

(7982.) CANTERBURY PLUMBERS AND GASFITTERS.—APPRENTICESHIP ORDER.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Apprentices Act, 1923; and in the matter of the conditions of apprenticeship in the plumbing and gasfitting industry within the Canterbury Industrial District.

Monday, the 22nd day of December, 1924.

WHEREAS, pursuant to section 4 (1) of the Apprentices Act, 1923, an Apprenticeship Committee has been set up for the Canterbury Industrial District in connection with the plumbing and gasfitting industry: And whereas the Court has heard the employers, workers, and other persons concerned, and has considered the recommendations made to it by the said committee: And whereas the Court has deemed it expedient to make an order under section 5 of the said Act prescribing the wages, hours, and other conditions of employment to be incorporated in contracts of apprenticeship in the said industry in the said district, and prescribing such other matters and things as the Court is required and authorized by the said section to prescribe: Now, therefore, the Court doth hereby order and prescribe as follows:—

1. The locality in which this order shall have effect is the Canterbury Industrial District.

2. The trade or industry to which this order shall apply is plumbing and gasfitting.

3. Every contract of apprenticeship and every alteration or amendment thereof shall be in writing signed by the employer and the apprentice, and, if the apprentice is under the age of twenty-one years, by the parent or guardian (if any) of the apprentice, and shall be registered by the employer in the prescribed manner, within fourteen days of the date thereof, with the District Registrar.

4. The minimum age at which a person may commence to serve as an apprentice shall be fourteen years in the case of a boy who has passed Standard VI, and fifteen years in any other case.

5. The term of apprenticeship shall be six years.

6. The proportion of the total number of apprentices to the total number of journeymen employed in the industry in the district shall be not more than one to three. The proportion of apprentices to any employer or firm shall be as follows: Each firm or employer shall be entitled to one apprentice; after that the number employed shall not exceed one apprentice to each two journeymen or fraction of two.

7. For the purpose of determining from time to time the total number of journeymen employed by any employer or in the trade or industry in the district each employer shall, during the month of April in each year, furnish to the District Registrar a statement of the number of journeymen employed by him for at least two-thirds full time during the six months ended on the 31st day of March last preceding. Every employer who has not furnished such statement

for the six months ended on the 31st day of March, 1924, shall do so during the month of January, 1925. For the purposes of this order an employer who himself works at the trade shall be entitled to count himself as a journeyman. An employer shall not be deemed to work at the trade unless he devotes a sufficient portion of his time to the training and supervision of apprentices.

8. The minimum rates of wages payable to apprentices shall be 15s. per week for the first year, £1 2s. 6d. per week for the second year, £1 10s. per week for the third year, £1 17s. 6d. per week for the fourth year, £2 5s. per week for the fifth year, and £3 per week for the sixth year.

9. If ordered to do so by the Court or a committee, any apprentice residing within a radius of four miles from a technical college or school or other approved institution shall, during the first four years of his apprenticeship, or until he shall have obtained the certificate hereinafter mentioned, attend the classes in such college, school, or institution in plumbing and/or gasfitting, and in such case the employer shall refund to the apprentice the amount of the fees for each term in which his attendance is not less than 70 per cent. of the maximum possible.

10. Every apprentice who, whether he has been ordered to attend such classes or not, shall have obtained from the Principal of the college, school, or institution in which he has attended classes as before mentioned a certificate that he has passed an examination equivalent to that required to be passed in order to obtain a certificate in plumbing in Grade 2 of the City and Guilds of London Institute shall, upon production of such certificate to his employer, be paid during the fourth year of his apprenticeship at the rate of not less than 5s. per week in excess of the minimum rate provided in clause 8 hereof, and during the fifth and sixth years of his apprenticeship at the rate of not less than 7s. 6d. per week in excess of such minimum rate.

11. The period of probation to be prescribed in any contract of apprenticeship to enable the employer of any apprentice to determine his fitness shall not exceed three months in the case of a first apprenticeship to the trade, and shall not exceed one month in any other case. No apprentice shall be allowed a probationary period with more than two employers.

12. Any person under twenty-one years of age who has served part of his apprenticeship to the trade outside of New Zealand may complete the term of apprenticeship herein provided for with an employer in the district on furnishing to the District Registrar a certificate from his former employer and/or such other evidence (if any) as the District Registrar may require in order to show the time served by such person as an apprentice outside of New Zealand. The District Registrar may refuse to register any contract of apprenticeship entered into under the provisions of this clause until such evidence

has been furnished to him. Any party aggrieved by the decision of the District Registrar may within fourteen days appeal to the Court, whose decision shall be final and conclusive. The period of probation in cases coming within the scope of this clause shall not exceed one month.

13. An apprentice shall make up all time lost by him in any year through his own default or sickness, or for any cause not directly connected with the business of the employer, before he shall be considered to have entered on the next succeeding year of his apprenticeship, or, if in the final year, to have completed his apprenticeship.

14. An employer shall be entitled to make a rateable deduction from the wages of an apprentice for any time lost by him through sickness in excess of two weeks in any year or through his own default.

15. The hours worked by an apprentice shall, subject to the provisions of any statute, be those normally worked by journeymen in accordance with the provisions of the award or industrial agreement for the time being in force in the district relating to the employment of journeymen.

16. An employer shall not require or permit an apprentice under sixteen years of age to work more than six hours' overtime in any week.

17. The minimum rates of overtime payment for apprentices shall be as follows: 1s. per hour for the first two years, and thereafter in the same ratio as for journeymen.

18. The conditions of the award or industrial agreement referred to in clause 15 hereof in so far as they relate to the method and time of payment of wages, holidays (except in regard to deductions for holidays), travelling-time, suburban work, country work, meal-money, and other matters (other than preference to unionists) relating generally to the employment and not in conflict with this order shall be applicable to apprentices.

19. The employer shall provide tools as and when required by the apprentice, who shall keep them in good order (reasonable wear-and-tear excepted). Tools proved to be lost or damaged shall be replaced by the apprentice.

20. Every contract of apprenticeship shall accord with the provisions of the Apprentices Act, 1923, and this order, and shall make provision, either expressly or by reference to the said Act or this order, for the several matters provided for therein, and shall not contravene the provisions of any Act relating to the employment of boys or youths. In default of such provision being made in any such contract of apprenticeship, or in so far as such provision is defective or ambiguous, the contract shall be deemed to provide that the conditions of apprenticeship shall be not less favourable to the apprentice than the minimum requirements of this order.

21. It shall be an implied term in every contract of apprenticeship that the apprentice will diligently and faithfully obey and serve the

employer as his apprentice for the prescribed term, and will not absent himself from the employer's service during the hours of work without the leave of the employer or except as permitted by this order; and, further, will not commit or permit or be accessory to any hurt or damage to the employer or his property, nor conceal any such hurt or damage if known to him, but will do everything in his power to prevent the same.

22. It shall be an implied term in every contract of apprenticeship that the employer will during the prescribed term, to the best of his power, skill, and knowledge, train and instruct the apprentice, or cause him to be trained and instructed, as a competent journeyman in the trade of a plumber and gasfitter in accordance with the provisions of the Apprentices Act, 1923, and of this order, and any amendments thereof: Provided, however, that if the business carried on by the employer does not comprise all the operations usually included in the training of a journeyman in the trade of a plumber and gasfitter, the operations to be taught the apprentice shall be specifically set out in the contract of apprenticeship, and in default thereof the employer shall be deemed to have contracted to train and instruct the apprentice in all the operations usually included in the training of an apprentice as a journeyman in the trade of a plumber and gasfitter.

23. No premium in respect of the employment of any person as an apprentice shall be paid to or received by an employer, whether such premium is paid by the person employed or by any other person.

24. The provisions of this order shall not necessarily apply in the case of a special contract of apprenticeship entered into under the provisions of section 11 of the Apprentices Act, 1923.

25. It shall be an implied term in every contract of apprenticeship that the provisions of the Master and Apprentice Act, 1908, shall not apply thereto.

26. The powers conferred on the Court by paragraphs (b) to (l) inclusive of section 5 (4) of the said Act are hereby delegated by the Court to the said Committee in so far as those powers relate to the said industry in that area lying within a radius of ten miles from the Chief Post-office in the City of Christchurch, but reserving nevertheless power to the Court at any time and from time to time to withdraw all or any of such powers.

27. This order shall operate and take effect as from the 12th day of January, 1925.

[L.S.]

F. V. FRAZER, Judge.

MEMORANDUM.

A suggested form of apprenticeship contract is appended.

[L.S.]

F. V. FRAZER, Judge.

[For suggested form of apprenticeship contract see p. 779.]