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**New Plymouth City Council Senior
Officers' – Collective Agreement
(Voluntary)**

Dated 18/12/74

NOTE: See clause 7 herein for the date on which rates of wages come into force

Under the Industrial Relations Act 1973

REGISTERED COLLECTIVE AGREEMENT

In the matter of the Industrial Relations Act, 1973 and in the matter of the New Plymouth City Council Senior Officers' Dispute of Interest, 1974 between the Wellington, Marlborough, Westland, Nelson and Taranaki Local Bodies' Officers' Industrial Union of Workers and New Plymouth City Council.

The Industrial Commission, having before it the terms of a voluntary settlement arrived at in the above-mentioned dispute of interest and submitted or notified to the Commission pursuant to the provisions of Section 65 of the Industrial Relations Act 1973, hereby registers as a collective agreement the terms, conditions, and provision set out in the form of submission or notification attached hereto and orders:

1. That the said terms, conditions and provisions shall be binding on the parties hereto; and

2. That the said parties shall respectively do, observe, and perform every matter and thing by this collective agreement required to be done, observed, and performed, and shall not do anything in contravention of this collective agreement but shall in all respects abide by and perform it.

In witness of the registration of this collective agreement the seal of the Industrial Commission has hereto been affixed and the President of the Commission has hereto set his hand, this 18th day of December 1974.

(L.S.)

G. O. Whatnall, President.

Under the Industrial Relations Act 1973

SUBMISSION OF VOLUNTARY SETTLEMENT FOR REGISTRATION

In the matter of the Industrial Relations Act, 1973 and in the matter of the New Plymouth City Council Senior Officers' Dispute of Interest, 1974 between the Wellington, Marlborough, Westland, Nelson and Taranaki Local Bodies' Officers' Industrial Union of Workers and New Plymouth City Council.

To the Registrar of the Industrial Commission

We hereby submit to you a signed copy of the terms of voluntary settlement of the above-mentioned dispute of interest arrived at by the parties pursuant to Section 65 of the Industrial Relations Act 1973, for registration by the Industrial Commission as a collective agreement.

Dated at Wellington this 2nd day of October 1974.

For and on behalf of New Plymouth City Council:

D. Sutherland, Mayor.

C. J. Connor, Town Clerk.

For and on behalf of the Wellington, Marlborough, Westland, Nelson, and Taranaki Local Bodies' Officers' Industrial Union of Workers:

W. J. Anton, Secretary.

M. A. Flanagan (Mrs.), Asst. Secretary.

NEW PLYMOUTH CITY COUNCIL SENIOR OFFICERS' –
VOLUNTARY COLLECTIVE AGREEMENT

Terms of Voluntary Settlement under Section 65 of the
Industrial Relations Act, 1973

SCHEDULE

1. Save as provided herein, and except for Clause 1 and subclauses 5 (a), (b), (c), (d), (e), (f), (g), (k), (l), (m), (n) and (o), it is agreed that the provisions of the Taranaki, Wellington, Marlborough, Nelson and Westland Local Bodies' Officers' Award or collective agreement for the time being in force, and any subsequent amendments thereto, or any award made or collective agreement duly entered into in substitution therefor shall stand part of this collective agreement.

INDUSTRY TO WHICH AGREEMENT APPLIES

2. (a) This agreement shall apply to officers employed by the Council on salaries higher than the maximum provided in the Taranaki, Wellington, Marlborough, Nelson and Westland Local Bodies' Officers' Award, or any award made, or collective agreement duly entered into in substitution therefor.

(b) Such officers shall not include any officer whose salary is determined by the Higher Salaries Commission established under the Wage Adjustment Regulations 1974.

RATES AND CONDITIONS OF PAY

3. (a) Salaries shall be paid in accordance with the following scale:

Grade	Step 1 \$	Step 2 \$	Step 3 \$	Step 4 \$
1	5,983	6,164	6,345	6,526
2	6,526	6,683	6,842	7,000
3	7,000	7,158	7,317	7,475
4	7,475	7,632	7,791	7,949
5	7,949	8,107	8,266	8,424
6	8,424	8,582	8,741	8,898
7	8,898	9,056	9,215	9,373
8	9,373	9,571	9,768	9,966
9	9,966	10,204	10,441	10,678
10	10,678	10,915	11,153	11,390
11	11,390	11,666	11,944	12,221

(b) The scale in subclause (a) of this clause shall be adjusted automatically to maintain the relativity with the Taranaki, Wellington, Marlborough, Nelson and Westland Local Bodies' Officers' Award or any award made, or collective agreement duly entered into in substitution therefor by increasing all rates in the scale by the same percentage increase received by the maximum rate of salary specified in that award.

CLASSIFICATION OF POSITIONS

4. (a) The classification of the positions covered by this agreement shall be as set out hereunder.

The grade shown is the maximum for the position. An officer may be placed on the grade shown or on a lower grade on appointment provided that where an officer is appointed at a grade lower than that fixed for his classification he shall proceed by automatic annual increments, each of one step, to the 4th step of the grade below that applicable to his classification, and thereafter shall progress by

annual increments at the discretion of departmental head to Step 4 of the appropriate grade.

Officers may receive a personal increase to any step in a higher grade on the display of considerable merit, with the recommendation of his departmental head (or the Town Clerk in the case of a department head) and with the approval of the Council, provided that in the case of a Grade 12 officer, such increase shall be to a salary approved by the Council. Such a personal increase shall not apply automatically to a subsequent appointee to the same position.

Any promotions to higher steps on the salary scale shall take place on the 1st April each year. The first automatic promotion for a new appointee shall take place on the 1st April in the calendar year following his appointment.

Grade 1 Position Titles –

Committee Secretary (Town Clerk)
 Senior Clerk – Expenditure (Treasury)
 Rates Clerk (Treasury)
 Sales Promotion Officer (Gas)
 Service Superintendent (Gas)
 Draughtsman (Electricity)
 1st Asst. Reticulation Supt. (Electricity)
 Asst. Trading Superintendent (Electricity)
 Plant Overseer (Electricity)
 Building Overseer (Electricity)
 Draughtsman (City Engineer)
 Workshop Foreman (City Engineer)
 City Foreman (City Engineer)
 Engineering Asst. – Drainage (City Engineer)
 Health Inspector (City Engineer)
 Senior Building Inspector (City Engineer)
 Senior Plumbing Inspector (City Engineer)
 Chief Clerk – Admin. (City Engineer)
 Records Draughtsman (City Engineer)
 Building Superintendent (City Engineer)
 Distribution Supt. Waterworks (City Engineer)
 Depot Foreman (Transport)

Grade 2 Position Titles –

Curator, Pukekura Park (Parks and Reserves)
 Distribution Superintendent (Gas)
 Senior Draughtsman (Electricity)
 Technical Advisory Officer (Electricity)
 Senior Test Technician (Electricity)
 Maintenance Foreman (Electricity)
 Chief Clerk (Electricity)
 Senior Health Inspector (City Engineer)
 Senior Draughtsman (City Engineer)
 Director (Museum)
 Public Relations Officer.
 Data Programme Supervisor (Treasury)

Grade 3 Position Titles –

Senior Technical Asst. (Parks and Reserves)
 Chief Electrical Inspector (Electricity)
 Showroom Manager (Electricity)
 Reticulation Superintendent (Electricity)
 System Controller (Electricity)
 Distribution Assistant (Electricity)
 Engineering Assistant (Electricity)
 Engineering Asst. –
 Waterworks (City Engineer)

- Design (City Engineer)
- Roading (City Engineer)
- Drainage (City Engineer)
- Stormwater (City Engineer)
- Water Treatment Superintendent (City Engineer)
- Chief Building Inspector (City Engineer)
- Deputy Librarian (Library)
- Grade 4 Position Titles –
 - Chief Draughtsman (Electricity)
 - Trading Superintendent (Electricity)
 - Graduate Engineer (Electricity)
 - Data Processing Manager (Treasury)
 - Superintendent of Works (City Engineer)
 - Chief Health Inspector (City Engineer)
 - Graduate Engineer (City Engineer)
 - Director, Art Gallery
- Grade 5 Position Titles –
 - Distribution Superintendent (Electricity)
 - Asst. Town Planning Officer (City Engineer)
- Grade 6 Position Titles –
 - Deputy Director of Parks and Reserves (Parks and Reserves)
 - Chief Accountant (Treasury)
 - City Librarian (Library)
- Grade 7 Position Titles –
 - Deputy City Treasurer (Treasury)
 - Transport Manager (Transport)
- Grade 8 Position Titles –
 - Gas Manager (Gas)
 - Distribution Engineer (Electricity)
 - Works Engineer (City Engineer)
 - Design Engineer (City Engineer)
 - Public Health Engineer (City Engineer)
 - Town Planning Officer (City Engineer)
- Grade 9 Position Titles –
 - Deputy Town Clerk (Town Clerk)
 - Director of Parks and Reserves (Parks and Reserves)
- Grade 10 Position Titles –
 - Deputy City Engineer (City Engineer)
 - Deputy Electricity Engineer-Manager (Electricity)
- Grade 11 Position Titles –
 - Nil.

(b) The Council shall at all times, on the recommendation of the Departmental head, have the right during the currency of this agreement, to amend the grading or position titles of any position specified in subclause (a) of this clause, provided always that no employee shall suffer any reduction in remuneration: provided further that such officer's remuneration shall be increased from time to time in accordance with the provisions of subclause (b) of Clause 3 until such officer vacates the position then held by him. Any officer whose designation or position title is affected by the change of grading or position title, as a result of action by the Council pursuant to this subclause, shall be entitled to appeal against such change in the manner prescribed in subclause (d) of this clause.

(c) Annually during the month of March the Council shall consider the gradings of all officers covered by this agreement and shall consider applications and recommendations from officers, departmental heads, or the Town Clerk on regradings and personal increases. Any increase agreed to shall take effect from the

1st April of that year.

(d) Any officer who is dissatisfied with the result of any annual review may appeal in writing within one month of the review or decision of the Council, to the Council, addressed to the Town Clerk, for reconsideration of the review or decision as it affects him. The appeal shall be considered by a Committee set up for that purpose and consisting of two members appointed by the Council, two members appointed by the officers bound by this agreement, and a Chairman who shall be agreed between the members of the Committee or who shall be appointed by the District Officer of the Department of Labour if no agreement can be reached. The decision by a majority vote by this Committee shall be final.

Any party to any appeal under this subclause may be represented or assisted by a representative of their choice at the hearing of an appeal.

(e) The grading of any new positions created shall be agreed between the Council and the departmental heads named in Clause 6 hereof.

5. Where an officer is placed in a grade notwithstanding that the salary for such officer is at present in excess of the salary applying to the top of that grade and where there is movement in the amount payable for the top of that grade then the margin shall be preserved until such officer vacates the position then held by him.

DEFINITIONS

6. "Head of Department" or "Departmental Heads" means:

- (a) The Town Clerk who shall be responsible also for the Govett-Brewster Art Gallery, the Taranaki Museum, and the Public Relations Office;
- (b) The City Engineer;
- (c) The Engineering Manager, Electricity Department;
- (d) The City Treasurer;
- (e) The Director of Parks and Reserves;
- (f) The Transport Manager;
- (g) The Gas Manager;
- (h) The City Librarian.

TERM

7. This agreement insofar as it relates to gradings specified in subclause (a) of Clause 4 shall be deemed to have come into force on the 1st day of April, 1973; and insofar as it relates to the rates of salary to be paid under subclause (a) of Clause 3, this agreement shall be deemed to have come into force on the 1st day of July, 1974; insofar as all other provisions are concerned it shall be deemed to have come into force on the day of the date of registration by the Industrial Commission and shall continue in force until the 30th day of June, 1975.

It is understood and agreed between the parties that the rates of annual salaries specified in subclause (a) of Clause 3 have been determined in order to restore the relativity which existed between the maximum rate of salary specified in the Taranaki, Wellington, Marlborough, Nelson and Westland Local Bodies' Officers' Award as at 1st April, 1973.

In witness whereof the parties hereto have executed these presents this 2nd day of October 1974.

For and on behalf of the New Plymouth City Council:

D. Sutherland, Mayor.
C. J. Connor, Town Clerk.

For and on behalf of the Wellington, Marlborough, Westland, Nelson and Taranaki Local Bodies' Officers' Industrial Union of Workers.

W. J. Anton, Secretary.
M. A. Flanagan (Mrs.), Asst. Secretary.

MEMORANDUM

Associated with the submission of this voluntary settlement was an application pursuant to Regulation 7 of the Wage Adjustment Regulations 1974. This application is sustained and the document registered accordingly.

G. O. Whatnall, President.