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**Public Service Investment Society Retail  
Shop Assistants—Collective Agreement  
(Voluntary)**

Dated 20/4/77

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Note: See clause 38 herein for the date on which rates of wages come into force.

## Form 6

UNDER THE INDUSTRIAL RELATIONS ACT 1973  
REGISTERED COLLECTIVE AGREEMENT

In the matter of the Industrial Relations Act 1973; and in the matter of the Public Service Investment Society Retail Shop Assistants Dispute of Interest between the Wellington Amalgamated Society of Shop Assistants and Related Trades Industrial Union of Workers and the Public Service Investment Society Limited.

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 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 20th day of April 1977.

(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 Public Service Investment Society's workers dispute of interest 1977 between N.Z. Shop Employees Industrial Association of Workers and The Public Service Investment Society Ltd.

To: The Registrar of the Industrial Commission

We hereby submit to you a signed copy of the terms of voluntary settlement of the abovementioned dispute of interest arrived at by the parties pursuant to section 65 of the Industrial Relations Act 1973 as a collective agreement.

Dated at Wellington this 14th day of April 1977.

For and on behalf of the Public Service Investment Society Limited —

J. A. Lawrence, General Manager.

For and on behalf of N.Z. Shop Employees Industrial Association of Workers —

G. D. Kelly, Authorised Agent.

For and on behalf of New Zealand Public Service Association Inc. —

J. F. Turner, President.

W. E. B. Tucker, General Secretary.

THE PUBLIC SERVICE INVESTMENT SOCIETY LTD. RETAIL  
SHOP ASSISTANTS VOLUNTARY COLLECTIVE AGREEMENT

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

SCHEDULE

The conditions of the Public Service Investment Society Ltd. Retail Shop Assistants Voluntary Collective Agreement dated 14.4.76 will apply with the exception of the following clauses which are to be in substitution for the relative clauses of that Collective Agreement.

CLASSIFICATION OF WORKERS

3. (a) (ix) Retail Manager

Delete "the number of staff under their control and"

Grade V: Delete "\$157,500 p.a. and up to 3 staff" and substitute "\$165,375 p.a."

Grade IV: Delete the existing wording and substitute "Sales from \$165,376 to \$385,875 p.a."

Grade III: Delete the existing wording and substitute "Sales from \$385,876 to \$1,102,500 p.a."

Grade II: Delete the existing wording and substitute "Sales from \$1,102,501 to \$3,307,500 p.a."

Grade I: Delete the existing wording and substitute "Sales in excess of \$3,307,501 p.a."

Delete the Note.

Add new Note: "These figures to remain in effect between 1.10.76 and 30.9.77. At the conclusion of this period the turnover rates are to be increased by an inflation-based % figure to be agreed by the parties".

3. (a) (vii) Delete last paragraph.

3. (a) NOTE: Insert new NOTE (e): "Where staffing classifications are determined by numbers of staff, two part-time staff equal one full-time officer provided that if the average hours worked by part-time staff total more than 20, the balance above 20 hours shall be added and if they exceed multiples of 40 they shall count as additional full-time staff for each multiple of over 40.

WAGES

Clause 7 – (a) (ii) Delete existing pay rates and substitute the following:

Grade III \$2.084

Grade II \$2.304

Grade I \$2.431

(a) NOTE Delete existing weekly rates, and substitute the following:

On completion of 3 years continuous service 2.06

On completion of 5 years continuous service 2.58

On completion of 8 years continuous service 3.09

(a) (iii) Floaters

Delete existing per hour rate, and substitute the following:

Minimum hourly rate \$2.431

(a) (iv) Delete existing per annum rates, and substitute the following:

	University Entrance	Entry 6th Form (S.C.) *(Eng + 3 Subjects)	
Junior Sales Assistants			
Under 16 years	2450	2286	2121
16 – 17 years	2687	2522	2358
(a) (v) Sales Assistants			
17 – 18 years	3003	2839	2674
18 – 19 years	3736	3571	3406
19 – 20 years	4347	4182	4017
20 years and over	4987	4813	4648
Alter existing rates to read:			
7. (vi) Senior Sales Assistants		\$	
Grade II		4860	
Merit Step 1		5070	
Merit Step 2		5281	
Grade I		5491	
Merit Step 1		5702	
(vii) Buyers			
Grade III		5965	
Merit Step 1		6228	
Grade II		6492	
Merit Step 1		7018	
Grade I		7281	
Merit Step 1		7808	
(viii) Departmental Managers		8071	
Merit Step 1		8335	
(ix) Assistant Retail Managers			
Grade III		6228	
Merit Step 1		6492	
Merit Step 2		6755	
Grade II		7281	
Merit Step 1		7808	
Grade I		8335	
Merit Step 1		8861	
(x) Retail Managers			
Grade V		5375	
Merit Step 1		5581	
Merit Step 2		5838	
Grade IV		6228	
Merit Step 1		6492	
Merit Step 2		6755	
Merit Step 3		7018	
Grade III		7281	
Merit Step 1		7545	
Merit Step 2		7808	
Merit Step 3		8335	
Alter existing rates to read:			
7. (x) Retail Managers		\$	
Grade II		8861	
Merit Step 1		9387	
Merit Step 2		9915	

Grade 1	10/05
Merit Step 1	11494
Merit Step 2	12021
Merchandise Office	
(xi) Divisional Buyers:	7281
Merit Step 1	7545
Merit Step 2	7808
(xii) Asst. Merchandise Managers	9387
Merit Step 1	9915
Merit Step 2	10441
(xiii) Merchandise Managers:	10967
Merit Step 1	11757
Merit Step 2	12547
Store	
(xiv) Store Persons:	
Under 16 years of age	2121
16 – 17 years	2358
17 – 18 years	2674
18 – 19 years	3406
19 – 20 years	4017
20 years and over	4648
(xv) Senior Store Person:	4860
Merit Step 1	5070
(xvi) Head Store Person:	5438
Merit Step 1	5702
Merit Step 2	5965
(xvii) Asst. Bulk Store Manager:	5438
Merit Step 1	5702
Merit Step 2	5965
(xviii) Bulk Store Manager:	6228
Merit Step 1	6492
Merit Step 2	6755
Alter existing rates to read:	
7. Display	\$
(xix) Ticket Writer	5017
Merit Step 1	5238
Merit Step 2	5456
(xx) Window Dresser/Ticket Writer:	5238
Merit Step 1	5456
Merit Step 2	5675
(xxi) Display Manager:	6469
Merit Step 1	6772
Merit Step 2	7045

7 (c) Alter existing rate to \$3.09 per week.

Add new 7 (d)

On completion of three years continuous service with the employer as an adult employee a sales assistant or store person 20 years of age or over shall be entitled to the following service payments:

	\$
On completion of 3 years continuous service	2.06
On completion of 5 years continuous service	2.58
On completion of 8 years continuous service	3.09

## NOTICE OF OVERTIME AND MEAL MONEY

11 (a) Alter rates to \$2.10 each case.

(b) Alter rate to \$2.10 and delete the remainder of the clause after the word "money".

## SPECIAL HOLIDAYS FOR LONG SERVICE

22 (a) Delete existing wording and substitute the following:

"A worker shall be entitled to special holidays as follows:

- (i) One special holiday of four weeks after the completion of 15 years continuous service and before the completion of 25 years of continuous service with the same employer;
- (ii) One special holiday of six weeks after the completion of 25 years continuous service and before the completion of 35 years of continuous service with the same employer;
- (iii) One special holiday of six weeks after the completion of 35 years continuous service with the same employer.

22 (b) Delete existing wording and substitute the following: "Should a worker have completed 25 years of continuous service with the same employer prior to the date of this award he shall not be entitled to the special holiday provided in paragraph (i) of subclause (a) of this clause. Should a worker have completed 35 years of continuous service with the same employer prior to the date of this award he shall not be entitled to the special holidays provided in paragraph (i) or (ii) of subclause (a) of this clause."

## TERM OF AGREEMENT

38. Delete existing wording and substitute:

"The agreement, in so far as the provisions relating to wages to be paid are concerned, shall be deemed to have come into force on the 10th day of November 1976, in so far as all other provisions of the agreement are concerned, it shall come into force on the date of lodging with the Industrial Commission (namely 14 April 1977) and shall continue in force until the 9th day of November 1977."

For and on behalf of the Public Service Investment Society Limited –

J. A. Lawrence, General Manager.

For and on behalf of N.Z. Shop Employees Industrial Association of Workers –

G. D. Kelly, Authorised Agent.

For and on behalf of New Zealand Public Service Association Inc. –

J. F. Turner, President.

W. E. B. Tucker, General Secretary.

## MEMORANDUM

The parties to the agreement request that the following Memorandum be attached to this agreement:

1. The Public Service Investment Society Limited agrees to pay wages and travelling expenses for a specific number of employees, the number to be agreed upon between the unions and the Society at the time when claims for a new agreement are made, incurred in the course of the negotiations of the new agreement.

2. That for these negotiations the Public Service Association, the New Zealand Shop Employees Industrial Association of Workers, and the Public Service Investment Society Limited, shall be signatories to this agreement.

provided that the Public Service Association shall meet with managers employed by the Public Service Investment Society to ascertain their wishes as to future coverage by this agreement.

### MEMORANDUM

Associated with the terms of settlement submitted for registration was an application pursuant to Regulation 7 of the Wage Adjustment Regulations 1974 (Reprint 1976/198). This application has been sustained.

The Commission has pursuant to Regulation 4A(3) of the Wage Adjustment Regulations 1974 (Reprint 1976/198) modified clause 38 – Term of Agreement – to read as follows:

“The Agreement, in so far as the provisions relating to wages to be paid are concerned, shall be deemed to have come into force on the 10th day of November 1976, in so far as all other provisions of the agreement are concerned, it shall come into force on the date of lodging with the Industrial Commission (namely 14 April 1977) and shall continue in force until the 9th day of November 1977.”

This clause previously read as follows:

“The agreement, in so far as the provisions relating to wages to be paid are concerned, shall be deemed to have come into force on the 1st day of October 1976, in so far as all other provisions of the agreement are concerned, it shall come into force on the date of lodging with the Industrial Commission and shall continue in force until the 9th day of November 1977.”

The cost of living allowance applicable on and after 25 June 1976 shall have effect according to the tenor of Regulation 3 of the Wage Adjustment Regulations 1974 (Reprint 1976/198).

The provisions of this collective agreement so far as those provisions determine the rates of remuneration of workers governed by this collective agreement shall be increased to the extent and in the manner prescribed by the order of the Wage Hearing Tribunal made under the Wage Adjustment Regulations 1974 (Reprint 1976/198) dated the 1st day of March 1977.

Explanatory Note – The order of the Wage Hearing Tribunal of 1 March 1977 took effect on 14 March 1977 provided:

‘1. That the provisions of all awards and collective agreements for the time being in force in New Zealand shall so far as those provisions determine the rates of remuneration of workers be amended by increasing all rates of remuneration so determined by six percent.

2. That for the purposes of this order the words “for the time being in force” used in clause 1 hereof in relation to awards and collective agreements shall mean those provisions that are in force on the date on which this order takes effect.

3. That this order shall operate and take effect on the 14th day of March 1977.’

(L.S.)

G. O. Whatnall, President.