his refusal to register on s. 168 (2), that the members could conveniently join "a then existing union," since, in fact, there were **nine** existing unions which could cover the membership. Counsel submitted that "a then existing union" must be read literally, strictly confined to the singular number.

Wild C.J. disposed of this proposition by reference to s. 7 of the Acts Interpretation Act 1924, which ordinarily requires that words which import the singular number include the plural. ⊙

BILL HODGE, Senior Lecturer in Law, Faculty of Law, University of Auckland.

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BOOKS

Mazengarb and Smith, **Industrial Laws of New Zealand** (4th Edition 1975).

For many years the standard reference book on Industrial Law in New Zealand was Mazengarb's **Industrial Laws of New Zealand.** The work took the form of an annotated version of the Industrial Conciliation and Arbitration Act and other major industrial statutes. The annotations, in the form of footnotes to the sections of the Statute, contained useful references to relevant decided cases of the Arbitration Court and Supreme and Magistrate's Courts as well as general commentary and some indication of the history of the particular provision where that was of interest.

The last edition of Mazengarb was published in 1956, not long after the last major consolidation of the Industrial Conciliation and Arbitration Act. Not unnaturally, the intervening years have seen a decline in the usefulness of the book as an up-to-date source of information. The passing of the Industrial Relations Act in 1973, and the repeal of the Industrial Conciliation and Arbitration Act by that enactment, finally saw Mazengarb relegated to the basements of most working libraries.

Mr Ian Smith, formerly a lecturer in law at the University of Canterbury, has however performed a valuable service by updating and re-writing Mazengarb to take account of the changes effected by the Industrial Relations Act and of the case law that has been promulgated in the last twenty years. This reviewer has, over the past few months, used the new book extensively in legal practice and has consistently found it to be of considerable assistance. In particular, the work as a whole contains a very good mixture of a descriptive analysis of the precedents and an academic critique of the more obscure and difficult problems contained in the Act.

One interesting departure from the previous format that has been adopted with Mazengarb and Smith is to publish the work in loose leaf folder form. Presumably the intention is that new case law of the Industrial Court should be incorporated as and when it is promulgated so that practitioners and students are not left to await the years that often pass before a new edition is published. Bearing in mind the time gap of 19 years between the present edition and the previous one, this can only be regarded as a very positive advance and it is to be hoped that the publishers and the authors will indeed seek to update the work on a regular and periodic basis.

One final note of caution. Mazengarb and Smith **is** a reference book for people who already have a good working knowledge of the industrial legal system. It is **not** an introductory description of that system and therefore will be of little or no assistance to students coming to the subject for the first time. For the practitioner, however, whether he be lawyer or industrial relations officer or trade union official, the book is warmly recommended.

⊙ **J. A. FARMER**

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Seminar with the theme Worker Participation: and **Worker Participation — Examples from New Zealand Practice.** Wellington, N.Z. Institute of Economic Research (Inc.) 1975.

The subject of worker participation in management is one that is of recurring interest to all persons interested in industrial relations. Although a great deal has been written upon the subject, most of it relates to overseas experience with worker participation schemes. It was therefore interesting to see at least two publications that relate to attempts that have been made in New Zealand to implement worker participation in management schemes.

The collection of papers in the two slim volumes come from papers that were given at seminars in Christchurch and Auckland, which were organised by the N.Z. Economic Institute. The first volume "Worker Participation" contains a general background paper on current developments in employee participation and their implications and significance for New Zealand, which is then followed by papers outlining the point of view of trade unions and employers. There is also a paper outlining the research on worker participation that has been conducted by the Department of Labour. This paper served as a reminder that the Department has already conducted a survey amongst employers to try and establish what worker participation schemes are already operating in New Zealand. This work will be particularly valuable in light of the fact that the present Government's industrial relations policy states that a section will be established in the Department of Labour to assist the setting up of schemes to encourage greater worker participation.

The second volume also includes background papers by Noel Woods and Professor John Young, both of the Industrial Relations Centre in Wellington. The majority of papers however are written by people who have been directly involved in setting up worker participation schemes in their particular companies. These papers describe schemes to encourage joint consultation, participation in a training and development system that was set up at U.E.B. Industries Ltd, Auckland, productivity incentive plans that are in operation at N.Z. Forest Products Ltd, Auckland, and an interesting joint venture that was tried by a union and management at Mount Maunganui.

Also included in the second volume is a union point of view presented by Mr Butterworth, Assistant Secretary, Auckland Branch of Engineers' Union, who in the course of his paper states:

> **"In my opinion, the best method in bringing about industrial democracy on the workshop floor is not by electing one member to the Board of Directors, nor is the answer to be found in giving the worker a few shares. I feel the answer lies in the organisation and recognition of responsible Work Councils within the factories. They should work within the structure of the formal trade union movement. They should have access to economic and financial information concerning their plant. I think we should face the fact that the Democratic control of production lies at the heart of somewhat bitter ideological issues."**

In this issue the attitude of the unions is important because although management must be responsible for introducing such worker participation schemes, their success often depends upon trade union co-operation. Herein lies the value of these two publications, they present all sides of the problem, as well as providing useful information as to what already has been seen to be possible in terms of worker participation in New Zealand.

⊙ **M. A. WILSON**

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Courses and Seminars:

A one day industrial relations seminar aimed at improving understanding of the nature of industrial relations at the middle and lower management levels in the public sector is to be held in Christchurch on 11 October 1976. The closing date for nominations is 3 September.

The seminar is run in conjunction with the State Services Commission and nominations are invited through Departmental and Local Authority Training Officers. Any inquiries should be made to:

Mr E. P. Maguire,
Business Planning Branch,
Post Office Headquarters,
Wellington.

EQUAL PAY SEMINAR

The Auckland Clerical Workers' Union will hold an equal pay seminar on Monday and Tuesday, 27/28 September, to which both clerical union members and management staff are invited.

For further information please contact Vi Johnson, Dorothy Fraser or Janet Lawlor at the Auckland office:

Phone 34-453.
Write: Box 1791, Auckland.

The Industrial Relations Society of New Zealand Incorporated

was founded in 1974 by a group of people drawn from management, government, trade unions, the legal profession and the universities, who saw a need to improve communications among those working in all areas of industrial relations and to promote a wider understanding of industrial relations problems and practice in New Zealand.

The primary aims of the Society are to organise and foster discussion, research, education and publications within the field of industrial relations, and to bring together industrial relations practitioners to exchange ideas, share experiences, and develop greater understanding of industrial relations matters.

Enquiries concerning membership of the Society should be addressed to:

THE SECRETARY,
Industrial Relations Society of New Zealand Incorporated,
P.O. Box 1341, Auckland, New Zealand.

The New Zealand Journal of Industrial Relations is the official journal of the Industrial Relations Society of New Zealand Incorporated. However, views expressed by contributors to the Journal are their own and do not necessarily reflect the views either of the editors or of the Society. The Journal appears three times a year, in May, August and November and regular features include:

- **Articles** that contribute to the advance of knowledge directly related to the practice of industrial relations in New Zealand or to the development of theoretical perspectives on industrial relations issues; the editors will strive to maintain some balance between the presentation of research findings and more speculative articles;
- **Commentaries** on current industrial relations events as seen by regional correspondents in Auckland, Wellington, Christchurch and, for a view of the Trans-Tasman scene, Sydney;
- Reviews of recent **cases in industrial law** and discussion of topical legislative matters;
- **Book reviews** and **research summaries;**
- **Opinion pieces** from members and correspondents, including literary contributions;
- **An educational forum** giving notice of forthcoming meetings, conferences, seminars, educational programmes and other activities of interest to New Zealand readers.

Articles and contributions should be submitted not less than six weeks prior to the date of issue and addressed to:

THE EDITORS,
New Zealand Journal of Industrial Relations,
Centre for Continuing Education,
University of Auckland,
Private Bag,
Auckland,
NEW ZEALAND.

23 JUL 1979