

**NEW ZEALAND BAKERS AND PASTRYCOOKS AND THEIR
LABOURERS.—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 Bakers and Pastrycooks and their Labourers' award, dated the 31st day of October, 1946, and recorded in 46 Book of Awards 1458.

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 subclauses (c), (d), and (e) of clause 2 (Hours of Work), and substituting therefor the following subclauses:—

“(c) If a journeyman or an adult worker is required to start earlier than the hours herein prescribed, he shall be paid at the rate of 2s. 1½d. per hour extra for every hour worked before the prescribed starting-time. If a junior labourer is required to start earlier than the hours herein prescribed, he shall be paid at the rate of 1s. 3¾d. per hour extra for every hour worked before the prescribed starting-time.

“(d) A worker who has completed his work for the day and is required to commence work again later in the same day to bake bread or small-goods for the following day shall be paid at the rate of 2s. 1½d. per hour extra for all time worked between the time of starting and midnight. This subclause shall not apply to doughing or sponging.

“(e) Any journeyman or his assistant employed to make dough by machinery or hand, or to cut over or knock down dough, shall, if required by his employer, start earlier than the hours hereinbefore prescribed without extra payment, except that any journeyman or his assistant so required to start work earlier than the prescribed hour shall be paid 13s. 1½d. per week in addition to the minimum wage fixed by this award.”

(2) By deleting subclause (a) of clause 3 (Wages), and substituting therefor the following subclause:—

“(a) The minimum rates of wages shall be as follows:—

| | Per Week. | | |
|--------------------------------------|-----------|----|----|
| | £ | s. | d. |
| “ Foreman baker or pastrycook .. | 7 | 18 | 6 |
| “ Journeyman baker and pastrycook .. | 7 | 8 | 0 |
| “ Baker’s labourer | 6 | 7 | 0 |
| “ Packer | 6 | 7 | 0” |

(3) By deleting subclause (a) of clause 4 (Jobbers), and substituting therefor the following subclause:—

“(a) A journeyman jobber shall be paid not less than £1 9s. 7d. per day or a labourer jobber £1 5s. 5d. per day of eight hours. He shall be paid not less than five hours’ wages in any event. If he is employed for less than eight hours

he shall be paid not less than 3s. 8½d. per hour for a journeyman jobber and not less than 3s. 2d. per hour for a labourer jobber."

(4) By deleting subclause (a) of clause 6 (Junior Labourers), and substituting therefor the following subclause:—

"(a) Subject to the provisions and restrictions contained in subclause (d) of clause 3, junior labourers may be employed at not less than the following rates:—

| | Per Week. | | |
|---------------------------------------------------------------|-----------|----|----|
| | £ | s. | d. |
| " Junior labourers commencing at under nineteen years of age— | | | |
| " For the first six months | 2 | 15 | 6 |
| " For the second six months | 3 | 1 | 0 |
| " For the third six months | 3 | 7 | 0 |
| " For the fourth six months | 3 | 13 | 6 |
| " For the fifth six months | 4 | 0 | 0 |
| " Thereafter | 4 | 7 | 6 |

" Or, on attaining the age of twenty-one years, labourers' rates.

" Junior labourers commencing between the ages of nineteen and twenty years of age shall be paid not less than the following—

| | | | |
|-------------------------------------|---|----|---|
| " For the first six months | 3 | 7 | 0 |
| " For the second six months | 3 | 13 | 6 |
| " For the third six months | 4 | 0 | 0 |
| " Thereafter | 4 | 7 | 6 |

" Or, on attaining the age of twenty-one years, labourers' rates.

" Junior labourers commencing at the age of twenty years and up to twenty-one years shall be paid not less than—

| | | | |
|--------------------------------------------------------------------|---|----|---|
| " For the first six months | 4 | 7 | 0 |
| " Thereafter, until he reaches the age of twenty-one years | 4 | 12 | 6 |

" Or, on attaining the age of twenty-one years, labourers' rates."

(5) By deleting paragraph (iii) of subclause (b) of clause 11 (Employment of Females), and substituting therefor the following paragraph:—

"(iii) The minimum rates of wages shall be as follows:—

| | Per Week. | | |
|-----------------------------|-----------|----|----|
| | £ | s. | d. |
| " First six months | 1 | 12 | 6 |
| " Second six months | 1 | 17 | 6 |
| " Third six months | 2 | 2 | 6 |

| | | | Per Week. | | |
|------------------------------------------------------------------------------------------------------------------------------------------------|----|----|-----------|----|----|
| | | | £ | s. | d. |
| " Fourth six months | .. | .. | 2 | 7 | 6 |
| " Fifth six months | .. | .. | 2 | 12 | 6 |
| " Sixth six months | .. | .. | 2 | 17 | 6 |
| " Seventh six months | .. | .. | 3 | 3 | 0 |
| " Eighth six months | .. | .. | 3 | 10 | 0 |
| " Thereafter, a minimum rate as follows shall be paid: females employed as journeywomen shall be paid three-quarters the wages of journeymen." | | | | | |

(6) By deleting subclause (d) of clause 11 (Employment of Females), and substituting therefor the following subclause:—

"(d) Females may be employed in breaking eggs, cleaning fruit, papering tins and cake hoops, cleaning and greasing tins and utensils, finishing (including icing and piping, except as provided in subclause (e)), and packing small-goods, and generally to do all kinds of unskilled work at the following minimum rates of wages:—

| | | | Per Week. | | |
|------------------------------------------------|----|----|-----------|----|----|
| | | | £ | s. | d. |
| " First six months | .. | .. | 1 | 12 | 6 |
| " Second six months | .. | .. | 1 | 17 | 6 |
| " Third six months | .. | .. | 2 | 5 | 0 |
| " Fourth six months | .. | .. | 2 | 15 | 0 |
| " Thereafter | .. | .. | 3 | 3 | 0 |
| " Or, on attaining the age of twenty-one years | .. | .. | 3 | 15 | 6" |

(7) By deleting clause 19 (Increase in Rates of Remuneration).

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

Dated this 26th 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.

A. TYNDALL, Judge.