

**NEW ZEALAND CLOTHING-TRADE 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 Emergency Regulations 1942; and in the matter of the New Zealand Clothing-trade Employees' award, dated the 27th day of August, 1946, and recorded in 46 Book of Awards 1057.

In pursuance and exercise of the powers vested in it by the Economic Stabilization Emergency Regulations 1942, 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 15th day of August, 1947, doth hereby order as follows:—

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

(1) By deleting subclause (b) of clause 3 (Female Apprentices and Improvers), and substituting therefor the following subclause:—

“(b) The minimum wages of female apprentices (whether their term of apprenticeship commenced under this or any previous award) and improvers employed in any capacity shall be at the following weekly rates:—

	Per Week.		
	£	s.	d.
“ Apprentices—			
“ For the first six months ..	1	7	6
“ For the second six months ..	1	12	6
“ For the third six months ..	1	17	6
“ For the fourth six months ..	2	3	6
“ Improvers—			
“ For the fifth six months ..	2	10	0
“ For the sixth six months ..	2	17	0
“ For the fourth year ..	3	5	0
“ Thereafter, journeywomen's rates:			

“ Provided that workers commencing over sixteen years of age shall receive 5s. per week in advance of the above rates, and over seventeen years of age 7s. 6d. per week in advance of the above rates, and over eighteen years of age 10s. per week in advance of the above rates; but this proviso shall not operate so as to increase journeywomen's rates: Provided, also, that workers over twenty-one years of age shall be paid not less than £3 15s. 6d. per week.”

(2) By deleting clause 6, and substituting therefor the following clause:—

“Journeywomen’s and Male Machinists’ Wages

“6. (a) The minimum wage for journeywomen shall be £4 0s. 9d. per week.

“(b) The minimum wage for male machinists employed in any department of the clothing trade covered by this award shall be £6 15s. 9d. per week.”

(3) By deleting clause 8, and substituting therefor the following clause:—

“Sorting, Ticketing, Boxing, and Distribution of Work

“8. Females employed sorting, ticketing, boxing, and distributing work shall be paid the following rates of wages:—

	Per Week.		
	£	s.	d.
“For the first six months	1	7	6
“For the second six months	1	12	6
“For the third six months	1	17	6
“For the fourth six months	2	3	6
“For the fifth six months	2	9	0
“For the sixth six months	2	15	6
“For the fourth year	3	2	6
“Thereafter	3	18	2

“Provided that workers commencing over sixteen years of age shall receive 5s. per week in advance of the above rates, and over seventeen years of age 7s. 6d. per week in advance of the above rates, and over eighteen years of age 10s. per week in advance of the above rates; but this proviso shall not operate so as to increase the rate of £3 18s. 2d.: Provided, also, that workers over twenty-one years of age shall be paid not less than £3 15s. 6d. per week.”

(4) By deleting subclause (a) of clause 9 (Provisions relating to Cutters, Trimmers, and Tailors), and substituting therefor the following subclause:—

“(a) The minimum wage for a second-class chart-cutter shall be £7 1s. per week; for a stock-cutter and trimmer, £6 15s. 9d. per week.”

(5) By deleting subclauses (a) and (d) of clause 12 (Provisions relating to Examiners and Examiners’ Assistants), and substituting therefor the following subclauses:—

“(a) The minimum wage for examiners shall be £6 15s. 9d. per week.”

“(d) Youths other than apprentices may be employed assisting examiners in the proportion of one youth to each three or fraction of three adults at not less than the following rates of pay:—

	Per Week.		
	£	s.	d.
“ For the first six months	1	12	6
“ For the second six months	2	1	6
“ For the third six months	2	10	0
“ For the fourth six months	2	19	0
“ For the fifth six months	3	10	6
“ For the sixth six months	4	1	6
“ For the seventh six months	4	14	0
“ For the eighth six months	5	9	0
“ Thereafter	6	15	9

“ Provided that workers commencing over sixteen years of age shall receive 5s. per week in advance of the above rates, and over seventeen years of age 7s. 6d. per week in advance of the above rates, and over eighteen years of age 10s. per week in advance of the above rates; but this proviso shall not operate so as to increase the rate of £6 15s. 9d.”

(6) By deleting subclauses (a), (c), and (f) of clause 13 (Provisions relating to Pressers and Others), and substituting therefor the following subclauses:—

“(a) Pressers shall be paid a minimum wage of £6 15s. 9d. per week; clothing-oilers shall be paid the minimum time-wage prescribed for pressers.”

“(c) Youths other than apprentices may be employed at seam-opening and at underpressing at the following rates of pay:—

	Per Week.		
	£	s.	d.
“ For the first six months	1	12	6
“ For the second six months	2	4	6
“ For the third six months	2	17	6
“ For the fourth six months	3	8	6
“ For the fifth six months	4	0	6
“ For the sixth six months	4	15	0
“ Thereafter	6	5	3

“ Provided that workers commencing over sixteen years of age shall receive 5s. per week in advance of the above rates, and over seventeen years of age 7s. 6d. per week in advance of the above rates, and over eighteen years of age 10s. per week in advance of the above rates; but this proviso shall not operate so as to increase the rate of £6 5s. 3d.

“ The proportion of youths to adults on underpressing shall be one youth to each two or fraction of two adults.”

“(f) Male casual workers shall be paid at the rate of not less than 3s. 8d. per hour. A ‘casual worker’ is one who is employed for less than three days continuously.”

(7) By deleting clause 15 (Increase in Rates of Remuneration).

2. That this order shall come into force on the 1st day of October, 1947.

Dated this 25th day of September, 1947.

[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 orders of 9th August, 1940, and 31st March, 1942.

Under Regulation 39c of the Economic Stabilization Emergency Regulations 1942 the Court, when amending the provisions of an award for the purpose of giving effect to a pronouncement made under Regulation 39B, is directed to have due regard to any increases in the rates of remuneration of the workers affected by the award granted since 17th March, 1945, and also to have due regard to the proper relationship with the rates of remuneration of other workers or classes of workers.

The rates of wages under the New Zealand Clothing-trade Employees' award (46 Book of Awards 1057) were increased by varying amounts as from 1st July, 1946, and in making this amendment the Court, in compliance with the law, has had regard to the said increases.

The applicants in the recent standard wage case submitted that, because of increases granted in certain listed awards and agreements, the relationships between the rates of wages of various groups of workers as they existed after the 1945 adjustments had been disturbed. The New Zealand Clothing-trade Employees' award was one of the awards so listed. In making its pronouncement the Court took these submissions into consideration, and in making this amendment the Court, in accordance with the regulations, has had due regard to the proper relationship which the rates of remuneration of the workers concerned should bear to the rates of remuneration of other classes of workers.

Mr. Allerby is not in agreement, and his dissenting opinion follows.

A. TYNDALL, Judge.

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DISSENTING OPINION OF MR. ALLERBY

I dissent from the rates of wages prescribed under this amendment.

The new rates do not, in my opinion, maintain the relationship with the rates of remuneration of other classes of workers which was established by the agreement of the parties themselves. This industry is a most essential one. Therefore, the minimum rates of remuneration should be such as to attract workers to the industry, and should also reflect the skill and training which are necessary before a worker can be classed as an efficient operator.

I am of opinion that in this amendment the weekly rates for all classes of adult workers should have been increased by 10s. above the existing rates, with proportionate increases to junior workers, so that a proper relationship would have been maintained with the rates of wages of other classes of workers.
