

## 6. OVERTIME

(a) Except as provided in subclauses (b) and (k) below and clause 17 (h) hereof, overtime rates shall apply to all time worked outside or in excess of the ordinary hours specified in clauses 2 and 5 hereof or, in the case of shift-workers, in excess of the ordinary shift-hours.

(b) Notwithstanding the provisions of subclause (a) above, for drivers paid on a weekly basis overtime rates shall apply to all time worked in excess of 9 hours a day, or  $42\frac{1}{2}$  hours a week, and, except in the case of shift-workers, to all time worked outside the hours of 7 a.m. to 5.30 p.m. on Mondays to Fridays inclusive.

(c) Overtime worked on Mondays to Fridays inclusive shall be paid for at time and one-half rate.

(d) All time worked on a Saturday or Sunday shall be paid for at double time rate.

(e) Except for shift-workers, all time worked between 10 p.m. and 5 a.m. shall be paid for at double time rate.

(f) A worker who is required to and reports for work on a Saturday or Sunday shall be paid for a minimum of two hours at the appropriate rate, plus travelling-time and fares where payable.

(g) A worker who works for more than twelve hours continuously shall continue to be paid at not less than the appropriate overtime rate for all overtime worked until he has had a break of at least eight hours.

(h) The rate for "wet place" overtime shall be computed on the ordinary "wet place" rate of time and one-third, *i.e.* :—

(i) Time and one-half rate =  $T1\frac{1}{2} \times 1\frac{1}{3} = T2$ .

(ii) Double time rate =  $T2 \times 1\frac{1}{3} = T2\frac{2}{3}$ .

(i) The rate for overtime worked by a co-operative contract party shall be based on the party's average hourly earnings for that four weekly measure-up period, *i.e.* :—

(i) Time and one-half rate = 50 per cent. additional to average hourly earnings.

(ii) Double time rate = 100 per cent. additional to average hourly earnings.

(j) A worker required to work evening or shift overtime for more than four and a half hours shall be allowed a meal period of half an hour at the completion of four hours' work, and shall be paid as if he had worked during such meal period.

(k) **Land-development Workers.**—Notwithstanding the provisions of the preceding subclauses, essential seasonal overtime worked by a land-development worker shall be paid for at ordinary time rate and not at overtime rate.

## 7. HOLIDAYS

(a) Provided he has worked for the Department at any time during the fortnight ending on the day on which the holiday occurs, a worker shall be allowed the following holidays on pay: New Year's Day, Good Friday, Easter Monday, Anzac Day, Sovereign's Birthday, Labour Day, Christmas Day, Boxing Day, and Anniversary Day (or a day in lieu thereof by arrangement).

NOTE.—Anniversary days of the provinces are as follows: Wellington, 22nd January; Auckland, 29th January; Nelson, 1st February; Otago and Southland, 23rd March; Taranaki, 31st March; Marlborough, 1st November; Hawkes Bay, 1st November; Westland, 1st December; Canterbury, 16th December.

(b) A worker who has worked for more than one employer during the fortnight ending on the day on which the holiday occurs is entitled to one payment only for the holiday, and payment will be by arrangement between the officer in charge and the other employer or employers.

(c) When any of the above holidays, except Anzac Day, falls on a Saturday or a Sunday it shall be observed on the following Monday, and in the event of another holiday falling on such Monday such other holiday shall be observed on the next succeeding Tuesday.

(d) Payment for such holidays allowed shall be at ordinary day-wages rates (for both co-operative contract and day-wages workers) plus any in-charge or shift allowance which would have been paid had the holiday been an ordinary working-day.

(e) Except as provided in subclause (j) below, time worked on any of the above holidays shall be paid for at double time rate in addition to the holiday payment due under subclause (d) above.

(f) A member of a co-operative contract party required to work on the contract on any of the above holidays shall be paid at double time rate based on his average hourly earnings for that four weekly measure-up period in addition to the holiday payment due under subclause (d) above.

(g) A worker who is required to and reports for work on any of the above holidays shall be paid for a minimum of two hours at the appropriate rate, plus travelling-time and fares where payable.