

**Please post in a conspicuous place accessible to workers**

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**MANAWATU – OROUA ELECTRIC  
POWER BOARD SYSTEMS  
CONTROLLERS – COLLECTIVE  
AGREEMENT (VOLUNTARY)**

**Dated 2/10/86**

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NOTE: See clause 8 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 Manawatu — Oroua Electric Power Board Systems Controllers Dispute of Interest; between Manawatu-Oroua Electric Power Board and the New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades 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 2nd day of October 1986.

(L.S.)

P. F. BARBER  
JUDGE.

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 Manawatu Oroua Electric Power Board of Palmerston North, an Electrical Supply Authority, dispute of interest between the Manawatu Oroua Electric Power Board and the New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers

We hereby submit to you a signed copy of the terms of the 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 Arbitration Court as a collective agreement.

DATED AT PALMERSTON NORTH this 1st day of APRIL 1986

**SCHEDULE**

The COMMON SEAL of the MANAWATU OROUA ELECTRIC POWER BOARD was hereunto affixed this 21 day of APRIL 1986.

CHAIRMAN, M. W. Waters.  
DEPUTY CHAIRMAN, R. G. Signal.

SIGNED ON BEHALF OF THE New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers

SECRETARY, A. J. Neary.

**MANAWATU OROUA ELECTRIC POWER BOARD  
COLLECTIVE AGREEMENT**

**ARRANGEMENT OF AGREEMENT**

<b>Clause Number</b>	<b>Title</b>
1.	Scope of Agreement
2.	Duties
3.	Shifts
4.	Salaries and Allowances
5.	Hours of Work
6.	Term of Agreement

Northern, Taranaki, Wellington, Marlborough, Nelson and Otago and Southland Electrical Workers' (Electrical Supply Authorities etc.) Award.

The following conditions of the above Award (hereinafter called the Award) apply to System Controllers except where they are inconsistent with any clause in this agreement, which shall take precedence.

Nothing in this Agreement shall operate so as to reduce the remuneration or conditions of any worker.

<b>Clause</b>	<b>Title</b>
1	Industry to which Agreement Applies
3	Undertaking of Parties
7	Special Payment for Registration
8 b, d, e, f, g,	Pay Day
12	Special Holidays for Long Service
13	Sick Pay
14	Bereavement Leave
15	Domestic Leave
16	Jury Service
17	Retiring Gratuity
21 d, h, k,	General Conditions
25	Accommodation
30	Long Service Bonus
31	Termination of Employment
32	Abandonment of Employment
33	Disputes
34	Personal Grievances
35	Effective Operation of Agreement
36	Union Membership
39	Application of Agreement

**SCHEDULE**

**1. SCOPE OF AGREEMENT**

This agreement shall apply to System Controllers employed by the Manawatu Oroua Electric Power Board.

**2. DUTIES**

System Controller shall undertake the manning of the Boards Control Room.

The Control Room is set up to monitor and control the Boards distribution systems, to monitor system loading and facilitate load shedding requirements, and to accept fault calls.

To assist the controllers the Board will provide such equipment as may be desirable for the efficient and reliable operation of the system control.

Without limiting the scope of the duties it is expected that the controller will:

- (a) Monitor and log the operation of all switching equipment and the fitting of earthing and test equipment.
- (b) Prepare and check switching instructions.
- (c) Operate circuit breakers remotely.
- (d) Control MOEPB system load during system peak periods.
- (e) Accept fault messages and dispatch faultman to trouble spots.
- (f) Liase and pass messages between personnel and departments.
- (g) Accept all MOEPB telephone calls after normal office hours while on shift.
- (h) Keep switches on mimic diagrams showing correct system configuration on an up to the minute basis.
- (i) Show system extension and alterations on mimic diagrams on a day to day basis.
- (j) Prepare records for monthly reports.
- (k) Keep the Boards senior personnel informed about major system disturbances and outages or serious problems on the system.
- (l) Carry out other system control duties as may be required from time to time by the Board's Design and Operating Engineer.

3.

### SHIFTS

The Board shall employ four system controllers. In the event that the number of available controllers shall be less than four, the Chief Engineer may direct other Manawatu Oroua Electric Power Board employees to fill the vacancy until a permanent replacement is made.

In addition to the four system controllers the Board will employ two controller/faultman electricians. The Controller/faultman electricians will be covered by this Agreement whilst working as a system controller and will be paid Grade 1 of the Supply Authority Technicians Salary Scale. Whilst employed as a faultman/electrician they will be paid the appropriate rate as per the Electrical Workers Award.

Shifts shall revolve as may be arranged.

The agreed shift roster is as follows:

	T	W	TH	F	S	S	M
1	2	2	2	2	2	2	X
2	3	3	3	3	3	3	X
3	X	X	X	X	X	X	3
4	1	1	1	1	1	1	1

	T	W	TH	F	S	S	M
1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	X
3	3	3	3	3	3	3	X
4	X	X	X	X	X	X	3

	T	W	TH	F	S	S	M
1	X	X	X	X	X	X	3
2	1	1	1	1	1	1	1
3	2	2	2	2	2	2	X
4	3	3	3	3	3	3	X

	T	W	TH	F	S	S	M
1	3	3	3	3	3	3	X
2	X	X	X	X	X	X	3
3	1	1	1	1	1	1	1
4	2	2	2	2	2	2	X

Shift No. 1	Midnight to 8 a.m.
Shift No. 2	8 a.m. to 4 p.m.
Shift No. 3	4 p.m. to Midnight

System Controllers shall have the option with the Board's permission to vary the above roster. It is agreed that any variation will not disadvantage the Manawatu Oroua Electric Power Board in any way where a varied roster is compared with the above standard roster.

**Day Work** — If a system controller is removed from the rostered shift work and employed temporarily on day work he shall continue to be covered by this agreement and his ordinary hours of work shall be 40 per week, or eight a day, to be worked on five days of the week, Monday to Friday, both days inclusive, between the hours of 7.30 a.m. and 5.00 p.m.

Alteration to the shift roster shall be subject to mutual agreement. Employees may exchange shifts provided that the Design and Operating Engineer is notified and that no additional cost shall fall on the Board.

Notwithstanding anything contained in this clause, quick shifts may be worked where necessary for roster changes provided an eight hour break is allowed.

#### 4. SALARIES AND ALLOWANCES

(a) The salaries payable for the position of System Controller will be those of the Supply Authority Technician as per the Electrical Workers Award.

Grade 1	\$20,518	Registered Electrician appointed from outside the Board. Before being promoted to Grade 2 will be required to complete training modules 1, 2 & 3.
Grade 2	\$21,182	Faultman who has passed appropriate modules enters on this grade. Before being promoted to Grade 3 will be required to complete training modules 9, 13 & 14 and be on this step for a minimum of 12 months.
Grade 3	\$21,840	Before being promoted to Grade 4 will be required to complete training modules 15, 22 & 24 and be on this step for a minimum of 12 months.
Grade 4	\$22,502	Maximum step by automatic progression.
Grade 5	\$23,165	Promotion to this step at the discretion of the Chief Engineer.

Note 1 — A faultman, having obtained modules 1,2 and 3, used to relieve a System Controller will be paid the salary of Grade 2 whilst so employed.

Note 2 — The training modules referred to in this clause are those of the Electricity Division of the Ministry of Energy.

Note 3 — Promotion through to Grade 4 will not be impeded if the staff concerned are unable to complete the required training modules due to any unforeseen delay on behalf of the Electricity Division of the Ministry of Energy or the Manawatu Oroua Electric Power Board.

(b) The salary rates prescribed in this agreement shall be amended from time to time in line with increases in the Supply Authority Technicians salaries in the Electrical Workers Award.

(c) Shift allowance equal to one quarter time extra at ordinary rates shall be paid for time worked between the hours of 6 p.m. and 6 a.m.

(d) Penal rates shall be paid at the rate of ½ time extra at ordinary rates for the first three hours of any shift worked on a Saturday and before midday, and one time extra at ordinary rates for all time worked after midday on a Saturday and all time worked on a Sunday.

(e) Meal Money shall be paid at the rate prescribed in Clause 22(e) of the Award where a controller is required to work for more than one hour after his usual shift is completed.

(f) Where a controller is called upon to work overtime, ½ time extra at ordinary rates will be paid for the first three hours and one time extra rate shall be paid on Saturdays after noon and on Sundays and statutory holidays for all time worked over and above the usual shifts.

(g) Transport assistance allowance is to be paid in respect of shifts scheduled to start before 7 a.m. and finish after 5.30 p.m. in accordance with the Tauranga Electric Power Board transport assistance scale up to a maximum of 10 km per shift at the following rates:

<b>Shortest distance Home to work &amp; Return</b>	<b>Per Return Trip</b>
Up to 2 km	—
2 - 4 km	\$1.33
4 - 6 km	\$1.92
6 - 8 km	\$2.59
8 - 10 km (max)	\$3.20

## 5. HOURS OF WORK

40 hours shall constitute an ordinary weeks work of which not more than eight hours may be worked on any day with Tuesday being counted as the first day off the working week, which shall conclude on the following Monday.

## 6. HOLIDAYS

The following holidays shall be recognised paid holidays: —

New Years Day and the day following, Good Friday, Easter Monday, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Anniversary Day, together with Anzac Day and Waitangi Day where these days fall during the week from Monday to Friday but not otherwise.

When one of the above days except Anzac Day and Waitangi Day falls on a controllers rostered day off, a day shall be granted thereof, or alternatively a days pay at ordinary rate will be paid.

Where one of the above holidays falls on a controllers day on, double ordinary rate extra shall be paid for ordinary time.

In the event of a holiday, other than Waitangi Day or Anzac Day, falling on a Saturday or a Sunday each holiday shall be observed on the next succeeding working day or days.

## 7. ANNUAL LEAVE

(a) Annual leave of 20 rostered shifts shall be granted on full pay to each system controller after 12 months service.

(b) Payment for annual holidays shall be calculated on the normal rate of pay plus penal and shift rates. When a statutory holiday, except where Anzac Day and Waitangi Day fall on a Saturday or Sunday, or Anniversary day Falls on a system controllers annual leave, a day shall be granted in lieu thereof, or alternatively, a days pay at ordinary rates.

(c) Relieving system controllers shall be granted annual leave on full pay on a pro rata basis.

(d) Each worker shall be granted an extra five rostered shifts annual leave per the qualifying criteria contained in the Award (clause 11(b)).

(e) In addition to all other holidays due, System Controller shall receive three days between Christmas and New Year.

8.

### TERMS OF AGREEMENT

This agreement shall come into force on the 1st day of April 1986 and shall continue in force until the 31st day of March 1987.

SIGNED ON BEHALF OF THE MANAWATU OROUA ELECTRIC POWER BOARD

CHAIRMAN, M. W. Waters.

DEPUTY CHAIRMAN, R. G. Signal.

SIGNED ON BEHALF OF THE New Zealand (except Canterbury and Westland) Electrical, Electronics and Related Trades Industrial Union of Workers

SECRETARY, A. J. Neary.

### 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, 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 agreement superimposes upon the Northern, Taranaki, Wellington, Marlborough, Nelson and Otago and Southland Electrical Workers' (Electrical Supply Authorities etc) Award (Doc 489). Clause 4(b) provides a linkage, with respect to wages, to the Award. As the Award is State linked, this agreement is indirectly State linked. The Court, after hearing the parties and the State Services Commission, has given its consent to the said State linkage provisions for the purpose of Regulation 13(5) and (6) of the Wage Adjustment Regulations 1974.

(L.S.)

P. F. Barber,  
Judge.

**NOTE:** This is a new agreement citing the parties hereto. The registration number has not been previously allocated.