

NEW ZEALAND **PRIVATE HOTELS EMPLOYEES**—AMENDMENT OF AWARD

In the Court of Arbitration of New Zealand.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and the Economic Stabilization Regulations 1952; and in the matter of the New Zealand Private Hotels Employees award, dated the 11th day of November 1949, and recorded in 49 Book of Awards 3521.

IN pursuance and exercise of the powers vested in it by the Economic Stabilization Regulations 1952, and of every other power in that behalf thereunto enabling it, this Court, for the purpose of giving effect to the pronouncement made by it on the 12th day of July 1952, doth hereby order as follows:—

1. That the said award shall be amended in the manner following:—

(1) By deleting subclauses (a), (d), and (e) of clause 7 (Wages) and substituting the following subclauses:—

“(a) Cooks and Kitchen Hands: The following are the minimum weekly wages and ratings required to be observed in relation to the respective kitchens referred to in the schedule:—

	Cooks.			Kitchen Hands.		
	First.	Second.	Third.			
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Eight-handed kitchen—						
Males .. .. .	10 1 9	8 5 6	6 17 3	6 9 0	6 9 0	6 9 0
Females .. ..	8 17 2	7 1 7	5 14 4	5 0 6	5 0 6	5 0 6
Seven-handed kitchen—						
Males .. .. .	9 15 8	7 18 3	6 14 1	6 9 0	6 9 0	6 9 0
Females .. ..	8 11 9	6 18 6	5 10 1	5 0 6	5 0 6	5 0 6
Six-handed kitchen—						
Males .. .. .	9 10 10	7 14 5	6 11 10	6 9 0	6 9 0	6 9 0
Females .. ..	8 6 11	6 13 9	5 6 7	5 0 6	5 0 6	5 0 6
Five-handed kitchen—						
Males .. .. .	9 7 3	7 10 7	6 11 10	6 9 0	6 9 0	..
Females .. ..	8 3 2	6 10 1	5 6 0	5 0 6	5 0 6	..
Four-handed kitchen—						
Males .. .. .	8 15 2	6 17 11	6 11 10	6 9 0	..	..
Females .. ..	7 11 2	5 18 0	5 1 9	5 0 6	..	..
Three-handed kitchen—						
Males .. .. .	8 0 0	6 11 10	..	6 9 0	..	..
Females .. ..	7 2 2	5 8 11	..	5 0 6	..	..
Two-handed kitchen—						
Males .. .. .	6 17 11	6 11 10	..	..	..	..
Females .. ..	6 1 0	5 1 9	..	..	..	..
One-handed kitchen—						
Males .. .. .	6 11 10	..	..	..	..	..
Females .. ..	5 6 0	..	..	..	..	..

“In six, seven, eight, or more handed kitchens an extra second cook shall be employed.

“Kitchen hand attending to boiler, 5s. 9d. per week extra. This clause shall apply only to boilers (other than boilers attached to kitchen ranges) which require stoking with solid fuel, but shall not apply to small incinerators and other small circulating-water heaters. If any worker outside the kitchen staff attends to boiler, he shall receive the extra allowance. The employer may nominate the worker or workers who shall be responsible for the work of attending to the boiler and to whom the extra 5s. 9d. shall be payable.”

	Per Week.
	£ s. d.
“(d) Male Workers—	
“Waiter .. .. .	6 15 0
“Porters (night) .. .. .	6 11 10
“Porters (day), general hands, pantrymen, cleaners, and other male domestics .. .. .	6 9 0
“(e) Female Workers—	
“General hand .. .. .	5 1 9
“Head waitress (where three or more waitresses are employed)	4 15 8
“Laundress .. .. .	4 14 5
“Linen-maid .. .. .	4 12 7
“Waitress, housemaid-waitress, housemaid, pantrymaid, relieving maid, cleaner, and other female domestics .. .. .	4 11 4”

(2) By deleting subclauses (a) to (j) of clause 9 (Casual Labour) and substituting the following subclauses :—

	Per Day.
	£ s. d.
“(a) Chief Cook in Kitchens where three or more hands are employed—	
“ For the first three days .. .. .	2 9 10
“ Thereafter, ordinary wages.	
“ Other Chief Cooks—	
“ For the first three days .. .. .	1 17 3
“ Thereafter, ordinary wages.	
“(b) Second cooks in kitchens where three or more hands are employed—	
“ For the first three days .. .. .	2 0 5
“ Thereafter, ordinary wages.	
“(c) All other kitchen workers—	
“ For the first three days .. .. .	1 14 1
“ Thereafter, ordinary wages.	
“(d) Waiters—	
“ For the first three days .. .. .	1 17 3
“ Thereafter, ordinary wages.	
“(e) Waitresses—	
“ For the first three days .. .. .	1 9 8
“ Thereafter, ordinary wages.	
“(f) Pantrymen and other male workers not specified herein—	
“ For the first three days .. .. .	1 14 1
“ Thereafter, ordinary wages.	
“(g) Pantrymaids—	
“ For the first three days .. .. .	1 9 8
“ Thereafter, ordinary wages.	
“(h) Laundresses and other female workers not specified herein	1 9 8
“(i) Porters and General Hands—	
“ For the first three days .. .. .	1 14 1
“ Thereafter, ordinary wages.”	

“(j) When a waiter or waitress is employed for a single meal, he or she shall receive 15s. 8d. for the first two hours' work; thereafter 2s. 7½d. per half-hour.

“A ‘single meal’ shall mean either breakfast, luncheon, tea, dinner, or supper. Notwithstanding any other provisions of this award, a worker may, by mutual agreement between the employer and the union, be employed under this subclause on his or her days off as a casual worker, except that a worker shall not be employed on more than two services per day.”

(3) By deleting subclauses (a) to (d) of clause 10 (Special Occasions) and substituting the following subclauses :—

	Per Day.
	£ s. d.
“(a) Chief cook .. .. .	2 17 3
“ Second cook .. .. .	2 10 2
“ Kitchen hands .. .. .	2 2 4
“(b) Waiters, pantrymen, and other male workers not specified herein..	2 2 4
“(c) Waitresses, pantrymaids, and other female workers not specified herein .. .. .	1 11 7

“(d) Waiters may be employed for a single meal at the rate of 18s. 7d. up to two hours, and thereafter 2s. 11¼d. for each half-hour or part thereof.

“Waitresses and pantrymaids may be employed for a single meal at the rate of 15s. 6d. up to two hours, and thereafter 2s. 6¾d. for each half-hour or part thereof.”

(4) By deleting clause 15 and substituting the following clause :—

“ *Probationers*

“ 15. Employers bound by this award shall be at liberty to employ, as waitresses or housemaid-waitresses, female probationers for a period not exceeding six months at a wage of not less than £3 19s. per week in the proportion of not more than one probationer to each three or fraction of three employees engaged as waitresses or housemaid-waitresses in receipt of not less than the specified minimum wage. Only one period of probation shall be permissible and after having once served the specified period of probation with any employer the worker shall be paid the minimum wage specified herein. Employers shall notify the nearest Inspector of Awards within seven days after engaging a probationer under this clause.”

(5) By deleting subclauses (b) and (c) of clause 16 (Part-time Workers) and substituting the following subclauses :—

“ (b) Any establishment employing two or more kitchen workers on full wages may employ one part-time kitchen worker from 7 a.m. to 9.30 a.m. and/or one part-time kitchen worker between the hours of 11.45 a.m. and 2.15 p.m. to work a minimum of five services in each case, or one other such worker to work a minimum of five services between the hours of 5 p.m. and 7.30 p.m. in each week at an hourly rate of 4s. 1d. per hour with a minimum payment of two and a half hours for each service. Workers employed under this subclause shall be counted as part of the kitchen staff for the purpose of fixing the rating of the kitchen.

“ (c) Female workers may be employed as waitresses, pantrymaids, bar attendants, counter hands, dispensers, or cleaners on midday or evening periods as follows : From 11.45 a.m. to 2.15 p.m. or from 5 p.m. to 7.30 p.m., at the undermentioned hourly rates. Notwithstanding the foregoing provisions, cleaners may be employed between 7 a.m. and 9.30 a.m. or any other hours agreed upon between the union and the employer. Such workers shall be paid at the rate of 3s. 11 $\frac{3}{4}$ d. per hour with a minimum payment as for two and a half hours for each service.”

(6) By inserting after clause 34 the following new clause :—

“ *Exclusion from Operation of General Order*

“ 35. The rates of remuneration provided for in this award shall *not* be subject to the provisions of the general order of the Court, dated the 30th January 1951, and made under the Economic Stabilization Regulations 1950.”

(7) By deleting from the undermentioned clauses the figures and symbols set out in the first column hereunder and substituting in each case the figures and symbols respectively set out in the second column hereunder :—

				<i>First Column.</i>	<i>Second Column.</i>
Clause 2 (a)	..	..	..	2s. 6d.	2s. 10 $\frac{1}{2}$ d.
Clause 10 (e)	..	..	..	2s.	2s. 3 $\frac{1}{2}$ d.
Clause 14 (a)	..	..	..	£1 1s.	£1 4s. 2d.
				3s.	3s. 6d.
Clause 14 (b)	..	..	..	10s. 6d.	12s. 1d.

2. That this order shall come into force on the 1st day of September 1952.

Dated this 1st day of August 1952.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The rates of remuneration prescribed in the award are *not* to be increased by the application of the provisions of the Court's general order of the 30th January 1951.

A. TYNDALL, Judge.