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**NORTHERN INDUSTRIAL DISTRICT LEAD-BURNING AND
CHEMICAL PLUMBING.—APPRENTICESHIP ORDER.**

In the Court of Arbitration of New Zealand, Northern Industrial District.—In the matter of the Apprentices Act, 1923, and its amendments; and in the matter of the conditions of apprenticeship in the Lead-burning and Chemical Plumbing industry within the Northern Industrial District.

Friday, the 8th day of March, 1940.

WHEREAS the Court has heard the employers, workers, and other persons concerned in the Lead-burning and Chemical Plumbing industry: And whereas the Court has deemed it expedient to make an order under section 5 of the Apprentices Act, 1923, prescribing the wages, hours, and other conditions of employment to be incorporated in contracts of apprenticeship in the said industry in the Northern 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 Northern Industrial District.
2. The trade or industry to which this order shall apply is lead-burning and chemical plumbing in or about chemical-fertilizer works. 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. Contracts of apprenticeship, and every alteration or amendment thereof, shall be registered with the 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.

4. The minimum age at which a person may commence to serve as an apprentice shall be not less than 16 (sixteen) years of age.

5. The term of apprenticeship shall be five years.

6. (a) The proportion of apprentices to any employer shall be one apprentice to each three journeymen or fraction $\frac{1}{2}$ three.

(b) The proportion of apprentices to journeymen employed by any employer, for the purpose of determining whether such employer is entitled to enter into a contract of apprenticeship with an apprentice, shall 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.

7. 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.

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

For a commencing age of less than eighteen years—

	Per Week.		
	£	s.	d.
First year—			
First six months	0	17	6
Second six months	1	1	6
Second year—			
First six months	1	5	6
Second six months	1	10	0
Third year—			
First six months	1	15	0
Second six months	2	0	0
Fourth year—			
First six months	2	5	0
Second six months	2	10	0
Fifth year—			
First six months	2	15	0
Second six months	3	0	0

For commencing age of eighteen years and over—

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

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 one month.

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

12. 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 year, or through accident not arising out of and in the course of the employment, or through his own default.

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 to work more than six hours' overtime in any week.

15. The minimum rates of overtime payment for apprentices shall be as follows: Time and a half for the first four hours and double time thereafter, with a minimum rate of 1s. 6d. per hour. No apprentice shall be permitted to work overtime unless in association with an adult.

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 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.

17. (a) Employers shall provide the tools required by the apprentice, except rule and hammer. Torches shall be supplied by the employer, for which the apprentice shall be responsible for loss or damage through his own default.

(b) Gum boots, gloves, and rubber aprons shall be supplied by the employer when necessary.

18. 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 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 not be less favourable to the apprentice than the minimum requirements of this order.

19. 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.

20. 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 and skill and knowledge, train and instruct the apprentice, or cause him to be trained and instructed, as a competent journeyman in the trade of lead-burning and chemical plumbing in accordance with the provisions of the Apprentices Act, 1923, and of this order and any amendments thereof.

21. 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.

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

[L.S.]

P. J. O'REGAN, Judge.

MEMORANDUM.

The matters unsettled by the parties were the minimum age for the commencement of the apprenticeship, the term of apprenticeship, proportion of apprentices to journeymen, wages, minimum overtime rate, and conditions of overtime. These have been settled by the Court.

P. J. O'REGAN, Judge.

[For suggested form of apprenticeship contract see page 41.]
