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**HOROWHENUA COUNTY COUNCIL
TECHNICAL, PROFESSIONAL,
CLERICAL AND OTHER OFFICERS —
COLLECTIVE AGREEMENT
(VOLUNTARY)**

Dated 20/12/82

Note: See clause 30 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 Horowhenua County Council Technical, Professional, Clerical and Other Officers' dispute of interest between the Horowhenua County Council and the Wellington, Marlborough, Westland, Nelson and Taranaki Local Bodies' Officers' Industrial Union of Workers.

The Arbitration Court, having before it the terms of a voluntary settlement arrived at in the above-mentioned dispute of interest and submitted or notified to the Court 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 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 Arbitration Court has hereto been affixed and a Judge of the Court has hereunto set his hand, this 20th day of December 1982.

(L.S.)

J. R. P. Horn, Chief Judge.

Sections 65 and 66

Form 5

Reg. 9(4)

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 Horowhenua County Council Technical, Professional, Clerical and Other Officers' Dispute of Interest, 1982 between the Wellington, Marlborough, Westland, Nelson and Taranaki Local Bodies' Officers' Industrial Union of Workers and Horowhenua County Council.

To the Registrar of the Arbitration Court:

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 for registration by the Arbitration Court as a collective agreement.

Dated this 19th day of November 1982.

For and on behalf of Horowhenua County Council.

J. S. Blenkhorn, Chairman.

P. J. Molloy, County Clerk.

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

W. J. Anton, Secretary.

Terms of Voluntary Agreement Under Section 65 of the Industrial Relations Act
1973

**HOROWHENUA COUNTY COUNCIL TECHNICAL, PROFESSIONAL, CLERICAL
AND OTHER OFFICERS COLLECTIVE AGREEMENT (VOLUNTARY)**

SCHEDULE

It is agreed that, except as provided herein, the provisions of the Taranaki, Wellington, Marlborough, Nelson and Westland Electric Power Boards, Municipal, County Council, Catchment, Drainage and River Boards and Other Local Authorities' Officers' Award or Collective Agreement in force from time to time, or any Award made or Collective Agreement duly registered in substitution thereof (hereinafter called the principal document) shall stand part of this Collective Agreement.

Specific clauses as listed herein shall be substituted for those corresponding to the principal document dated 12 November 1981.

1. INDUSTRY TO WHICH THIS AGREEMENT APPLIES:

This Agreement shall apply to all salaried workers of the Horowhenua County Council with the exception of the County Clerk and County Engineer.

This Agreement shall not apply to University and Secondary School students temporarily employed by the Council during normal University or School Holidays.

5. OVERTIME:

(j) (i) No overtime shall be paid when the Officer's salary, plus overtime exceeds Step 22 of the salaries scale.

(ii) Provided that any Officer who is required to work on any one of the holidays prescribed in Subclause (a) of Clause 7 shall be allowed a day off on pay at a mutually agreed later date.

6. RATES AND CONDITIONS OF PAY:

(a) (i)–(v) Salary scales separated by a dash represent automatic annual increments, whereas those listed under the Discretionary column are discretionary to the Council.

Clerical Staff	Commence	Automatic	Discretionary
	at:	to:	
Clerks, clerical assistants, typists machinists and others not specified	1	11	12 to 17
–with Intermediate NZCC & 18 months suitable employment	11	16	17,18
–with completion of 4th year NZCC	13	16	17,18
–Clerk with NZCC	15-16-18	20	21,22
–Senior Rates Clerk	12	18	19,20
–Administration Officer–Clerical	12	15	16,17,18,19
–Administration Officer–Finance	12	20	21,22
–Administration Officer–Engineering	12	15	16,17,18,19
–Storeman/Clerk	12	15	16,17,18,19
–Senior Typists & Senior Machinists	8	14	15,16,17
–Senior Shorthand Typists	8	15	16,17,18
Deputy Treasurer:			
–Unqualified		22	23,24
–Qualified with ACA etc		23	25,26,27,28,29
Deputy County Clerk		29	30,31,32,33

Clerical Staff	Commence at:	Automatic to:	Discretionary
Library Staff:			
Library Assistants, Librarians Unqualified	1	11	12 to 17
–with Section 1 NZLS Certificate	7	11	12 to 17
–with Section 2 NZLS Certificate	9	11	12 to 17
–with full NZLA or NZLS Certificate	12	13	14,16,17
–Librarians, qualified	13-14-16		18
It is recognised that the Librarians (qualified) scale has been aligned with the NZLA recommended scale.			
Inspectors:			
–Building, Plumbing & Drainage	15,16,17	19	20
–Building, Plumbing & Drainage with NZCB	15,16,17-19	20	21
–Senior Building & Plumbing and/or Drainage	17-19	20	21,22
–Health or Building and Health	15-16-18	20	21
–Senior Health & Building	20	21	22
–Chief Health & Building	20	22	23,24
–Noxious Plants	12-13-15-	16	17,18
–Hydatids	12-13-15-	16	17,18
–Senior Noxious Plants	16	18	19,20
–Senior Hydatids	16	18	19,20
Works Staff:			
–Parks & Reserves Supervisor	8	11	12 to 17
–Working Foreman	8	11	12 to 17
–Foreman	10	13	14 to 17
–Overseer, unqualified	14	18	19,20
–Overseer, qualified	15	19	20,21
–Sewer & Water Caretaker, unqualified	9	13	14 to 17
–Sewer & Water Caretaker, qualified with Grade C Certificate	12	15	16,17
–Workshop Supervisor	11	16	17,18
–Depot Manager	12	15	16 to 20
Town Planning Staff:			
–Cadets	1	11	12 to 17
–Cadet with Intermediate NZCP & 18 months service	11	16	17,18
–with completion of 4th year NZCP	13	16	17,18
–with NZCP	15-16-18	20	21,22
–Planning Officer	13	21	22,23
–Town Planner with recognised Town Planning Degree or Diploma	19	22	23,24
Engineering Staff:			
–Draughting & Engineering Assistants	1	11	12 to 17
–Draughting & Engineering Assistants unqualified but with 5yrs experience	8	15	16,17
–Draughting & Engineering Assistants with Intermediate NZCE & 18 months suitable employment	11	16	17,18
–with completion of 4th NZCE	13	16	17,18
–Draughting Officer, Engineering Assistant with NZCE	15-16-18	20	21,22
–Engineering Officer (REA)	21	24	25,26,27
–Graduate Engineer (BE)	19-20-22-23-24		
–Staff Engineer (Registered)	24-25	27	28,29
–Deputy County Engineer (Registered)		29	30,31,32,33

Salary scale (translated from Grades I, II, Special of principal document).

1	6,128	12	14,721	18	18,292
2	6,995	13	15,554	19	18,843
3	7,646	14	16,121	20	19,394
4	8,382	15	16,664	21	20,030
5	9,118	16	17,204	22	20,665
6	10,009	17	17,745	23	21,326
7	10,824			24	21,986
8	11,612			25	22,675
9	12,424			26	23,363
10	13,298			27	24,051
11	14,162			28	24,739
				29	25,425
				30	26,111
				31	26,788
				32	27,487
				33	28,359
				34	29,231
				35	30,104
				36	30,977

Commencing Rate:

(1) For Officers with School Certificate acceptable to the Council or 6th form Certificate and for Shorthand Typists with Junior Govt. Shorthand Examination or Grade I Shorthand Typing Examination of the N.Z. Certification Board – Scale 2.

(2) With U.E. and for Shorthand Typists with the Senior Govt. Shorthand Typing Examination or Grade II Shorthand Typing Examination of the N.Z. Trade Certification Board – Scale 3.

(3) Commencing rate for holders of U.E. Scholarship pass; or A or B Entrance qualifications – Scale 4.

(4) Minimum salary payable to an Officer on attaining the age of 20 years – Scale 7.

(5) Minimum salary payable to an Officer on attaining the age of 20 years and who has been employed by the same employer for not less than two years; and for B.A. Degree or equivalent – Scale 8.

(vi) The rates of salary prescribed herein are related to rates prescribed by determination for the Executive/Clerical Occupational Class in the State Services. Consequently, the rates of salary prescribed herein shall be adjusted from time to time in accordance with the provisions of any determination or amending determination issued by the State Services Commission in respect of the foregoing occupational class under the provisions of the State Services Conditions of Employment Act 1977.

No General Increase prescribed by Regulations made under any other legislation shall have any application to the rates of remuneration prescribed by this agreement except to such extent as that General Increase applies to rates in the State Services.

(vii) The Council bound hereby shall job evaluate all positions above Scale II. Such evaluation shall be carried out in accordance with the recommended scheme promulgated by the Joint Council for Local Authorities Services, or such other scheme as may be agreed between the employer and the Union. The evaluation shall be commenced not later than 12 months after the Joint Council for Local Authorities Services promulgates its recommended scheme.

A copy of the classification/salary grading schedule shall be deposited with the Registrar of the Arbitration Court, the nearest office of the Department of

Labour and the Head Office of the Union, and such schedule shall stand part of this agreement.

(d) Council shall review salaries annually, not later than the 30th June for all Officers having completed 12 months service, and the result of such a review shall be made known to each Officer within 28 days of such review taking place. Any Officer dissatisfied with the result may appeal in writing to the Council for reconsideration.

13. CLOTHING AND FOOTWEAR:

(e) Where reasonable request is made and it is necessary for a staff member to carry out duties requiring a smock or dust coat, Council shall provide within the office a suitable smock or dust coat.

(f) Items of uniforms and protective clothing shall be replaced by the Council when considered useless through fair wear and tear.

17. RETIRING AND RESIGNATION GRANTS:

(a) Retiring gratuity and leave will be granted in accordance with Council policy in force on 3rd December 1979.

(b) The staff member shall be entitled on resigning (as distinct from retirement) from the Council's employ to a gratuity as hereunder:

(i) After ten years or more continuous service a gratuity equal to one half week's pay for every completed year of service, the pay upon which sum is calculated to be the rate of pay received by the Officer at the time of resignation.

(ii) No gratuity shall be paid to any Officer who is dismissed from the Council's service for misconduct.

27. EXEMPTIONS:

The exemptions of the Horowhenua County Council specified in Clause 27 of the principal document shall apply only in respect of those provisions of the principal document which are modified, varied or set aside by the provisions of this agreement.

30. TERM:

This agreement, insofar as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 3rd day of December 1980, and so far as all other provisions of the Agreement are concerned it shall come into force in accordance with the provisions of Clause 30 of the principal document and this Agreement shall continue in force until the 2nd day of December 1982.

Dated this 19th day of November 1982.

For and on behalf of the Horowhenua County Council:

J. S. Blenkhorn, Chairman.

P. J. Molloy, County Clerk.

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

W. J. Anton, Secretary.

MEMORANDUM

This collective agreement incorporates the terms of voluntary settlement arrived at by the parties and forwarded to the Court for registration pursuant to section 65 of the Industrial Relations Act 1973.

The Court has given its consent to State Linkage provisions contained in clause 6 (a) (vii) for the purpose of Regulation 13 (5) and (9) of the Wage Adjustment Regulations 1974.

Having regard to prevailing circumstances the Court has, pursuant to section 92 (2) of the Industrial Relations Act 1973, consented to the specified period for which this collective agreement is to continue in force being less than one year from the date of registration.

The Court notes that there has been a delay in the registration of this document. The Court does not express any concluded view as to the validity of this document pursuant to section 92 (1) of the Industrial Relations Act 1973.

The Court has registered the instrument after being satisfied that a complete settlement was arrived at by the parties before the commencement of the Wage Freeze Regulations 1982.

(L.S.)

J. R. P. Horn, Chief Judge.