

NORTHERN, WELLINGTON, NELSON, CANTERBURY, AND OTAGO AND  
SOUTHLAND **BISCUIT AND CONFECTIONERY WORKERS**—AWARD

*[Filed in the Office of the Clerk of Awards, Wellington]*

In the Court of Arbitration of New Zealand, Northern, Wellington, Nelson, Canterbury, and Otago and Southland Industrial Districts—In the matter of the Industrial Conciliation and Arbitration Act 1954; and in the matter of an industrial dispute between—

New Zealand Biscuit and Confectionery Manufacturing Industrial Union of Employers,  
8-12 The Terrace, Wellington.

(hereinafter called “the employer”) and the—

New Zealand Federated Biscuit, Confectionery and Related Products Employees’  
Industrial Association of Workers, 110 Pacific Buildings, Wellesley Street, Auckland.

Auckland Biscuit and Confectionery and Related Products Employees’ Industrial Union  
of Workers, 110 Pacific Buildings, Wellesley Street, Auckland.

Wellington District Biscuit and Confectionery Manufacturing and Related Trades Employ-  
ees’ Industrial Union of Workers, 157 Featherston Street, Wellington.

Nelson Biscuit and Confectionery Manufacturing and Related Trades Employees’  
Industrial Union of Workers, Flemings Buildings, Nelson.

Christchurch Biscuit and Confectionery Manufacturing and Related Trades Employees’  
Industrial Union of Workers, Trades Hall, Gloucester Street, Christchurch.

Otago and Southland Biscuit and Confectionery Manufacturing and Related Trades  
Employees’ Industrial Union of Workers, 83 Moray Place, Dunedin.

(hereinafter called “the union”).)

THE COURT of Arbitration of New Zealand (hereinafter called “the Court”), having taken into consideration the matter of the abovementioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, and having also heard the witnesses called and examined and cross-examined by and on behalf of the said parties respectively, doth hereby order and award:

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and provisions set out in the Schedule hereto and of this award shall be binding upon the union and upon

every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the Schedule hereto shall constitute a breach of this award, and that a penalty as by law provided shall be payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as hereinafter provided and shall continue in force until the 31st day of October 1961 and thereafter as provided by section 152 of the Industrial Conciliation and Arbitration Act 1954.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 7th day of April 1960.

[L.S.]

A. TYNDALL, Judge.

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SCHEDULE

*Industry to Which Award Applies*

1. This award shall apply to all workers engaged in the preparation, manufacture and/or packing of biscuits, chocolates, confectionery, chewing gum, cocoa, baked cereal products, and by-products in connection therewith, other than clerical workers, factory managers, and workers employed in connection with the work of the factory covered by any other award.

*Hours of Work*

2. (a) The ordinary hours of work shall be 40 per week, which shall be worked on five days, Monday to Friday, both days inclusive.

(b) The ordinary hours for day shift workers shall be not more than eight, to be worked between the hours of 7.30 a.m. and 5 p.m.

(c) Night shifts of eight hours may be worked outside the ordinary daily working hours: Provided that workers on night shift shall be paid 3s. 6d. per shift in addition to the ordinary rates provided in clause 4 hereof.

After four hours' work on night shift there shall be a break of at least half an hour for a meal. Tea shall be provided once during each four-hour period and during the meal break.

Any worker who regularly uses public wheeled traffic, required to commence work after the cessation of public wheeled traffic or before the ordinary time of starting of such traffic, and any worker who may work continuously until after the cessation of public wheeled traffic and cease work before the ordinary time of starting of such traffic shall be paid for time occupied in travelling to or from his home at ordinary rates of pay, reckoning the time occupied as being at the rate of three miles per hour: Provided, however, that if a conveyance free of charge is provided for the worker by his employer he shall not be entitled to

payment for travelling time under this subclause. For the purpose of this award "public wheeled traffic" shall mean trams, buses, trains, or ferries ordinarily used by the worker in travelling to and from his work.

#### Overtime

3. (a) All time worked outside or in excess of the hours provided in clause 2 hereof shall be paid for at the rate of time and a half for the first three hours from Monday to Friday, both days inclusive, or for the first four hours on Saturday morning, and double time thereafter.

(b) When workers are called back to work overtime they shall receive a minimum of two hours' work or payment therefor; provided that workers may be employed for up to one hour beyond the ordinary finishing time without payment of the two hour minimum provided for in this subclause.

(c) Overtime shall be calculated on a daily basis.

(d) In the allocation of overtime where there are full-time weekly workers covered by this award eligible and willing to work overtime, they shall be given preference over part-time workers.

#### Wages

4. For the purposes of this award the following shall be the recognised departments: Biscuits, chocolate manufacturing, and general confectionery: Provided that where an employer has established or establishes separate sugar boiling, caramel, and starch departments, such departments shall also be recognised and the classification of workers in the general confectionery department (subclause (c) of this clause) shall apply to each of the latter three departments where applicable: And provided further, however, an employer shall not be required to recognise a "worker in charge" of any department unless five workers are continuously engaged therein and neither be required to recognise both a "worker in charge" and a "first assistant" unless 10 workers are continuously employed therein.

The following shall be the minimum weekly rates of wages for adult male workers over 21 years of age:

	Per Week
	£ s. d.
(a) <i>Biscuit Department</i> —	
(i) Worker in charge of department .....	13 19 2
(ii) First assistant or leading hand in charge of not less than three adult male workers .....	13 4 11
(iii) Biscuit-dough mixer .....	12 18 11
(iv) Cutting and embossing machinist .....	
Brakesman .....	
Oven charge-hand .....	12 6 2
Operator of chocolate enrober .....	
Operator of biscuit cream sandwich machine .....	
Operator of wafer-oven .....	
(v) All other adult male workers .....	11 15 7
(b) <i>Chocolate Manufacturing Department</i> —	
(i) Worker in charge of department .....	13 19 2
(ii) First assistant or leading hand in charge of not less than three adult male workers .....	13 4 11
(iii) Operator of bean roaster .....	
Operator of cocoa butter press .....	
Operator of cocoa sieve .....	12 6 2
Chocolate mixer .....	
Operator of chocolate moulding machine .....	
(iv) All other adult male workers .....	11 15 7

		Per Week		
		£	s.	d.
<b>(c) General Confectionery Department—</b>				
(i)	Worker in charge of department	13	19	2
(ii)	First assistant or leading hand in charge of not less than three adult male workers	13	4	11
(iii)	Operator of vacuum or continuous cooker	}	12	6
	Liquorice boiler			
	Marzipan and paste maker			
	Pan operator when operating not less than four revolving pans			
	Caramel mixer and boiler			
	Gum and jelly maker			
	Cream maker			
	Operator of chocolate enrober			
	Operator of starch depositing machine			
	Man working off sugar boilings	}	11	15
	Lozenge dough-maker			
(iv)	All other adult male workers	11	15	7
<b>(d) Cereal Product Manufacturing—</b>				
(i)	Worker in charge of department	13	19	2
(ii)	First assistant or leading hand in charge of not less than three adult male workers	13	4	11
(iii)	All other adult male workers	11	15	7
<b>(e) Ice-cream Cone Manufacturing—</b>				
(i)	Worker in charge of department	13	19	2
(ii)	First assistant or leading hand in charge of not less than three adult male workers	13	4	11
(iii)	Ice-cream cone dough-mixer	12	8	11
(iv)	Ice-cream conemaker	12	6	2
(v)	All other adult male workers	11	15	7

(f) It shall not be competent for a firm or employer to classify a factory manager or foreman as in charge of any one of the six departments (referred to in the preamble to this clause) unless such factory manager or foreman is substantially engaged in the work of the department of which he really is in charge.

### Youths' Wages

5. Youths under 21 years of age may be employed at not less than the following minimum weekly rates:

Age at Commencing Employment	First Year		Second Year		Third Year		Fourth Year	Fifth Year
	First Half	Second Half	First Half	Second Half	First Half	Second Half		
Under 16 ..	92/-	100/5	109/-	117/5	126/1	134/5	143/6	166/6
16 to 17 ..	100/2	108/8	117/4	126/-	134/5	143/6	166/6	..
17 to 18 ..	108/5	117/-	125/7	134/2	143/6	166/6	..	..
18 to 19 ..	116/7	125/3	134/-	143/6	166/6	..	..	..
19 to 20 ..	124/9	133/9	143/6	166/6	..	..	..	..
20 to 21 ..	133/-	143/6	..	..	..	..	..	..

Thereafter, or on attaining the age of 21, not less than the minimum rate provided for other adult workers.

*Females*

6. (a) Female workers may be employed at not less than the following minimum weekly rates:

Age at Commencing Employment	First Year		Second Year		Third Year		Fourth Year	
	First Half	Second Half	First Half	Second Half	First Half	Second Half	First Half	Second Half
Under 16 ..	84/1	92/11	101/6	109/11	118/6	126/11	133/10	141/4
16 to 17 ..	92/8	100/11	109/4	115/4	126/-	132/8	138/1	..
17 to 18 ..	100/11	108/11	115/3	125/11	132/8	138/1	..	..
18 to 19 ..	109/1	117/5	125/11	132/8	138/1	..	..	..
19 to 20 ..	117/3	125/9	132/8	138/1	..	..	..	..
20 to 21 ..	125/7	132/8	..	..	..	..	..	..

Thereafter, or on attaining the age of 21, not less than £7 17s. 6d. per week.

(b) A female worker appointed by the employer to be in charge of a department shall be paid 10s. per week extra.

For the purposes of this subclause, the following shall be the recognised departments: Biscuits, chocolate manufacturing, and general confectionery.

*Requirements of Economic Stabilisation Regulations*

7. No worker bound by this award shall in any week be paid a lesser amount by his employer than the worker would have been entitled to be paid under this award if it had specifically applied the general order of the Court dated 18 September 1959 otherwise than by incorporation pursuant to the pronouncement of the Court dated 18 September 1959.

*Part-time Workers*

8. (a) A part-time worker shall not work more than 30 ordinary hours per week.

(b) A part-time worker shall be paid an hourly wage arrived at by dividing the appropriate weekly wage by 40. Ten per cent shall be added to this rate for work performed during the hours prescribed in subclause (b) of clause 2.

*Change of Duties*

9. Any worker required to perform other than his or her usual work shall be paid for the time so worked at the rate prescribed for such other work if such rate is higher than his or her usual rate of pay.

*Holidays*

10. (a) The following shall be the recognised holidays: New Year's Day, 2 January, Good Friday, Easter Monday, Anzac Day, Labour Day, the birthday of the reigning Sovereign, Christmas Day, Boxing Day, and Anniversary Day or another day in lieu thereof: Provided that if any of the foregoing holidays, except Anzac Day, shall fall on a Saturday or Sunday it shall be observed on the next succeeding working day or days.

(b) Payment for any of the prescribed holidays where no work is done thereon shall be in accordance with the provisions of the Factories Act 1946 and its amendments.

(c) In addition to any payment to which a worker is entitled under the provisions of subclause (b) of this clause, any work done on any of the days set out in subclause (a) of this clause or on any Sunday shall be paid for at double time rates.

#### *Annual Holidays*

11. (a) Holidays shall be allowed in accordance with the Annual Holidays Act 1944, but the annual holidays shall be allowed within two months of becoming due and at a time suitable to the employer.

(b) Regular night shift workers after 12 months' continuous service as such shall be granted three weeks' annual holiday on ordinary pay as defined in the Annual Holidays Act 1944. Any worker who works part-time as a night shift worker shall in addition to two weeks' annual holiday under the Annual Holidays Act be granted an additional period representing the corresponding proportionate part of one week extra which is granted to regular night shift workers.

#### *Payment of Wages*

12. (a) Wages shall be paid weekly in the employer's time on any day not later than Thursday: Provided that the present custom in respect of fortnightly payments may be continued.

(b) The employer may make deductions from the weekly wages prescribed herein for time lost through the sickness or default of the worker.

(c) Should the late shopping night fall on a pay day, then payment shall be made on the preceding working day.

#### *Termination of Engagement*

13. No less than 48 hours' notice shall be given by either party of the termination of the engagement; but nothing in this clause shall prevent an employer from summarily dismissing a worker for misconduct.

#### *General Conditions*

14. (a) Twenty-four hours' notice shall be given to a worker who is required to work overtime, or in lieu thereof, 5s. tea money shall be paid: Provided that if notice is given and overtime is not worked the 5s. tea money shall be paid. Such allowance shall not be payable where the employer supplies a suitable meal. The standard of the meal shall be determined by agreement between the employer and the workers.

(b) Tea shall be available for meals.

(c) Provision for dressing rooms, lockers, or locker-room shall be made in accordance with the requirements of the Inspector of Factories at each establishment.

(d) Workers who at the date of making this award are in receipt of more than the rates prescribed herein shall not have their existing rates reduced while they continue in the same employment.

(e) No female employed shall be permitted to smooth, plane, empty, fill, or sieve starch in or from trays: Provided that nothing herein shall prevent a female worker from dusting over deposited goods on trays; nor shall any female stir confectionery or other ingredients over 30 lb in weight.

(f) Towels, hot water, and wash-basins shall be provided.

(g) Female workers may lift but shall not be required to carry more than 30 lb in weight.

(h) Where wet conditions prevail, workers shall be provided with clogs or gumboots and waterproof aprons. Where a worker is actually engaged continuously in washing tins by hand in a tub, he shall be paid an allowance of 10s. per week.

(i) St. John first-aid medical chests or similar outfits shall be provided in convenient and accessible places on each floor.

(j) Employers shall supply, on request, to the secretary of the union, at not less than quarterly intervals, a list of the workers covered by this award.

(k) Two smocks, or two overalls shall be provided free annually to each full-time worker. Such clothing shall remain the property of the employer.

(l) Morning and afternoon tea shall be allowed.

#### *Right of Access*

15. The president, secretary, authorised collector, or organiser of the union shall be permitted to interview workers during their working hours at such place as the employer shall decide, but not so as to interfere unreasonably with the operation of the employer's business.

#### *Settlement of Disputes*

16. The essence of this award being that the work of the employers shall not on any account whatsoever be impeded but shall always proceed as if no dispute had arisen, it is provided that if any dispute or difference shall arise between the parties bound by this award, or any of them, as to any matter whatsoever arising out of or connected therewith and not dealt with in this award, every such dispute or difference shall be referred to a committee to be composed of two representatives of each side. In default of agreement, the dispute shall be referred to the Conciliation Commissioner for the district for decision. Either side shall have the right of appeal to the Court within 14 days after such decision shall have been made known to the party desirous of appealing.

#### *Workers to be Members of Union*

17. No employer bound by this award shall employ in any position covered by this award any person who is not a financial member of any industrial union of workers bound by this award.

#### *Under-rate Workers*

18. (a) Any worker who considers himself incapable of earning the minimum wage fixed by this award may be paid such lower wage as may from time to time be fixed, on the application of the worker after due notice to the union, by the local Inspector of Awards or such other person as the Court may from time to time appoint for that purpose; and such inspector or other person in so fixing such wage shall have regard to the worker's capability, his past earnings, and such other circumstances as such inspector or other person shall think fit to consider after hearing such evidence and argument as the union and such worker shall offer.

(b) Such permit shall be for such period, not exceeding six months, as such inspector or other person shall determine, and after the expiration of such period shall continue in force until 14 days' notice shall have been given to such worker by the secretary of the union requiring him to have his wage again fixed in manner prescribed by this clause: Provided that in the case of any person whose wage is so fixed by reason of old age or permanent disability it may be fixed for such longer period as such inspector or other person shall think fit.

(c) Notwithstanding the foregoing, it shall be competent for a worker to agree in writing with the president or secretary of the union upon such wage without having the same so fixed.

(d) It shall be the duty of the union to give notice to the Inspector of Awards of every agreement made with a worker pursuant hereto.

(e) It shall be the duty of an employer, before employing a worker at such lower wage, to examine the permit or agreement by which such wage is fixed.

*Application of Award*

19. This award shall apply to the original parties named herein, and shall extend to and bind as subsequent party hereto every industrial union, industrial association, or employer who, not being an original party hereto, is, when this award comes into force or at any time whilst this award is in force, connected with or engaged in the industry to which this award applies within the industrial districts to which this award relates.

*Scope of Award*

20. This award shall operate throughout the Northern, Wellington, Nelson, Canterbury, and Otago and Southland Industrial Districts.

*Term of Award*

21. This award, in so far as the provisions relating to the rates of wages to be paid are concerned, shall be deemed to have come into force on the 4th day of April 1960, and so far as all other provisions of the award are concerned, it shall come into force on the day of the date hereof; and this award shall continue in force until the 31st day of October 1961.

In witness whereof the seal of the Court of Arbitration hath hereto been affixed, and the Judge of the Court hath hereunto set his hand, this 7th day of April 1960.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The award embodies the terms of the memorandum of partial settlement arrived at in Conciliation Council and the subsequent agreement of the representatives of the parties upon matters which were referred to the Court by the Conciliation Council.

A. TYNDALL, Judge.