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**NEW ZEALAND MEN'S HAIRDRESSING INDUSTRY - AMENDMENT TO
APPRENTICESHIP ORDER**

Dated: 23/6/88

IN THE ARBITRATION COMMISSION
OF NEW ZEALAND

IN THE MATTER of the Apprenticeship
Act 1983;

AND IN THE MATTER of the New
Zealand Men's Hairdressing
Industry Apprenticeship Order
dated the 21st day of November
1986 and recorded in 86 Book of
Awards page 15269.

WHEREAS by section 33(1)(b) of the Apprenticeship Act 1983, the Arbitration Commission is empowered to amend any apprenticeship order:

AND WHEREAS application has been made to the Commission by the New Zealand Hairdressing Industry Apprenticeship Committee for amendment of the New Zealand Men's Hairdressing Industry Apprenticeship Order dated the 21st day of November 1986:

AND WHEREAS the Commission has considered the recommendations made to it by the said committee:

NOW, THEREFORE, THE COMMISSION, 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 (Term of Apprenticeship) and substituting therefor the following clause:

"8. **TERM OF APPRENTICESHIP**

8.1 The term of apprenticeship for all contracts entered into prior to the 23rd day of June 1988 shall be 9,000 hours divided into nine 1,000 hour periods.

8.2 The term of apprenticeship for all contracts entered into on or after the 23rd day of June 1988 shall be 8,000 hours divided into eight 1,000 hour periods.

8.3 All statutory 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 or her contract. Time worked on such holidays shall be added to the time deemed to be time served.

8.4 All time lost by an apprentice through the apprentice's own default, sickness, or accident not arising out of or in the course of employment, as defined by the Accident Compensation Act 1982, in any period of the employment shall be made up before such apprentice shall be considered to have entered upon the next succeeding period of the apprenticeship and the total period of the apprenticeship shall be extended by a period equivalent to such lost time.

Time lost through accident arising out of and in the course of the apprenticeship shall be made up by an extension of the final period with wages at the rate prescribed for that period.

8.5 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.

8.6 Where an apprentice, whose contract was entered into prior to the 23rd day of June 1988, passes the First Qualifying Examination conducted by the New Zealand Trades Certification Board the term of apprenticeship shall be reduced by 500 hours from the date of production to the employer of the notification.

8.7 Where an apprentice, whose contract was entered into prior to the 23rd day of June 1988, passes the Second Qualifying Examination conducted by the New Zealand Trades Certification Board the term of apprenticeship shall be reduced by a further 500 hours from the date of production to the employer of the notification.

8.8 Where an apprentice, whose contract was entered into prior to the 23rd day of June 1988, passes the Trade Certificate Examination conducted by the New Zealand Trades Certification Board the term of apprenticeship shall be reduced by a further 1,000 hours from the date of production to the employer of the notification.

8.9 Where an apprentice, whose contract was entered into on or after the 23rd day of June 1988, passes the First Qualifying Examination conducted by the New Zealand Trades Certification Board the term of apprenticeship shall be reduced by 250 hours from the date of production to the employer of the notification.

8.10 Where an apprentice, whose contract was entered into on or after the 23rd day of June 1988, passes the Second Qualifying Examination conducted by the New Zealand Trades Certification Board the term of apprenticeship shall be reduced by a further 250 hours from the date of production to the employer of the notification.

8.11 Where an apprentice, whose contract was entered into on or after the 23rd day of June 1988, passes the Trade Certificate Examination conducted by the New Zealand Trades Certification Board the term of apprenticeship shall be reduced by a further 500 hours from the date of production to the employer of the notification.

8.12 The reductions under sub-clauses 8.6 to 8.11 shall be deemed to be time served.

8.13 An apprentice working overtime shall have such time added to the ordinary time in calculating the respective 1,000 hour period of the apprenticeship. Each hour worked as overtime shall be deemed to be one hour for the purpose of computing each 1,000 hour period of apprenticeship."

- (2) By deleting clause 11 (Wages) and substituting therefor the following clause:

"11. **WAGES**

11.1 The minimum weekly rate of wages payable to an apprentice shall be the undermentioned percentages of the minimum weekly wage rate for a journeyman hairdresser as prescribed by the award or agreement relating to the employment of such a journeyman 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 a journeyman for the time being and from time to time in force in a locality including the city of Wellington.

For an apprentice serving a 9,000 hour term having commenced a contract prior to the 23rd day of June 1988:

	Percent
First 1000 hour period	44
Second 1000 hour period	48
Third 1000 hour period	55
Fourth 1000 hour period	62
Fifth 1000 hour period	69
Sixth 1000 hour period	76
Seventh 1000 hour period	83
Eighth 1000 hour period	90
Ninth 1000 hour period	98

For an apprentice serving an 8,000 hour term having commenced a contract on or after the 23rd day of June 1988:

	Percent
First 1000 hour period	44
Second 1000 hour period	48

Third 1000 hour period	55
Fourth 1000 hour period	62
Fifth 1000 hour period	69
Sixth 1000 hour period	76
Seventh 1000 hour period	86
Eighth 1000 hour period	93

11.2 An apprentice who has qualified by examination for a term reduction as provided for in sub-clauses 8.6 to 8.11 of clause 8 of this order shall, from the date on which the apprentice produces to the employer a notification of a pass in the appropriate examination, be paid at the rate prescribed as if the reduction in the term was time served."

- (3) By inserting after subclause 20.2 of clause 20 (Obligations of Apprentice) the following new subclause:

"20.3 The New Zealand Committee may require an apprentice to keep a systematic record of training in the approved training record book and the apprentice shall on request make it available for inspection to the local committee, or District Commissioner, or any other authorised person."

- (4) By inserting after paragraph 21.1.2 of subclause 21.1 of clause 21 (Obligations of Employer) the following new subclause:

"21.2 The employer shall be responsible for the supply, use, care and maintenance of the approved training manual and shall also supply the apprentice with the approved training record book. The latter document shall be the joint responsibility of the apprentice and the employer during the period of the contract but becomes the apprentice's property at the termination or completion of the contract."

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

DATED AT WELLINGTON this 23rd day of June 1988.

(L.S.)

I.M. Mackay
CHIEF COMMISSIONER