

WELLINGTON **FIRE-BRIGADE OFFICERS.**—AGREEMENT UNDER
THE LABOUR DISPUTES INVESTIGATION ACT, 1913.

THIS agreement, made this 3rd day of February, 1939, between the Wellington Fire Board Officers' Association, of the one part, and the Wellington Fire Board (hereinafter called "the employers"), of the other part, whereby it is mutually agreed by and between the parties hereto as follows, that is to say:—

1. That the terms, conditions, stipulations, and provisions contained and set out in the schedule hereto shall be binding

upon the said parties, and they shall be deemed to be and are hereby incorporated in and declared to form part of this agreement.

2. The said parties hereto shall respectively do, observe, and perform every matter and thing by this agreement, and by the said terms, conditions, stipulations, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this agreement, or of the said terms, conditions, stipulations, and provisions, but shall in all respects abide by and perform the same.

The said terms and conditions of this agreement shall come into force on Friday the 3rd day of February, 1939, and shall continue in operation until the 3rd day of February, 1940, unless revoked by any new agreement made by and between the said parties hereto.

Should any dispute arise at any time concerning any matter not specifically provided for or in relation to any matter that is specifically provided for in this agreement, such matter shall first be referred to a Disputes Committee, which shall consist of two representatives of the Wellington Fire Board Officers' Association and two representatives of the Wellington Fire Board. Failing a settlement being arrived at by the Disputes Committee, the matter in dispute shall be referred by the Local Committee to the Court of Arbitration for settlement.

SCHEDULE.

Wages.

1. The minimum rate of wages to be paid to the several grades of officers shall be as follows:—

		Per Week.		
		£	s.	d.
(a)	Junior station officer	6	8	0
	Senior station officer	6	15	0
	Fourth officer	7	2	0
	Third officer	7	9	0
	Mechanic	6	8	0

(b) The new gradings herein shall not operate so as to reduce the wages of any officer during his present employment.

- (c) Where an officer is employed on duty and has to get a meal outside the station, arrangement shall be made with the Superintendent for payment.
- (d) Married officers shall be supplied with quarters or an equivalent allowance.
- (e) Married officers shall be paid an allowance for lighting of 4s. 6d. per month and for firing 20s. per month.

Special Duties.

2. Officers when called upon for salvage work, for which the Board receives payment, or duties where special calls are made on the Brigade services to deal with escapes of noxious gases or fumes, shall be paid at a flat rate of 5s. per hour.

Transfer.

3. Not less than seven days' notice shall be given where an officer is under transfer. The cost of transport of effects when necessary shall be provided by the employer.

Ordinary Leave of Absence.

4. (a) Each officer shall be allowed leave of absence without deduction of pay as follows: Twenty-four hours' continuous leave commencing at 9 a.m. every fourth day: Provided that in cases of emergency (*i.e.*, fire duty or sickness) prevents such leave being given, such leave to be made up to the officer subsequently.

(b) Officers may, with the permission of the Superintendent (which shall not be unreasonably withheld) change leave between themselves.

Extended Leave.

5. (a) Each officer within each six months' continuous service (based on the date on which his employment commenced) shall be granted holidays without deduction of pay as follows: Twenty-eight consecutive days (inclusive of Sundays), such leave to be given and taken at a time to be determined by the Superintendent. A roster indicating the day and time when leave commences shall be posted on the notice board.

(b) Payment of wages covering the holiday period shall be paid prior to the officer going on leave.

Long-service Leave.

6. The question of long-service leave and accumulated leave shall be left for the consideration of the Board and representatives of the Wellington Fire Board Officers' Association.

Sickness.

7. Whenever an officer by sickness or accident is rendered unfit for duty he shall be paid full pay during the first calendar month, and at its expiration the Board may review each case on its merits with a view to extending such pay for a further period.

Reports.

8. An officer having been reported to the Superintendent for any matter arising out of his employment shall have a right to a copy of the report and to receive three days' notice, if he so desires, before being paraded, and have a representative of the Wellington Fire Board Officers' Association to accompany him when paraded before the Chief Officer.

Termination of Employment.

9. Twenty-eight days' notice of termination of employment shall be given on either side, but this shall not prevent the summary dismissal or suspension of an officer for misconduct or conduct prejudicial to good order and discipline: Provided that such officer may appeal to the Board for consideration and may have the assistance of a representative of the Wellington Fire Board Officers' Association.

Uniforms.

10. Uniforms shall be provided by the Fire Board as hitherto.

Signed for and on behalf of the Wellington Fire Board Officers' Association—

C. A. WOOLLEY, President.

H. G. BUICK, Secretary.

Witness to signatures—A. F. McJennett.

Signed for and on behalf of the Wellington Fire Board—

S. S. DEAN, Chairman.

H. S. FAIRCHILD, Secretary.

Witness to signatures—W. J. Mountjoy.

Dated at Wellington, this 3rd day of February, 1939.

(NOTE.—This agreement, made under the Labour Disputes Investigation Act, 1913, was filed with the Clerk of Awards, at Wellington, pursuant to section 8 (1) of the said Act, on the 3rd day of February, 1939).