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**New Zealand Press Association
Journalists – Collective Agreement
(Conciliated)**

Dated 21/12/77

Note: See clause 6 herein for the date on which rates of wages come into force

**NEW ZEALAND PRESS ASSOCIATION JOURNALISTS – COLLECTIVE
AGREEMENT (CONCILIATED).**

In the Industrial Commission of New Zealand – In the matter of the Industrial Relations Act 1973; and in the matter of the New Zealand Press Association Journalists Dispute of Interest between the New Zealand (except Northern) Journalists and Related Trades Industrial Union of Workers and the under-mentioned:

New Zealand Federated Newspaper Publishers and Proprietors Industrial Association of Employers, P.O. Box 1066, Wellington.

The Industrial Commission, having before it the terms of a conciliated settlement arrived at in the above-mentioned dispute of interest and notified to the Commission pursuant to the provisions of section 82 of the Industrial Relations Act 1973, hereby registers as a collective agreement the terms, conditions, and provisions set out in the schedule 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 hereunto set his hand, this 21st day of December 1977.

G. O. Whatnall, President.

ARRANGEMENT

Clause Number	Title
1	– Industry to Which Agreement Applies
2	– Application of Agreement
3	– Wages
4	– Night Shift and Night Shift Allowance
5	– Restriction of Night Shift Allowance
6	– Term of Agreement

SCHEDULE

INDUSTRY TO WHICH AGREEMENT APPLIES

1. This agreement shall apply to workers falling within any of the definitions of clause 3 (Interpretations) of the award specified in clause 2 of this agreement who are employed in the operation of the New Zealand Press Association.

APPLICATION OF AGREEMENT

2. The provisions of the New Zealand (except Northern Industrial District) Daily Newspaper Journalists Award, dated the 8th day of August 1977 and recorded in the Book of Awards, Volume 77, Page 5383, shall apply to all workers except as provided in clauses 3, 4, 5, and 6 hereof.

WAGES

3. In return for recognition by the Wellington Branch of the New Zealand Journalists Union, and by those of its members employed by the New Zealand Press Association Limited, that it is the work of New Zealand Press Association

staff to perform all duties arising from activities which come within the scope of the Memorandum of Association of New Zealand Press Association Limited, the New Zealand Press Association agrees to pay, in addition to the appropriate award rates, 5 per cent of the ordinary salary as set out in clause 10 of the New Zealand (except Northern Industrial District) Daily Newspaper Journalists Award.

NIGHT SHIFT AND NIGHT SHIFT ALLOWANCE

4. Members of New Zealand Press Association staff rostered for the late night shift from 11.30 p.m. to 7.30 a.m. shall be rostered to have not fewer than five consecutive days on that shift and not more than seven. Where practicable, days off for these workers should be rostered consecutively. A worker rostered on the late night shift shall receive allowances totalling \$8 per night. This amount includes the award allowances for night shift workers with the balance to be regarded as a transport allowance. This allowance shall be paid in addition to penalty payments for weekend work as prescribed by subclause (b) of clause 8 of the award.

RESTRICTION OF NIGHT SHIFT ALLOWANCE

5. The term of the late night shift allowance specified in clause 4 of this agreement shall henceforth run concurrent with the term of the New Zealand (except Northern Industrial District) Daily Newspaper Journalists Award and on the next occasion that agreement is reviewed shall be increased to the extent of the monetary movement in the rate of allowance specified in paragraph (ii) of subclause (a) of clause 12 of that award.

TERMS OF AGREEMENT

6. This agreement, in so far as the provisions relating to the rates of remuneration to be paid are concerned, shall be deemed to have come into force on the 1st day of July 1977, and so far as all other provisions of this agreement are concerned, it shall come into force on the day of the date hereof; and this agreement shall continue in force until the 30th day of June 1978.

In witness whereof the seal of the Industrial Commission has hereto been affixed, and the President of the Commission has hereunto set his hand, this 21st day of December 1977.

G. O. Whatnall, President.

MEMORANDUM

This collective agreement incorporates the terms of settlement arrived at by the parties in the course of an inquiry held before a conciliation council.

Associated with the terms of settlement submitted for registration was an application pursuant to Regulation 7 (1) of the Wage Adjustment Regulations 1974 (Reprint 1977/265). This application has been sustained.

G. O. Whatnall, President.