

NEW ZEALAND PLUMBING AND GASFITTING 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 Plumbing and Gasfitting Industry Apprenticeship Order, dated the 7th day of May 1957, and recorded in 57 Book of Awards 582.

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 Plumbing and Gasfitting Apprenticeship Committee for amendment of the New Zealand Plumbing and Gasfitting Industry Apprenticeship Order dated the 7th day of May 1957: And whereas the Court has considered the recommendations made to it by the said Committee and 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 in the manner following:

(1) By deleting clause 1 and substituting therefor the following clause:

“1. *Industry to Which Order Applies*—The industry to which this order shall apply is the plumbing and/or gasfitting industry in all its branches and as more particularly defined in the New Zealand Plumbers and Gasfitters Award dated the 15th day of December 1964, or such other definition as may in successive New Zealand Plumbers and Gasfitters Awards from time to time be substituted therefor.”

(2) By deleting subclause (a) of clause 8 (Term of Apprenticeship) and substituting therefor the following subclause:

“(a) (i) The term of apprenticeship in the branches plumbing, and plumbing and gasfitting shall be 12,000 hours divided into twelve 1,000-hour periods.

(ii) The term of apprenticeship in the branch of gasfitting shall be 10,000 hours divided into ten 1,000-hour periods.”

(3) By deleting clause 10 and substituting therefor the following clause:

“10. *Proportion*—(a) Each employer or firm shall be entitled to one apprentice if the employer or a member of the firm works substantially as a journeyman, but shall not be entitled to a second apprentice until the total number of journeymen is three.

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

(c) The proportion of the total number of apprentices to the total number of journeymen employed by any employer in any branch shall not be more than one to every two or fraction of two journeymen employed full time for a period of six months prior to the date of making application to the local committee: Provided that on application made by or through a local committee the New Zealand Committee may fix the number of apprentices or the proportion of apprentices to journeymen that may be employed by any employer.

(d) An employer or partner who counts as a journeyman for the purposes of subclauses (a) and (b) of this clause shall be reckoned only once in the calculation of the proportion of apprentices to journeymen.

(e) No employer shall be permitted to employ apprentices to the branches of plumbing or plumbing and gasfitting who is not a registered plumber or who does not employ a registered plumber or a registered gasfitter as the case may be.

(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.”

(4) By deleting subclauses (a) and (b) of clause 11 (Wages) and substituting therefor the following subclauses:

“(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 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 serving a 12,000 hour term of apprenticeship—

| | Apprentices commencing When under 18 years of Age Per Cent | Apprentices commencing When 18 years of Age or Over Per Cent |
|--|---|---|
| For the first period of 1,000 hours | 32 | 44 |
| For the second period of 1,000 hours | 37 | 49 |
| For the third period of 1,000 hours | 42 | 54 |
| For the fourth period of 1,000 hours | 47 | 59 |
| For the fifth period of 1,000 hours | 52 | 64 |
| For the sixth period of 1,000 hours | 57 | 69 |
| For the seventh period of 1,000 hours | 62 | 74 |
| For the eighth period of 1,000 hours | 67 | 79 |
| For the ninth period of 1,000 hours | 72 | 84 |
| For the tenth period of 1,000 hours | 77 | 89 |
| For the eleventh period of 1,000 hours | 83 | 92 |
| For the twelfth period of 1,000 hours | 89 | 95 |

(ii) For apprentices serving a 10,000 hour term of apprenticeship—

| | Apprentices commencing When under 18 years of Age Per Cent | Apprentices commencing When 18 years of Age or Over Per Cent |
|---|---|---|
| For the first period of 1,000 hours | 32 | 44 |
| For the second period of 1,000 hours | 37 | 49 |
| For the third period of 1,000 hours | 42 | 54 |
| For the fourth period of 1,000 hours | 47 | 59 |
| For the fifth period of 1,000 hours | 52 | 64 |
| For the sixth period of 1,000 hours | 57 | 69 |
| For the seventh period of 1,000 hours | 62 | 74 |
| For the eighth period of 1,000 hours | 67 | 79 |
| For the ninth period of 1,000 hours | 72 | 84 |
| For the tenth period of 1,000 hours | 77 | 89 |

(b) In recognition of the ramifications of the plumbing industry and of the range of skills required in it employers shall pay to apprentices in the plumbing and plumbing and gasfitting branches an allowance of not less than 7s. 6d. a week in addition to the minimum rates provided for in paragraph (i) of subclause (a) of this clause.”

(5) By deleting from subclause (a) of clause 12 (Technical Classes) the words “in plumbing and/or gasfitting”.

(6) By deleting subclause (g) of clause 12 (Technical Classes) and substituting therefor the following subclause:

“(g) The New Zealand Committee may order any apprentice to enrol for and carry on with the Education Department’s Technical Correspondence Institute a course in theory relating to his trade.”

(7) By deleting clause 15 and substituting therefor the following clause:

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

(8) By deleting subclause (a) of clause 21 (Obligations of Employer) and substituting therefor the following subclause:

“(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.”

(9) By adding to clause 21 (Obligations of Employer) the following new subclause:

“(c) Every contract shall contain a list of the operations and skills to be taught the apprentice, in accordance with the schedule to this order.”

(10) By adding to the order the following Schedule of Operations and Skills:

“SCHEDULE

Operations and Skills

(1) A theoretical and practical knowledge of trade calculations, workshop geometry, the sketching and scale drawing of installation lay-outs, drawing in detail of fittings, apparatus and fixtures, common to the industry

(2) The form, use, care and maintenance of all tools, plant and apparatus common to the industry.

(3) All methods of manipulating, fabricating, and installing of pipes, sheetmetal, plastics, and other materials, in any form, common to the industry.

(4) All methods of cutting, welding, brazing and joining of metals, plastics and other materials, in any form, common to the industry.

(5) The fabricating, installing, repair and maintenance of ductwork and integral control equipment related to ventilation, air-conditioning or extraction systems, together with a working knowledge of the function of controls and apparatus handled.

(6A) The fabricating, installing, repair and maintenance of all forms of direct or indirect hot water heating systems or low pressure steam heating systems.

(6B) The fabricating, installing, repair and maintenance of all forms of direct or indirect hot water supply systems.

(7) The fabricating, installing, repair and maintenance of all forms of cold water supply systems from any source.

(8A) The fabricating, installing, repair and maintenance of gas mains and supply pipes.

(8B) The assembly and installation of all forms of gas heating appliances ready for connection to gas supply services.

(9) The fabricating, installing, repair and maintenance of all forms and processes of sanitary plumbing and drainage work and the control and disposal of trade effluents and waste.

(10) The fabricating, installing, repair and maintenance of all types of roofing, (other than slates, tiles or bituminous roofing) roof weatherings and building flashings, and the appropriate methods of collection, control and disposal of storm-water and overflows.

(11) The appropriate methods of testing workmanship, materials and installations.

(12) A working knowledge of safety precautions as they apply to the safe use of electrical tools, plant and apparatus used.

Items 1 to 12 shall apply to all contracts for plumbing and gasfitting.

For contracts to plumbing items (8A) and (8B) shall be deleted.

For contracts to gasfitting items 9 and 10 shall be deleted.”

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

Dated this 16th day of July 1965.

[L.S.]

A. P. BLAIR, Judge.

MEMORANDUM

After hearing objections by interested parties and in view of its decision in the matter of the heating, ventilating and air conditioning engineering employees industrial dispute and, further, because of the obvious overlapping which must occur in the efficient functioning of the various industries concerned, the Court has decided to make the amendment in the form suggested by the Committee.

A. P. BLAIR, Judge.
