

**NEW ZEALAND LADIES' HAIRDRESSING 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 Ladies' Hairdressing Industry Apprenticeship Order, dated the 12th day of December 1967, and recorded in 67 Book of Awards 2944.

Whereas by section 13 (2) of the Apprentices Act 1948, the Court is empowered to amend any apprenticeship order: And whereas applications have been made to the Court by the New Zealand Ladies' Hairdressing Apprenticeship Committee for amendment of the New Zealand Ladies' Hairdressing Industry Apprenticeship Order, dated the 12th day of December 1967, and recorded in 67 Book of Awards 2944: 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 subclause (a) of clause 8 (Term of Apprenticeship) and substituting therefor the following subclause:

“(a) Except as provided in subclauses (b) and (c) of this clause the term of apprenticeship shall be 8,000 hours divided into eight 1,000-hour periods.”

(2) By deleting subclause (a) of clause 11 (Wages) and substituting therefor the following subclause:

“(a) The minimum weekly rate of wages payable to apprentices shall be the undermentioned percentages of the minimum weekly wage rate for journeywomen in the case of female apprentices or journeymen hairdressers in the case of male apprentices as prescribed by the award or agreement relating to the employment of such journeywomen or 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 relating to the employment of such journeywomen or journeymen for the time being and from time to time in force in a locality including the City of Wellington.

|                                     | Percent |
|-------------------------------------|---------|
| First 1,000-hour period . . . . .   | 44      |
| Second 1,000-hour period . . . . .  | 48      |
| Third 1,000-hour period . . . . .   | 55      |
| Fourth 1,000-hour period . . . . .  | 62      |
| Fifth 1,000-hour period . . . . .   | 69      |
| Sixth 1,000-hour period . . . . .   | 76      |
| Seventh 1,000-hour period . . . . . | 83      |
| Eighth 1,000-hour period . . . . .  | 90”     |

(3) By deleting clause 14 and substituting therefor the following clause:

**“DEDUCTIONS BY EMPLOYER AND SICK PAY**

“14. (a) No deductions shall be made from the wages of any apprentice except for time lost through sickness, accident, or default.

(b) Notwithstanding the provisions of subclause (a) of this clause the following provisions shall apply to all apprentices:

- (i) After 12 months' continuous service with the same employer or in the same place of employment, an apprentice shall be entitled in each subsequent year of service to sick pay for up to five days calculated at the rate of his or her ordinary pay.
  - (ii) Sick pay shall not be paid in respect of any statutory or award holiday for which the apprentice is entitled to full pay.
  - (iii) Sick pay for a day shall be calculated according to the number of working days for which the apprentice's ordinary weekly pay is paid.
  - (iv) Absence of one day only shall not be paid.
  - (v) A claim for sick pay shall be supported by a medical certificate.
  - (vi) The apprentice shall ensure notice is given to the employer no later than 9 a.m. on the first day of absence due to illness.
  - (vii) The employer shall also have the right to require the apprentice to produce additionally a medical certificate at the employer's expense from a doctor nominated by the employer."
2. That this order shall operate and take effect on and from the 28th day of September 1972.

Dated this 30th day of August 1972.

A. P. BLAIR, Judge.

#### MEMORANDUM

Advice has been received from the Remuneration Authority to the effect that it has consented in terms of regulation 17 of the Stabilisation of Remuneration Regulations 1972 to the increased rates of remuneration provided for in this amending order.

A. P. BLAIR, Judge.