

NEW ZEALAND MEN'S HAIRDRESSING 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 Men's Hairdressing Industry Apprenticeship Order, dated the 4th day of October 1961, and recorded in 61 Book of Awards 1532.

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 Hairdressing Apprenticeship Committee for amendment of the New Zealand Men's Hairdressing Industry Apprenticeship Order, dated the 4th day of October 1961, and recorded in 61 Book of Awards 1532: 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 by inserting after clause 6 (Minimum Age) the following new clause:

“6A. *Prerequisite Education*—It shall be necessary for a person desiring to become an apprentice to produce to the local committee satisfactory evidence that he has completed two years' secondary education: Provided however that in any case where the proposed apprentice has not completed two years' secondary 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.”

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

Dated this 27th day of June 1967.

[L.S.]

A. P. BLAIR, Judge.

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1. That the said apprenticeship order shall be amended in the manner following:

(1) By deleting subclause (a) of clause 7 (Term of Apprenticeship) and substituting therefor the following subclause:

“(a) The term of apprenticeship shall be 9,000 hours divided into nine 1,000-hour periods.”

2) By deleting subclauses (a) and (b) of clause 9 (Proportion) and substituting therefor the following subclauses:

“(a) (i) The proportion of the total number of apprentices to the total number of journeymen employed by any employer in any establishment shall be not more than one to every two or fraction of two journeymen employed.

(ii) Notwithstanding the foregoing provisions the New Zealand Committee on the unanimous recommendation of a local committee may fix the proportion of apprentices to journeymen that may be employed by any employer.”

“(b) Notwithstanding the provisions of subclause (a) of this clause an additional apprentice may be employed by any employer when he has in his employment an apprentice who has entered the last 2,000 hours of his apprenticeship. The apprentice whose entry into the last 2,000 hours of his apprenticeship has permitted the engagement of the additional apprentice shall not be reckoned as an apprentice or as a journeyman for the purpose of calculating the proportion.”

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

“10. *Wages*—The minimum weekly rates of wages payable to apprentices shall be the undermentioned percentages of the minimum weekly wage rate for journeymen hairdressers as prescribed by the award or agreement relating to the employment of such journeymen for the time being and from time to time in force in the establishment in which the apprentice is employed, or if there is no such award or agreement, as prescribed by the award or agreement relating to the employment of such journeymen for the time being and from time to time in force in a locality including the city of Wellington:

|                                   | Percent |
|-----------------------------------|---------|
| First 1,000-hour period .. .. .   | 35      |
| Second 1,000-hour period .. .. .  | 40      |
| Third 1,000-hour period .. .. .   | 46      |
| Fourth 1,000-hour period .. .. .  | 53      |
| Fifth 1,000-hour period .. .. .   | 60      |
| Sixth 1,000-hour period .. .. .   | 70      |
| Seventh 1,000-hour period .. .. . | 80      |
| Eighth 1,000-hour period .. .. .  | 90      |
| Ninth 1,000-hour period .. .. .   | 98 ”    |

(4) By deleting from clause 13 (Deductions) the words “six-monthly” and substituting therefor the figures and word “1,000 hour”.

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

Dated this 8th day of December 1967.

A. P. BLAIR, Judge.

#### MEMORANDUM

At the hearing arranged for this matter Messrs W. Orange and H. F. Higgot made submissions on behalf of employers opposing a rate as high as 98 percent for an apprentice in his ninth 1,000-hour period. While appreciating the views they have expressed, the Court considers it should make the amendments, including those to wage rates, in accordance with the recommendations of the New Zealand Committee. When the issues were under consideration by the New Zealand Committee the workers sought a reduction in the term of apprenticeship but the employers desired a retention of the existing term of 4½ years, but expressed as 9,000 hours as is done in other industries. The recommendations now made to the Court on term and wages are the result of a compromise by a majority of the Committee—a term of 9,000 hours but with the unusually high rate of 98 percent for the ninth and final 1,000-hour period.

A. P. BLAIR, Judge.

#### COMMENT BY MR HEWITT

I am mindful that apprenticeship committees make real endeavours to act in the interests of both industry and apprentice. A too close approximation of the apprentice's and tradesman's rate in the final period however may not always be wise. One can readily understand the concern of Messrs Orange and Higgot in the light of conditions which may apply in certain localities.