

Apprenticeship Training Bill

Government Bill

Explanatory note

General policy statement

This Bill aims to encourage and help people take up and complete apprenticeship training. It is intended to respond particularly to the difficulty young people face in gaining access to structured industry training. This difficulty has arisen through employers tending to offer apprenticeships under the Industry Training Act 1992 to older workers with proven employment records. Traditionally, it was more usual for apprenticeships to be offered to school leavers.

The Bill provides a framework for modern apprenticeships. By establishing a network of apprenticeship co-ordinators that supports both apprentices and employers, the Bill will make it easier and more attractive for employers to employ young apprentices. It will also create chances for enhancements to current industry training arrangements, which will result in better support at the local level for employers and apprentices.

The Bill is intended to complement the Industry Training Act 1992.

Modern apprenticeships

Modern apprenticeships will give young people—

- employment-based training towards the completion of industry-recognised, national qualifications (qualifications registered on the National Qualifications Framework); and
- encouragement and support for that training, through the services provided by apprenticeship co-ordinators.

The functions performed by the apprenticeship co-ordinators are key to reducing the effort and costs incurred by employers in employing and training a young apprentice. The co-ordinators will—

- screen potential apprentices, and arrange work placements with employers:
- help people enter into apprenticeship training agreements:
- work with employers and apprentices to produce individual training plans, facilitate completion of training, and ensure that the training leads to assessments for credits towards a national qualification:
- ensure, so far as is reasonably practicable, that systems are in place to guarantee training quality:
- support apprentices by providing advice and resolving problems.

In performing any of their functions, co-ordinators will be required to have particular regard for the needs of Maori, and of the Pacific Islands peoples of New Zealand.

The co-ordinators will be managed and contracted by Skill New Zealand (the **Agency**). The Agency is a Crown entity accountable to the Minister under the Education Act 1989, and currently has central functions under the Industry Training Act 1992. It will be able to use its position and expertise to help achieve the purpose of the Bill.

Prospective co-ordinators will have to be able to perform the functions stated in *clauses 14 to 16* of the Bill and will, in return for doing so, receive a level of funding agreed with the Agency. The range of bodies who will be able to be co-ordinators includes Industry Training Organisations under the Industry Training Act 1992, education and training providers, community trusts, and Maori organisations. These bodies will need to work co-operatively with others to ensure that modern apprenticeships are effective.

Modern apprenticeships will—

- be available for new high-technology areas, as well as for the traditional trades, and for other service and industry sectors; and
- complement and build on existing industry training and other tertiary education pathways.

Code of practice

Part 3 of the Bill relates to a code of practice. The purpose of the code is to offer guidance about the responsibilities relating to apprenticeship training of apprenticeship co-ordinators, employers, and apprentices. The code will operate as a guideline for all parties to help to ensure modern apprenticeships operate optimally.

As the clause by clause analysis explains, the code is to be subject to scrutiny by the Regulations Review Committee, and to disallowance, but is not to be published in the Statutory Regulations (SR) series. *Part 3* has been developed taking into account the principles identified in the Regulations Review Committee's report *Inquiry into instruments deemed to be regulations—an examination of delegated legislation* (1999) AJHR I.16R. A number of factors support the view that the power to make deemed regulations is, in this context, legitimate and desirable, and that traditional regulations are not required. Those factors include that the code—

- has a reasonably limited effect on the rights and interests of individuals (it does not, for example, create criminal offences):
- concerns relatively detailed, technical matters, not subject to criminal sanction, and so it is appropriate for those matters to be regulated by a Minister:
- will affect reasonably narrowly defined and clearly identifiable groups, with whom meaningful consultation on it can be engaged in before it is approved, and to whom it will be made available:
- will, before it is submitted for approval by the Minister, be developed and drafted by qualified and competent personnel, following an appropriate process.

Clause by clause analysis

Clause 1 is the Title clause.

Part 1**Preliminary provisions**

Clause 2 provides that the Bill will come into force on **1 January 2001**.

Clause 3 states the Bill's purpose—to encourage and help people (especially those aged 16 to 21) to take up and complete apprenticeship training.

Clause 4 defines certain terms used in the Bill. Some key defined terms are—

- **Agency** (the Agency continued by section 270 of the Education Act 1989 that, immediately before the commencement of this Act, was called Skill New Zealand)
- **apprenticeship co-ordinator** (which means a person or body with whom the Agency has entered into a **funding agreement**, which means a written agreement to perform, in respect of a particular industry or industries, the functions and duties stated in *clauses 14 to 16*, and to receive money from the Agency for the purpose)
- **approved code of practice** (which means the code of practice for the time being approved or issued by the Minister under *clause 19(1)*)
- **ITO** (which means an industry training organisation)
- **national qualification** (which means a qualification registered on the National Qualifications Framework).

Clause 5 defines **apprenticeship training**. For the purposes of the Bill, apprenticeship training is training in the skills of an industry—

- provided for a person who is working in the industry while undertaking the training; and
- provided partly or wholly at the person's place or places of work, and—
 - if the person is not employed by an apprenticeship co-ordinator, mainly by or on behalf of the person's employer; but
 - if the person is employed by an apprenticeship co-ordinator, mainly by or on behalf of persons with whom the co-ordinator has arranged the training; and
- provided under an agreement between the person and his or her employer; and
- intended to lead to the person's completing, or becoming competent to complete, a national qualification in the skills of the industry.

Clause 6 provides that an apprenticeship training agreement must be treated for all purposes as part of the employment agreement between the employee and employer concerned.

Clause 7 provides that the Bill will bind the Crown.

Part 2

Apprenticeship training

Agency's functions and powers

Clause 8 provides that the Agency's main function under the Bill is to promote apprenticeship training by entering into funding agreements.

Clause 9 imposes requirements relating to funding agreements.

Clause 10 makes clear that nothing in the Bill will prevent an ITO from entering into a funding agreement with the Agency, and that an ITO may agree to perform the functions and duties stated in *clauses 14 to 16* in an industry or industries other than the industry or industries in respect of which the ITO is recognised under the Industry Training Act 1992.

Clause 11 states additional functions of the Agency under the Bill.

Clause 12 provides that, to determine the extent to which the agreed levels of performance in funding agreements are being or have been met, the Agency may require an apprenticeship co-ordinator to give it information. The power is exercisable by written notice to the co-ordinator, and does not affect any similar power of the Agency under a funding agreement.

Clause 13 makes clear that *clauses 8 to 12* do not affect any functions, powers, or duties of the Agency under any other enactment.

Apprenticeship co-ordinators' functions, duties, and liabilities

Clause 14 states that apprenticeship co-ordinators have the following functions:

- to promote apprenticeship training generally;
- to identify potential apprentices, and persons who could offer apprenticeship training to current employees, new employees, or apprentices employed by the co-ordinators;
- to arrange for potential apprentices temporary training, temporary new employment, or temporary training in the course of existing employment, that the co-ordinators believe may lead to apprenticeship training for the potential apprentices;
- to help people enter into apprenticeship training agreements.

Clause 15 states additional functions of co-ordinators.

Clause 16 requires co-ordinators, in performing any of their functions or duties under the Bill,—

- to have regard to every part of the approved code of practice that affects the nature or performance of that function or duty; and
- to have regard to current training or education activities in the industry or industries in which they are performing those functions or duties; and
- to have particular regard to the needs of Maori, and of the Pacific Islands peoples of New Zealand.

Clause 17 ensures co-ordinators have no civil liability for any act or thing they do or omit to do, in good faith, in performing or purporting to perform any of their functions or duties under the Bill. It does not, however, prevent the Agency from varying, suspending, or terminating funding for a co-ordinator, or the funding agreement, or both. It also does not affect any liability of a co-ordinator that arises by virtue of the fact that the co-ordinator is or has been an employer of an apprentice.

Clause 18 amends section 16(1) of the Health and Safety in Employment Act 1992, which requires a person who controls a place of work to take all practicable steps to ensure that no hazard that is or arises in the place harms certain people. The amendment is to include among those people apprentices working in the place receiving apprenticeship training under arrangements between the person and the apprenticeship co-ordinators who employ them.

Part 3

Code of practice

Approval of code of practice

Clause 19 empowers the Minister to approve or issue a code of practice.

Clause 20 provides that the purpose of a code of practice is to offer guidance, consistent with the Bill, about the responsibilities relating to apprenticeship training of apprenticeship co-ordinators, employers, and apprentices.

Clause 21 relates to material that a code of practice may include.

Clauses 22 to 24 relate to the development, and approval or issuing, of a code of practice. The Agency must develop and recommend to the Minister a code of practice as requested by the Minister and

within any time (including any extension of time) specified by the Minister. The Minister may decline to approve a code of practice recommended by the Agency and, if he or she does so, may refer the recommended code back to the Agency for reconsideration. But the Minister may issue a code of practice other than a code of practice recommended by the Agency if—

- the Agency has not recommended a code of practice within a time specified by the Minister; or
- the Minister declines to approve a code of practice recommended by the Agency.

Provisions relating to approved code of practice

Clauses 25 to 29 relate to the commencement, availability, proof, disallowance, and amendment, revocation, and replacement, of the approved code of practice.

The approved code of practice is a regulation for the purposes of the Regulations (Disallowance) Act 1989, but not for the purposes of the Acts and Regulations Publication Act 1989. This means that the approved code of practice is subject to scrutiny by the Regulations Review Committee, and to disallowance, but that it is not to be published in the Statutory Regulations (SR) series.

Hon Steve Maharey

Apprenticeship Training Bill

Government Bill

Contents

1	Title	15	Additional functions of co-ordinators
	Part 1	16	Matters co-ordinators to have regard to
	Preliminary provisions	17	Co-ordinators' liabilities
2	Commencement	18	Amendment to Health and Safety in Employment Act 1992
3	Purpose of this Act		Part 3
4	Interpretation		Code of practice
5	Apprenticeship training defined		<i>Approval of code of practice</i>
6	Apprenticeship training agreements to have effect as employment agreements	19	Minister may approve code
7	Crown bound	20	Purpose of code
	Part 2	21	Content of code
	Apprenticeship training	22	Development and recommendation of code
	<i>Agency's functions and powers</i>	23	Minister may decline to approve code recommended
8	Agency's main function	24	Minister may issue other code
9	Requirements relating to funding agreements		<i>Provisions relating to approved code of practice</i>
10	ITOs may be apprenticeship co-ordinators	25	When approved code comes into force
11	Additional functions of Agency	26	Availability of approved code
12	Agency may require co-ordinator to give information	27	Proof of approved code
13	Agency's other functions, powers, or duties not affected	28	Disallowance of approved code
	<i>Apprenticeship co-ordinators' functions, duties, and liabilities</i>	29	Amendment, revocation, and replacement of approved code
14	Co-ordinators' functions		

The Parliament of New Zealand enacts as follows:

1 Title

This Act is the Apprenticeship Training Act **2000**.

Part 1 Preliminary provisions

- 2 Commencement**
This Act comes into force on **1 January 2001**.
- 3 Purpose of this Act** 5
The purpose of this Act is to encourage and help people (especially those aged 16 years or older, but younger than 22 years) to take up and complete apprenticeship training.
- 4 Interpretation**
In this Act, unless the context otherwise requires,— 10
- Agency** means the Agency continued by section 270 of the Education Act 1989 that, immediately before the commencement of this Act, was called Skill New Zealand
- apprentice** means a person receiving apprenticeship training
- apprenticeship co-ordinator**— 15
- (a) means a body corporate, person, or body of persons, with whom the Agency has entered into a funding agreement; and
- (b) in relation to a funding agreement, means the apprenticeship co-ordinator or co-ordinators concerned 20
- apprenticeship training** has the meaning given to it by **section 5**
- apprenticeship training agreement** means an agreement—
- (a) between an employee and his or her employer that relates to the employee's receiving, or provides for the employee to receive, apprenticeship training; or 25
- (b) between an apprenticeship co-ordinator and a person employed by the co-ordinator that relates to the person's receiving, or provides for the person to receive, apprenticeship training 30
- approved code of practice** means the code of practice (if any) for the time being—
- (a) approved by the Minister under **section 19(1)(a)**; or
- (b) issued by the Minister under **section 19(1)(b)**
- employed**, in relation to a co-ordinator, includes employed by a body corporate in the management of which the co-ordinator is involved 35

employment agreement means an **employment contract as defined in section 2 of the Employment Contracts Act 1991**

funding agreement—

- (a) means a written agreement between the Agency and 5
1 or more bodies corporate, persons, or bodies of persons, providing for the bodies or persons—
 - (i) to perform, in respect of an industry or industries 5
described in the agreement, the functions and duties stated in **sections 14 to 16**; and
 - (ii) to receive money from the Agency for the purpose; and 10
- (b) in relation to an apprenticeship co-ordinator, means the 10
funding agreement the apprenticeship co-ordinator has entered into

industry means 2 or more enterprises that use— 15

- (a) similar inputs and methods of production to produce 15
similar products; or
- (b) similar methods to provide similar services

ITO means an industry training organisation as defined in 20
section 2 of the Industry Training Act 1992

Minister means the Minister of the Crown who, under the 20
authority of any warrant or with the authority of the Prime Minister, is for the time being responsible for the administration of this Act

national qualification means a qualification registered on the 25
National Qualifications Framework

National Qualifications Framework means the framework 30
for national qualifications in secondary schools and in post-school education and training developed by the Qualifications Authority under section 253(1)(c) of the Education Act 1989

Qualifications Authority means the New Zealand Qualifications Authority established by Part XX of the Education Act 1989

similar includes the same, and related

skills includes methods, and knowledge. 35

5 **Apprenticeship training defined**

For the purposes of this Act, **apprenticeship training** is training in the skills of an industry—

- (a) provided for a person who is working in the industry while undertaking the training; and
- (b) provided partly or wholly where the person works, and—
 - (i) if the person is not employed by an apprenticeship co-ordinator, mainly by or on behalf of the person's employer; but
 - (ii) if the person is employed by an apprenticeship co-ordinator, mainly by or on behalf of persons with whom the co-ordinator has arranged the training; and
- (c) provided under an agreement between the person and his or her employer; and
- (d) intended to lead to the person's completing, or becoming competent to complete, a national qualification in the skills of the industry.

6 Apprenticeship training agreements to have effect as employment agreements

An apprenticeship training agreement must be treated for all purposes as part of the employment agreement between the employee and employer concerned.

Compare: 1992 No 55 s 3

7 Crown bound

This Act binds the Crown.

Part 2

Apprenticeship training

Agency's functions and powers

8 Agency's main function

The Agency's main function under this Act is to promote apprenticeship training by entering into funding agreements.

9 Requirements relating to funding agreements

- (1) In determining whether to enter into a funding agreement, the Agency must consult the Qualifications Authority.
- (2) A funding agreement must—
 - (a) specify agreed levels of performance for the apprenticeship co-ordinator or co-ordinators (or prospective

- apprenticeship co-ordinator or co-ordinators) concerned; and
- (b) provide for the variation, suspension, and termination, of funding or of the funding agreement or of both, if the specified levels of performance are not achieved; and 5
- (c) state which (if any) of the functions stated in **sections 14 and 15** the apprenticeship co-ordinator or co-ordinators (or prospective apprenticeship co-ordinator or co-ordinators) concerned must perform in respect of an apprentice employed by any 1 or more of them. 10
- 10 ITOs may be apprenticeship co-ordinators**
- (1) Nothing in this Act prevents an ITO from entering into a funding agreement with the Agency.
- (2) An ITO may agree with the Agency to perform the functions and duties stated in **sections 14 to 16** in an industry or industries other than the industry or industries in respect of which the ITO is recognised under the Industry Training Act 1992. 15
- 11 Additional functions of Agency**
- The Agency also has the following functions under this Act:
- (a) to develop and recommend to the Minister a code of practice, in accordance with **section 22:** 20
- (b) to make the approved code of practice available, in accordance with **section 26:**
- (c) to monitor apprenticeship co-ordinators' performance to ensure they comply with— 25
- (i) the funding agreement; and
- (ii) the approved code of practice:
- (d) to administer and disburse public money appropriated by Parliament for the purpose of apprenticeship training. 30
- 12 Agency may require co-ordinator to give information**
- (1) To determine the extent to which the agreed levels of performance specified in a funding agreement are being or have been met, the Agency may, by written notice to the apprenticeship co-ordinator, require an apprenticeship co-ordinator to give the Agency in writing any specified financial report, or statistical or other information, relating to the apprenticeship co-ordinator's activities under the agreement. 35

- (2) The apprenticeship co-ordinator must take all reasonable steps to comply with the notice.
- (3) This section does not affect any power the Agency has under a funding agreement to require the apprenticeship co-ordinator to give the Agency any report or information. 5
Compare: 1992 No 55 s 12
- 13 Agency's other functions, powers, or duties not affected**
Sections 8 to 12 do not affect any functions, powers, or duties of the Agency under any other enactment.
- Apprenticeship co-ordinators' functions, duties,
and liabilities* 10
- 14 Co-ordinators' functions**
- (1) An apprenticeship co-ordinator has the following functions:
- (a) to promote apprenticeship training generally: 15
 - (b) to identify potential apprentices, and persons who could offer apprenticeship training to current employees, new employees, or apprentices employed by the co-ordinator: 15
 - (c) to arrange for potential apprentices temporary training, temporary new employment, or temporary training in the course of existing employment, that in the co-ordinator's opinion may lead to apprenticeship training for the potential apprentices: 20
 - (d) to help people enter into apprenticeship training agreements: 25
 - (e) if the co-ordinator employs or is to employ apprentices, to arrange with persons for apprenticeship training to be provided to the apprentices by or on behalf of those persons, on terms and conditions mutually acceptable to the co-ordinator and those persons. 30
- (2) If an apprentice is employed by an apprenticeship co-ordinator then, in relation to the apprentice, the co-ordinator—
- (a) does not have the function stated in **section 15(1)(d)**; and
 - (b) subject to **paragraph (a)**, has only the functions (if any) stated in the funding agreement. 35

15 Additional functions of co-ordinators

- (1) An apprenticeship co-ordinator also has the following functions:
- (a) to produce and facilitate the implementation of individual training plans under and consistent with an apprentice's apprenticeship training agreement: 5
 - (b) to ensure, so far as is reasonably practicable, that there are in place, and operate effectively, systems to monitor apprenticeship training so as to ensure that it leads to apprentices' attaining within a time that is reasonable in all the circumstances the levels of skills necessary to have completed or become competent to complete a national qualification in the skills of the industry or industries concerned: 10
 - (c) to ensure, so far as is reasonably practicable, that apprenticeship training, and every apprenticeship training agreement, is consistent with the approved code of practice: 15
 - (d) to support apprentices not employed by the co-ordinator— 20
 - (i) by giving them advice; and
 - (ii) by helping them to resolve problems in their apprenticeship training as those problems arise (including, if necessary, trying to arrange for an apprentice to complete his or her apprenticeship training with some other employer). 25
- (2) In performing functions under **subsection (1)(a)**, the co-ordinator must consult the apprentice and,
- (a) if the co-ordinator does not employ the apprentice, the apprentice's employer; or 30
 - (b) if the co-ordinator does employ the apprentice, any persons with whom the co-ordinator has arranged or may arrange apprenticeship training for the apprentice.
- (3) **Section 14(2)** overrides **subsection (1)**.

16 Matters co-ordinators to have regard to 35

In performing any of their functions or duties under this Act, apprenticeship co-ordinators must—

- (a) have regard to every part of the approved code of practice that affects the nature or performance of that function or duty: 40

- (b) have regard to current training and education activities in the industry or industries in which they are performing those functions or duties:
- (c) have particular regard to the needs of Maori, and of the Pacific Islands peoples of New Zealand. 5

17 Co-ordinators' liabilities

- (1) Apprenticeship co-ordinators have no civil liability for any act or thing they do or omit to do, in good faith, in performing or purporting to perform any of their functions or duties under this Act. 10
- (2) **Subsection (1)** does not prevent the Agency from varying, suspending, or terminating funding for an apprenticeship co-ordinator or the funding agreement or both.
- (3) **Subsection (1)** does not affect any liability of a co-ordinator that arises by virtue of the fact that the co-ordinator is or has been an employer of an apprentice. 15

18 Amendment to Health and Safety in Employment Act 1992

Section 16(1)(b) of the Health and Safety in Employment Act 1992 is amended by adding, as subparagraph (v), the following subparagraph: 20

- “(v) as apprentices receiving apprenticeship training under arrangements between the person and the apprenticeship co-ordinators by whom they are employed (as the terms **apprentice**, **apprenticeship co-ordinator**, **apprenticeship training**, and **employed** are defined in **section 4 of the Apprenticeship Training Act 2000**).” 25

Part 3

Code of practice 30

Approval of code of practice

19 Minister may approve code

- (1) The Minister may, by notice in the *Gazette*,—
 - (a) approve a code of practice recommended by the Agency under **section 22**; or 35

- (b) in the circumstances stated in **section 24**, issue a code of practice other than a code of practice recommended by the Agency.
- (2) Before approving a code of practice under **subsection (1)(b)**, the Minister may consult any people or organisations that the Minister thinks appropriate. 5
- (3) The notice may, instead of setting out the code of practice being approved or issued,—
 - (a) give enough information to identify it; and
 - (b) state when it comes into force and where copies of it may be obtained. 10

20 Purpose of code

The purpose of a code of practice is to offer guidance, consistent with this Act, about the responsibilities relating to apprenticeship training of apprenticeship co-ordinators, employers, and apprentices. 15

21 Content of code

- (1) A code of practice may include material relating to—
 - (a) identifying potential apprentices, and persons who could offer apprenticeship training to current employees, new employees, or apprentices employed by an apprenticeship co-ordinator: 20
 - (b) apprenticeship co-ordinators' duties, or minimum standards of conduct apprenticeship co-ordinators must observe, in relation to apprenticeship training: 25
 - (c) duties, or minimum standards of conduct, relating to apprenticeship training that, for any reason, employers or apprentices should or should not agree to perform or observe:
 - (d) arrangements for apprenticeship training that apprenticeship co-ordinators, employers, or apprentices should for any reason prefer or avoid: 30
 - (e) practices in apprenticeship training that apprenticeship co-ordinators, employers, or apprentices should for any reason prefer or avoid: 35
 - (f) the independent mediation of disputes relating to apprenticeship training arising between apprenticeship co-ordinators and employers, or apprenticeship co-

- ordinators and apprentices not employed by those co-ordinators.
- (2) A code of practice may include different provisions in respect of, or provisions that apply to 1 only of,—
- (a) apprenticeship training where the apprentice is not employed by an apprenticeship co-ordinator: 5
- (b) apprenticeship training where the apprentice is employed by an apprenticeship co-ordinator.
- (3) **Subsections (1) and (2) do not limit section 20.**
- 22 Development and recommendation of code** 10
- (1) The Agency must develop and recommend to the Minister a code of practice—
- (a) as requested by the Minister; and
- (b) within any time (including any extension of time) specified by the Minister. 15
- (2) In developing the code, the Agency—
- (a) may consult any people and organisations it considers appropriate; and
- (b) must consult any people and organisations the Minister directs. 20
- 23 Minister may decline to approve code recommended**
- The Minister may, instead of approving a code of practice recommended by the Agency,—
- (a) decline to approve the code; or
- (b) decline to approve the code, but refer it back to the Agency for reconsideration. 25
- 24 Minister may issue other code**
- The Minister may issue a code of practice under **section 19(1)(b)** if—
- (a) the Agency has not recommended a code of practice within a time specified by the Minister under **section 22(1)(b)**; or 30
- (b) the Minister declines to approve a code of practice recommended by the Agency.

Provisions relating to approved code of practice

- 25 When approved code comes into force**
 The approved code of practice comes into force—
- (a) on the 28th day after the date on which it is issued or approved in the *Gazette*; or 5
 - (b) on any later date specified in it.
- 26 Availability of approved code**
- (1) The Agency must ensure that, at all reasonable times, members of the public may, at every office of the Agency that deals with apprenticeship training matters, inspect and obtain copies of the approved code of practice. 10
 - (2) The Agency may charge a reasonable fee for—
 - (a) giving a person a copy of the approved code of practice; or
 - (b) allowing a person to use the Agency's equipment to copy it. 15
 - (3) **Subsection (2)(b)** does not require the Agency to allow any person to use equipment under the Agency's control to copy the approved code of practice.
- 27 Proof of approved code** 20
- (1) A code of practice that appears to have been approved or issued under **section 19(1)** must be treated for all purposes (for example, in any proceedings) as the approved code of practice, unless it is proved that the code was not so approved or issued. 25
 - (2) **Subsection (1)** does not limit any method of proof of the approved code of practice.
- 28 Disallowance of approved code**
- The approved code of practice is a regulation for the purposes of the Regulations (Disallowance) Act 1989, but not for the purposes of the Acts and Regulations Publication Act 1989. 30
- 29 Amendment, revocation, and replacement of approved code**
- The approved code of practice may be amended, or revoked, or revoked and replaced, in the same manner as it was 35

approved or issued, and **sections 19 to 28** apply accordingly with all necessary modifications.