

CANTERBURY **WICKER-WORKERS.**—APPRENTICESHIP ORDER.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Apprentices Act, 1923, and its amendments; and in the matter of the conditions of apprenticeship in the Seagrass, Cane, Wicker-working, and General Basketware industry in the Canterbury Industrial District.

Friday, the 6th day of August, 1937.

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 Seagrass, Cane, Wicker-working and General Basketware industry: And whereas the Court has heard the employers, workers, and other persons concerned: 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 the seagrass, cane, wicker-working, and general basketware industry.

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 fifteen 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 fully paid journeymen employed by any employer shall be not more than one to two.

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

7. (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 time 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) 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 Apprenticeship Order.

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

			Per Week.		
			£	s.	d.
First six months	..	..	0	15	0
Second six months	..	..	0	19	0
Third six months	..	..	1	3	0
Fourth six months	..	..	1	7	0
Fifth six months	..	..	1	11	0
Sixth six months	..	..	1	15	0
Fourth year	..	..	2	2	0
Fifth year	..	..	2	10	0

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 two months.

11. An apprentice shall make up all time lost by him in any year through his own default, or sickness, or accident from 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 his sickness or default, or by voluntary absence from work with the consent of the employer, or through accident outside his employment.

13. 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.

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

15. The rate of overtime payment for apprentices shall be time and a half with a minimum of 1s. 6d. per hour.

16. The conditions of the award or industrial agreement referred to in clause 13 hereof, in so far as they relate to the method and time of payment of wages, holidays (except in regard to deduction for holidays), 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.

17. 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, 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.

18. It shall be an implied term in every contract of apprenticeship that the apprentice shall diligently and faithfully obey and serve the employer as his apprentice for the prescribed term, and shall 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, shall 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 shall do everything in his power to prevent the same.

19. It shall be an implied term in every contract of apprenticeship that the employer shall 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 seagrass, cane, wicker-working, and general basketware in accordance with the provisions of the Apprentices Act, 1923, and of this order and any amendments thereof: Provided, however, that if it is not intended to teach all the operations usually comprised in the training of a journeyman in the trade of seagrass, cane, wicker-working, and general basketware, 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 of seagrass, cane, wicker-working and general basketware.

20. 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.

21. 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 7 of the Statutes Amendment Act, 1936.

22. 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.

23. 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 part of the Canterbury Industrial District lying within a radius of twenty miles from the Chief Post-office, Christchurch, but reserving, nevertheless, power to the Court at any time and from time to time to withdraw all or any of such powers.

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

[L.S.]

P. J. O'REGAN, Judge.

[For suggested form of apprenticeship contract see p. 997.]