

**NEW ZEALAND (EXCEPT NORTHERN INDUSTRIAL DISTRICT
OTHER THAN GISBORNE JUDICIAL DISTRICT) FISH SHOP
ASSISTANTS – 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 New Zealand (except Northern Industrial District other than Gisborne Judicial District) Fish Shop Assistants Award, dated the 11th day of December 1972, and recorded in 72 Book of Awards 4119.

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) Fish Shop Assistants Award, dated the 11th 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 clause 5 and substituting therefor the following clause:

“WAGES

5. (a) (i) Except as otherwise provided the minimum rates of wages shall be:

	Males Per Week \$	Females Per Week \$
Assistant in charge of shop with total staff of assistants of four or more in number	68.90	52.00
First assistant or worker in charge of shop with less than total staff of four assistants	66.18	49.50
All other adult shop assistants	63.48	47.00

(ii) Workers commencing employment at 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 Per Week \$	Females Per Week \$
For the first six months	52.08	41.24
For the second six months	57.51	44.05
Thereafter	63.48	47.00

(iii) Juniors may be employed at not less than the following rates:

	Males Per Week \$	Females Per Week \$
Under 16 years of age	22.79	21.49
16 to 17 years of age	26.04	24.31
17 to 18 years of age	30.38	27.78
18 to 19 years of age	35.81	31.91
19 to 20 years of age	41.23	36.06
20 to 21 years of age	52.08	41.24
Thereafter	63.48	47.00

(b) An employer who substantially performs the work of an assistant may be classified as an assistant in charge or first assistant in respect of one shop only.

(c) Where three or more adult assistants are employed in any shop, one shall be paid first assistant's wage.

(d) For the purposes of this award each shop shall be deemed to be a separate business.

(e) If female shop assistants are employed in the preparation of fresh fish they shall be paid the corresponding male rate."

(2) By deleting clauses 6 (Boys and Youths) and 7 (Female Assistants).

(3) By deleting the rate of "\$1.30 per hour" in subclause (c) of clause 9 (Temporary or Casual Hands) and substituting therefor the rate of "\$1.43 per hour".

(4) By deleting the rate of "\$1.30 per hour" in subclause (d) of clause 10 (Part-Time Workers) and substituting therefor the rate of "\$1.43 per hour".

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

Dated this 18th day of December 1973.

(L.S.)

A. P. BLAIR, Judge.

MEMORANDUM

The representatives of the parties advise that the provisions of this amendment 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 amended rates of wages prescribed by the order include the effect of the August 1973 wage adjustment order under the Economic Stabilisation Regulations 1973.

A. P. BLAIR, Judge.