

NEW ZEALAND PRINTING 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 Printing Industry Apprenticeship Order, dated the 20th day of May 1959, and recorded in 59 Book of Awards 430.

WHEREAS by section 13 (2) of the Apprentices Act 1948, the Court is empowered to amend any apprenticeship order: And whereas applications have been made to the Court for amendment of the New Zealand Printing Industry Apprenticeship Order, dated the 20th day of May 1959: And whereas the Court has heard the employers, workers, and other persons concerned and has considered the recommendations made to it by the New Zealand Printing Trades Apprenticeship 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 7 and substituting the following clause—

“7. Prerequisites for entry to the Industry:

(a) *Education*—It shall be necessary for a person desiring to become an apprentice to produce to the local committee evidence that he has completed two years' post-primary education or having been prevented by exceptional circumstances from completing two years' post-primary education has nevertheless attained a standard of education satisfactory to the New Zealand Committee. In any such exceptional cases the local committee may, with the prior approval of the New Zealand Committee, consent to the apprenticeship and such consent may, if the New Zealand Committee considers it necessary, be given upon the condition that the apprentice shall attend approved classes or take a correspondence course in subjects prescribed by the New Zealand Committee for such time as the New Zealand Committee considers necessary.

(b) *Colour Vision*—It shall be necessary for a person desiring to become an apprentice in one of the following branches—letterpress machining, lithography, flexographic (aniline) printing, silk screen printing—to produce to the local committee evidence that he has normal colour vision.”

(2) By deleting subclauses (c), (d), (e), (f), and (g) of clause 10 (Proportion) and substituting the following subclauses—

“(c) An employer may employ in any branch of the industry apprentices in the proportion of not more than one apprentice to every two or fraction of two journeymen employed by him in that branch: Provided that one additional apprentice may be allowed in every branch in which there are not less than four journeymen employed.

(d) An employer may employ in each composing department of his business apprentices in the proportion of not more than one apprentice to every two or fraction of two of the total number of journeymen machine typographers and hand typographers employed in that department: Provided that one additional apprentice may be allowed in that department if there are not less than four journeymen employed: Provided also that the branch in which each apprentice is to be employed shall be stated in the contract, and that his training shall be confined to that branch as prescribed in the list of operations and skills set out in the Schedule to this order.

(e) The powers and discretions provided for in section 29 of the Apprentices Act 1948 may be exercised by the District Commissioner and 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 this order.”

2. That this order shall operate from the day of the date hereof.

Dated this 5th day of December 1961.

[L.S.]

A. TYNDALL, Judge.

MEMORANDUM

The Court has before it three applications for amendments to the New Zealand Printing Industry Apprenticeship Order (59 Book of Awards 430):

(1) An application by the New Zealand Printing Trades Apprenticeship Committee, dated the 14th day of November 1961, that clause 7 of the order be revoked and the following provision substituted in its place:

“7. *Prerequisites for Entry to the Industry:*

(a) *Education*—It shall be necessary for a person desiring to become an apprentice to produce to the local committee evidence that he has completed two years’ post-primary education or having been prevented by exceptional circumstances from completing two years’ post-primary education has nevertheless attained a standard of education satisfactory to the New Zealand Committee. In any such exceptional cases the local committee may, with the prior approval of the New Zealand Committee, consent to the apprenticeship and such consent may, if the New Zealand Committee considers it necessary, be given upon the condition that the apprentice shall attend approved classes or take a correspondence course in subjects prescribed by the New Zealand Committee for such time as the New Zealand Committee considers necessary.

(b) *Colour vision*—It shall be necessary for a person desiring to become an apprentice in one of the following branches—letterpress machining, lithography, flexographic (aniline) printing, silk screen printing—to produce to the local committee evidence that he has normal colour vision.”

(2) An application by the Federation of Master Printers of New Zealand (Inc.) and the Newspaper Proprietors’ Association of New Zealand (Inc.), dated the 2nd day of October 1961, that subclauses (c), (d), (e), (f), and (g) of clause 10 of the order be revoked and the following provisions substituted in place thereof:

“(c) An employer may employ in any branch of the industry apprentices in the proportion of not more than one apprentice to every two or fraction of two journeymen employed by him in that branch: Provided that one additional apprentice may be allowed in every branch in which there are not less than four journeymen employed.

(d) An employer may employ in each composing department of his business apprentices in the proportion of not more than one apprentice to every two or fraction of two of the total number of journeymen machine typographers and hand typographers employed in that department: Provided that one additional apprentice may be allowed in that department if there are not less than four journeymen employed: Provided also that the branch in which each apprentice is to be employed shall be stated in the contract, and that his training shall be confined to that branch as prescribed in the list of operations and skills set out in the Schedule to this order.

(e) Notwithstanding the other provisions of this clause, the New Zealand Committee may, on application made by or through a local committee, fix the number of apprentices or the proportion of apprentices to journeymen that may be employed by any employer.

(f) The powers and discretions provided for in section 29 of the Apprentices Act 1948 may be exercised by the District Commissioner and 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 this order."

(3) An application by the New Zealand Printing and Related Trades Industrial Union of Workers, dated the 10th day of October 1961, that the following amendments be made to the order:

"That clause 7 "Prerequisite Education" of the said order be revoked and the following substituted:

It shall be necessary for a person desiring to become an apprentice to produce to the local apprenticeship committee evidence from a school report that he has completed two years' post-primary education and has reached a satisfactory standard in English and Calculation or that he be prepared to attend an entrance examination approved by the local apprenticeship committee.

That subclause (c) of clause 10 "Proportion" of the said order be revoked and the following substituted:

An employer may employ in each branch of the industry apprentices in the proportion of not more than one apprentice to every three or fraction of three journeymen employed by him in that branch. Provided that when an apprentice passes his Trade Certificate Examination an extra apprentice may be approved by the New Zealand Committee in cases where the local committee is satisfied with the facilities for the training of the extra apprentices in that department of the firm, provided that the number of apprentices in that branch of the trade do not exceed the number of journeymen employed by the firm in the said branch. The extra apprentice may be permitted for a period of 10,000 hours.

That subclause (d) of clause 10 "Proportion" of the said order be deleted.

That subclause (f) of clause 10 "Proportion" of the said order be amended to read:

Up to the 1st day of January 1964 and notwithstanding the other provisions of this clause the New Zealand Committee may, on application made by or through a local committee, fix the number of apprentices or proportion of apprentices to journeymen that may be employed in the industry.

Add new subclause (e) to clause 21 "Obligations of Employer", the subclause to read:

The journeymen named in the contract for proportion shall be granted continuous periods of not less than four hours weekly to instruct and train the apprentices."

The New Zealand Printing Trades Apprenticeship Committee was unable to make any recommendation on the proposals contained in paragraphs (2) and (3) above, the opinions of the voting members of the committee being equally divided.

The parties were heard by the Court on the 28th day of November 1961.

Three witnesses gave evidence in support of the application of the organisations of employers, but no sworn evidence was tendered on behalf of the applicant union of workers.

Both sides, however, supplied the Court with a great deal of statistical and other information furnished by employers and agents or members of the workers' union in response to requests by the respective organisations.

After considering the submissions of the advocates and the evidence adduced, the Court has reached the conclusion that, under the conditions prevailing in the industry at the present time, a case has been established for some relaxation of the limits imposed by subclauses (c), (d), and (e) of clause 10 of the order. In making the appropriate amendments, however, the Court has deemed it advisable to abandon the temporary special provision in subclause (f) of clause 10, which in any case was designed to expire on the 1st day of January 1962.

A. TYNDALL, Judge.
