

**NELSON INDUSTRIAL DISTRICT PRINTING TRADE.—  
APPRENTICESHIP ORDER.**

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

Thursday, the 24th day of August, 1939.

WHEREAS pursuant to section 4 (1) of the Apprentices Act, 1923, an Apprenticeship Committee has been set up for that portion of the Nelson Industrial District lying within a radius of twenty miles from the Chief Post-office in the Town of Nelson in connection with the printing 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 trade in the Nelson Industrial 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 Nelson Industrial District.

2. The branches of the trade or industry to which this order shall apply are hand typographical, machine typographical, printers' machinists, lithographers, bookbinders, paper-rulers, and allied printing trades; and 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 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. 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.

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

6. The proportion of the total number of apprentices to the total number of journeymen employed in the trade in the district shall be not more than two to three, and in the case of bookbinders 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 as follows: One apprentice shall be allowed for every three or fraction of three journeymen regularly employed; but in offices with twelve or more typesetting machines where the apprentices are taken from the hand section to supply apprentices for the typesetting machines the proportion shall be one for every two journeymen regularly employed in the hand section. "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. One additional apprentice shall be allowed for the office in either the hand typographical or machine typographical branch, and one additional apprentice in any one of the remaining branches of the trade, provided a journeyman is employed in that branch or the employer himself works at the trade in that branch.

7. Typographical apprentice shall be employed for the first six months of his apprenticeship and for a total period of three 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 shall 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 shall be open for inspection during office hours by any member of the Apprenticeship Committee. If the apprentice is trained in hand compositor's work in the jobbing-room in a manner similar to that in which an apprentice in the hand section is trained, the term of three years shall be reduced to two years. An apprentice who has been apprenticed to either the hand typographical or machine typographical branch may, with the approval of the Apprenticeship Committee, be transferred to and complete his apprenticeship in the other branch.

8. 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.

9. 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.

10. (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.

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

	Per Week		
	£	s.	d.
First six months .. .. .	1	0	0
Second six months .. .. .	1	4	0
Third six months .. .. .	1	8	0
Fourth six months .. .. .	1	12	0
Fifth six months .. .. .	1	16	0
Sixth six months .. .. .	2	0	0
Seventh six months .. .. .	2	0	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

12. A person under twenty-one years of age who has served part of his apprenticeship to the trade outside 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.

13. An apprentice shall make up for 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.

14. 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.

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 for more than half an hour on any day unless under the supervision of a journeyman.

17. The minimum rate of overtime payment for apprentices shall be time and a half rates or 1s. 6d. per hour, whichever is the greater.

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 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 upon an employer to find the 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 of 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 7 of the Statutes Amendment Act, 1936.

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. In pursuance and exercise of the powers conferred by section 6 (1) of the Apprentices Act, 1923, the powers conferred on the Court by paragraphs (b) to (l), inclusive, of section 5 (4) of the Apprentices Act, 1923, are hereby delegated by the Court to the said Committee in so far as those powers relate to the said trade within a radius of twenty miles from the Chief Post-office, Nelson, 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.

[L.S.]

J. B. CALLAN, Judge.

[For suggested form of apprenticeship contract see page 94.]