

Published and Issued by the Industrial Commission of New Zealand

**NEW ZEALAND FOOTWEAR MANUFACTURING—AMENDMENT OF
APPRENTICESHIP ORDER**

Dated 29/11/77

In the Industrial Court of New Zealand—In the matter of the Apprentices Act 1948; and in the matter of the New Zealand Footwear Manufacturing Apprenticeship Order, dated the 16th day of June 1972; recorded in 72 Book of Awards 2650.

Whereas by section 13 (2) of the Apprentices Act 1948, the Industrial Court is empowered to amend any apprenticeship order: and whereas application has been made to the Court by the New Zealand Footwear Manufacturing Apprenticeship Committee for amendment of the New Zealand Footwear Manufacturing Apprenticeship Order dated the 16th day of June 1972: 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 from paragraph (viii) (General Footwear Manufacturing) in Clause 1 (Industry to which order applies) the words in brackets and substituting therefor the following words:

“(A local committee may approve of a contract in this branch if it is satisfied that an employer has adequate facilities for training).”

(2) By deleting subclause (a) of clause 10 (Proportion) and substituting therefor the following new subclause:

“(a) The proportion of the total number of apprentices to the total number of adult workers employed by any employer in each branch of the industry shall be as follows:

- (i) In the pattern making, clicking, bottom stock, making, finishing, slipper manufacture and closing branches the proportion in each branch shall not be more than one to every two or fraction of two adult workers. Provided that in exceptional cases where the local committee is satisfied that an employer has the necessary facilities to satisfactorily train, the employer may, subject to the consent of the local committee, employ an additional apprentice in each of these branches.
- (ii) In the general footwear manufacture branch a local committee may determine the number of apprentices that may be employed by an employer.
- (iii) In the cleaning branch the proportion shall not be more than one apprentice to every five or fraction of five adult workers provided that a local committee may vary this proportion in exceptional circumstances.

NOTE: For the purposes of this clause a slipper factory shall be deemed to contain the slipper manufacture branch only.”

(3) By deleting the word “male” from the first and fourth line of subclause (b) of clause 10 (Proportion).

(4) By deleting paragraph (iii) of subclause (a) of clause 11 (Wages) and substituting therefor the following new paragraph:

“(iii) An apprentice who, prior to the commencement of the contract, has produced a notification from the Department of Education stating that the apprentice has obtained a minimum 50 percent pass in any four School Certificate

subjects shall be paid at the rate prescribed as if the apprentice had served 1000 hours of the contract.”

(5) By adding the following new paragraph (iv) to subclause (a) of clause 11 (Wages):

“(iv) An apprentice who, after the commencement of the contract, produces to the employer a notification from the Department of Education stating that the apprentice has obtained a minimum 50 percent pass in any four School Certificate subjects, shall from the date the notification is given to the employer, be paid an additional 5 percent of current journeymen’s rates in excess of the minimum rate prescribed in subclause (a) of this clause and in addition to any five percents already paid pursuant to paragraphs (i), (ii) and (iii) of subclause (b) of Clause 11.”

(6) By adding the following new subclause (c) to clause 11 (Wages):

“(c) The maximum percentage required to be paid to an apprentice pursuant to this clause shall not exceed 100 percent of the journeymen’s rate.”

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

Dated this 29th day of November 1977.

R. D. Jamieson, Judge.