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**SOUTHLAND HARBOUR BOARD TUG
ENGINEERS' SALARY AGREEMENT —
VOLUNTARY AGREEMENT**

Dated 11/10/85

NOTE: See clause 8 herein for the date on which rates of wages come into force.

Under the Industrial Relations Act 1973

SUBMISSION OF VOLUNTARY AGREEMENT FOR FILING

In the matter of the Industrial Relations Act 1973; and in the matter of the Southland Harbour Board Tug Engineers' Salary Agreement Dispute between the NZ Institute of Marine & Power Engineers and the Southland Harbour Board

To: The Registrar of the Arbitration Court.

We hereby submit to you a signed copy of the terms of a voluntary settlement of the above-mentioned dispute arrived at by the parties pursuant to Section 141 of the Industrial Relations Act 1973 for filing by the Registrar of the Arbitration Court.

Dated at Wellington this 20th day of September 1985.

Signed for and on behalf of:

The New Zealand Institute of Marine & Power Engineers (Inc).
G. D. Harris, Secretary.

Signed for and on behalf of:

The New Zealand Harbour Boards' Industrial Union of Employers.
J. Murray, Chief Executive.

This is a voluntary agreement under Section 141 of the Industrial Relations Act 1973, on the revised conditions of work of the Southland Harbour Board Tug Engineers' coming under the control of the Harbourmaster at the Port of Bluff.

Parties to this Agreement:

Tug Engineers — New Zealand Institute of Marine & Power Engineers (Inc).

Southland Harbour Board — New Zealand Harbour Boards Industrial Union of Employers.

SHORT TITLE — TUG ENGINEERS' SALARY AGREEMENT

1. APPLICATION OF AGREEMENT

This agreement shall apply to the positions of Tug Engineers appointed by the Southland Harbour Board.

2. HOURS & GENERAL CONDITIONS

(a) The responsibilities of the Tug Engineers' in relation to their duties in general shall remain as at present between the Tug Engineers' and the Southland harbour Board unless varied by mutual agreement between the Institute and the Employers' Union. The salaries specified in this agreement include an overtime component in acknowledgement that the majority of call-outs are performed outside normal working hours of 8.00 a.m. to 5.00 p.m, Monday to Friday inclusive. It is further acknowledged that this is an all-inclusive salary and includes a component for all allowances and provisions presently covered under the Tug & Dredge Engineers Award except for a travelling allowance payment.

(b) Number of Tug Engineers — The Southland Harbour Board will employ

(i) Not less than three Tug Engineers for the operating of tugs Monowai and Hauroko.

(ii) Where, because of the termination of employment of a Tug Engineer, the number employed is less than three, the employer shall take all practical steps to fill the vacancy.

(c) Where in the event of altered working conditions brought about by national agreements or changes to working or cargo handling patterns in the port, or a serious downturn in shipping, the parties to this agreement agree to review the conditions.

3. SALARY PAYMENTS

The salary payable for the position shall be —

| | |
|--------------------------|--------------------|
| 1st year | \$27,802 per annum |
| 2nd year | \$29,019 per annum |
| 3rd year and after | \$30,238 per annum |

4. ANNUAL HOLIDAYS

Tug Engineers shall after the completion of each year of service be entitled to 31 days holiday on full pay, provided that after three years current continuous service with the same Board, 38 days holiday shall be given on full pay. In addition, an Engineer who has been engaged on tug duties, or has been required to attend to shipping, shall have an additional day added to his annual leave for each statutory holiday so worked.

5. ROSTER SYSTEM

In recognition of the fact that the roster system for regular time off is in operation, then an Engineer required to work on a rostered day off duty shall not be entitled to time off in lieu thereof.

6. SCOPE OF AGREEMENT

(a) This agreement shall operate at the port of Bluff.

(b) Any circumstance which may arise and is not covered by this agreement, the provisions of the Tug & Dredge Engineers' Voluntary Agreement shall apply.

(c) Where any conflict arises between the terms of this agreement and the national Voluntary Agreement, then this agreement shall take precedence.

7. EXCLUSION OF ECONOMIC STABILISATION (COST-OF-LIVING ALLOWANCE) REGULATIONS 1984

The rates of remuneration determined by this voluntary agreement are NOT to be increased by the application of the Economic Stabilisation (Cost-of-Living Allowance) Regulations 1984.

8. TERM OF AGREEMENT

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 1st day of March 1985 and so far as all other provisions of the agreement are concerned, it shall come into force on the day of the date hereof; and this agreement shall continue in force until the the 31st day of December 1985.

Signed for and on behalf of:

The New Zealand Institute of Marine & Power Engineers (Inc).

G. D. Harris, Secretary.

Signed for and on behalf of:

The New Zealand Harbour Boards' Industrial Union of Employers.

J. Murray, Chief Executive.

MEMORANDUM

This voluntary agreement has been filed with the Registrar in accordance with section 141 of the Industrial Relations Act 1973.

Dated at Wellington, this 11th day of October 1985.

(L.S.)

D. S. MILLER,
REGISTRAR.