

**NEW ZEALAND (EXCEPT NORTHERN INDUSTRIAL DISTRICT)  
FRUIT AND PRODUCE STORES 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 New Zealand (except Northern Industrial District) Fruit and Produce Stores Employees Award, dated the 11th day of December 1972, and recorded in 72 Book of Awards 4150.

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) Fruit and Produce Stores Employees 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 subclause (c) of clause 5 (Mealtime) and substituting therefor the following subclause:

“(c) No worker shall be employed for more than five hours continuously without an interval for a meal.”

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

“(a) Workers over the age of 20 years shall be paid not less than \$56.20 per week: Provided that on completion of six months’ current continuous service as an adult with the same employer the rate shall be \$58.37 per week; on completion of 12 months’ current continuous service as an adult with the same employer the rate shall be \$58.91, and on completion of five years’ current continuous service as an adult with the same employer the rate shall be \$59.46 per week.”

(3) By deleting subclauses (c), (d), (e), and (f) of clause 6 (Wages) and substituting therefor the following subclauses:

“(c) In stores where one storeman and/or packer is employed who is responsible for all inward and outward goods, he or she shall be paid not less than \$56.75 per week: Provided that on completion of six months’ current continuous service as an adult with the same employer the rate shall be \$58.92 per week; on completion of 12 months’ current continuous service as an adult with the same employer the rate shall be \$59.46, and on completion of five years’ current continuous service as an adult with the same employer, the rate shall be \$60 per week.

(d) Seasonal workers employed by the New Zealand Apple and Pear Marketing Board shall be paid not less than 140.5 cents per hour.

(e) Youths may be employed at not less than the following rates:

	Per Week
	\$
Under 17 years of age	25.93
17 to 18 years of age	29.13
18 to 19 years of age	32.14
19 to 20 years of age	37.54

Provided that any youth who has completed six months' current continuous service with the same employer shall be paid \$1 per week in addition to the above rates.

20 years of age and over, the appropriate adult rate.

(f) Notwithstanding anything in the foregoing, workers may be employed packing, prepacking, sorting or grading fruit, vegetables, and eggs, pulping eggs, blending and packing honey, curing lemons, and receiving and preparing flowers for sale and work incidental thereto, at not less than the following rates:

			Per Week	
			Males	Females
			\$	\$
Under 17 years of age	.	.	25.93	25.93
17 to 18 years of age	.	.	29.13	29.13
18 to 19 years of age	.	.	32.14	32.14
19 to 20 years of age	.	.	37.54	37.54

Provided that any junior worker who has completed six months' current continuous service with the same employer shall be paid \$1 per week in addition to the above rates.

			Per Week	
			Males	Females
			\$	\$
20 years of age and over	.	.	55.30	44.24

Provided that on completion of six months' current continuous service as an adult with the same employer the rates shall be:

		Per Week	
		Males	Females
		\$	\$
		57.50	46.00

On completion of 12 months' current continuous service as an adult with the same employer the rates shall be:

		Per Week	
		Males	Females
		\$	\$
		58.00	46.40

On completion of five years' current continuous service as an adult with the same employer the rates shall be:

		Per Week	
		Males	Females
		\$	\$
		58.50	46.80

Workers employed in egg departments shall not be required to scrub floors but this shall not prevent a worker from cleaning up round the grading machines."

(4) By deleting clause 7 and substituting therefor the following clause:

#### "CASUAL WORKERS

7. Workers employed for less than one week shall be deemed to be casuals and shall be paid not less than pro rata the appropriate weekly wage. When casual labour is employed a minimum of three hours shall be paid for on any one day."

(5) By deleting subclauses (c) and (d) of clause 20 (Heavy Goods) and substituting therefor the following subclause (c):

"(c) No person shall be employed to lift, carry, or move any load so heavy as is likely to cause injury."

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

Dated this 19th day of December 1973.

(L.S.)

A. P. BLAIR, Judge.

**MEMORANDUM**

The representatives of the parties advise that the provisions of this amendment as agreed to on 1 November 1973 complete the first step towards equal pay for female workers.

The amended rates of wages specified in this order include the effect of the August 1973 wage adjustment order under the Economic Stabilisation Regulations 1973.

A. P. BLAIR, Judge.