

**NEW ZEALAND FURNITURE, GLASSWORKING, AND WICKERWORKING
INDUSTRIES—APPRENTICESHIP ORDER**

In the Court of Arbitration of New Zealand—In the matter of the Apprentices Act 1948; and in the matter of the conditions of apprenticeship in the Furniture, Glassworking, and Wickerworking industries.

WHEREAS application has been made to the Court by the New Zealand Furniture Trades Apprenticeship Committee for a new apprenticeship order governing the conditions of apprenticeship in the furniture, glassworking, and wickerworking industries for the whole of New Zealand: 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 a new order under section 13 of the Apprentices Act 1948, prescribing wages, hours, and other conditions of employment to be incorporated in contracts of apprenticeship in the said industries, and prescribing such other things as the Court is required and authorised by the said section or elsewhere to prescribe: Now, therefore, the Court doth hereby order and prescribe as follows:

1. *Industries to Which Order Applies*—The industries to which this order shall apply are those included in the following branches (more particularly referred to in the Schedule to this order) —namely, cabinetmaking, machining, cabinetmaking and machining combined, chair and frame making, chair and frame making and machining combined, upholstering, carpet-planning and/or linoleum planning, wood-carving, turning, polishing, pianoforte-making (other than mechanism), organ-building, wire mattress making (in all branches), picture framing and mount-cutting, leadlight-working, glass-bevelling silvering and polishing, wickerworking and perambulator-making, and veneering and wood and synthetic processing — all the foregoing branches being hereinafter referred to as and included in the term “the industry”.

2. *Application of Order*—The provisions of this order shall apply to all employers of apprentices in the industry throughout New Zealand (whether bound by an award or agreement relating to the industry or not), and to all apprentices employed by such employers in such industry, and to all contracts of apprenticeship (including those in force at the time of coming into force of this order) between such employers and apprentices, whether or not such contracts have been reduced to writing. (An “agreement” is an industrial agreement filed under section 103 of the Industrial Conciliation and Arbitration Act 1954 or an agreement filed under section 8 of the Labour Disputes Investigation Act 1913.)

3. *Interpretation*—Where no local apprenticeship committee has been appointed in any locality, or where the Court has discharged any local apprenticeship committee, the words “local apprenticeship committee” wherever used in subsequent clauses of this order shall be deemed to mean “District Commissioner of Apprenticeship”, hereinafter referred to as the “local committee” and “District Commissioner” respectively.

4. *Prior Consent of Committee*—(a) No employer shall engage any person on probation as an apprentice or enter into any contract of apprenticeship without the prior consent in writing of the appropriate local committee.

(b) An employer, before taking an apprentice to learn a branch of the industry, shall first satisfy the local committee that he is a suitable employer, is in a position to continue in business as an employer, and has the facilities for properly teaching him the branch of the industry.

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

(d) A local committee may waive the requirements of subclause (c) of this clause in exceptional circumstances.

5. *Contracts to be Registered*—Every contract of apprenticeship and every alteration or amendment thereof shall be in writing and shall be registered with the appropriate District Commissioner within a period of 28 days after the commencement of the employment of the apprentice (in the case of an original contract), or within 14 days after the making of the alteration (in the case of an altered contract).

If the contract or alteration is not presented for registration as aforesaid, the parties thereto shall be severally liable to a fine not exceeding £10 under the Apprentices Act 1948.

6. *Prerequisite Education*—It shall be necessary for a person desiring to become an apprentice in cabinetmaking, machining, cabinetmaking and machining combined, chair and frame making, chair and frame making and machining combined, upholstering, carpet-planning and/or linoleum-planning, or veneering and wood and synthetic processing to produce to the local committee satisfactory evidence that he has completed two years' post-primary education: Provided however that in any case where the proposed apprentice has not completed two years' post-primary education the New Zealand Committee upon application shall have power to waive the requirements of this clause subject to such conditions if any it may deem fit to impose.

7. *Minimum Age*—The minimum age at which a person may commence to serve as an apprentice shall be 15 years.

8. *Term of Apprenticeship*—(a) Except as elsewhere provided in this clause the term of apprenticeship in various branches including carpet-planning and linoleum-planning combined shall be 10,000 hours, divided into ten 1,000-hour periods.

(b) The term of apprenticeship of an apprentice who has obtained a School Certificate and who commences his apprenticeship after this order comes into force shall be 9,000 hours, divided into nine 1,000-hour periods.

(c) The term of apprenticeship in the following branches shall be 8,000 hours divided into eight 1,000-hour periods: carpet-planning, linoleum-planning.

(d) The term of apprenticeship of an apprentice who has obtained a School Certificate and who commences his apprenticeship after this order comes into force shall be 7,000 hours divided into seven 1,000-hour periods in the following branches: carpet-planning, linoleum-planning.

(e) The term of apprenticeship in wire mattress making and picture framing shall be 6,000 hours, divided into six 1,000-hour periods.

(f) Except as elsewhere provided in this clause only working hours shall be reckoned in the term of apprenticeship.

(g) Except for annual holidays under the Annual Holidays Act 1944, all holidays provided for in the award or agreement referred to in clause 11 of this order shall be deemed to be time served under the contract, reckoning eight hours for any one day. Time worked on Sundays and holidays shall be added to the time deemed to be time served.

(h) An apprentice shall make up any time lost by him in any 1,000 hour period through his own default or sickness, or 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 period of his apprenticeship or, if in the final period, to have completed his apprenticeship. An apprentice working overtime shall have such time added to his ordinary time in calculating the respective period of his employment.

(i) Where the New Zealand Apprenticeship Committee is of the opinion that time served in a related occupation prior to the date of application for engagement of an apprentice should be credited to the apprentice, it may, on application made by or through a local committee, fix the term of apprenticeship.

9. *Period of Probation*—The period of probation to be prescribed in any contract of apprenticeship to enable the employer of an apprentice to determine his fitness shall not exceed three months in the case of a first apprenticeship to the trade, and shall not exceed one month in any other case.

10. *Proportion*—(a) The proportion of apprentices to journeymen shall not exceed one to every two journeymen or fraction of two employed in the branch of the industry in which such apprentice is apprenticed.

(b) When an apprentice has completed 8,000 hours of his term of apprenticeship, his employer may (subject to prior consent of the local committee provided for in clause 4 of this order) employ an additional apprentice.

(c) In any establishment the total number of apprentices employed in the three branches cabinetmaking, machining, and cabinetmaking and machining combined shall not exceed the total number which would be permitted under subclause (a) if each branch were reckoned separately.

(d) 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 full time for the four months immediately prior to the taking-on of an apprentice in the relevant branch of the industry.

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

(f) The powers and discretions provided for in section 29 of the Apprentices Act 1948, may be exercised by the local committee notwithstanding that the employer to whom it is proposed to transfer an apprentice is already employing the full proportion of apprentices as determined by the apprenticeship order.

11. *Wages*—(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 40 times the minimum hourly wage rate 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 in the establishment in which the apprentice is employed and in force for the time being and from time to time:

(i) For apprentices commencing their apprenticeship when under 18 years of age:

	Apprentices Serving a—				
	10,000 Hour Term Per Cent	9,000 Hour Term Per Cent	8,000 Hour Term Per Cent	7,000 Hour Term Per Cent	6,000 Hour Term Per Cent
First 1,000-hour period	32	37	32	38	56
Second 1,000-hour period	37	42	38	44	61
Third 1,000-hour period	42	47	44	51	66
Fourth 1,000-hour period	47	52	51	58	69
Fifth 1,000-hour period	52	57	58	65	72
Sixth 1,000-hour period	57	62	65	71	77
Seventh 1,000-hour period	62	67	71	77	.....
Eighth 1,000-hour period	67	72	77	.....	.....
Ninth 1,000-hour period	72	77	.....	.....	.....
Tenth 1,000-hour period	77	.....	.....	.....	.....

(ii) For apprentices commencing their apprenticeship when 18 years of age or over:

	Apprentices Serving a—			
	10,000 Hour Term Per Cent	9,000 Hour Term Per Cent	8,000 Hour Term Per Cent	7,000 Hour Term Per Cent
First 1,000-hour period	44	49	44	50
Second 1,000-hour period	49	54	50	56
Third 1,000-hour period	54	59	56	63
Fourth 1,000-hour period	59	64	63	70
Fifth 1,000-hour period	64	69	70	77
Sixth 1,000-hour period	69	74	77	83
Seventh 1,000-hour period	74	79	83	89
Eighth 1,000-hour period	79	84	89	.....
Ninth 1,000-hour period	84	89	.....	.....
Tenth 1,000-hour period	89	.....	.....	.....

(b) Every apprentice who, whether he has been ordered to attend classes or not, shall have obtained from the New Zealand Trades Certification Board a notification that he has passed the relevant First Qualifying Examination of that board shall, upon production of that notification to his employer, be paid at a rate of not less than 5s. a week in excess of the minimum rate prescribed above; and if he produced a notification that he has passed the relevant Second Qualifying Examination of that board, he shall be paid at a rate of not less than 7s. 6d. a week in excess of the minimum rate prescribed above; and if he produced a notification that he has passed the relevant Trade Certificate Examination of that board, he shall be paid at a rate of not less than 10s. a week in excess of the minimum rate prescribed above.

12. *Technical Classes*—(a) The New Zealand Apprenticeship Committee may order any apprentice to attend at a school or institution approved by it for instruction during normal working-hours on a syllabus approved by it in the branch of the industry to which he is apprenticed for periods of not less than a week at a time and totalling not more than three weeks in a year; or alternatively, at the discretion of the New Zealand Committee, for not less than four continuous hours in each of the 30 weeks a year.

(b) An employer shall not be entitled to make any deduction from the wages of an apprentice ordered to attend a school during normal working-hours; but absence without leave from such school shall be treated as absence through the apprentice's default and the employer shall be entitled to make a rateable deduction from the wages as provided in clause 11 of this order. For the purposes of the term of apprenticeship, time spent at a school during normal working-hours shall be reckoned as time served.

(c) Where an apprentice has been ordered to attend classes as provided in subclause (a) above, the employer shall permit him to attend such classes.

(d) (i) An apprentice ordered to attend as provided in subclause (a) above may also be ordered to enrol for and carry on with the Education Department's Technical Correspondence School a course approved by the New Zealand Committee.

(ii) As an alternative to enrolment for a correspondence course as mentioned in the preceding subclause an apprentice may be ordered by the New Zealand Committee to attend evening classes working on a syllabus approved by the Committee for not more than two evenings a week during three years of his apprenticeship.

13. *Apprentices from Overseas*—A person who has served part of his apprenticeship to the trade outside of New Zealand may complete the term of apprenticeship herein provided for with any employer on furnishing to the District Commissioner a certificate from his former employer and such other evidence (if any) as the District Commissioner and the local committee may require in order to show the time served by such person as an apprentice outside of New Zealand. The District Commissioner shall refuse to register any contract of apprenticeship entered into under the provisions of this clause until such evidence has been furnished to the satisfaction of himself and the committee. Any party affected by the decision of the District Commissioner may, within 14 days, appeal to the Court, whose decision shall be final and conclusive.

14. *Deductions by Employer*—An employer shall be entitled to make a rateable deduction from the wages of an apprentice for any time lost through sickness in excess of five working-days in any 1,000-hour period, or any time lost through his own default. Accidents not arising out of and in the course of the employment shall be deemed to be sickness and the provisions of this order relating to payment of and deductions from wages and making up time in case of sickness shall apply also. The employer may require the production of a medical certificate before payment is made for time lost through sickness or accident.

15. *Hours*—The hours worked by an apprentice shall, subject to the provisions of any statute, be those normally worked by journeymen, as prescribed by the award or agreement referred to in clause 11 of this order.

16. *Overtime*—(a) An employer shall not require or permit an apprentice under 17 years of age to work overtime.

(b) No apprentice shall be required or permitted to work more than eight hours' overtime in any one week, or before 7 a.m. or after 9 p.m. on any day.

(c) An employer shall not require or permit an apprentice to work overtime unless journeymen are employed at the same time, and the number of apprentices employed shall not exceed one apprentice to each two or fraction of two journeymen employed.

(d) An employer shall not require or permit an apprentice to work overtime on any night on which he has to attend classes at a school.

(e) Payment for overtime shall be calculated in the manner prescribed for journeymen in the award or agreement referred to in clause 11 of this order and at the wage-rate received by the apprentice.

17. *Conditions of Award to Apply*—The conditions of the award or agreement referred to in clause 11 hereof in so far as they relate to the method and time of payment of wages, holidays, travelling time, suburban work, country work, meal money and other matters (other than tool allowance and membership of union) relating generally to the employment and not in conflict with this order shall be applicable to apprentices.

18. *Tool-money*—(a) The employer shall pay to the apprentice tool allowance at the rate prescribed for workers in the award or agreement referred to in clause 11 of this order.

(b) The employer shall either purchase, or advance to the apprentice by way of orders on suitable suppliers such sums as are sufficient for the purchase of, at least the tools listed in the Second Schedule to this order, and the cost of such purchases, or such advances, shall be repaid by deductions from the tool allowance payable by virtue of subclause (a) of this clause.

(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.

19. *Contracts to Accord with Act*—Every contract of apprenticeship shall accord with the provisions of the Apprentices Act 1948, and with 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 provisions 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. *Obligations of Apprentice*—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, that he will not absent himself from the employer's service during working-hours without the leave of the employer (subject to appeal to the local committee or, where there is no committee, to the District Commissioner) or except as permitted by this order, and that he 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. *Obligations of Employer*—(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 or branches 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) Every contract shall contain a list of the operations and skills to be taught the apprentice, based on the First Schedule to this order and approved by the local committee.

(c) Where in the opinion of the local committee any employer is not able to train fully an apprentice in a recognised branch of the industry, the committee shall grant the apprenticeship only if an interchange of apprentices is arranged with one or more other employers in a similar position, to the satisfaction of the committee, and the conditions written into the contract.

(d) In every contract 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.

22. *Premiums Forbidden*—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.

23. *Special Contracts*—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 25 of the Apprentices Act 1948.

24. *Revocation of Order*—The New Zealand Furniture, Glassworking and Wickerworking Industries Apprenticeship Order, dated the 10th day of September 1956, and recorded in 56 Book of Awards, page 1580, and any amendments thereto are hereby revoked as from the date of coming into operation of this order, but all resolutions and orders of the New Zealand Committee, or of local committees, made by them pursuant to the said order, and its amendments shall continue in force as fully and effectually as if they had been made pursuant to this order, and accordingly shall where necessary be deemed to have so been made.

25. *Date of Operation*—This order shall operate and take effect as from the 26th day of April 1960.

FIRST SCHEDULE
Operations and Skills

1. *Cabinetmaking—*

- (1) The use and care of tools.
- (2) The making of joints commonly used in construction.
- (3) Construction of a variety of carcasses and tables.
- (4) Fixing of the various types of locks and hinges.
- (5) Fitting up polished work.
- (6) Working knowledge of the various timbers (including veneers) used in cabinet-work, and their uses.

2. *Machining—*

- (1) Instruction in safety precautions on all machines.
- (2) Maintaining and operating machines generally in a furniture factory.
- (3) Making and sharpening cutters, sharpening knives.
- (4) Knowledge of timbers used in cabinetmaking.
- (5) Execution of cutting orders and setting out.
- (6) Constructional details of furniture.

3. *Cabinetmaking and Machining Combined—*

(a) *Cabinetmaking Section—*

- (1) The use and care of tools.
- (2) The making of joints commonly used in construction.
- (3) Construction of a variety of carcasses and tables.
- (4) Fixing of the various types of locks and hinges.
- (5) Fitting up polished work.
- (6) Working knowledge of the various timbers (including veneers) used in cabinet work and their uses.

(b) *Machining Section—*

- (1) Instruction in safety precautions on all machines.
- (2) Maintaining and operating machines generally in a furniture factory.
- (3) Making and sharpening cutters, sharpening knives.
- (4) Execution of cutting orders and setting out.

NOTE—The minimum time to be spent on cabinetmaking or machining is to be one-third of the term of the contract. The list of operations and skills to be taught the apprentice is to be based on the above, and approved by the local committee.

4. *Chair and Frame Making—*

- (1) The use and care of tools.
- (2) The making of joints commonly used in the trade.
- (3) Construction of stuff-over and show-wood frames.
- (4) Working knowledge of various timbers used.

5. *Chair and Frame Making and Machining Combined—*

(a) *Chair and Frame Making Section—*

- (1) The use and care of tools.
- (2) The making of joints commonly used in the trade.
- (3) Construction of stuff-over and show-wood frames.
- (4) Working knowledge of various timbers used.

(b) *Machining Section*—

- (1) Instruction in safety precautions on all machines.
- (2) Maintaining and operating machines.
- (3) Making and sharpening cutters, sharpening knives.
- (4) Execution of cutting orders and setting out.

NOTE—The minimum time to be spent on chair and frame making or machining is to be one-third of the term of the contract. The list of operations and skills to be taught the apprentice is to be based on the above, and approved by the local committee.

6. *Upholstering*—

- (1) The care and use of upholsterers' tools and equipment.
- (2) Webbing, springing, stuffing, stitching, and covering chairs and settees and parts thereof in different styles and materials.
- (3) Planning, cutting, sewing, and fixing of upholstery covers.

The employer may include the making and repairing of all types of bedding.

7. *Carpet and/or Linoleum Planning*—I. *Carpet and Linoleum Planning (combined)*—

- (a) The employer shall teach the following operations and skills:

- (1) Examining premises and planning layout.
- (2) Measuring and designing for each room or section of the job.
- (3) Making and using templates.
- (4) Cutting carpets.
- (5) Cutting linoleums for straight work, curves, figures and similar inlays.
- (6) Treatment of ends and edges of carpets.
- (7) Laying carpets, using all methods of fixing.
- (8) Loose laying of linoleums.
- (9) Experience shall be given in stairways, dwellings and commercial buildings.

- (b) The employer may also select additional operations and skills from the following:

- (10) Sewing of carpets.
- (11) Cement laying of linoleums and similar floor coverings.
- (12) Measuring and hanging drapings, pelmets, and blinds.

The minimum time to be spent in carpet planning or linoleum laying is to be one-third of the term of the contract.

II. *Carpet Planning (only)*—

- (a) The employer shall teach the following operations and skills:

- (1) Examining premises and planning layout.
- (2) Measuring and designing for each room or section of the job.
- (3) Making and using templates.
- (4) Cutting.
- (5) Sewing, unless specifically exempted by the local committee.
- (6) Treatment of ends and edges.
- (7) Laying, using all methods of fixing.
- (8) Experience shall be given with carpets and similar floor coverings.

- (9) Experience shall be given in stairways, dwellings and commercial buildings.

- (b) The employer may also select additional operations and skills from the following:

- (10) Experience in lino planning of not more than 1,000 hours.
- (11) Measuring and hanging drapings, pelmets and blinds.

III. *Linoleum Planning (only)*—

- (a) The employer shall teach the following operations and skills:

- (1) Examining premises and planning layout.
- (2) Measuring and designing for each room or section of the job.
- (3) Making and using templates.
- (4) Cutting for straight work, curves, figures and similar inlays.
- (5) Laying, both loose and cemented.
- (6) Experience shall be given with linoleums, tiles of lino, P.B.C., cork and such like materials.
- (7) Experience shall be given in stairways, dwellings and commercial buildings.

- (b) The employer may also select additional operations and skills from the following:

- (8) Experience in carpet planning of not more than 1,000 hours.
- (9) Measuring and hanging drapings, pelmets, and blinds.

8. *Wood-carving*—As approved by the local committee.

9. *Turning*—As approved by the local committee.

10. *Polishing*—Training in staining, cutting, filling, matching of colour, and rubber-finishing (bodying) and spraying; also french polishing on various timbers and veneers. A thoroughly practical knowledge of all methods of wood-finishing to meet modern requirements, on the basis of materials, tools, and shop equipment in current use.

11. *Pianoforte-making (other than mechanism)*—As approved by the local committee.

12. *Organ-building*—As approved by the local committee.

13. *Wire-mattress Making*—As approved by the local committee.

14. *Picture-framing and Mount-cutting*—As approved by the local committee.

15. *Leadlight-working*—

- (1) Casting and milling of lead.
- (2) Cutting and lead glazing.
- (3) Cementing, oiling, and polishing.
- (4) Elementary principles of drawing.
- (5) Some instruction in putty glazing.

16. *Glass-bevelling, Silvering and Polishing*—Cutting, selecting, and facing of glass, hand or machine bevelling, roughing, smoothing (upright and flat wheels), pumicing, rougeing, drilling, mitreing, brilliant cutting, glass-embossing by sand blast or acid, surface polishing, scratch-removing, and silvering.

17. *Wickerworking and Perambulator-making*—

- (1) Care and use of all tools.
- (2) A working knowledge of and full instruction in the use of materials used in the trade (wicker, willow, seagrass, cane, composition fibre, supple-jack).
- (3) Practical experience in methods of construction employed in a wide variety of articles (perambulators, chairs, tables, lounges etc.).
- (4) Fitting up and finishing.

18. *Veneering and Wood and Synthetic Processing*—

- (1) Selection of cross banding veneer.
- (2) Core construction and preparation of veneer for laying on core.
- (3) Selection of face veneer.
- (4) Matching and taping face veneer.
- (5) Use of glue-spreading machines and their maintenance.
- (6) Use of hydraulic flat presses.
- (7) Use of manual flat presses.
- (8) Use of vacuum presses for wood shaping and bending.
- (9) A working knowledge of electrically heated platens used in conjunction with above presses.
- (10) A working knowledge of woodworking machines.
- (11) A working knowledge of cabinet work in general.
- (12) Repairing damaged panelling.
- (13) Working knowledge of laying and handling of synthetic materials.

SECOND SCHEDULE

In accordance with subclause (b) of clause 18 of this order, an employer shall endeavour to arrange for the supply of the necessary first-grade Disston, Stanley, Cheney, Marples, Spear and Jackson tools, or tools of equal quality, as set out herein, and of the textbook referred to:

Cabinetmaking and Chairmaking:

During the First 1,000-hour Period of Employment—Apron, claw hammer, 3 ft rule, pencil, 2 nail punches, 6 in. or 8 in. square, iron smoothing plane, iron jack plane, oilstone and oilcan, tenon saw, screwdriver, scraper, sandpaper cork, large bradawl, 1 in. and $\frac{1}{2}$ in. chisels, Walton "Woodworking Theory and Practice" (or such other book as may be approved by the New Zealand Committee).

During the Second 1,000-hour Period of Employment— $\frac{1}{8}$ in., $\frac{1}{4}$ in., $\frac{3}{8}$ in., $\frac{3}{4}$ in. bevel edge chisels, panel saw, brace, gauge, $\frac{3}{16}$ in., $\frac{1}{4}$ in., $\frac{3}{4}$ in. bits, small screwdriver, small bradawl, spokeshave, marking point, countersink.

Upholstery:

During the First 1,000-hour Period of Employment—Scissors, web stretcher, tack hammer, stripping chisel, mallet, 6 dozen skewers, 1 regulator, 1 long double ended mattress needle, 1 curved needle, 1 tape measure.

Carpet Planning:

During the First 1,000-hour Period of Employment—Scissors, tack hammer, stripping chisel, mallet, carpet stretcher, lino knife, 1 carpet sharp, 3 ft rule, plugging chisel, iron smoothing plane, panel saw, lino straight edge.

Dated this 14th day of April 1960.

[L.S.]

A. TYNDALL, Judge.

**NEW ZEALAND FURNITURE, GLASS-WORKING, AND WICKERWORKING
INDUSTRIES—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 Furniture, Glassworking, and Wickerworking Industries Apprenticeship Order dated the 14th day of April 1960, and recorded in 60 Book of Awards 637.

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 Furniture Trades Apprenticeship Committee for amendment of the New Zealand Furniture, Glassworking, and Wickerworking Industries Apprenticeship Order dated the 14th day of April 1960, and recorded in 60 Book of Awards 637: And whereas the Court 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 adding to subclause (b) of clause 10 (Proportion) the following proviso:

“Provided, however, that when an apprentice in picture-framing has completed 5,000 hours of his apprenticeship his employer may (subject to prior consent of the committee provided for in clause 4 of this order) employ an additional apprentice.”

(2) By deleting the word “seventeen” in subclause (a) of clause 16 (Overtime) and substituting the word “sixteen”.

2. That this order shall operate and take effect as from the day of the date hereof.

Dated this 15th day of December 1960.

[L.S.]

A. TYNDALL, Judge.