

Changing patterns of working time arrangements in registered collective agreements in New Zealand

Raymond Harbridge and Michael Dreaver*

Internal numerical flexibility (working hours, overtime and shift arrangements) is an important measure of the overall flexibility of the labour market. New Zealand's industrial legislation on working time arrangements is permissive and allows the parties to collective bargaining considerable freedom. However, awards and agreements have generally limited the 40 hour week to certain clock hours worked between Monday to Friday. Overtime and shift arrangements provide for work outside these clock hours. The research reported in this paper examines changes to working time arrangements in registered collective settlements in the 1987/88 wage round. Over 30 percent of registered settlements contained a change to their working time arrangements with agreements being significantly more likely than awards to contain such a change. At least one more flexible working time arrangement was introduced in over 80 percent of those settlements.

Introduction

Labour market flexibility is often viewed in terms of wage flexibility, yet wage flexibility is just one of the components of flexibility identified and monitored by the OECD. The OECD has identified 5 components: external numerical flexibility, practises of "externalisation", internal numerical flexibility, functional flexibility and wage flexibility (OECD, 1986; Brünhes, 1988; Rojot, 1989). Work by the New Zealand Planning Council (1986) and more recently by Harbridge and McCaw (1989a) suggests that the New Zealand labour market contains a good degree of wage flexibility across industries, occupations and union categories. Little research has been undertaken on the other aspects of flexibility within New Zealand's labour relations system. This paper explores the extent of internal numerical flexibility, identifying changes to working time arrangements in registered settlements negotiated as part of the 1987/88 wage round.

The concept of internal numerical flexibility has various components. It can include employer requests for the calculation of time worked to be on an annual rather than a weekly basis, variation of working hours, an increase in the number and types of shifts

* Industrial Relations Centre, Victoria University of Wellington, P O Box 600, Wellington, New Zealand. This research was supported by a grant from the New Zealand Planning Council and grant 29/89 from the Internal Grants Committee, Victoria University of Wellington. The authors are grateful to Stuart McCaw for research assistance and to the journal's referees and the Editor for their constructive suggestions.

worked, the provision of overlapping shifts, the provision of weekend shifts and various other methods of varying working hours over some specified period.

Employer requests for greater internal numerical flexibility come about for various reasons - both economic and social. The Labour Government's radical and controversial changes to the New Zealand economy (including the floating of the New Zealand dollar, the removal of sectoral subsidies and the elimination of many tariff and import restrictions and the associated high interest rates along with what many perceive as an overvalued dollar) have led New Zealand into an economic recession. The recession and the more competitive product market experienced by employers has led them to seek greater use of workforce flexibility. In manufacturing enterprises, employers are seeking greater plant utilisation time and better use of their capital - in many cases seeking both increased productivity and reduced costs; in social and public service areas employers are seeking to reduce their overall wage costs to keep within Government imposed fiscal constraints. As a result, continuous shift work and night work are no longer confined to a few sectors. Further, working time arrangements are often no longer constrained as they were previously by fixed opening and closing times of businesses.

Workers may now be required to work during periods that have traditionally been devoted to the family and leisure activities. For example, changes to New Zealand's legislation in 1977 and 1980 to allow retail stores to trade as late as 9pm Monday to Friday, and freely on Saturdays, have led to retail employers seeking more flexible and less costly working time arrangements in the various awards and agreements covering retail staff. Workers required to work on a Saturday or in the evenings generally expect increased remuneration to compensate for loss of leisure or family opportunities. Employers eager to reduce wage costs will resist this. This conflict was highlighted recently by one union official who stated:

So far flexibility over hours of work has only involved income reductions for workers. Some employers are now seeking to remove penal rates and even overtime where over 8 hours are worked. Yet for many low paid workers, penal rates have not only compensated for working unsociable hours (e.g. late nights, Saturday) but are an integral part of the weekly wage (Conway, 1989).

In New Zealand, the legal provisions relating to the regular hours of work are contained in s 172 of the Labour Relations Act 1987. The Act prescribes that every award or agreement shall fix "at not more than 40" the maximum number of hours (exclusive of overtime) that can be worked by any worker bound by the document. It provides the flexibility for hours of work to be greater than 40 where either the parties to the document agree or where the Arbitration Commission in resolving a dispute determines that it would be impracticable to carry on efficiently any work to which the award or agreement relates if the working hours were limited to less than 40. To date this provision appears little used. The Act also states that where the maximum number of hours per week is less than 40, the parties or the Commission shall endeavour to fix the daily working hours so that no part of the working period falls on a Saturday or a Sunday. Thus the Act intends, but does not explicitly provide for the 40 hour week to be worked over 5 days excluding Saturday and Sunday. To that extent the Act can be seen as permissive of considerable variation in working time arrangements.

In reality most awards and agreements provide for 40 ordinary working hours to be worked between 8am to 6pm Monday to Friday, with provision for overtime payments to be made for work in excess of 40 hours and/or work outside these specified hours. In some industries and occupations, where the employer regularly requires work to be undertaken outside the clock hours or in addition to the ordinary hours of work, the provision of a shift clause allows the employment of workers without the payment of overtime rates of pay. These have been the traditional patterns of working time arrangements in New Zealand. However, those patterns are changing.

Following the passing of the Labour Relations Act 1987, employers associated with the New Zealand Business Roundtable stepped up their calls for a deregulated labour market and increased labour market flexibility (New Zealand Business Roundtable, 1988). Initially those calls focused largely on wage flexibility but more recently the focus has been on flexibility in hours of work as well. They were supported by the Governor of the Reserve Bank who claimed that more flexible hours were required in the best interests of New Zealand. The Governor recognised that employers might have to pay better rates to attract workers to work unattractive hours but argued that such better payments should be discretionary rather than mandatory as "to lock that into a sort of rigid award structure seems to be very regrettable" (Brash quoted in Pierce-Durance, 1988). Not all employers of course share the views of the Governor or the Business Roundtable. Morrison (1989) implies that tensions between the Business Roundtable and the New Zealand Employers Federation reached new heights in 1989. Morrison argues that this tension was a contributing factor in the resignation of the Employer's Federation executive director, Dick Jessup. Jessup's interests, suggests Morrison, were with the everyday concerns of small and medium-size mainstream employers - employers who gave a "drubbing" to the Roundtable's deregulatory ideology, and who stated at a series of meetings throughout the country that the award system served them reasonably well.

Notwithstanding this division in employer ranks about how far labour market deregulation should go, there has been growing employer demand for more flexible working time arrangements. This is evidenced by that fact that in the 1986/87 wage round, the last under the Industrial Relations Act 1973, just 8 percent of documents contained a change to one of the working time arrangement clauses. However, the next wage round, the first under the Labour Relations Act 1987, saw over 30 percent of settlements contain a change to one of the working time arrangements. The issue of working time arrangements has clearly become more important. This paper examines the 1987/88 wage round, closely observing changes to working time arrangements, and attempts to classify those changes in the context of the flexibility argument.

Methodology

Using data that combines publicly available information: information about documents registered by the Arbitration Commission, information about union registration from the Registrar of Union's office, and information about industries and occupations in New Zealand available from the Department of Statistics, we have examined the 1987/88 wage round. The full methodology is set out in Harbridge (1988). Working time arrangements in each settlement are found in a number of clauses within the document. Each settlement was compared with its predecessor settlement in three respects - *hours of work*, *shift* and *overtime* clauses - to identify changed working time arrangements.

In classifying the changes reported we have grouped the data according to whether the observed change led to a more or less flexible working time arrangement. We have classified a change as more flexible if it either gives the employer greater control over working time arrangements and/or if the change reduces the employer's labour or other costs. Conversely, we have considered a change as less flexible if it either inhibits an employer's flexibility over working time arrangements and/or increases that employer's labour or other costs. For example, consider an award with clock hours of 8am to 6 pm. If these were extended so that they were now 7am to 7pm we would classify that as a more flexible arrangement - it allows the employer to engage some or all workers at 7am without paying an overtime rate of pay for that hour worked between 7am and 8 am. Or consider an award containing a meal break of not less than 60 minutes. If that were reduced to not less than 30 minutes we would classify that as a more flexible arrangement as it enables the employer to compress the working day and thus save on workplace

overheads - e.g. boiler costs, heating costs etc. An example of a less flexible arrangement would include the inclusion of clock hours in a document where none had previously been stated.

The 1987/88 wage round

The first document relating to the 1987/88 wage round was registered by the Arbitration Commission in September 1987 and the last in March 1989 - effectively this wage round, like earlier ones, lasted 18 months. In that period there were 684 documents registered. Of these, 96 were documents registered for the first time with the Arbitration Commission, having previously been state sector determinations issued under the provisions of the State Sector Conditions of Employment Act 1977. These state documents were simply transitional documents that codified the existing wages and conditions operating in a particular area of the state. For the purposes of the analysis in this paper, we have not included these state documents. For the purposes of this research then, we have examined the 588 private sector documents registered in the 1987/88 wage round. Of these 277 were agreements, 246 were awards, 29 were composite awards and 36 were composite agreements.

We identified 191 (32.5 percent) private sector documents with changed working time arrangements. These settlements had changes to either or all of the *hours of work*, *shift*, or *overtime* clauses of the document. In 129 cases the settlement was directly comparable to a settlement in the 1986/87 wage round. In 36 cases the settlement was a new settlement registered for the first time and the settlement has been compared with the appropriate earlier document that had covered the workers. In 26 cases it had been one or more wage rounds since the settlement had been re-negotiated - we have classified such documents as "gap". Here we have been able to directly compare with the predecessor settlement - albeit a settlement negotiated 2 or 3 years earlier.

It was our observation that documents with changes to one aspect of working time arrangements - hours of work, overtime or shift - were likely to have changes to one or both of the other clauses. In fact, 39 documents had changes to all three working time arrangement clauses. There were 34 documents that changed both their hours of work and overtime clauses; 21 documents that changed both the overtime and shift clauses; and 11 documents that changed hours of work and shift provisions. The overall pattern of these changes was to introduce more flexibility in working time arrangements with over 80 percent of these documents containing at least one more flexible arrangement.

Hours of work

We have identified 115 different documents containing 176 changes to the hours of work clause - as we noted earlier, some documents contained more than a single change. Table 1 lists these 176 changes by document number according to whether the change led to more flexibility, an indeterminate change, or less flexibility. The appendix contains a list of the titles of each of the 191 documents cited in the tables. The document titles in the appendix are classified by industry. The data shows that more flexibility in hours of work clauses was achieved in 121 (69 percent) of the changes but that a more flexible hours of work arrangement was provided for in 97 (83 percent) of the changed documents.

More flexible hours of work provisions

Those changes which increased the flexibility of hours of work provisions fell into a number of categories. First, many settlements altered the "clock hours" - the span of hours within which the daily working hours could be worked. The most common form

of clock hours is a provision allowing for work between 8am and 6pm daily, Monday to Friday - the ordinary hours of work. Work outside these hours would attract an overtime or penal payment. Some documents provided for additional hours or days of the week to be included in the ordinary hours provisions for some or all employees. Other documents extended the existing clock hour arrangements. Longer clock hours were recorded in 44 documents. There were 11 documents which extended both start and finishing times of the ordinary hours of work. In 17 documents the starting time was brought forward by 30 minutes and in 11 documents the finishing time was extended by 30 minutes. Extensions beyond 30 minutes at either or both ends of the day were rare with just 5 documents extending clock hours for 60 or more minutes. Changes to award provisions relating to the employment of workers in retail stores affected the hours of work provisions of 9 documents.

Second, changes achieving general increased flexibility in clock hours were made in 31 documents. These changes included a provision for clock hours to be varied by agreement with unions and individuals; the removal of a requirement that such agreements to vary must be in writing; an extension of the maximum time which could be worked before a meal break; and, in one case, the removal of the clock hours clause *in toto*.

Third, two settlements increased the number of hours per week which some workers could be required to work - from 37 and a half to 40 hours.

Fourth, the taking of meal breaks within the ordinary clock hours was changed in 26 documents. In most of these documents the change reduced the mandatory meal break from 60 to either 45 or 30 minutes, or made the length of the meal break reducible on agreement. In a few documents, an express provision for work to continue through meal breaks was added.

Fifth, we have identified 18 documents containing other changes that we consider would increase the flexibility of hours of work provisions. These additional changes included an express expectation that childcare workers could not leave children in an early childcare centre unattended while they took a meal or tea break, documents which made it easier to employ part time labour and one document which allowed for extra screenings in cinemas.

Less flexible hours of work changes

Less flexible arrangements were recorded in 36 documents. In 8 documents the number of hours to be worked per week was reduced and in 10 documents a reduction in the clock hours for some or all employees was introduced. In two documents, an express statement of clock hours was introduced where none had appeared before. Other restrictions we observed included reduction in scope for employing part time workers, the introduction of a provision requiring days off normally to be consecutive, and the addition of compulsory rest breaks.

Indeterminate changes

There were 19 documents where we were unable to determine whether the observed change was more or less flexible. The types of changes to hours of work clauses we identified but were unable to classify included the addition of shower and change time for sewer workers, the removal of a no-strike/no-go-slow guarantee by a union, and changes to various allowances associated with differing hours of work.

Overtime

Overtime occurs in two situations. First, where a worker works hours in excess of the ordinary hours of work, within the one week. Usually this will mean a worker will

complete a 40 hour week before attracting overtime or penal payments. Second, overtime occurs where the worker works outside the clock hours contained in the document. Usually this will include work undertaken on a Saturday, Sunday or public holiday or (in the case of work undertaken between Monday and Friday) work commenced earlier than the starting time and/or concluded later than the finishing time in the document.

We have identified 84 documents containing a total of 104 changes to the overtime clause. Table 2 presents these 104 changes by document number and according to whether the change led to more or less flexibility, or was indeterminate. An increase in overtime flexibility was observed in 43 (51 percent) of the changed documents.

More flexible overtime provisions

More flexible overtime provisions were brought about by a number of different mechanisms. First, in 15 documents, standby or "on call" provisions were added or were made more flexible. Second, in 6 documents a responsibility by the worker to work overtime was included in the overtime clause. Third, in 6 documents, provision was included for workers to be given time off in lieu of overtime payments. Finally, in 5 documents provisions restricting the working of overtime on the night of a union's regular meeting was removed. Apart from these changes, a general move towards flexibility was recorded in 31 documents. Changes here included a loosening in the requirement for notice of overtime to be given; an extension in the overtime which needed to be worked before a meal break had to be provided; a reduction in the minimum number of hours paid work which an employer had to provide an employee doing overtime; a removal of the requirement for a minimum break between periods of work; a reduction in the existing minimum break; and more provision for essential overtime.

Less flexible overtime provisions

We identified 28 changes which we classified as introducing less flexibility to overtime practices. These changes included the extension of the minimum break between periods of work, a change observed in 19 documents. This can restrict the length of overtime which can be worked if the employee is expected to start the next day at the normal clock-in time. Other less flexible practices included a stricter notification procedure before overtime could be requested by an employer and the removal of the call back provision.

Other changes to overtime provisions

We have identified a further 13 documents which contained a change to the overtime provision but where we were unable, without more detailed workplace based research, to classify that change as either a liberalisation or a restriction. One example of this was a document which allowed a company to refuse overtime to a worker who had not first completed 40 ordinary hours of work.

Shifts

In work situations where the employer regularly requires work to be undertaken outside the clock hours or in addition to the ordinary hours of work the provision of a shift clause allows the employment of workers without the payment of overtime rates of pay. Shift clauses typically define the hours of operation of the shifts and provide for additional allowances and benefits for workers engaged on such shifts. Table 3 lists these 148 changes by document number according to whether the change led to more flexibility, an indeterminate change (including the removal of or substantial changes to

allowances), or less flexibility. The data shows that more flexibility in shifts clauses was achieved in 72 (49 percent) of the changes. There were 35 changes (24 percent) where it is difficult to predict the flexibility effect without undertaking a workplace study to see how the changes have been implemented.

More flexible shift arrangements

Continuous 7-day shifts were introduced in 5 documents. Both twilight and rotating shifts were introduced in 2 documents. We have identified 37 documents which we have classified as encouraging shift flexibility by various mechanisms. These mechanisms included shift workers being made responsible to cover for absentees, shift clock hours being extended by providing for an earlier start than before, the deletion of a set shift roster and the addition of provision for a quick change shift.

Less flexible shift arrangements

Provisions which restricted shift flexibility were introduced into 41 documents. The types of restrictions introduced included a rider that shifts could only be worked in "unusual circumstances" rather than "as agreed"; a restriction on the days on which shifts could be worked; restrictions on the variations of shifts; the removal of the provision for broken shifts; and the removal of the whole shift clause.

Discussion

There are a number of features of our data that deserve further comment. First, changes to the working time arrangements in registered settlements have grown substantially from 8 percent of all documents in the 1986/87 wage round to over 32 percent in the 1987/88 wage round. Two wage rounds are not sufficient to identify a trend, and data from a third wage round, the 1988/89 wage round, will not be available for some months. However, we believe on the basis of the growth of the changes identified, that working time arrangements will be a major focus of wage bargaining settlements over the next few wage rounds. Second, we observe that changes to one aspect of a document's working time arrangements have frequently been accompanied by changes to other working time provisions. This indicates that in some settlements, there has been some overall review of the working time arrangements and some co-ordination of the changes sought and agreed to. Third, our data shows that the overall pattern of the changes introduced is towards more rather than less flexible working time arrangements. Fourth, with one exception, we have been unable to discern any pattern between documents that have changed their working time arrangements. No particular industry, occupational group, or union appears to have been any more likely to produce a changed working time arrangement in their 1987/88 settlement than any other. The exception was that agreements, as a particular type of settlement, were statistically significantly more likely to have a changed working time arrangement than were other types of settlements. Agreements are generally single employer - single union settlements covering often just one workplace and to that extent they are often "enterprise" settlements. They almost invariably contain wage rates that are substantially better than those contained in the relevant award. We have already shown that over 80 percent of changed documents contained at least one more flexible working time arrangement and agreements are very much part of that pattern. As individual employers have grappled with the economic recession, it is hardly surprising that so many agreements contain changed working time arrangements generally designed to give the employer greater control over working time arrangements and in many cases reduce employer costs.

Conclusion

Our findings based on our research of the 1987/88 wage round indicate that employers were able to introduce change to working time arrangements in many single union-single employer settlements. Our expectation is that, as the New Zealand economy goes further into recession, employers will be able to successfully wrest other concessions related to working time arrangements from unions. Further, it is our expectation that, having been successful in making working time arrangements more flexible in many agreements, employers will seek more flexible arrangements in the national awards. As yet it is far too early to attempt any detailed numerical analysis of the results of the 1988/89 wage round but the publicly reported positions of some parties lend credence to our view. At the commencement of the 1988/89 wage round, two "senior union negotiators" in Auckland, Electrical Workers union secretary, John Fisher, and Distribution Workers Federation advocate, Peter Conway, claimed that the employers had adopted a co-ordinated approach on flexible hours. Fisher claimed that this co-ordination was "killing the round and is a deliberate policy to do away with awards" (Fisher and Conway quoted in Barrett, 1988).

Twelve months later, employer pressure for flexibility in hours and working time arrangements has held up the settlement of three of the country's largest awards - the General Clerical Workers, the Licensed Hotels, and the Tearooms and Restaurants awards. The central issue in the Licensed Hotels negotiations was an employer claim for a 10 hour/4 day week without the payment of overtime. In the Tearooms and Restaurants document, the central issue was over an employer claim for the reduction of the 4 hour minimum daily payment to a 2 hour minimum. In the case of the Clerical document, the issue was an employer claim for the removal of the provisions of Clause 13 of the award which guarantees the weekly wage to all workers engaged for more than 30 hours per week. Unions have claimed that in all three awards the "real agenda" of the employers is the destruction of occupationally based awards such as these. Employers have dismissed conspiracy suggestions as nonsense (e.g. see Barrett 1989; Cullen, Slater and Clark quoted in Walsh 1989; and various commentators in Unity, 1989).

The issues raised in these disputes concern internal numerical flexibility (over hours, overtime and shifts, etc.) but also encompass the wider issue of external numerical flexibility - the casualisation of work and increased use of part-time rather than full-time workers. There can be no doubt that employers in these three sets of negotiations have identified their objectives and are using a tactical approach to achieve the flexibility they desire. One employer party to the Licensed Hotel award filed for a new separate award for its group of companies; many of the employers affected by the negotiations have passed a wage increase on to their workers as if the award had been settled. These strategies have severely weakened the union's ability to persuade their own members that the dispute is worth continuing. Employers seem to have realised the power of their position, the weakness of the unions amongst its own membership and as a result it would be no surprise to see the employers hold out for further concessions or refuse to settle these awards at all. The overall impact of these three disputes and the 1988/89 wage round altogether will not be seen for some time but certainly employers will have achieved some greater flexibility in working time arrangements. It is our intention to monitor and report on consequent wage rounds and the emergent changes to internal numerical flexibility in registered collective bargaining.

Table 1: Registered documents in the 1987/88 wage round containing changes to the hours of work clause

	More flexible						Indeterminate	Less flexible		
	Clock Hr Span	Extra Hrs/Days in Clock Hrs	General Clock Flexibility	Meal Break	General					
Renegotiated	133 165	425	65	111 188	25 97 98	111 165 188	115 210 400	7 84 115	366 384 392	
	426 443	700	274	291 305	261 403 603	403 425 700	424 535 543	154 385 526	603 605 613	
	704 749	762	369	408 461	1143 1514 1559	923 1077 1273	654 700 987	613 675 964	762 964 987	
	818 912	922	654	700 917	1713 1743 1793	1806	1214 1667	1308 1806	998 1071 1137	
	923 988	1713	1114		1806				1214 1215 1273	
	Subtotals	15	13	13	10	13	11	10	10	18
	New	1913 1948 1973		1870 1883 1970		1862 1870 1877	1875 1892 1940	1769 1882 1883	1769 1865 1866	1866 1870 1875
		2023 2025		2097 2098		1960 2023 2025	1945 1973 2023	1959	1877 2047 2091	1877 1883 1892
						2028 2071 2087	2025 2087 2097			1940 1945 1948
						2091 2116	2098			1960 2023 2025
Subtotals		5	5	5	10	11	4	6	15	
Gap	332 447 788		375 817		257 447 788	109 375 681	83 375 698	109 447 929	681 817 1266	
	817 900 929				881 929 948	788 881 1080				
	Subtotals	6	2	7	6	3	3	3	3	
Totals	26	20	31	26	18	19	36	36		

Note: Tables 1-3 list document numbers. See appendix to identify these.

Table 2: Registered documents in the 1987/88 wage round containing changes to the overtime clause

	More flexible					Indeterminate	Less flexible			
	Standby/ on call	"Responsibility"	Time off in lieu	Union night OT permitted	Generally more flexible		Generally less flexible	Minimum Break		
Renegotiated	186 188	5 115	696 700	1806	165 305	250 273	5 30	8 25		
	403 426	228 1500			392 403	403 461	498 577	30 228		
	443 613				425 426	470 751	1090 1143	428 489		
	1137 1140				517 577	922 1145	1240	492 526		
	1273				762 1071			605 1143		
					1090 1135			1259 1296		
					1137 1140			1500 1723		
				1306 1315						
				1500 1691						
				1713						
	Subtotals									
	9	4	2	1	19	8	7	14		
New	1892 1940	1945 2097		1940 1973	1875 1883	1940 1945	1892 2098	1866 1981		
	1943 2071			2023 2071	1945 2023	1973 2097				
	Subtotals				2047 2116					
	4	2		4	6	4	2	2		
Gap	375 817		788 853		281 375	681		375 681		
			948 1266		447 817			864		
	Subtotals				929 1496					
	2		4		6	1		3		
Totals	15	6	6	5	31	13	9	19		

Table 3: Registered documents in the 1987/88 wage round containing changes to the shift clause

	More flexible shift arrangements					Indeterminate Change	Allowance: Removed or Downgraded	Less Flexible Arrangement
	General Improvement	Introduction of Twilight Shifts	Introduction of Rotating Shifts	Introduction of Continuous 7-Day Shift	Change in Allowances encouraging flexibility			
Renegotiated	25 186 253	293 1748	188 425	893 1748	5 25 253	5 8 25	25 84 261	8 25 30
	261 263 273				261 263 345	84 210 261	263 337 385	186 201 392
	337 359 425				613 704 751	403 487 572	443 577 893	428 470 489
	426 441 443				1165 1218 1259	580 775 804	922 1296 1713	577 605 704
	577 588 605				1296 1303 1306		1743 1792	762 789 970
	613 780 1066				1315 1723 1792			1114 1172 1218
	1123 1143							1273 1296 1303
	Subtotals							1305 1691 1723
	20	2	2	2	18	12	14	1799 1806 26
New	1769 1872 1875			2029 2097	1882 1892 1945	1866 2029	1870 1872 1945	1769 1870 1875
	1882 1913 1959			2116	2037 2065 2116		1981 2029	1877 1892 1945
	1960 2025 2029							1978 1981 1984
	2065 2091 2097							2028 2037 2071
	2098 2116							2094
	Subtotals	0	0	3	6	2	5	13
Gap	375 447 929				375 788	117	1496	681 1724
	Subtotals	0	0	0	2	1	1	2
Totals	37	2	2	5	26	15	20	41

Appendix: Document numbers and titles classified by industry

	Document Number	Document Title
Agriculture	1214	NZ Dairy Farm Workers
	1215	NZ Arable and Meat (except Sheep Meat) Farm or Station Workers
	1316	NZ Sheep Meat and Wool Farm or Station Workers
Mining	1080	Offshore New Zealand Drilling Rig R.O.V. Operators
	1240	Shell B.P. and Todd Oil Services Limited Tradesmen & Related
	1960	RA Hanson Co, Gry River Gld Mng Ltd, Giant Resources NZ Ltd
	2071	Palmerston North City Corporation Gasworkers and Gasfitters
Manufacturing	5	Ashley Meat Kaiapoi Plant (COT)
	7	Waitaki Intl. Ltd Dunedin Plant Slaughter & Abattoir Workers
	8	NZ Soft Drink and Cordial Workers
	25	Coopers Animal Health NZ Ltd Employees
	62	NZ (except Marlborough) Brewery and Bottling House Workers
	84	Wanganui Abattoir Workers
	98	Northern and Wellington Tobacco Workers
	117	Caxton Paper Ltd Pulp & Paper Workers COT
	137	Nestle (NZ) Ltd, Papatoetoe Employees
	154	NZ Synthetic Fuels Corp Ltd Maintenance Technicians & Related
	165	James Hardie & Co. Pty Ltd, Fibre Cement Products Workers
	210	NZ Wine & Fruit Wine Industry Employees
	228	Carter Oji Iokusaku Pan-Pacific Ltd Security Officers
	253	Carter Oji Iokusaku Pan-Pacific Ltd Electricians
	263	Carter Oji Iokusaku Pan-Pacific Ltd Factory Engineers
	273	Milburn NZ Ltd Westport Establishment Employees (COT)
	330	NZ Synthetic Fuels Corporation Ltd Process Technicians
	345	Davis Gelatine NZ Ltd Factory Employees
	403	Ready-Mix Concrete Drivers Employed in Cant. Labour District
	425	Wilson's (NZ) Portland Cement Ltd Cement Works Employees
	426	Golden Bay Cement Works Employees
	443	NZ Brewing Industry Trades Engine Drivers & Associated Workers
	487	NZ (except Northern and Westland) Saddlers & Canvas Workers
	492	Northern, Taranaki, Wgtn. & Canterbury Soap & Candle Workers
	517	Petralgas Chemicals NZ Ltd Shift Engineers
	526	Taranaki & Wellington Tanners
	535	Milburn NZ Ltd, Cape Foulwind, Drivers & Operators (COT)
	577	Nissan Manufacturing Ltd Auckland Assembly Plant Engineering
	588	Auckland Sugar Refinery (Sugar Workers)
	601	Winstone Wallboard Employees
	681	Waitaki Meats Ltd Employees
	749	Victor Plasters Ltd Employees
	751	McKechnie Group Works Employees
	804	Abels Ltd Margarine Workers
	893	Lactose Company of NZ Ltd, Hawera Employees
	912	J.C. Hutton NZ Ltd Frankton Branch Bacon Curers
	922	Vehicle Ass NZ Ltd Manukau & Sylvia Park Ass Plnts Engnrng
	923	New Zealand Concrete Workers
	998	Bluff Aluminium Smelter Operating
	1077	Malvern Abattoir Ltd Employees
1114	Christchurch Press Co Ltd, Drivers	

Appendix (cont'd): Document numbers and titles classified by industry

	Document Number	Document Title
Manufacturing (cont'd)	1137	Wellington Ready-Mix Concrete Industry Workers
	1140	Wilson's NZ Portland Cement Ltd NLD Drivers & Storepersons
	1143	Rothmans of Pall Mall (NZ) Ltd Napier Factory Engineers COT
	1165	Abels Ltd Stationary Engine Drivers, Firemen, Greasers & Asstnts
	1273	NZ Industrial Gases Ltd, Drivers
	1296	NZ Fabrics Ltd Mount Wellington Engine Drivers & Assistants
	1303	NZ Starch Products Ltd Stationary Engine Drivers
	1305	Griffin & Sons Ltd Avondale Factory Stationary Engine Drivers
	1306	Synthetic Dyeworks Stationary Engine Drivers (COT)
	1308	Nestle NZ Ltd Stationary Engine Drivers
	1315	Bonds (NZ) Ltd, Otara, Auck. Engne Drvrs, Firemn, Greasers, etc.
	1496	Dominion Salt Ltd, Lake Grassmere, Vacuum Salt Refinery Plant
	1500	Carter Oji Iokusaku Pan-Pacific Ltd Drivers Workers
	1559	Northern Paint & Varnish & Printing Ink Workers
	1713	Ford Motor Co NZ Ltd Alloy Wheel Plant (engineers)
	1723	Stationary Engine Drivers of Fermentation Industries (NZ) Ltd
	1726	Wattie Ind (Cons Div) Tip Top Ice-Cream Co Mt Wn Stat Drivers
	1743	Assoc British Cables & Austral Standard Cables Eng Maintenance
	1748	Aspak Industries Ltd Margarine Workers
	1792	James Hardie & Co Pty Ltd Penrose Stationary Engine Drivers
	1799	Austral Specialised Vehicles NZ Ltd Porirua
	1806	NZ Refining Co Ltd Engineering Maintenance Workers
	1862	Liquid Air Ltd Compressed Gas Workers
	1872	James Hardie Impey Ltd, Benhar Employees
	1875	Waitaki International Ltd, Green Island Food Processing Workers
	1882	Mainland Products Ltd
	1892	General Motors NZ Ltd Coachworkers
	1945	Nestle NZ Ltd Cambria Park
	1978	NZ (with exceptions) Ready-Mix Concrete Drivers
	1981	Cedenco Foods Ltd Engine Drivers
	2023	Ford Motor Co NZ Ltd Parts & Service Warehouse
	2025	Ford Motor Co NZ Ltd Alloy Wheel Plant
	2029	Dominion Oil Rfng Co Ltd Onehunga Stationary Engine Drivers
	2037	NZ Breweries Ltd, Auckland Brewery Security Officers
	2047	Waitotara Meat Co Ltd Employees
	2094	Otago & Southland Ready-Mix Concrete Drivers
	Energy	337
375		Auckland Electric Power Board Officers (COT)
470		Northern Labour District Electrical Supply Authorities Officers
489		NZ (except Cant & Wstlnd) Electrical Wrkrs (Elec Sply Auth etc)
864		Wst Coast Electric Pwr Bd Electrical Workers Linemen & Asstnts
1259		Hutt Valley Energy Board's Electrical Workers
1469		Wellington Gas Workers
1724		Hamilton City Council Gasfitters & Gasworkers
1948		Otago Electrical Supply Authorities Officers
2071		Palmerston North City Corporation Gasworkers & Gasfitters
2091		Taranaki, Wn, Marl., Nn & Westld Electric Power Bds'Officers

Appendix (cont'd): Document numbers and titles classified by industry

	Document Number	Document Title
Construction	186	NZ Fire Sprinkler Installation Workers
	580	Taranaki Cool Stores Service Engineers
	1066	Clyde Dam Construction Employees
	1090	NZ Synthetic Fuels Corpn Ltd Contractor Tradesmen & Related
	1481	Maui Offshore Diving Employees
	1913	Downer & Company Drivers & Operators
	1940	NZ Plumbers, Gasfitters & Drainlayers Contractors
	2065	Wilkins & Davies Ltd Drivers & Operators
Wholesale/ Retail	65	NZ Retail Pharmacists Assistants
	274	NZ Cake Shop Employees
	291	NZ Fish Shop Employees
	305	NZ Retail Grocery & Supermarket Employees
	366	NZ Tearooms & Restaurant Employees
	369	NZ Retail (non-food) Employees
	408	NZ Fruit & Vegetable Shop Employees
	654	NZ Butchers
	1123	Maui Offshore Catering Employees
	1970	Nthn Labour District Retail Pharmacists Assistants
	2097	NZ Offshore Oil Exploration Catering & Domestic Workers
Transport	359	NZ Harbour Boards' Employees
	572	Nthn, Cant, Westld & HB Bulk Freight Forwarders (Stores)
	603	Auckland Harbour Board Electricians
	675	North Shore Ferries & Gulf Ferries Employees
	775	NZ Ships' Watchmen, Ships' Headwatchmen & Ships' Patrolmen
	1145	Williams Rochester Ltd Jetty Operators
	1691	Bilmans Mgmt Ltd (AnsttNZ & Anstt Air Frgh) Arcrft Eng Wrkrs
	1769	Dunedin City Council Public Passenger Transport Workers
	1793	Mount Cook Group Ltd Airline Traffic Officers
	1866	Waimangu Thermal Valley Tours Engine Drivers
	1959	Invercargill City Council Public Passenger Transport-Divers
Finance	83	Wellington Chartered Accountants Employees
	133	Nelson Public Accountants Employees
	704	New Zealand Insurance Workers
	905	NZ (except Marl) Actors & Related Performers etc.
	1865	Crown Watching & Comm Security Services NZ Sec Officers
Public Service	30	NZ (except Cant & Westld) Hospital & AHB Drivers
	109	Cant, South Cant & Ashburton Hosp Bds Clerical
	188	Auckland St John Ambulance Officers
	332	Hutt Valley Drainage Bd Technical Professional, Clerical etc.
	384	NZ (except Westland) Private Hospital Nurses
	400	Wellington Free Ambulance Service Inc Drivers
	424	NZ Commercial Live Performances
	428	NZ AHB & Hosp Bds Plumbers & Gasfitters
	498	NZ Photographic Processing & Related Printing Employees

Appendix (cont'd): Document numbers and titles classified by industry

	Document Number	Document Title
Public Service (cont'd)	543	Nthn, Taranaki & Wn Lbr Districts Motion Picture Projectionists
	605	Cant & Westld Ambulance Driving Officers
	613	Automobile Assn (Central) Inc, Officers
	789	NZ (ex. HB, Wn, Wstld, Otgo, Sthld, LD) AHB Pntrs & Decorators
	853	Northcote Borough Council Officers
	917	Cant & Westld Laundry Workers, Dyers & Dry Cleaners
	964	New Zealand University Technicians
	970	Dn Cty Cncl & Dn Drainage & Sewerage Bd Carpenters & Related
	987	NZ (ex Taranaki, Wstld, Otgo & Sthld) Erly Chldhood Workers etc
	1071	Nn Catchment Bd & Rgnal Water Bd Technical, Prof, Admin, etc.
	1514	Sth Island Motion Picture Projectionists
	1667	New Zealand Practice Nurses
	1877	Pacific Tourways Ltd Christchurch Drivers
	1883	Northern Theatres & Places of Amusement Employees
	1973	New Plym CC, Wanganui CC, Levin BC, Gasfitters & Gasworkers
	2087	Otago & Sthld Laundry, Drycleaning & Dyeing Workers
2116	Nelson AHBs Clerical & Other Officers	

References

- Barrett, Ross (1988) Union negotiators accuse employers of award hypocrisy *National Business Review* 21 November:5.
- Barrett, Ross (1989) Occupational giant heading for a fall *National Business Review* 9 June:9.
- Brünhes, B (1988) *Labour flexibility in Europe: a comparative analysis of 4 countries* Paris, OECD.
- Conway, Peter (1989) Why do unions oppose labour market reform? *New Zealand Tribune* 3 April:9.
- Harbridge, Raymond (1988) The way we were - a survey of the last wage round negotiated under the Industrial Relations Act 1973 *New Zealand journal of business* 10:48-65.
- Harbridge, Raymond and McCaw, Stuart (1989a) *Registered settlements and wage flexibility in the New Zealand private sector: 1984 - 1988* Wellington, Industrial Relations Centre Working Paper 2/89.
- Harbridge, Raymond and McCaw, Stuart (1989b) The first wage round under the Labour Relations Act 1987: Changing relative power *New Zealand journal of industrial relations* 14(2):149 - 167.
- Morrison, Alastair (1989) Nats trot out the gospel...according to Roundtable *The Dominion* 13 October:13.
- New Zealand Business Roundtable (1988) *Labour markets and employment: New Zealand Business Roundtable statements on labour relations* Auckland, New Zealand Business Roundtable.

New Zealand Planning Council (1986) *Labour market flexibility: New Zealand Planning Council Monitoring Group Report* Wellington, New Zealand Planning Council.

OECD (1986) *Labour market flexibility* Paris, OECD.

Pierce-Durance, Elizabeth (1988) Brash call for flexible hours *National Business Review* 22 November:5.

Rojot, Jacques (1989) *Internal labour market flexibility* Paris, OECD.

Unity (1989) Booze barons confronted and How far will they go? *Unity* 14 April:3.

Walsh, Lynne (1989) Employers out to bust national awards: unions *Evening Post*, 24 June:3.