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Christchurch Transport Board Inspectors— Industrial Agreement

Dated 6/8/73

NOTE: See clause 17 herein for date on which rates of wages come into force.

**CHRISTCHURCH TRANSPORT BOARD INSPECTORS
INDUSTRIAL AGREEMENT**

This industrial agreement is made in pursuance of the Industrial Conciliation and Arbitration Act 1954, this 6th day of August 1973 between the Christchurch Transport Board (hereinafter called "the Board" or "the employer"), of the one part and the Canterbury Local Bodies' Officers' (other than Clerical) Industrial Union of Workers (hereinafter called "the union"), of the other part, whereby it is mutually agreed by and between the said parties as set out in the following Schedule.

SCHEDULE

APPLICATION

1. This agreement shall apply to inspectors classified as follows:

Inspectors Grade A
Inspectors Grade B

An inspector in Grade B, shall be promoted to Grade A, after one year's service in the Board's employ as an inspector, provided that his record respecting efficiency and the carrying-out of his duties entrusted to him, in the opinion of the board warrant such promotion. In recognition of specially meritorious work, the board may from time to time, reduce the length of service necessary for promotion from Grade B to Grade A.

HOURS OF WORK

2. The hours of work of inspectors shall be 40 per week, consisting of five week-days of eight hours one week, and four week-days of eight hours and one Sunday off from six to seven hours the second week. Sundays off and on to alternate as far as practicable. Present conditions regarding shift duty to remain in force.

OVERTIME

3. (a) Inspectors required by the board to work overtime on race days, public holidays, and at sports fixtures shall, if they fall on working days, be performed without extra pay.

(b) When an inspector's day off is cancelled he shall be paid double time rates, with a minimum of eight hours, on week days and double ordinary rates, with a minimum of six hours on Sundays; or in lieu thereof an inspector may, by mutual agreement with the management, be allowed two days off.

SALARIES

4. (a) The following shall be the rates of salary:

	Under 12 months	Over 12 months
	\$	\$
Inspector Grade B	4,533	
Inspector Grade A	4,633	4,715
Depot Despatcher (2)	4,818	4,921
Senior Relief Inspector (2)	4,818	4,921
Square Inspector	5,021	5,199
Senior Traffic Inspector	5,044	5,222

(b) Ticket Inspectors who carry out relief duties continuously for four days and are taken off this work to do race duties or other special duties will be paid at the Senior Relief Inspector's rate for each period so worked.

(c) The salary rates provided in (a) above shall be adjusted in accordance with any determination made in terms of the State Service remuneration and conditions of employment Act 1969 as a result of the half-yearly survey of employment commencing from the October survey 1970, or, of any future specific review of employment. Arbitration Court General Wages Order do not apply.

DUTIES

5. Duties of inspectors shall be confined to the preparation for the work of traffic operators staff, the supervision of such work, and all matters incidental thereto, including under emergency conditions, the operation of vehicles, all as may be directed by the Transport Superintendent.

UNIFORMS

6. (a) Every inspector shall be provided with one tunic every 12 months, one pair of trousers every nine months, one mackintosh overcoat, and one cloth overcoat every three years. Caps shall be provided on request, provided that in the opinion of the board new ones are necessary.

(b) All uniforms as set out in subclause (a) hereof shall be supplied by the Board and remain the property of the Board.

MEAL RELIEF

7. Meal relief shall be one hour.

SICK PAY

8. An inspector shall be entitled to sick leave if he produces a certificate at his own expense in support thereof. The board may from time to time require an inspector to be examined by the board's medical officer at the board's expense. If the board is satisfied that the case is a bona fide one, and subsequent reports continue to support it, the conditions of sick-pay shall be as follows:

Inspectors with under five years' service four weeks' full pay in any one year

Inspectors with over five years' service, 12 weeks' full pay in any one year.

COMPLAINTS

9. (a) Any charges laid against an officer shall be made in writing by the complainant within 48 hours after the subject matter thereon came to the complainant's knowledge and the officer concerned shall be notified thereof within 12 hours of its receipt. He shall be entitled to see and make a copy of such complaint before being called upon to answer the charge. In computing the above time, Sundays and holidays shall be excluded.

(b) An officer covered by this agreement may call evidence when an inquiry is held. If the complaint is made by another employee of the Board, he shall, when necessary be required to be present.

(c) He may be represented by the secretary of the union.

HOLIDAYS

10. (a) An inspector shall be entitled to three weeks (15 paid days) holiday every nine months. Such leave shall be given on continuous days and on dates suitable to the board.

(b) Inspectors required by the Board to be on duty on New Year's day, 2nd January, Easter Monday, Labour Day, Show Day, Boxing Day and the birthday of the reigning Sovereign, shall be allowed one additional day's leave or be paid one day's pay in lieu, as may be mutually agreed upon, for each day so worked.

(c) Annual leave may be accumulated for, but not beyond 18 months with the consent of the Board.

(d) If at any time an inspector shall leave the board's employ before a full annual leave is earned, he shall be entitled to proportional annual leave earned up to the time of leaving the board's employ.

(e) When any public or statutory holiday occurs on an Inspector's day off or when he is absent on holiday leave, the inspector concerned shall receive an additional day as a holiday on full pay or an extra day's pay by mutual agreement.

APPOINTMENT AND PROMOTION

11. (a) Any servant appointed as an Inspector shall first be appointed as a ticket inspector and shall be promoted according to efficiency, suitability and seniority.

(b) This provision shall not apply to appointments to the position of motor inspector.

PASSES

12. Inspectors shall be provided with passes at the cost of \$0.75 per annum to enable them to travel on the board's buses at all times, observation and special buses excepted; such passes shall not be required to be punched. Inspectors reaching retirement on superannuation shall be enabled to purchase annual passes at the cost of \$0.75.

PREFERENCE

13. From and after the date when this agreement comes into operation all persons subsequently appointed to positions covered by this agreement shall become members of the Canterbury Local Bodies' Officers (other than Clerical) Industrial Union of Workers.

TERMS OF EMPLOYMENT

14. One month's notice of termination of employment shall be given by the employer, but this shall not prevent the board from dismissing the employee without notice for good and substantial cause.

RIGHT OF ENTRY UPON PREMISES

15. The secretary, or other authorised officer of the union shall be entitled to enter at all reasonable times upon the premises or offices of the board for the purpose of interviewing any employee in connection with the operation of this agreement, but not so as to interfere unreasonably with the board's business.

MATTERS NOT PROVIDED FOR AND APPEALS

16. (a) The essence of this agreement 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 hereby provided that if any dispute or difference, shall arise between the parties bound by this agreement, or any of them, as to any matter whatsoever, arising out of, or connected therewith including any dispute or difference as to the decision of the board respecting the dismissal, disrating or promotion of any employee, and not dealt with in this agreement, every such dispute or difference, shall be referred to a committee to be composed of two representatives of the board and two representatives of the union, none of whom shall be members of the legal profession, together with an independant chairman to be mutually agreed upon, or, in default of agreement, to be appointed by the Conciliation Commissioner for the district; provided that all disputes shall be considered by the committee within one month of the date of notification to the Board, or the Union, of such dispute.

(b) Either side shall have the right to appeal to the appeal board against a decision of any such committee upon giving to the other side, written notice of such appeal within 14 days after such decision has been made known to the party desirous of making appeal.

17. This agreement shall come into operation insofar as it applies to salaries as from 21 May 1973. Insofar as it relates to Conditions, these shall be deemed to have come into operation as from 6 August 1973.

In witness whereof the parties have executed these presents,

The common seal of the Christchurch Transport Board was hereto affixed this 31st day of December 1973 in the presence of:

R. Jones, Chairman.

J. F. Fardell, General Manager.

The Common seal of the Canterbury Local Bodies' Officers (other than Clerical) Industrial Union of Workers was hereto affixed this 31st day of December 1973.

W. R. Hobbs, President.

B Alderdice, Secretary.

Endorsement

It is hereby declared that the terms and conditions of the Agreement were agreed to and the instrument was made by the parties named herein on the sixth day of August, 1973, but due to the necessity of establishing the legal standing of the Agreement in view of the Economic Stabilisation Regulations 1973 which were gazetted shortly after Agreement was reached, the agreement was not filed with the Clerk of Awards until 23 January 1974.

R. Jones, Chairman.

J. F. Fardell, General Manager.

W. R. Hobbs, President.

B Alderdice, Secretary.