

(7994.) NORTHERN INDUSTRIAL DISTRICT ELECTRICAL
WORKERS.—APPRENTICESHIP ORDER.

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Apprentices Act, 1923, and in the matter of the conditions of apprenticeship in the electrical trade within the Northern Industrial District.

Friday, the 19th day of December, 1924.

WHEREAS, pursuant to section 4 (1) of the Apprentices Act, 1923, an Apprenticeship Committee has been set up for the Northern Industrial District in connection with the electrical trade : 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 Northern Industrial District.

2. The trade or industry to which this order shall apply is the electrical trade as defined in the Northern Industrial District Electrical Workers' award (Book of Awards, Vol. xxiii, p. 1345).

3. Every contract of apprenticeship and every alteration or amendment thereof shall be in writing and 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.

5. The term of apprenticeship shall be five 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 one. The proportion of the total number of apprentices to the total number of journeymen employed by any employer shall be not more than one to one.

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.

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

9. If ordered to do so by the Court or a committee, any apprentice residing within a radius of three miles from a technical college or school

or other approved institution shall during his apprenticeship, or until he shall have obtained a wiremen's license, attend the classes in such college, school, or institution in electrical wiring, 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 a wiremen's license shall, upon production of such license to his employer, be paid during the first year of his apprenticeship thereafter at the rate of not less than 2s. 6d. per week in excess of the minimum rate provided in clause 8 hereof, and during the second year of his apprenticeship thereafter at the rate of not less than 5s. 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 six months in the case of a first apprenticeship to the trade, and shall not exceed three months in any other cases.

12. A 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 three months.

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. An apprentice working overtime shall have such time added to his ordinary time in calculating the respective years of 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 any year or through his own default, or by his voluntary absence from work with the consent of the employer.

15. An employer shall be entitled to make a rateable deduction from the wages of an apprentice for any time during which the factory is closed for the purpose of cleaning or repairing the machinery, but not for a longer period or periods than two weeks in all in any year of the apprenticeship.

16. 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 relating to the employment of journeymen for the time being in force in the district.

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

18. The minimum rates of overtime payment for apprentices shall be as follows: Time and a half for the first four hours, and double time thereafter, or 9d. per hour, whichever is the greater: Provided that if any subsequent award or industrial agreement relating to the employment of journeymen in the district to which this order applies specifies a method of calculating overtime different from that set out in this clause, then this clause shall be automatically varied so as to conform with such award or industrial agreement.

19. The conditions of the award or industrial agreement referred to in clause 16 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 his order shall be applicable to apprentices.

20. The following tools shall be supplied to apprentices: Knife, small footprint pliers, cutting-pliers, screwdrivers (two), and rule. Tools shall be kept in good order (reasonable wear-and-tear excepted). Tools lost shall be replaced by the apprentice.

21. 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.

22. 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.

23. 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 licensed journeyman in the trade of an electrician, in accordance with the provisions of the Apprentices Act, 1923, and of this order, and any amendments thereof.

24. 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 another person.

25. 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.

26. 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.

27. The powers conferred on the Court by paragraphs (b) to (1), inclusive of subsection (4) of section 5 of the said Act, are hereby delegated by the Court to the said committee in so far as these powers relate to the said industry and locality, but reserving nevertheless power to the Court at any time and from time to time to withdraw all or any of such powers.

28. This order shall operate and take effect as from the 5th 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.]
