

NEW ZEALAND PHOTO-ENGRAVING 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 Photo-engraving Industry Apprenticeship Order, dated the 20th day of May 1959, and recorded in 59 Book of Awards 519.

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 Photo-process Industrial Union of Employers for amendment of the New Zealand Photo-engraving Industry Apprenticeship Order, dated the 20th day of May 1959: And whereas the Court has heard the employers, workers, and other persons concerned: 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 by adding to sub-clause (c) of clause 10 (Proportion) the following proviso:

“Provided that on application made by or through a local committee the New Zealand Committee may determine the number of apprentices or the proportion of apprentices to journeymen that may be employed by any employer.”

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

Dated this 8th day of October 1964.

[L.S.]

A. P. BLAIR, Judge.

MEMORANDUM

The New Zealand Photo-process Industrial Union of Employers has made application to the Court for the clause 10 (c) of the apprenticeship order to be amended so as to permit an employer to employ apprentices in the proportion of not more than one to every journeyman employed by him instead of the existing proportion of one to two or fraction of two. The Commissioner of Apprenticeship advised the Court that the organisations represented on the New Zealand Committee had indicated that they were not able to come to any agreement on this matter. Consequently the Court does not have any recommendation before it from that committee on the matter.

There was general agreement at the hearing that the industry is going through an evolutionary process. New machines and new techniques are being utilised and it would seem to be common ground that there is a shortage of skilled workers and a need for special training so that the industry can cope with the new and increasing demands. The difference between the parties is one of method. Without unduly interfering with the *status quo*, the Court proposes to give a discretion to the New Zealand Committee in special cases by adding the following proviso to clause 10 (c):

“Provided that on application made by or through a local committee the New Zealand Committee may determine the number of apprentices or the proportion of apprentices to journeymen that may be employed by any employer.”

This will permit some relaxation in special cases. At the same time there is a right of appeal to the Court against a decision by the Committee. The Court agrees with Mr Hadley that some of the matters mentioned at the hearing may well be considered by the proposed Commission of Inquiry next year.

A. P. BLAIR, Judge.