

NEW ZEALAND PRIVATE HOSPITALS DOMESTIC WORKERS—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 Hospitals Domestic Workers award, dated the 17th day of December 1948, and recorded in 48 Book of Awards 2497.

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 clause 3 and substituting the following clause :—

“ *Wages*

“ 3. Not less than the following rates of wages shall be payable :—

“ (a) *Cooks and Kitchenhands*.—Kitchen staff, based on the number of persons, including staff, for whom meals are cooked :—

	Males.			Females.		
	Per Week.			Per Week.		
	£	s.	d.	£	s.	d.
“ (i) 201 and over—						
“ First cook	10	0	0	8	12	5
“ Second cook	9	8	6	8	0	4
“ Third cook	9	2	9	7	8	3
“ Relieving cook	9	2	9	6	9	7
“ Kitchenhands	8	17	0	6	5	7
“ (ii) 101 to 200—						
“ First cook	9	14	3	8	0	11
“ Second cook	9	5	8	7	8	3
“ Third cook	8	19	11	6	9	7
“ Kitchenhands	8	17	0	6	5	7
“ (iii) 51 to 100—						
“ First cook	9	8	6	7	8	3
“ Second cook	9	2	9	6	14	6
“ Kitchenhands	8	17	0	6	5	7
“ (iv) 26 to 50—						
“ First cook	9	5	1	6	16	4
“ Second cook	8	19	11	6	5	7
“ (v) Under 26 : Cook	9	2	9	6	9	7
“ (vi) Other workers	8	17	0	6	5	7
“ Female general hand				6	2	8

“ Not more than one female general hand may be employed in each establishment who shall not exceed twenty hours per week at kitchen work. Where the hours worked by such general hand exceed twenty in any one week in the kitchen she shall be paid the kitchen rate provided in the award.

“ (b) Kitchen workers under eighteen years of age who are members of the union may be employed in the ratio of not more than one to each two fully-paid workers or fraction thereof, with a maximum of not more than two in each establishment ; such workers shall be paid three-fourths of the wages prescribed above.

“ (c) For the purpose of this award a worker shall be deemed to be employed about a kitchen or scullery if he is employed in the cooking of food, assisting in the cooking of food, or preparing of food to be cooked, or attending to boilers and kitchen fires, or in cleaning or washing plates or dishes or cooking utensils, or in carving or in serving sweets, or in any other operations connected with the business of the kitchen.

“ This clause shall not apply to kitchen work performed in ward serveries, but the workers employed on such work shall be paid 4s. per week in addition to their ordinary wages.

“ The washing of cups and saucers and bread and butter plates, or the serving of cold sweets from the dining-room shall not be deemed to be employment about a kitchen or scullery.

“(d) *Male Workers.*—(i) In respect of males employed as porters, orderlies, wardsmen, cleaners, and other male domestics :—

	Per Week.		
	£	s.	d.
“ First six months	8	11	3
“ After six months’ service	8	17	0

“(ii) Workers required to remain on call shall be paid 11s. 6d. per week in addition to their weekly wage. Such workers shall not remain on call on either of their weekly holidays. Workers required to remain on call on any single working day shall be paid an additional 2s. 3½d. per day. Workers called back under this clause shall be paid for the time worked at overtime rates.

“(iii) Head porters or head orderlies placed in charge of a staff of five or more and up to ten workers shall be paid not less than 11s. 6d. per week in excess of the highest-paid workers under their control, excluding any amount paid under paragraph (ii) of this subclause.

“(iv) Porters or orderlies employed on male nursing duties and/or employed as mental patients’ attendants shall be paid 11s. 6d. per week, or 2s. 3½d. per day, in addition to their ordinary weekly wage.

“Porters or orderlies undertaking the preparation of patients for operations shall be paid 2s. 3½d. per day in addition to their ordinary wage for each day upon which they perform such work.

“(v) Male domestic workers attending to male patients and required to carry out any of the duties set out in the following schedule shall be paid £1 3s. per week in addition to the rate prescribed in paragraph (i) of this subclause :—

SCHEDULE

“Sterile skin preparations for medical and surgical operations, surgical dressings, catheterization, irrigation, prostate massage, V.D. clinics, out-patient clinics for haemorrhoids, varicose veins, and strictures.

“(vi) Workers employed as a special watch shall be paid at 3s. 6d. per hour, with a minimum of three hours’ pay for each service. Overtime rates shall not apply to these workers, regardless of the number of hours employed.

“(vii) Workers required to handle infectious linen or required to decontaminate soiled linen shall be paid 11s. 6d. per week in excess of the ordinary weeks’ wages whilst employed on those duties, or 2s. 3½d. per day when so employed.

“(viii) When workers are employed to dispose of refuse and offensive matter from a hospital other than by automatic means, they shall be paid 1s. 1¼d. extra each day or part of a day for which they are so employed.

“Workers attending to boilers shall be paid 1s. 1¾d. per day in addition to their weekly wages. 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 who shall be responsible for the work of attending to the boiler.

“(e) *Female Workers.*—(i) In respect of females employed as wardsmen, housemaids, waitresses, pantrymaids, laundresses, seamstresses, linenmaids, telephone maids, cleaners, and other female domestics other than kitchenmaids :—

	Per Week.		
	£	s.	d.
“ Wages	5	18	1

“(ii) Head waitress, where five or more waitresses are employed 5s. 9d. per week extra, or 1s. 1 $\frac{3}{4}$ d. per day.

“(iii) Female domestics whilst employed as mental attendants, 5s. 9d. per week, or 1s. 1 $\frac{3}{4}$ d. per day, in addition to the ordinary wage.

“(iv) Workers required to remain on call shall be paid 11s. 6d. per week in addition to their weekly wage. Such workers shall not remain on call on either of their weekly holidays. Workers required to remain on call on any single working-day shall be paid an additional 2s. 3 $\frac{1}{2}$ d. per day. Workers called back under this clause shall be paid for the time worked at overtime rates.

“(f) Female domestics who are under eighteen years of age who are members of the union may be employed in the ratio of not more than one to each two fully-paid workers or fraction thereof, with a maximum of not more than two in each establishment; such workers shall be paid three-fourths of the wages prescribed above.

“(g) The foregoing minimum wages for seamstresses and laundresses shall apply only at institutions where there are fewer than three seamstresses employed or fewer than four laundresses employed.

“(h) All special payments provided in this clause are deemed to be allowances and are, therefore, not taken into account when computing overtime, and they are also not taken into account when computing annual holiday pay unless the worker has prior to the holiday been regularly in receipt of such payments.”

(2) By deleting subclause (b) of clause 4 (Casual and Part-time Labour) and substituting therefore the following subclause:—

“(b) With the consent of the union, part-time female workers may be employed. The application to the union shall state the weekly and daily minimum number of hours to be worked by each worker, who shall be paid at the rate of 3s. 5d. per hour. This hourly rate shall be exempt from all special payments except those to supervisors or head waitresses and the payment of 1s. 1 $\frac{3}{4}$ d. per day when a broken shift is worked. Minimum amount, 8s. 7 $\frac{1}{2}$ d.”

(3) By inserting after clause 3 the following new clause:—

“*Exclusion from Operation of General Order*

“3A. 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.”

(4) 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 (b)	3s. 6d.	4s.
Clause 7 (e)	2s.	2s. 3 $\frac{1}{2}$ d.
Clause 9 (l)	5s.	5s. 9d.
	1s.	1s. 1 $\frac{3}{4}$ d.

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

Dated this 2nd 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.