

**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 deleting clause 1 and substituting therefor the following clause:

“1. *Industry to Which Order Applies*—(a) The industry to which this order shall apply is the radio industry covering the manufacture, installation, and repair of apparatus incorporating frequencies as used in radio receivers, radio transmitters, television equipment, telecommunication equipment, or any other electronic devices (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.

(b) Contracts in force at the 31st day of July 1967 to the branches of radio servicing and radio engineering may continue in those branches.”

(2) By deleting clause 8 and substituting therefor the following clause:

“8. *Term of Apprenticeship*—(a) Except where otherwise provided in this clause the term of apprenticeship shall be 10,000 hours divided into ten 1,000-hour periods.

(b) (i) The term of apprenticeship of an apprentice who has obtained a School Certificate shall be 9,000 hours divided into nine 1,000-hour periods.

(ii) When an apprentice obtains a School Certificate after he has commenced his apprenticeship his term of apprenticeship shall be reduced by 1,000 hours from the date on which he produces to his employer evidence that he has obtained that certificate.

(c) The term of apprenticeship of an apprentice who has University Entrance by accrediting or by examination shall be 8,000 hours divided into eight 1,000-hour periods.

(d) Where an apprentice passes the Trade Certificate Examination of the New Zealand Trades Certification Board when he has more than 1,000 hours of his apprenticeship to serve, his term of apprenticeship shall be reduced by 1,000 hours from

the date on which he produces to his employer a notification of his passing the examination, but when an apprentice passes that examination during the last 1,000 hours of his apprenticeship his term of apprenticeship shall be deemed to be completed from the date on which he produces to his employer a notification of his passing the examination: Provided that the term of apprenticeship of any apprentice shall not be reduced to less than 7,000 hours.

(e) Where an apprentice passes paper A of the Advanced Trade Certificate Examination of the New Zealand Trades Certification Board or the examination for the third year of the New Zealand Certificate in Engineering of the Technicians Certification Authority of New Zealand when he has more than 1,000 hours of his apprenticeship to serve, his term of apprenticeship shall be reduced by 1,000 hours from the date on which he produces to his employer a notification of his passing of the examination, but when an apprentice passes that examination during the last 1,000 hours of his apprenticeship his term of apprenticeship shall be deemed to be completed from the date on which he produces to his employer a notification of his passing the examination: Provided that the term of apprenticeship of any apprentice shall not be reduced to less than 7,000 hours.

(f) 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.

(g) 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 accident 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.

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

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

(j) 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 through a local committee, and with the approval of the Electricians Registration Board, fix the term of apprenticeship."

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

"10. *Proportion*—(a) Subject to subclause (b) of this clause in the servicing section of the industry 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) Notwithstanding anything in the preceding subclauses of this clause the New Zealand Committee may in special circumstances and on the recommendation of a local committee approve a proportion in excess of one to one for any employer in the servicing section of the industry.

(d) In the manufacturing section of the industry the proportion of apprentices to journeymen shall not be 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.

(e) 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 an apprentice or as a journeyman for the purpose of calculating the proportion.

(f) 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.

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

(h) 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 industry.

(i) 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 clause 11 and substituting therefor the following clause:

"11. *Wages*—(a) The minimum weekly rates of wages payable to apprentices shall be the under-mentioned 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 1952 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 section, then in the locality) in which the apprentice is employed and in force for the time being and from time to time:

			For apprentices serving a 10,000- hour term Percent	For apprentices serving a 9,000- hour term Percent	For apprentices serving an 8,000- hour term Percent
First 1,000-hour period	..	..	40	45	60
Second 1,000-hour period	..	..	45	50	65
Third 1,000-hour period	..	..	50	55	70
Fourth 1,000-hour period	..	..	55	60	75
Fifth 1,000-hour period	..	..	60	67	80
Sixth 1,000-hour period	..	..	67	74	85
Seventh 1,000-hour period	..	..	74	81	90
Eighth 1,000-hour period	..	..	81	88	95
Ninth 1,000-hour period	..	..	88	95	..
Tenth 1,000-hour period	..	..	95	..	..

Provided that in the case of any such apprentice who commenced his apprenticeship when 18 years of age or over the rates of wages payable shall be not less than those prescribed by the clause now superseded by this clause.

(b) Every apprentice who produces to his employer a notification from the New Zealand Trades Certification Board that he has passed or has been exempted from the First Qualifying Examination of that Board shall from the date of production of that notification to his employer be paid 80 cents a week in addition to the minimum rate prescribed in subclause (a) of this clause.

(c) An apprentice who has qualified by examination for a reduced term as provided in subclauses (d) and (e) of clause 8 shall from the date on which he produces to his employer a notification that he has passed the appropriate examination be paid at the rate prescribed as if the reduction in the term was time served."

(5) By deleting the Schedule of operations and skills and substituting therefor the following Schedule.

"SCHEDULE

*Operations and Skills*

(1) *Basic Skills*—

- (i) The use and function of radio and electronic components.
- (ii) The application of radio and electronic theory.
- (iii) Circuit diagram drawing and reading.
- (iv) Workshop practice, including the use and care of tools and instruments used in the trade.
- (v) The installation, connection to power supply and earthing of radio and electronic apparatus.
- (vi) The assembly, repair, and earthing of portable domestic appliances.
- (vii) Replacement of fuse links.
- (viii) The connection and replacement of flexible cords.

(2) In addition to the basic skills the employer must select and teach at least one of the following:

- (i) The testing, fault locating, repairing, adjustment and wiring of television receivers and antennae.
- (ii) The testing, fault locating, repairing, adjustment and wiring of radio communication equipment.
- (iii) The testing, fault locating, repairing, adjustment and wiring of a variety of electronic equipment other than as stated in items (i) and (ii) of this section and as approved by the local committee.
- (iv) The testing, fault locating, repairing, adjustment and wiring of radio receivers and antennae.

(3) The following additional skills may be taught:

- (i) A knowledge of the design, manufacture, testing and repairing of radio or electronic components.
- (ii) A knowledge of the design, manufacture, installation, testing and repairing of audio equipment.
- (iii) A knowledge of the design, production planning and production control of radio or electronic equipment.
- (iv) A knowledge of the planning and control of service Departments."

(The operations and skills for the separate branches of radio servicing and radio engineering now superseded by this Schedule may continue to apply to contracts entered into before the 31st day of July 1967.)

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

Dated this 31st day of July 1967.

[L.S.]

A. P. BLAIR, Judge.