
NEW ZEALAND RADIO INDUSTRY—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 radio industry.

WHEREAS application has been made to the Court by the New Zealand Radio Manufacturing and Servicing Apprenticeship Committee (hereinafter in this order referred to as the “New Zealand Committee”) for an apprenticeship order governing the conditions of apprenticeship in the radio industry 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 industry for the whole of New Zealand, and prescribing such other matters and 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. *Industry to Which Order Applies*—The industry to which this order shall apply is the radio industry in the following branches: engineering, servicing (hereinafter called “the industry”): Provided that nothing in this order shall be deemed to imply that apprentices under it may be employed on electrical wiring work as defined in the Electricians Act 1952, except within the limits prescribed under section 15 of that Act.

2. *Application of Order*—The provisions of this order shall apply to all employers of radio apprentices in the radio industry throughout New Zealand (whether bound by an award or agreement relating to the industry or not) and to all radio 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 as an apprentice on probation or enter into any agreement to apprentice any person without the prior consent in writing of the appropriate local committee.

(b) The local committee may consent only if the proposed contract clearly states the class of registration under the Electricians Act 1952, for which the apprentice may qualify.

(c) (i) 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, has been in business as an employer for at least 12 months, is in a position to continue in business as an employer, and has the facilities for properly teaching the apprentice the branch of the industry.

(ii) A local committee may in exceptional circumstances waive the requirement that an employer must have been in business in the branch of the industry for at least 12 months.

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

7. *Prerequisite Education*—It shall be necessary for a person desiring to become an apprentice after this order comes into effect to produce to the local committee satisfactory evidence that he has completed two years' post-primary education and has reached a satisfactory standard in English and Mathematics in a fourth or higher form, or has attained what is in the opinion of the local committee and of the New Zealand Committee an equivalent standard of education.

8. *Term of Apprenticeship*—(a) The term of apprenticeship shall be 10,000 hours, divided into ten 1,000-hour periods.

(b) The term of apprenticeship of an apprentice who commences his apprenticeship after the 19th day of June 1959 and who has obtained a School Certificate shall be 9,000 hours divided into nine 1,000-hour periods.

(c) 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 which are taken by an apprentice shall be deemed to be time served under his contract, reckoning eight hours for any one day. Time served on such holidays shall be added to the time deemed to be served.

(d) All time lost by an apprentice through his own default or sickness in any period of his employment shall be made up before such apprentice shall be considered to have entered upon the next succeeding period of his employment and the total period of his employment shall be extended by a period equivalent to such lost time: Provided that all time lost by an apprentice through accidents arising out of and in the course of the employment shall be made up by an extension of the final period of apprenticeship, with wages at the rate prescribed for that period.

(e) An apprentice working overtime shall have such time added to his ordinary time in calculating the respective 1,000-hour period of his employment.

(f) Except where otherwise provided, only working-hours shall be reckoned as time served.

(g) Where the New Zealand Committee is of the opinion that time served in a related or similar occupation prior to the date of engagement of the apprentice should be credited to the apprentice, it may, on application made to it by or through a local committee, and with the approval of the Electricians Registration Board, 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 industry and shall not exceed one month in any case of change of employer.

10. *Proportion*—(a) Subject to subclause (b) of this clause in the servicing branch the proportion of apprentices to journeymen shall be not more than one to every journeyman employed.

(b) Where contracts of apprenticeship provide for training sufficient to qualify for registration as radio or electrical servicemen under the Electricians Act 1952, only journeymen registered as prescribed in that Act and substantially engaged in the work for which they are registered shall be reckoned in determining the number of apprentices who may be engaged in that industry.

(c) In the radio engineering branch the proportion of apprentices to journeymen shall be not more than one to every journeyman: Provided that at least half of the journeymen shall hold the appropriate registration under the Electricians Registration Act 1952; and provided further that where instruction is given to an apprentice in work which requires registration under the Electricians Act it shall be given by a person who holds the appropriate registration.

(d) Notwithstanding the other provisions of this clause, but subject to the prior consent of the appropriate local committee, one additional apprentice may be employed by any employer when there is an apprentice who has entered upon his final period of apprenticeship and who has passed the examination for registration as a radio serviceman, but not more than one such apprentice additional to the number permitted by the other subclauses of this clause may be employed by any employer at any time. The apprentice whose entry into the final period has permitted the engagement of the additional apprentice shall not be reckoned as a journeyman for the purpose of calculating the proportion.

(e) 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 who at the date of making application to the local committee had been employed in the establishment in which the apprentice is to be employed for not less than six months preceding that date.

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

(g) For the purposes of this order "journeyman" shall mean a worker who has completed a contract of apprenticeship or who has had at least five years' experience in the skills prescribed for the relevant branch of the industry.

(h) 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 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 (or if no weekly wage rate is prescribed then of an amount equal to 40 times the minimum hourly rate) for radio servicemen who are registered under the Electricians Act 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 (or in the case of an apprentice in the engineering branch, then in the locality in which the apprentice is employed and in force for the time being and from time to time:

	Apprentices Serving a 10,000-hour Term Per Cent	Apprentices Serving a 10,000-hour Term and Commencing After Their Eighteenth Birthday Per Cent	Apprentices Serving a 9,000-hour Term and Commencing Before Their Eighteenth Birthday Per Cent	Apprentices Serving a 9,000-hour Term and Commencing On or After Their Eighteenth Birthday Per Cent
For the first 1,000-hour period	32	44	37	44
For the second 1,000-hour period	37	49	42	49
For the third 1,000-hour period	42	54	47	54
For the fourth 1,000-hour period	47	59	52	59
For the fifth 1,000-hour period	52	64	57	64
For the sixth 1,000-hour period	57	69	62	69
For the seventh 1,000-hour period	62	74	67	74
For the eighth 1,000-hour period	67	79	72	79
For the ninth 1,000-hour period	72	84	77	84
For the tenth 1,000-hour period	77	89

(b) (i) An apprentice passing the First Qualifying Examination as prescribed by the New Zealand Trades Certification Board shall be entitled to 7s. 6d. a week in addition to the wages prescribed in subclause (a) of this clause from the date of sitting the examination: Provided that an apprentice exempted from that examination shall be entitled to 7s. 6d. a week from a date approved by the local committee.

(ii) An apprentice passing the Trade Certificate Examination as prescribed by the New Zealand Trades Certification Board or the Electricians Registration Board Examination for Electrical Servicemen (Radio Servicemen's Section) shall be entitled to 10s. a week in addition to the wages prescribed in subclause (a) hereof from the date of sitting the examination.

12. *Technical Classes*—(a) Where an apprentice resides or works within a convenient distance of a school which the New Zealand Committee is satisfied can during normal working hours provide instruction on a syllabus approved by that committee, it may order such apprentice to attend at such school for four continuous hours of instruction in each week, or alternatively, at the discretion

of the New Zealand Committee, for eight hours of instruction in each fortnight. ("Convenient distance" shall be determined by the New Zealand Committee, having regard to distance, transport facilities, and the home circumstances of the apprentice and to any recommendation that may be made by the local committee.)

(b) Where an apprentice resides or works at a distance beyond that at which he can conveniently attend a school during normal working hours, the New Zealand Committee may order him to attend for not more than four weeks in a year at a school which the New Zealand Committee is satisfied can provide courses of instruction on a syllabus approved by that committee.

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

(d) 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 14 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.

(e) An apprentice ordered to attend as provided in subclause (a) or (b) above may also be ordered to attend evening classes working on the syllabus referred to for not more than two hours a week during three years of his apprenticeship.

(f) As an alternative to attendance at evening classes as mentioned in the preceding subclause, the New Zealand Committee may order any apprentice ordered to attend as in subclauses (a) or (b) above to enrol for and carry on with the Education Department's Technical Correspondence School's course in theory relating to his trade.

(g) Where the New Zealand Committee is not satisfied that a school can provide instruction during normal working hours, it may order any apprentice in the area served by that school to attend evening classes for not more than three evenings a week during one year of his apprenticeship and for not more than two evenings a week during two further years, or to enrol for and carry on with the Education Department's Technical Correspondence School a course in theory relating to his trade.

(h) Where an apprentice is required to attend a school or classes by virtue of the preceding subclauses of this clause, the employer shall refund to him the amount paid in fees in each year in which his attendance is not less than 75 per cent of the maximum possible.

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 an employer in the district 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 for 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 cases 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) Apprentices under 16 years of age shall not be required or permitted to work overtime.

(b) Apprentices under 18 years of age shall not be required or permitted to work overtime more than six hours in any one week, and then only if under the supervision of a journeyman.

(c) Apprentices over 18 years of age shall not be required or permitted to work overtime more than 10 hours in any one week, and then only if under the supervision of a journeyman.

(d) An employer shall not permit an apprentice to work overtime on any night on which he has to attend trade 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, meal money, and other matters (other than membership of union) relating generally to the employment and not in conflict with this order, shall be applicable to apprentices.

18. *Contracts to Accord with Act*—Every contract of apprenticeship shall accord with the provisions of the Apprentices Act 1948 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. *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 leave of the employer (subject to appeal to the local committee) 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.

20. *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, to be 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) Every contract shall contain a list of the operations and skills to be taught the apprentice in accordance with the Schedule to this order.

(c) Except within the limits of work prescribed under the Electricians Act 1952, an apprentice to radio servicing or radio engineering shall not be permitted to engage in the work of an apprentice to electrical servicing or that of an apprentice to general electrical wiring.

21. *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.

22. *Special Contracts*—The provisions of this order shall not necessarily apply in the case of special contracts of apprenticeship entered into under the provisions of section 25 of the Apprentices Act 1948.

23. *Revocation of Order*—The New Zealand Radio Engineering and Servicing Industries Apprenticeship Order, dated the 23rd day of December 1952, and recorded in 52 Book of Awards 2513, 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.

24. *Date of Operation*—This order shall operate and take effect as from the day of the date hereof.

SCHEDULE

THE operations and skills listed below are the minimum to be taught apprentices in each branch. The teaching of operations and skills not specified is not excluded.

1. *Radio Servicing*—The following is a list of skills and operations which must be taught an apprentice in the radio servicing branch.

- (1) Use and functions of radio components.
- (2) The testing, fault locating, repairing, adjusting, aligning and wiring of all types of radio receivers and associated apparatus.
- (3) Installing of radio receivers and earthing systems.
- (4) Workshop practice as follows: Use and care of tools and the more common instruments, applied theory, diagram reading.
- (5) Connection and replacement of flexible cords.
- (6) Earthing of appliances.
- (7) Replacement of fuse-links.
- (8) Assembly and repair of portable domestic appliances.

2. *Radio Engineering*—The following are lists of skills and operations from which an employer shall select, as a minimum, those that he contracts to teach an apprentice in the radio engineering branch.

- (1) The employer must include in the list of skills and operations:
 - (a) Circuit diagram reading; the assembly and wiring together of radio components.
 - (b) Connection and replacement of flexible cords.
 - (c) The checking, fault locating, testing, aligning, and adjusting for the performance of radio equipment.
 - (d) Workshop practice relative to use and care of all visual and audio aids, and instruments and tools applicable to radio generally.
 - (e) The use of radio components.
 - (f) Earthing of appliances.
 - (g) Replacement of fuse-links.
 - (h) Assembly and repair of portable domestic appliances.

- (2) The employer may also select operations and skills from the following:
- (a) The processing, winding, marking, checking, adjusting, and repairing of radio frequency inductors and intermediate frequency transformers in accordance with R.M.A. codes and practices.
 - (b) The preparation, winding, assembly, checking, testing and repairing of power transformers.
 - (c) The tinning and soldering of litzendraht and other fine wires.
 - (d) The installation and connection of radio apparatus to sources of electrical energy.
 - (e) Workshop practice as applied in the metal work associated with radio apparatus.

Dated this 12th day of May 1961.

[L.S.]

A. TYNDALL, Judge.

NEW ZEALAND RADIO 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 Radio Industry Apprenticeship Order, dated the 12th day of May 1961, and recorded in 61 Book of Awards 550.

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 Radio Manufacturing and Servicing Apprenticeship Committee for amendment of the New Zealand Radio Industry Apprenticeship Order dated the 12th day of May 1961, and recorded in 61 Book of Awards 550: 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 clause 8 (Term of Apprenticeship) the following subclause:

“(h) Where an apprentice passes Paper A of the Advanced Trade Certificate Examination of the New Zealand Trades Certification Board, or passes the examinations for the third year of the New Zealand Certificate in Engineering and the Trade Certificate Examination of the Trades Certification Board, his term of apprenticeship shall be reduced by 1,000 hours, but if he qualifies by the examinations named above during his final period of apprenticeship, his term of apprenticeship shall be deemed to be completed on the date on which he produces to his employer the notification of a pass.”

(2) By deleting the figure and symbol “10s.” in paragraph (ii) of subclause (b) of clause 11 (Wages) and substituting “15s.”

(3) By adding at the end of paragraph 1 (Radio Servicing) of the Schedule to the order the following words:

“The employer may also teach the testing, fault locating, repairing, adjusting, aligning and wiring of television receivers.”

(4) By adding to the list of operations and skills in subparagraph (2) of paragraph 2 (Radio Engineering) of the Schedule to the order the following:

“(f) The testing, fault locating, repairing, adjusting, aligning and wiring of television receivers.”

2. That this order shall operate and take effect as from the day of the date hereof. Dated this 7th day of December 1961.

[L.S.]

A. TYNDALL, Judge.