

(10345.) NEW ZEALAND (EXCEPT STEWART ISLAND) PRIVATE HOTELS EMPLOYEES.—ORDER FIXING MINIMUM RATES OF WAGES FOR FEMALE WORKERS.

In the Court of Arbitration of New Zealand, Northern, Taranaki, Wellington, Marlborough, Nelson, Westland, Canterbury, and Otago and Southland Industrial Districts.—In the matter of the Industrial Conciliation and Arbitration Act, 1925, and its amendments; and in the matter of the New Zealand (except Stewart Island) Private Hotels Employees' award, dated the 9th day of June, 1930.

Wednesday, 30th day of November, 1932.

WHEREAS the term of the currency of the New Zealand (except Stewart Island) Private Hotels Employees' award, dated the 9th day of June, 1930, and recorded in Book of Awards, Vol. XXX,

p. 459, has expired : And whereas a dispute has been created between the New Zealand Federated Hotel and Restaurant Employees' Industrial Association of Workers of the one part, and the employers in private hotels of the other part : And whereas a Conciliation Council appointed to investigate the said dispute has not arrived at a settlement thereof and has not adopted a proposal that the said dispute should be referred to this Court for settlement : And whereas the Commissioner has duly notified the Clerk of Awards that a settlement has not been arrived at and the said award has been cancelled : And whereas an application has been duly made by the Clerk of Awards at the request of the said Association of Workers representing the female workers in the said industry for an order fixing the minimum rates of wages to be paid to such female workers : And whereas the Court has heard the parties to the said dispute and has considered the subject-matter of the said application : Now, therefore, this Court doth hereby, in pursuance and exercise of the powers vested in it by section 7 (5) of the Industrial Conciliation and Arbitration Amendment Act, 1932, and of every other power in that behalf thereto enabling it, order that the rates of wages for female workers in the said industry shall be as set out in the schedule hereto : And this Court doth further order that this order shall operate and come into force on the 5th day of December, 1932, and shall continue in force until the 4th day of December, 1933.

[L.S.]

F. V. FRAZER, Judge.

THE SCHEDULE ABOVE REFERRED TO.

| | Per Week. |
|--|-----------|
| | £ s. d. |
| Where five or more cooks are employed— | |
| First cook | 3 17 6 |
| Second cook | 2 17 6 |
| Third cook | 2 0 0 |
| Where four cooks are employed— | |
| First cook | 3 7 6 |
| Second cook | 2 5 0 |
| Third cook | 1 15 0 |
| Where three cooks are employed— | |
| First cook | 2 17 6 |
| Second cook | 2 0 0 |
| Where two cooks are employed— | |
| First cook | 2 5 0 |
| Second cook | 1 15 0 |
| Where one cook is employed, if number of workers in establishment exceeds three— | |
| Cook | 2 0 0 |
| If number of workers in establishment does not exceed three— | |
| Cook | 1 15 0 |
| Other cooks | 1 12 6 |

| | First Twelve Months' Experience in Industry. | | | Thereafter. | | |
|---|--|----|----|-------------|----|----|
| | Per Week. | | | Per Week. | | |
| | £ | s. | d. | £ | s. | d. |
| Kitchenmaids | 1 | 0 | 0 | 1 | 10 | 0 |
| Waitresses, housemaid - waitresses, housemaids, pantrymaids, relieving-maids, linen-maids | 0 | 15 | 0 | 1 | 5 | 0 |
| Head waitress, employed as such when three or more waitresses are employed | | | | 1 | 7 | 6 |
| Laundresses | | | | 1 | 7 | 6 |
| General hands | | | | 1 | 12 | 6 |

Casual workers employed for less than one week: 50 per cent. above *pro rata* weekly rates.

All the above rates include board and lodging. If board is not provided, the wages shall be increased by 16s. per week; and if lodging is not provided the wages shall be increased by 8s. per week.

Special occasions, *i.e.*, where work is done away from the employer's premises, such as at races, banquets, balls, outings, &c.: Rates prescribed by Licensed Hotels Employees' award for time being in force.

MEMORANDUM.

This order is made in pursuance and exercise of the provisions of section 7 (5) of the Industrial Conciliation and Arbitration Amendment Act, 1932, which directs the Court to fix the minimum rates of wages that may be paid to female workers in the industry. The principal alteration in the classification of workers, as existing under the expired award, is the separation of cooks from kitchen-maids. The rates of wages for cooks will, in future, depend on the number of cooks employed, not on the total number of workers employed in the kitchen. The responsibility of a cook varies more in ratio with the total number of cooks than with the total number of kitchen employees, and it is thought that the new classification will ensure the payment of rates of wages commensurate with the amount of work and responsibility involved. The Court has provided for a lower rate of wages for the first year of experience in the case of kitchen-maids and members of the household staff.

In general, the rates of wages are somewhat lower than those prescribed under the expired award. In the case of the kitchen staffs, the reductions have in some cases been offset to some extent by changes in classification. The Court has departed from the rates fixed by the expired award, and has endeavoured to arrive at rates that can reasonably be paid by the industry, and at the same time afford a reasonable standard of living to the workers. The Licensed Hotels Employees' award, which in the past has largely governed the rates for

private hotels, has been disregarded, because the circumstances of the two classes of establishments differ very considerably. At the same time, the rates now fixed compare favourably with those fixed by the current Tea-rooms and Restaurant Employees' award, under which no lodgings and only partial board have to be provided for workers.

Reverting again to the scale for cooks and kitchen-maids, the expired award, and a number of awards that preceded it, fixed differential rates for male and female workers; but owing to the arbitrary effect of cost-of-living increases and reductions, the original ratio between the rates was entirely lost sight of. The object of the present scale is to provide fairly for female workers according to their work and responsibility, without any regard being had to the distinctions made in the past between male and female workers.

This order represents the decision of a majority of the Court. Mr. Monteith dissents from the views of the majority, and his dissenting opinion is subjoined.

[L.S.]

F. V. FRAZER, Judge.

DISSENTING OPINION OF MR. MONTEITH.

I am not in agreement with the majority in so far as a new rating has been inserted, which makes the minimum rate 17s. 6d., whereas in the Licensed Hotel award made about two months ago the workers for exactly the same work will receive £1 7s. 9d.

The new classification alters the whole basis of payment for the kitchen staff, and, as a result, cooks will be reduced to lower grades, and, in addition, will in many cases receive a reduction of 20 per cent. in the wages payable to such lower grade. The work of waitresses, which is exactly the same as performed in the licensed hotels, will be paid 20 per cent. less.