

## OTAGO AND SOUTHLAND INDUSTRIAL DISTRICT.

## (10597.) OTAGO PRINTING TRADES.—APPRENTICESHIP ORDER.

In the Court of Arbitration of New Zealand, Otago and Southland Industrial District.—In the matter of the Apprentices Act, 1923, and its amendments; and in the matter of the conditions of apprenticeship in the printing trade within the Otago Provincial District.

Friday, the 23rd day of March, 1934.

WHEREAS, pursuant to section 4 (i) of the Apprentices Act, 1923, an Apprenticeship Committee has been set up for the Otago Provincial District in connection with the printing trade: And whereas the Court 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 trade 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 Provincial District of Otago.

2. The branches of the trade or industry to which this order shall apply are typographical (hand and machine sections), printers' machinists, lithographers, bookbinders, paper-rulers, and allied printing trades. The provisions of this order shall apply to all employers of apprentices in the trade in the district (whether bound by an award or industrial agreement relating to the said trade or not) and to all apprentices employed by such employers in such trade, and to all contracts of apprenticeship between such employers and apprentices.

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 in the manner prescribed by the Apprentices Act, 1923, and its amendments.

3A. Every employer desiring to employ an apprentice in any branch or branches of the trade shall, before engaging the proposed apprentice, make application in writing to the Apprenticeship Committee, and the Committee shall either grant or refuse the apprentice after inquiry into the facilities within the scope of the employer's business for teaching the proposed apprentice the branch or branches of the trade.

4. The minimum age at which a person may commence to serve as an apprentice shall be fourteen years.

5. The proportion of the total number of apprentices to the total number of journeymen employed by any employer shall be as follows : One apprentice shall be allowed to every office in each branch of the trade, and an additional one for every three or fraction of three journeymen regularly employed, with a maximum of five for each office in each branch ; but in offices with twelve or more type-setting machines, where the apprentices are taken from the hand section to supply apprentices for the type-setting machines, the proportion shall be one to every two journeymen regularly employed in the hand section, with a maximum of seven apprentices. " Regularly employed " means at least six months' continuous employment. For the purpose of computing the number of journeymen employed, bulk and stone hands employed on newspapers shall be included in the hand section.

6. A typographical apprentice must be employed for the first six months of his apprenticeship and for a total period of two years at compositor's work before he has completed five years of his apprenticeship, and the employer who has not fulfilled this condition at the end of the period mentioned shall be liable to such penalty as the Court may prescribe. The employer must keep a time-book in which he shall have entered regularly the time spent respectively on machine and at compositor's work by such apprentice, and such book must be open for inspection during office-hours by any member of the Apprenticeship Committee.

7. The period of apprenticeship shall be six years in each branch of the trade, but three months' probation shall be allowed the first employer of any apprentice to determine his fitness, such three months to be included in the period of apprenticeship, and may be worked concurrently with the last three months of the expiry of a term of another apprenticeship.

8. (a) The proportion of apprentices to journeymen employed by any employer shall, for the purpose of determining whether such employer is entitled to enter into a contract of apprenticeship with an apprentice, be based upon the number of journeymen who at the date of the making of the contract of apprenticeship had been employed by that employer for not less than two-thirds full time for a period of six months preceding that date.

(b) For the purpose of this order an employer who himself works at the trade shall be entitled to count himself as a journeyman.

9. The powers and discretions provided for in section 13 of the Apprentices Act, 1923, may be exercised by the District Registrar and the Apprenticeship Committee, notwithstanding that the employer to whom it is proposed to transfer an apprentice is already employing the full quota of apprentices as determined by this order.

10. The minimum rates of wages payable to apprentices shall be—

			Per Week.		
			£	s.	d.
First six months	..	..	1	0	0
Second six months	..	..	1	2	6
Third six months	..	..	1	5	0
Fourth six months	..	..	1	7	6
Fifth six months	..	..	1	10	0
Sixth six months	..	..	1	12	6
Seventh six months	..	..	1	15	0
Eighth six months	..	..	2	0	0
Ninth six months	..	..	2	5	0
Tenth six months	..	..	2	10	0
Eleventh six months	..	..	2	15	0
Twelfth six months	..	..	3	5	0

The provisions of the general order of the Court of the 29th May, 1931, shall be applicable to this order.

11. 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.

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

13. An employer shall be entitled to make a rateable deduction from the wages of an apprentice for any time lost by him through his own default or any other cause over which the employer has no control.

14. Accidents not arising out of and in the course of the employment shall be deemed to be sickness, and the provisions of this order relative to payment of and deductions from wages and making up time in case of sickness shall apply accordingly.

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

16. An employer shall not require or permit an apprentice under seventeen years of age to work more than six hours' overtime in any week, and no apprentice shall work overtime unless under the supervision of a journeyman.

17. The minimum rates of overtime payment for apprentices shall be time-and-a-half rates.

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, 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. Every contract of apprenticeship shall accord with the provisions of the Apprentices Act, 1923, and its amendments, 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 and 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.

20. 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.

21. It shall not be obligatory on an employer to find an apprentice another employer if he shall so misconduct himself as to entitle the employer to discharge him, but he shall give him a certificate covering the time actually served.

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 branch or branches of the printing trade (as set out in clause 2

hereof) agreed upon in accordance with the provisions of the Apprentices Act, 1923, and of this order and any amendment 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 specified branch or branches of the printing trade 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 such branch or branches of the printing trade.

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 trade in that part of the Otago and Southland Industrial District lying within a radius of twenty miles from the Chief Post-office in the City of Dunedin, 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 day of the date hereof.

28. The Apprenticeship Order of the 22nd March, 1926, recorded in Book of Awards, Vol. XXVI, p. 148, is hereby revoked.

[L.S.]

F. V. FRAZER, Judge.

#### MEMORANDUM.

This order is made in substitution for the order of 22nd March, 1926, which ceased to operate in so far as the typographical branch of the trade was concerned on the 28th December, 1932, when the New Zealand Typographical award was cancelled. A new typographical award has been made, and the Apprenticeship Committee has made application for an apprenticeship order covering the typographical branch of the trade. So far as the other branches of the trade are concerned, this order merely brings the old order up to date. A suggested form of apprenticeship contract is appended.

F. V. FRAZER, Judge.

[For suggested form of apprenticeship contract see p. 43.]