

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-engraving Apprenticeship Committee for amendment of the New Zealand Photo-engraving Industry Apprenticeship Order, dated the 20th day of May 1959, and recorded in 59 Book of Awards 519: 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*—The industry to which this order shall apply is the photo-engraving industry in the following branches:

- (a) Camera-operating photo-engraving black and white;
- (b) Camera-operating photo-engraving colour;
- (c) Camera-operating photolithography black and white;
- (d) Camera-operating photolithography colour;
- (e) Etching black and white;
- (f) Etching colour;
- (g) Photolithography platemaking;
- (h) Photolithography colour correcting;

(hereinafter called ‘the industry’).”

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

“8. *Term of Apprenticeship*—(a) The term of apprenticeship in the following branches shall be 10,000 hours divided into 10 1,000-hour periods: camera-operating photo-engraving colour; camera-operating photolithography colour; etching colour; photolithography colour correcting.

(b) The term of apprenticeship in the following branches shall be 9,000 hours divided into nine 1,000-hour periods: camera-operating photo-engraving black and white; camera-operating photolithography black and white; etching black and white; photolithography platemaking.

(c) An apprentice shall make up any time lost by him in any 1,000-hour period through his own default or sickness or through accident or for any cause not directly connected with the business of the employer, before he shall be considered to have entered on the next succeeding period of the apprenticeship, or, if in the final period, to have completed the apprenticeship. Any time lost through accident arising out of and in the course of the employment shall be made up by the extension of the final period, with wages at the rate prescribed for that period.

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

(e) Except for 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 where a five-day week is worked, and six and two-thirds hours where a six-day week is worked.

(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 occupation prior to the date of application for engagement of an apprentice should be credited to the apprentice, it may, on application made to it by or through a local committee, fix the term of apprenticeship."

(3) 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 rate of wages for camera operators (monochrome and line colour) as prescribed by the award or agreement relating to the employment of camera operators (monochrome and line colour), 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 camera operators (monochrome and line colour) for the time being and from time to time in force in a locality including the city of Wellington.

For apprentices serving a 10,000-hour term:

| | Apprentices with less than three years secondary education Percent | Apprentices with three years secondary education Percent |
|---------------------------------|--|--|
| First 1,000-hour period | 40 | 45 |
| Second 1,000-hour period | 45 | 50 |
| Third 1,000-hour period | 50 | 55 |
| Fourth 1,000-hour period | 55 | 60 |
| Fifth 1,000-hour period | 62 | 67 |
| Sixth 1,000-hour period | 69 | 74 |
| Seventh 1,000-hour period | 76 | 81 |
| Eighth 1,000-hour period | 83 | 88 |
| Ninth 1,000-hour period | 90 | 95 |
| Tenth 1,000-hour period | 100 | 100 |

For apprentices serving a 9,000-hour term:

| | Apprentices with less than three years secondary education Percent | Apprentices with three years secondary education Percent |
|---------------------------------|--|--|
| First 1,000-hour period | 40 | 45 |
| Second 1,000-hour period | 45 | 50 |
| Third 1,000-hour period | 50 | 55 |
| Fourth 1,000-hour period | 55 | 60 |
| Fifth 1,000-hour period | 62 | 67 |
| Sixth 1,000-hour period | 69 | 74 |
| Seventh 1,000-hour period | 76 | 81 |
| Eighth 1,000-hour period | 83 | 88 |
| Ninth 1,000-hour period | 90 | 95 |

(b) Apprentices receiving payments in accordance with subclauses (c) and (d) of this clause shall not be entitled to payment of an aggregate amount exceeding the minimum weekly rate for camera operators (monochrome and line colour) prescribed from time to time in the award or agreement referred to in subclause (a) of this clause.

(c) An apprentice who has obtained a School Certificate or other qualification approved by the New Zealand Trades Certification Board shall be paid an allowance of not less than 10s. (1 dollar) a week in addition to the minimum rates provided in subclause (a) of this clause.

(d) (i) An apprentice passing the First Qualifying Examination as prescribed by the New Zealand Trades Certification Board shall be entitled to 10s. (1 dollar) a week in addition to the rates prescribed in subclauses (a) and (c) of this clause, from the date of the granting of a pass in that examination.

(ii) An apprentice passing the Second Qualifying Examination as prescribed by the New Zealand Trades Certification Board shall be entitled to 20s. (2 dollars) a week in addition to the rates prescribed in subclauses (a) and (c) of this clause, from the date of the granting of a pass in that examination.

(iii) A apprentice passing the Trade Certificate Examination as prescribed by the New Zealand Trades Certification Board shall be entitled to 30s. (3 dollars) a week in addition to the rates prescribed in subclauses (a) and (c) of this clause, from the date of the granting of a pass in that examination."

(4) By adding to clause 21 (Obligations of Employer) the following new sub-clause:

"(e) Nothing in this order shall be held to prevent an employer arranging with a university or a technical institute to provide further training for any apprentice who has completed his probationary period and who is willing to undertake such training. Time spent on such training during normal working hours shall be without loss of wages and shall count towards the term of apprenticeship."

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

Dated this 7th day of March 1967.

[L.S.]

A. P. BLAIR, Judge.

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1. That the said apprenticeship order shall be amended 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 rate of wages for journeymen colour tone camera operators in the case of those apprentices referred to in subclause (a) of clause 8 and for journeymen camera operators (monochrome and line colour) in the case of those apprentices referred to in subclause (b) of clause 8, 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 for the time being and from time to time in force in a locality including the City of Wellington.

For apprentices serving a 10,000-hour term:

| | | | Apprentices with less than three years' secondary education Percent | Apprentices with three years' secondary education Percent |
|---------------------------|----|----|--|--|
| First 1,000-hour period | .. | .. | .. 40 | 45 |
| Second 1,000-hour period | .. | .. | .. 45 | 50 |
| Third 1,000-hour period | .. | .. | .. 50 | 55 |
| Fourth 1,000-hour period | .. | .. | .. 55 | 60 |
| Fifth 1,000-hour period | .. | .. | .. 62 | 67 |
| Sixth 1,000-hour period | .. | .. | .. 69 | 74 |
| Seventh 1,000-hour period | .. | .. | .. 76 | 81 |
| Eighth 1,000-hour period | .. | .. | .. 83 | 88 |
| Ninth 1,000-hour period | .. | .. | .. 90 | 95 |
| Tenth 1,000-hour period | .. | .. | .. 90 | 95 |

Provided that any apprentice who was serving a 10,000-hour term of apprenticeship before the 4th day of September 1967 and who in his tenth period of apprenticeship was being paid 100 percent of journeymen's rates shall for the remainder of his apprenticeship be paid not less than 100 percent of journeymen's rates.

For apprentices serving a 9,000-hour term:

| | | | Apprentices with less than three years' secondary education Percent | Apprentices with three years' secondary education Percent |
|---------------------------|----|----|--|--|
| First 1,000-hour period | .. | .. | .. 40 | 45 |
| Second 1,000-hour period | .. | .. | .. 45 | 50 |
| Third 1,000-hour period | .. | .. | .. 50 | 55 |
| Fourth 1,000-hour period | .. | .. | .. 55 | 60 |
| Fifth 1,000-hour period | .. | .. | .. 62 | 67 |
| Sixth 1,000-hour period | .. | .. | .. 69 | 74 |
| Seventh 1,000-hour period | .. | .. | .. 76 | 81 |
| Eighth 1,000-hour period | .. | .. | .. 83 | 88 |
| Ninth 1,000-hour period | .. | .. | .. 90 | 95" |

“(b) Apprentices receiving payments in accordance with subclauses (c) and (d) of this clause shall not be entitled to payment of an aggregate amount exceeding the minimum weekly rate for colour tone camera operators or camera operators (monochrome and line colour) as the case may be, prescribed from time to time in the award or agreement referred to in subclause (a) of this clause.”

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

Dated this 4th day of September 1967.

[L.S.]

A. P. BLAIR, Judge.