

NEW ZEALAND **CARPENTRY AND JOINERY INDUSTRY**—AMENDMENT OF
APPRENTICESHIP ORDER

In the Court of Arbitration of New Zealand.—In the matter of the Apprentices Act, 1948; and in the matter of the New Zealand Carpentry and Joinery Industrial Apprenticeship Order, dated the 1st day of October, 1949, and recorded in 49 Book of Awards 2892.

WHEREAS by section 13 (2) of the Apprentices Act, 1948, the Court is empowered to amend any apprenticeship order: And whereas application has been made by the New Zealand Carpentry and Joinery Apprenticeship Committee for amendment of the New Zealand Carpentry and Joinery Industry Apprenticeship Order, dated the 1st day of October, 1949, and recorded in 49 Book of Awards 2892: 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: Now, therefore, the Court, in pursuance and exercise of the powers vested in it by the said Act, doth hereby order as follows:—

1. That the said apprenticeship order shall be amended in the manner following:—

(1) By deleting clause 1 and substituting therefor the following clause:—

“ 1. *Industry to Which Order Applies.*—The industry to which this order shall apply is carpentry and joinery in the following branches: Carpentry, joinery, carpentry and joinery, and joinery machining (hereinafter referred to as ‘ the industry ’).”

(2) By adding to clause 4 (Prior Consent of Committee) the following subclause:—

“(e) Before a local Apprenticeship Committee consents to a contract of apprenticeship in the joinery-machining branch of the industry, it shall obtain the approval of the Court thereto.”

(3) By deleting subclause (c) of clause 18 (Tools) and substituting therefor the following subclause:—

“(c) If a contract is terminated, the apprentice shall refund to the employer the cost of any tools supplied in excess of the amount of the tool allowance provided for in subclause (a) of this clause.”

(4) By adding to the First Schedule to the order the following:—

“*Joinery Machining.*

“*Material.*—Knowledge of joinery timber, sizes, varieties, uses, seasoning, and handling. Knowledge of sizes, grades, and uses of plywoods and coreboards. Knowledge of general joiners’ hardware, including special fittings for sliding sashes, &c.

“*Setting-out.*—Reading of detail drawings. Preparation of rods and cutting lists, commencing with simple work such as plain frames, and working through sashes, doors, cupboards, special frames and sashes, and including circular work, special detailed work, and staircases.

“*Machines.*—Theory of woodworking machinery. Care and use of simple machines. Safety measures. Setting up of simple machines.

“The complete machine operations involved in the work prepared on rods and cutting lists, using docking saw, light recutter, buzzer, thicknesser, mortice and tenon machine, spindle moulder sticker, cut-off saws including trenching heads, belt sander, boring machine, dovetailer, and other machines involved in the production of joinery components, but excluding foursider, heavy recutters, band resaws, and possibly drum sander.

“Grinding profiles, keeping of saws, and general maintenance of woodworking machines.”

2. That this order shall come into force on the day of the date hereof. .

Dated this 10th day of August, 1951.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

In regard to contracts of apprenticeship to joinery machining, the Court has adopted the unusual course of requiring its approval to be obtained to such contracts with the specific object of avoiding any difficulties which could possibly arise with employers and workers engaged in activities coming within the scope of the several Timber Workers’ awards.

While the Court has heard the persons concerned on the question of alterations to the existing provisions for technical education, the Court has decided not to make any decision on this matter until after it has had an opportunity of hearing the submissions on the outstanding matters included in the application dated the 9th May, 1951, and made by the New Zealand Federated Builders and Contractors Industrial Association of Employers.

A. TYNDALL, Judge.

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1. That the said apprenticeship order shall be amended in the manner following:—

(1) By deleting subclause (a) of clause 10 (Proportion) and substituting therefor the following subclause:—

“(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 every two or fraction of two journeymen employed.”

(2) By deleting subclause (d) of clause 12 (Technical Classes) and substituting therefor the following subclause:—

“(d) The New Zealand Apprenticeship Committee may order any apprentice during the first three years of his apprenticeship to attend during normal working-hours at a school approved by it for courses of instruction totalling not more than four weeks in any year; or alternatively at the discretion of the New Zealand Apprenticeship Committee, for one whole day in each fortnight of forty weeks a year.”

2. That this order shall come into force on the day of the date hereof.

Dated this 31st day of October 1951.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The New Zealand Carpentry and Joinery Apprenticeship Committee has recommended an amendment to clause 12 (d) of the New Zealand Carpentry and Joinery Industry apprenticeship order dealing with daylight training. The Court in making any order is directed by section 13 (5) of the Apprentices Act, 1948, to take into account any such recommendation.

The New Zealand Federated Builders' and Contractors' Industrial Association of Employers has also made an application that the same clause should be amended but in a manner differing widely from the proposal submitted by the New Zealand Apprenticeship Committee.

Realizing that there must be full co-operation of all parties to achieve the best results, the Court has given long and serious consideration to the suggestions of the employers' association, and before reaching a decision took steps to visit a number of technical schools in different parts of the country for the purpose of seeing daylight training in action in several other industries.

We have reached the conclusion that it is in the best interests of the industry and of the Dominion that the amendment recommended by the New Zealand Apprenticeship Committee should be adopted.

During the hearing special representations were made that intensive courses of at least one week's duration were more suited to Auckland conditions. Clause 12 (*d*) provides sufficient elasticity to enable any such local preferences to be fully met by the New Zealand Committee.

The Court also has before it an application by the New Zealand Carpenters and Joiners and Joiners' Machinists' Industrial Union of Workers for an amendment to clause 11 (*a*) of the order dealing with the minimum rates of wages for apprentices. Pursuant to section 16 (1) (*b*) of the Apprentices Act, the rates are prescribed in the present order by reference to wages for the time being payable to journeymen under the appropriate award. There is much similarity between the percentages of journeymen's rates prescribed for apprentices in the orders dealing with the various industries, and, were any amendments made to the percentages for one industry, there would be bound to follow numerous applications for amendments of the corresponding clauses in the orders applying to the other industries.

Having in mind the provisions of subsections (3) and (5) of section 13 of the Apprenticeship Act, the Court has decided to ask the Commissioner of Apprenticeship to obtain the views of all New Zealand Apprenticeship Committees on the question as to whether the rates of wages for apprentices in general should be reviewed. It is expected that the New Zealand Committees will in turn ascertain the views of the appropriate local Committees. When this information is available, the Court will probably arrange a further hearing to enable the requirements of subsection (3) of section 13 of the statute to be met.

Mr. Allerby wishes to state that he is not in agreement with the alteration to clause 10 (*a*), as in his opinion the present clause in regard to proportion should have been retained.

A. TYNDALL, Judge.

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1. That the said apprenticeship order shall be amended by deleting sub-clause (b) of clause 11 (Wages) and substituting therefor the following sub-clause:—

“(b) Apprentices who have served at least 2,000 hours and who pass an examination approved by the New Zealand Apprenticeship Committee shall receive not less than 2s. 6d. a week in excess of the minimum wages prescribed in subclause (a) of this clause; and apprentices who have served at least 6,000 hours and who pass a further approved examination shall receive not less than 7s. 6d. a week in excess of the minimum wages prescribed in subclause (a): Provided that an apprentice serving a 9,000 hour term as provided in subclause (c) of clause 8 of this order shall receive the additional payments of not less than 2s. 6d. and not less than 7s. 6d. a week after serving at least 1,000 and 5,000 hours respectively, and passing the appropriate examinations.”

2. That this order shall come into force on the day of the date hereof.

Dated this 24th day of December 1951.

[L.S.]

A. TYNDALL, Judge.