed at work covered by this subclause and whose ordinary wage is less than that prescribed herein shall, for the hours during which the worker is employed at work covered by this subclause, be paid the difference between his or her ordinary wage and that prescribed in this subclause for the work performed.

(c) Storemen, packers, porters, and male cleaners shall be paid not less than the following rates of wages:

	Per Week \$
Under 16 years of age	21.70
16 to 17 years of age	24.96
17 to 18 years of age	28.21
18 to 19 years of age	32.55
19 to 20 years of age	39.06
20 to 21 years of age	49.91
21 years of age and over	58.59

Head Storeman — A “head storeman” is a storeman in charge of other workers. If in charge of two or more workers other than casuals and up to five such workers he shall be paid \$4 per week extra. If in charge of over five such workers he shall be paid \$6 per week extra.

(d) Adult specialty salesmen engaged to sell on the basis of retainer plus commission shall receive the following as a minimum retainer:

	Per Week \$	
Males	54.25	
Females {	37.98	from 11 August 1973 to 30 September 1973;
	and	
	41.23	on and after 1 October 1973

Where the worker’s commission earnings plus retainer are less than the minimum rates for adults prescribed in subclause (a) of this clause he or she shall have gross earnings made up to that figure.

Where overtime is payable the ordinary time rate for calculation shall be 1/40th of the senior rate in subclause (a) of this clause.

(e) The minimum rates of wages payable to branch managers, branch manageresses, and workers in charge of shops shall be:

	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 11 August 1973 Per Week \$
Where no assistants or up to two other assistants are employed	68.36	48.83	52.74
Where three or up to five other assistants are employed	71.07	51.54	55.44
Where six or more other assistants are employed	75.30	55.88	59.70

Casuals shall not be included in the above computation.

(f) (i) The minimum rates of wages payable to departmental managers and departmental manageresses shall be:

	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 \$
18 to 19 years of age	42.32	37.43	38.42
19 to 20 years of age	47.74	41.23	42.54
20 to 21 years of age	58.59	45.03	47.74
21 years of age and over	68.90	49.91	53.71

(ii) Departmental managers or departmental manageresses who are under the age of 21 years shall not be included in any computation of proportion either as seniors or juniors.

(g) Lift attendants employed exclusively on a lift, \$53.17 per week.

(h) Female cleaners may be employed at the following rates:

	Payable from 11 August 1973 to 30 Sept. 1973
If employed by the week	\$37.98 per week
If employed by the hour	101.2 cents per hour
	Payable on and after 1 October 1973
If employed by the week	\$44.12 per week
If employed by the hour	110.3 cents per hour

(i) Watchmen – Watchmen shall be paid not less than \$58.05 per week.”

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

Dated this 28th day of November 1973.

A. P. BLAIR, Judge.

MEMORANDUM

The representatives of the parties advise that the provisions of this amending order provide for the first step in the implementation of equal pay by reducing the differentials between all male and female rates of wages by approximately one-fifth. The employers' representatives accept that the first increment only has been determined but 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 rates of wages which have been amended by this order are inclusive of the effect of the August 1973 wage adjustment order under the Economic Stabilisation Regulations 1973.

A. P. BLAIR, Judge.