

NEW ZEALAND **ENGINEERING 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 Engineering Industry Apprenticeship Order, dated the 1st day of December, 1949, and recorded in 49 Book of Awards 3875.

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 to the Court by the New Zealand Mechanical Engineering Apprenticeship Committee for amendment of the New Zealand Engineering Industry Apprenticeship Order, dated the 1st day of December, 1949, and recorded in 49 Book of Awards 3875: 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 the following clause:—

*“ Industry to Which Order Applies ”*

“ 1. The industry to which this order shall apply is the engineering industry (hereinafter called ‘ the industry ’) in the following branches:—

*“ Group A—*

- “ (1) Fitting and turning ;*
- “ (2) Patternmaking ;*
- “ (3) Toolmaking ;*
- “ (4) Engineering draughting.*

*“ Group B—*

- “ (1) Brassfinishing ;*
- “ (2) Engine-smithing ;*
- “ (3) Farrier-smithing ;*
- “ (4) Copper-smithing ;*
- “ (5) Armature winding ;*
- “ (6) Millwrighting.”*

(2) By deleting clause 10 and substituting the following clause:—

*“ Proportion ”*

“ 10. (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 journeyman employed in the branch of the industry to which the apprentice is apprenticed.

“ (b) The proportion of apprentices to journeymen employed by any employer shall, for the purpose of determining whether or not such employer is entitled to enter into a contract of apprenticeship with an apprentice, be based upon the number of journeymen in the branch of the industry to which the apprentice is apprenticed, who at the date of making an application to the local committee had been employed in that branch in that establishment full time for a period of six months immediately preceding that date.

“ (c) For the purpose of this order an employer who himself works substantially at a branch of the industry shall be entitled to count himself as a journeyman in that branch only.

“ (d) The powers and discretions provided for in section 29 of the Apprentices Act, 1948, may be exercised by the District Commissioner and a local Committee, notwithstanding that an employer to whom it is proposed to transfer an apprentice is already employing the full proportion of apprentices as determined by this order.”

(3) By deleting clause 11 and substituting the following clause :—

*“Wages*

“11. (a) The minimum weekly rates of wages payable to apprentices shall be the undermentioned percentages of the minimum weekly wage rate for journeymen, or, if no weekly wage rate is prescribed, then an amount equal to forty times the minimum hourly rate of wages for journeymen in the branch of the industry to which the apprentice is apprenticed as prescribed by the award or agreement relating to the employment of such journeymen for the time being and from time to time in force in the establishment in which the apprentices are employed.

	Per Cent.
“For apprentices serving a 10,000 hour term of apprenticeship—	
“For the first period of 1,000 hours .. .. .	23
“For the second period of 1,000 hours .. .. .	29
“For the third period of 1,000 hours .. .. .	35
“For the fourth period of 1,000 hours .. .. .	41
“For the fifth period of 1,000 hours .. .. .	47
“For the sixth period of 1,000 hours .. .. .	53
“For the seventh period of 1,000 hours .. .. .	59
“For the eighth period of 1,000 hours .. .. .	65
“For the ninth period of 1,000 hours .. .. .	71
“For the tenth period of 1,000 hours .. .. .	77
“For apprentices serving a 9,000 hour term of apprenticeship—	
“For the first period of 1,000 hours .. .. .	29
“For the second period of 1,000 hours .. .. .	35
“For the third period of 1,000 hours .. .. .	41
“For the fourth period of 1,000 hours .. .. .	47
“For the fifth period of 1,000 hours .. .. .	53
“For the sixth period of 1,000 hours .. .. .	59
“For the seventh period of 1,000 hours .. .. .	65
“For the eighth period of 1,000 hours .. .. .	71
“For the ninth period of 1,000 hours .. .. .	77

“(b) (i) Every apprentice who has obtained from the New Zealand Trades Certification Board a notification that he has passed the First Qualifying Examination of that Board shall from the date of the notification of such pass be paid for the remainder of his apprenticeship at a rate not less than 5s. a week in excess of the minimum rate provided in subclause (a) of this clause; and if he produce a notification of a pass in the Second Qualifying Examination of that Board be paid during the remainder of his apprenticeship at a rate of not less than 10s. a week in excess of the minimum rate provided in subclause (a) of this clause.

“(ii) For the purposes of paragraph (i) of this subclause the Intermediate Grade of the Technological Examinations of the Education Department shall be regarded as equivalent to the Second Qualifying Examination of the New Zealand Trades Certification Board.

“(iii) The New Zealand Committee may approve of any other examination conducted by a recognized authority for the purposes of paragraph (i) of this subclause.”

(4) By deleting clause 21 and substituting the following clause :—

*“Obligations of Employer*

“21. (a) 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 of the industry to which he is apprenticed in accordance with the provisions of the Apprentices Act, 1948, and of this order and any amendments thereof.

“(b) In every contract made after the coming into force of this order there shall be included the title of the person who is to undertake or supervise the actual training of the apprentice. The responsibility of the person so included by his title shall be limited to actual training or supervision thereof, and shall not be held to relieve the employer as contracting party of his contractual responsibilities.

“(c) Every contract in the fitting and turning, and toolmaking branches of the industry shall contain a list of the operations and skills to be taught the apprentice, based on the schedule to this order, and approved by the local Apprenticeship Committee : Providing always that the lists of operations and skills inscribed in the schedule to the order shall be used as a guide and the teaching of the whole list shall not be mandatory upon the employer but that the skills set out in the Apprenticeship contract be substantially those that, in the opinion of the local Apprenticeship Committee, can be taught and learned within the workshop of the employer in accordance with the branch of the trade covered by the contract.”

(5) By deleting the schedule to the order and substituting the following schedule :—

“ SCHEDULE

“ *Operations and Skills in Fitting, Turning and Toolmaking*

- “ 1. Correct use and maintenance of the hand tools normally used in the industry.
- “ 2. Use of measuring instruments and knowledge of fits and limits normally used in the industry.
- “ 3. Working from and use of sketches and scale drawings, blueprints, &c.
- “ 4. Use of lathes, including turning, boring, and facing operations and in cutting of internal and external screw-threads. Operation of other machines normally used in the industry.
- “ 5. Fundamentals of making, hardening, tempering, and sharpening tools for machines normally used in the industry.
- “ 6. Knowledge and use of templates, simple fixtures, and gauges, and the use of the marking-off table.
- “ 7. The fitting, aligning, and erection or assembly, repair and maintenance of various types of machinery.
- “ 8. Correct use of various metals, and their heat treatment.
- “ 9. Simple acetylene and/or electric cutting and welding of various metals.
- “ 10. Correct and safe use of lifting gear.
- “ 11. Experience in the drawing office.
- “ 12. Additional operations and skills in toolmaking :—
- “ Use of precision grinding equipment, together with a knowledge of the allowances for stock removal, from the prehardening to the finished component.
- “ A knowledge of the difference in clearance and fits required in dies and mould making respectively.
- “ Types of tool steels, their general characteristics, and heat treatment.
- “ A knowledge of die sinking, and the use of the machine tools used for that purpose.”

2. That this order shall operate and take effect as from the 28th day of July 1952.

Dated this 18th day of July 1952.

[L.S.]

A. TYNDALL, Judge.