

**NEW ZEALAND PAINTING AND DECORATING 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 Painting and Decorating Industry Apprenticeship Order, dated the 14th day of August 1967, and recorded in 67 Book of Awards 1902.

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 Painting and Decorating Apprenticeship Committee for amendment of the New Zealand Painting and Decorating Industry Apprenticeship Order, dated the 14th day of August 1967: And whereas the Court has considered the recommendations made to it by the said Committee and has afforded the employers, workers, and other persons concerned an opportunity of being heard: 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 8 and substituting therefor the following clause—

“8. TERM OF APPRENTICESHIP—(a) In the painting and paperhanging branch the term of apprenticeship shall be 8,000 hours divided into eight 1,000-hour periods.

(b) In the signwriting branch the term of apprenticeship of an apprentice who commences his apprenticeship before his eighteenth birthday shall be 10,000 hours divided into ten 1,000-hour periods.

(c) In the signwriting branch the term of apprenticeship of an apprentice who commences his apprenticeship on or after his eighteenth birthday shall be 8,000 hours divided into eight 1,000-hour periods.

(d) In the signwriting branch the term of apprenticeship of an apprentice who has obtained a pass in School Certificate subjects giving admission to Form VI under Education Department criteria and who commences his apprenticeship before his eighteenth birthday shall be 9,000 hours divided into nine 1,000-hour periods.

(e) In the glazing branch the term of apprenticeship of an apprentice who commences his apprenticeship before his eighteenth birthday shall be 8,000 hours divided into eight 1,000-hour periods.

(f) In the glazing branch the term of apprenticeship of an apprentice who commences his apprenticeship on or after his eighteenth birthday shall be 6,000 hours divided into six 1,000-hour periods.

(g) (i) Where an apprentice in the painting and paperhanging branch who commenced his apprenticeship before 14 December 1971 passes the First Qualifying Examination of the New Zealand Trades Certification Board, he shall from the date on which he produces to his employer a notification that he has passed the examination be credited with 500 hours in calculating the respective period or periods of his apprenticeship.

(ii) Where an apprentice in the painting and paperhanging branch who commenced his apprenticeship before 14 December 1971 passes the Second Qualifying Examination of the New Zealand Trades Certification Board, he shall from the

date on which he produces to his employer a notification that he has passed the examination be credited with a further 500 hours in calculating the respective period or periods of his apprenticeship.

(h) 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 worked on such holidays shall be added to the time deemed to be time served.

(i) 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; but an apprentice working overtime shall have such time added to his ordinary time in calculating the respective period of his employment.

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

(k) 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 by or through a local committee, fix the term of apprenticeship."

(2) By deleting clause 11 and substituting therefor the following clause—

"11. Wages—(a) (i) The minimum weekly rates of wages payable to apprentices shall be the undermentioned percentages of an amount equal to 40 times the minimum hourly wage rate for journeymen painters and decorators, 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.

For apprentices to signwriting commencing their apprenticeship under 18 years of age with 10,000-hour term:

|                           | Percent |
|---------------------------|---------|
| First 1,000-hour period   | 40      |
| Second 1,000-hour period  | 45      |
| Third 1,000-hour period   | 49      |
| Fourth 1,000-hour period  | 53      |
| Fifth 1,000-hour period   | 57      |
| Sixth 1,000-hour period   | 61      |
| Seventh 1,000-hour period | 65      |
| Eighth 1,000-hour period  | 69      |
| Ninth 1,000-hour period   | 73      |
| Tenth 1,000-hour period   | 77      |

For apprentices to signwriting commencing their apprenticeship under 18 years of age with 9,000-hour term as provided in subclause (d) of clause 8:

|                           | Percent |
|---------------------------|---------|
| First 1,000-hour period   | 45      |
| Second 1,000-hour period  | 49      |
| Third 1,000-hour period   | 53      |
| Fourth 1,000-hour period  | 57      |
| Fifth 1,000-hour period   | 61      |
| Sixth 1,000-hour period   | 65      |
| Seventh 1,000-hour period | 69      |
| Eighth 1,000-hour period  | 73      |
| Ninth 1,000-hour period   | 77      |

For apprentices to signwriting commencing their apprenticeship when 18 years of age or over:

|                           | Percent |
|---------------------------|---------|
| First 1,000-hour period   | 49      |
| Second 1,000-hour period  | 53      |
| Third 1,000-hour period   | 57      |
| Fourth 1,000-hour period  | 61      |
| Fifth 1,000-hour period   | 65      |
| Sixth 1,000-hour period   | 69      |
| Seventh 1,000-hour period | 73      |
| Eighth 1,000-hour period  | 77      |

For apprentices to painting and paperhanging:

|                           | Percent |
|---------------------------|---------|
| First 1,000-hour period   | 49      |
| Second 1,000-hour period  | 53      |
| Third 1,000-hour period   | 57      |
| Fourth 1,000-hour period  | 61      |
| Fifth 1,000-hour period   | 65      |
| Sixth 1,000-hour period   | 69      |
| Seventh 1,000-hour period | 73      |
| Eighth 1,000-hour period  | 77      |

For apprentices to glazing commencing their apprenticeship when under 18 years of age:

|                           | Percent |
|---------------------------|---------|
| First 1,000-hour period   | 40      |
| Second 1,000-hour period  | 45      |
| Third 1,000-hour period   | 50      |
| Fourth 1,000-hour period  | 55      |
| Fifth 1,000-hour period   | 60      |
| Sixth 1,000-hour period   | 65      |
| Seventh 1,000-hour period | 71      |
| Eighth 1,000-hour period  | 77      |

For apprentices to glazing commencing their apprenticeship when 18 years of age or over:

|                          | Percent |
|--------------------------|---------|
| First 1,000-hour period  | 50      |
| Second 1,000-hour period | 55      |
| Third 1,000-hour period  | 60      |
| Fourth 1,000-hour period | 65      |
| Fifth 1,000-hour period  | 71      |
| Sixth 1,000-hour period  | 77      |

(ii) Where by virtue of the application of the provision of paragraph (iii) of subclause (b) of this clause, there ceases to be any prescribed minimum weekly wage scale payable to an apprentice who has not completed his term of apprenticeship such apprentice shall for the remainder of his term of apprenticeship be paid not less than 81 per cent of the minimum rate for journeymen.

(iii) Where by virtue of the application of the provision of paragraph (iv) of subclause (b) of this clause, there ceases to be any prescribed minimum weekly wage scale payable to an apprentice who has not completed his term of apprenticeship such apprentice shall for the remainder of his term of apprenticeship be paid not less than 85 per cent of the minimum rate for journeymen.

(b) (i) Every apprentice, except a painting and paperhanging apprentice, who has passed the First Qualifying Examination of the New Zealand Trades Certification Board shall be paid an additional 75 cents a week from the date he produces to his employer a notification of his passing the examination; and if he produces to his employer a notification of a pass in Paper A of the Second Qualifying Examination of that Board he shall be paid a further additional 50 cents a week; and if he produces to his employer a notification of a pass in Paper B of the Second Qualifying Examination of that Board he shall be paid a further additional 50 cents a week.

(ii) The New Zealand Committee may approve of any other examination conducted by a recognised authority for the purposes of paragraph (i) of this subclause.

(iii) Where an apprentice in the painting and paperhanging branch who commenced his apprenticeship on or after 14 December 1971 passes the First Qualifying Examination of the New Zealand Trades Certification Board, he shall, from the date on which he produces to his employer a notification that he has passed the examination, be paid at the rate prescribed as if he had served an additional 500 hours of his term of apprenticeship.

(iv) Where an apprentice in the painting and paperhanging branch who commenced his apprenticeship on or after 14 December 1971 passes the Second Qualifying Examination of the New Zealand Trades Certification Board, he shall, from the date on which he produces to his employer a notification that he has passed the examination, be paid at the rate prescribed as if he had served an additional 500 hours of his term of apprenticeship. Such 500 hours shall be in addition to the 500 hours mentioned in the preceding paragraph (iii).

(c) Notwithstanding the provisions of subclause (a) of this clause an apprentice who has passed the Trade Certificate Examination of the New Zealand Trades Certification Board shall from the date of production to his employer of a notification of a pass in that examination be paid not less than 100 per cent of journey-men's wages as defined in subclause (a) of this clause."

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

Dated this 14th day of December 1971.

(L.S.)

A. P. BLAIR, Judge.