

(8043.) WELLINGTON INDUSTRIAL DISTRICT WATCHMAKERS AND JEWELLERS.—APPRENTICESHIP ORDER.

In the Court of Arbitration of New Zealand, Wellington Industrial District.—In the matter of the Apprentices Act, 1923; and in the matter of the conditions of apprenticeship in the watchmaking and jewellery trade within the Wellington Industrial District.

Friday, 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 Wellington Industrial District in connection with the watchmaking and jewellery 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 industries 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 Wellington Industrial District.

2. The trade or industry to which this order shall apply is watchmaking, clockmaking, manufacturing jewellery, and kindred trades.

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.

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 the total number of apprentices to the total number of journeymen employed by any employer shall be not more than one to three or fraction of three.

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 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. 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 three months in any other case.

10. 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.

11. An apprentice shall make up all time lost by him in any year through his own default, accident, 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.

12. An employer shall be entitled to make a rateable deduction from the wages of an apprentice for any time lost by him through sickness, accident, or through no fault of the employer.

13. 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.

14. 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.

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

16. The minimum rates of overtime payment for apprentices shall be as follows : Time-and-a-half rates.

17. The conditions of the award or industrial agreement referred to in clause 14 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.

18. 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.

19. 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.

20. 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, as carried on by the employer, 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, as carried on by the employer, 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 a journeyman in the trade as carried on by the employer.

21. 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.

22. 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 II of the Apprentices Act, 1923.

23. 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.

24. The powers conferred on the Court by paragraphs (b) to (l) 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 in the Wellington (twenty-five-miles radius) District, but reserving nevertheless power to the Court at any time and from time to time to withdraw all or any such powers.

25. This order shall operate and take effect as from the 1st 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.]*