

TARANAKI INDUSTRIAL DISTRICT **ELECTRICAL WORKERS.**—
APPRENTICESHIP ORDER.

In the Court of Arbitration of New Zealand, Taranaki Industrial District.—In the matter of the Apprentices Act, 1923, and its amendments; and in the matter of the conditions of apprenticeship in the electrical trade in the Taranaki Industrial District.

Thursday, the 9th day of September, 1937.

WHEREAS, pursuant to section 4 (1) of the Apprentices Act, 1923, an Apprenticeship Committee has been set up for the Taranaki 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 Taranaki Industrial District.

2. The trade or industry to which this order shall apply is the electrical trade as defined in the Taranaki Industrial District Electrical Workers' award. 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 employer shall within three days after engaging any person as an apprentice give notice of such engagement to the District Registrar of Apprentices for the locality concerned.

4. Contracts of apprenticeship, and every alteration or amendment thereof, shall be registered with the District Registrar for the district within a period of fourteen days after the commencement of the employment of the apprentice, or the expiration of any period of probation served by him, pursuant to the Apprentices Act (in the case of an original contract), or within fourteen days after the making of the alteration. If the contract or alteration is not presented for registration as aforesaid, the parties thereto are severally liable to a fine of £10 under the Apprentices Act, 1923.

5. 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 application after inquiring into the facilities within the scope of the proposed employer's business for teaching the proposed apprentice: Provided, however, that after the Committee has been satisfied as to an employer's facilities for teaching an apprentice in any branch or branches of the trade it shall not be necessary for the employer, previous to engaging further apprentices (up to his quota) for that branch or those branches, to make such application to the Committee if his facilities for teaching apprentices remain equally efficient; but if the Committee, in granting permission to employ an apprentice, shall have notified an employer that his facilities for teaching apprentices are insufficient to justify the employment of more than a limited number of apprentices it shall, in such case, be necessary for that employer to make such application as hereinbefore mentioned in respect of any apprentices he may thereafter wish to engage in excess of that number.

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

7. The term of apprenticeship shall be five years.

8. (a) The proportion of apprentices to journeymen shall not exceed one to every two journeymen or fraction of two employed, save that where, in the opinion of the Apprenticeship Committee, due to special circumstances additional apprentices may be engaged or employed.

(b) For the purpose of determining the number of apprentices each employer may employ, the number shall be

computed upon the total number of journeymen employed for two-thirds' full time for six months prior to the taking-on of an apprentice.

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

(d) Before taking an apprentice an employer shall have been in business for at least eight months.

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 the Apprenticeship Order.

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

		Per Week.		
		£	s.	d.
First year—				
First six months	0	15	0
Second six months	0	19	0
Second year—				
First six months	1	3	0
Second six months	1	7	0
Third year—				
First six months	1	11	0
Second six months	1	15	0
Fourth year—				
First six months	2	0	0
Second six months	2	5	0
Fifth year—				
First six months	2	10	0
Second six months	2	15	0

11. (a) If ordered to do so by the Court or a Committee, any apprentice residing within a radius of five miles from a technical college or other approved institution shall, during the first three years of his apprenticeship, or until he shall have obtained the certificate hereinafter mentioned, attend the classes in such college or other institution, and in such cases the employer shall refund the apprentice the amount of his fees for each term in which his attendance is not less than 75 per cent. of the maximum possible.

(b) Every apprenticed wireman must sit for his complete Wiremen's Registration Examinations prior to the completion of three years' service.

12. Every apprentice who, whether he has been ordered to attend such classes or not, shall have obtained registration under the Wiremen's Registration Act, 1925, shall, upon production of such registration certificate to his employer, be

paid during the fourth year of his apprenticeship at the rate of not less than 5s. per week in excess of the minimum rate provided in clause 10 hereof, and during the fifth year of his apprenticeship at the rate of not less than 7s. 6d. in excess of such minimum rate.

13. 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 four months in the case of a first apprenticeship to the trade, and shall not exceed two months in any other case.

14. (a) 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, and shall not count in the proportion.

(b) Any person who has attained the age of eighteen years or upwards may, with the Minister's approval, enter into a special contract of apprenticeship with an employer, to serve as an apprentice for such period and upon such terms and conditions as in the circumstances the Minister thinks reasonable and equitable. (When an apprentice has entered into a contract as above, the basic wage provision shall not apply).

15. An apprentice shall make up any time lost by him in any year through his own default, or sickness, or through accident (unless arising out of and in the course of his employment), 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.

Any apprentice working overtime shall have such time added to his ordinary time in calculating the respective years of his apprenticeship.

16. An employer shall be entitled to make a rateable deduction from the wages of an apprentice for any time lost by him through sickness or accident not arising out of or in the course of the employment, or through his own default.

17. 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.

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

19. The minimum rate of overtime payment for apprentices shall be time and a half, or 9d. per hour, whichever is the greater.

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

21. (a) Nothing herein contained shall prevent an employer during periods of slackness of work from temporarily transferring an apprentice to another employer who is able and willing to employ him: Provided that the provisions of clause 8 (b) of this order relating to the two-thirds' full-time employment, shall not apply in the case of any temporary transfer made in accordance with this clause.

(b) Any employer employing an apprentice in accordance with this clause shall for the time being and during the period of the said employment be bound by all the conditions of the contract entered into by the original employer and the apprentice; but this shall not relieve the original employer of his obligations under the said contract.

(c) An apprentice shall not be employed under a temporary transfer as aforesaid without the permission of the Apprenticeship Committee, or for any longer period than approved by the Committee.

22. 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 or 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.

23. 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.

24. 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 that portion of the electrical industry to which he is apprenticed in accordance with the provisions of the Apprentices Act, 1923, and of this order and any amendments thereof.

25. 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.

26. 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.

27. 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.

28. 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.

29. 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 Taranaki Electrical Trades Apprenticeship Committee in so far as those powers relate to the said industry within a radius of twenty miles from the Chief Post-office, New Plymouth, but reserving, nevertheless, power to the Court at any time and from time to time to withdraw all or any of such powers.

30. 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.]