

WELLINGTON INDUSTRIAL DISTRICT **DENTAL TECHNICIANS.**—
APPRENTICESHIP ORDER.

Industrial District.—In the matter of the Apprentices Act, 1923, and its amendments; and in the matter of the conditions of apprenticeship in the Mechanical Dentistry Industry in the Wellington Industrial District.

Monday, the 8th day of March, 1937.

In the Court of Arbitration of New Zealand, Wellington
 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 Mechanical Dentistry Industry: 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 industry in the said district, and prescribing such other matters and things as the Court is required and authorized 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 mechanical dentistry. The provisions of this order shall apply to all employers of apprentices in the industry in the district (whether bound by an award or industrial agreement relating to the said industry or not), and to all apprentices employed by such employers in such industry, 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 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 sixteen years.

5. The term of apprenticeship shall be five years.

6. (a) The proportion of the total number of apprentices to the total number of journeymen employed by any employer shall not be more than one to three or fraction of three.

(b) Notwithstanding the provision contained in subclause (a) hereof, an employer, after the apprentice has served two and a half years, may, with the consent of the Apprenticeship Committee, take on a further apprentice.

7. For the purpose of determining the proportion of apprentices to journeymen when taking any new apprentices on, the calculation shall be based on a two-thirds full-time employment of the journeymen employed during the previous six calendar months. For the purposes of clause 6 a qualified dentist shall be classed as a journeyman.

8. 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 inquiring into facilities within the scope of the proposed employer's business for teaching the proposed apprentice the branch or branches of the trade.

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.	
First six months	15 0
Second six months	20 0
Third six months	25 0
Fourth six months	30 0
Fifth six months	35 0
Sixth six months	40 0
Seventh six months	45 0
Eighth six months	50 0
Ninth six months	55 0
Tenth six months	60 0

11. Subject to the provisions of clause 12 hereof, 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 any case.

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 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, accident, 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 one year, accident, or through his own default.

15. 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.

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. Subject to the provisions of clause 18 hereof, 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 rates. No overtime shall be worked by an apprentice until he has served at least two and a half years.

19. The conditions of the award or industrial agreement referred to in clause 16 hereof in so far as they relate to the method of payment of wages, holidays (except in regard to deductions for holidays), meal-money, and other matters (other than the provision relating to membership of union in respect of workers under the age of eighteen years) relating generally to the employment and not in conflict with this order shall be applicable to apprentices.

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 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.

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 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 to the employer 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 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 on default therein the employer shall be deemed to have contracted to train and instruct the apprentice in all operations usually included in the training of a journeyman in the trade as carried on by the employer.

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 any other person.

24. 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.

25. 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 those powers relate to the said industry in that part of the Wellington Industrial District lying within a radius of twenty miles from the Chief Post-office, Wellington, but reserving, nevertheless, power to the Court at any time and from time to time to withdraw all or any of such powers.

26. This order shall operate and take effect as from the day of the date hereof.

[L.S.]

E. PAGE, Judge.