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KEMPTHORNE PROSSER AND COMPANY LTD. PHARMACEUTICAL
LABORATORIES – AMENDMENT TO AGREEMENT

Dated 8/4/76

In the Industrial Commission of New Zealand – In the matter of the Industrial Relations Act 1973, the Equal Pay Act 1972, and the Wage Adjustment Regulations 1974; and in the matter of the Kempthorne Prosser and Company Limited Pharmaceutical Laboratories Registered Collective Agreement, dated the 15th day of October 1975, and being recorded in the 1975 Book of Awards.

In pursuance and exercise of the powers conferred upon it by subsection 4 (a) of section 4 of the Equal Pay Act 1972: and upon application made in that behalf by the duly authorised agents of the parties to the dispute of interest that was settled by the Kempthorne Prosser and Company Limited, Pharmaceutical Laboratories Registered Collective Agreement, dated the 15th day of October 1975: And upon being satisfied that the application is for the purpose of giving effect to the provisions of that Act and is not inconsistent with the requirements of the Wage Adjustment Regulations 1974: The Commission doth hereby order as follows:

1. That the said collective agreement shall be amended by deleting from clause E (Rates of Pay) the following subclauses: 1. (ii), 3. (i), (ii), (iii), (iv), (v), (vi), (vii), (viii), 6. (i), (ii), (iii) and substituting therefor the following new subclauses –

1. Laboratory Assistants –

(ii) A Laboratory Assistant shall mean employees engaged in analytical work who do not qualify as Analysts.

	Males	Females	Percent
	\$	\$	
17 to 18 years . . .	64.13	61.40	95.75
18 to 20 years . . .	71.62	68.58	95.75
20 to 21 years . . .	74.12	70.97	95.75
21 years and over . . .	80.54	77.12	95.75

3. Clerical Workers –

	Males	Females	Percent
	\$	\$	
(i) 17 years and under . . .	62.90	61.32	97.5
18 years . . .	70.68	68.91	97.5
19 years . . .	78.45	76.49	97.5

20 years of age and over – the rate that is applicable under subclause E 3 (iv), (v), (vi), or (vii) of this clause according to the appropriate grade under which the employee is classified: Provided that in the case of employees who are classified under subclause E 3 (iv) of this clause, the above wage scale shall apply until they reach the age of 18 years at which time the rate in subclause E 3 (iv) applies.

(ii) Commencing employment 20 years of age and over where such worker has not had prior clerical experience or has had less than one year's clerical experience in the previous eight years:

	Males	Females	Percent
	\$	\$	
First year . . .	75.55	73.66	97.5
Second year . . .	83.96	81.86	97.5
Third year . . .	88.18	85.97	97.5

Thereafter the rate that is applicable under subclause E 3 (iv), (v), (vi), or (vii) of this clause according to the appropriate grade under which the employee is classified: Provided that in the case of employees who are classified under subclause E 3 (iv) of this clause, the first step only of the above scale shall apply and thereafter they shall be paid in accordance with subclause E 3 (iv).

(iii) Commencing employment 20 years of age and over where such worker has had prior clerical experience of at least one full year, in total more than eight years before re-employment.

	Males	Females	Percent
	\$	\$	
First year . . .	83.96	81.86	97.5
Second year . . .	88.18	85.97	97.5

Thereafter the rate that is applicable under subclause E 3 (iv), (v), (vi), or (vii) of this clause according to the appropriate grade under which the employee is classified. For workers classified under E. 3 (iv) of this clause the above rates shall not apply and they shall be paid in accordance with subclause E 3 (iv).

The following classification of jobs shall be set out in subclauses (b) (i), (ii), (iii), (iv), and (v) of the current New Zealand Clerical Workers Agreement. An employee shall be graded under subclause E 3 (iv), (v), (vi), or (vii) if employed for 75 percent or more of the time on work classified as being in that grade. In the remaining time duties may include the work of any grade. An employee not so graded shall be covered by the General Grade (Grade 3).

	Males	Females	Percent
	\$	\$	
(iv) Grade 1 . . .	79.75	77.76	97.5
(v) Grade 2 . . .	88.18	85.97	97.5
(vi) Grade 3 . . .	92.36	90.05	97.5
(vii) Grade 4 . . .	98.67	96.20	97.5
(viii) Grade 5 . . .	104.98	102.35	97.5

6. All other Employees —

(i) Commencing employment under 21 years of age; or 21 years of age and over where the employee has had at least one full year of prior experience in the previous eight years of the tasks involved in the work:

	Males	Females	Percent
	\$	\$	
18 to 19 years . . .	68.74	65.82	95.75
19 to 20 years . . .	73.33	70.21	95.75
20 to 21 years . . .	75.75	72.53	95.75
21 years and over . . .	79.88	76.48	95.75

(ii) Commencing employment 21 years of age and over where the employee has not had prior experience in the type of task encountered in the work:

	Males	Females	Percent
	\$	\$	
First year . . .	75.75	72.53	95.75
Second year . . .	78.29	74.96	95.75
Third year . . .	79.88	76.48	95.75

(iii) Commencing employment 21 years of age and over where the employee has had prior experience of at least one year in the tasks encountered in the industry, in total more than eight years before re-employment:

	Males	Females	Percent
	\$	\$	
First year . . .	78.29	74.96	95.75
Second year . . .	79.88	76.48	95.75

2. That this order shall operate and take effect as from the 1st day of April 1976.

Dated this 8th day of April 1976.

(L.S.)

G. O. Whatnall, President.

MEMORANDUM

This amendment implements the fourth step of equal pay and the rates of remuneration prescribed by this amendment are not to be increased by the application of the third cost of living order made pursuant to Regulation 2 of the Wage Adjustment Regulations 1974, Amendment No. 7, dated 26 January 1976.

G. O. Whatnall, President.