

APPRENTICESHIP TRAINING TRUST

APRIL 2006 NEWSLETTER



Apprentice of the Year Kerry Heayns being presented with his Award by Michaela Vodanovich, NZ Manager of Caroma Industries NZ Ltd

2005 GRADUATION, ANNUAL AWARDS AND PRIZEGIVING

The Trust's 2005 Graduation, Annual Awards and Prizegiving Ceremony was held recently at North Harbour Stadium in Albany. Guest speaker was the Hon. Jim Anderton, Associate Minister of Tertiary Education, who presented each graduate present with his Completion of Apprenticeship Certificate.

PLUMBING AND GASFITTING GRADUATES

Andrew Duffy

Anthony Goodman

Jared Simpson

Zane Britton

Haydn Lockie

Michael Gardner

Kerry Heayns

Paul MacAulay

Beau Tahi

John Rigby

Stuart Tizard

Philip Pallatt

Marc Sinclair

Manuel Steffans

PLUMBING GRADUATES

Samuel Carter

Shane Cook

Scott Pearce

Sam Pyne

Haydn Brown

Maurice Battson

Royce Mitchell

Jon Elrick

Logan Baker

Stuart Hari

Plumbing Graduates (continued)

Daniel Wilkes

Shaun Smith

Sam Mason

Jeremy Cole

Roger Jones

Luke Olivier

Philip Wade

Richard Kember

Michael Reid

Mathew McIntyre

Daniel Roberts

Jason Ward

Cole Thornton

Christopher Bryne

Sam Thomas

Brad Glass

Nathan Steedman

Andrew Hunter

Gabriel Ngatai

Ross Hampton

ANNUAL AWARDS AND PRIZES

Best All Round Apprentice

Level 1

Nick Tripp

Mr Plumber

Level 2

Kodie Riini

APV Plumbing

Level 3

Anthony Goodman

Plumbing & Gas Works

Level 3

Callum McCullough

Peter Diver Plumbing

Most Improved Apprentice

Level 1

James Tomlinson

Atkinson & Donaldson

Level 2

Paul Knight

Citywide Plumbing

Most Conscientious Apprentice

Level 1

Ford Burgess

Tauranga Hardware

Level 2

Ashton Lowe

C F Reese

Level 3

Manuel Steffans

Taumaranui Plumbing

Most Enthusiastic Apprentice

Level 1

James Cave

Tradelink

Level 2

Fletcher Cunningham

Apollo Plumbing

Level 3

Brad Wilson

Knights Plumbing

Merit Awards at Levels 1, 2 and 3

Craig Fuller

J F Kendrick

Ben Foyle

Mr Plumber

Robert Mylie

Hamilton Plumbing

Paul Fredric

J C McCall

Mark McIntosh

Tilyard Plumbing

Thomas Doorish

Deacon Plumbing

Ben Mayne

R L Jeffries

Jared Coghlan

Tripp Ventures

Sam Roill

Culley Plumbing

Haigen Seddon

Plumbing Works

Arrow Plumbing Award; Excellence in Customer Relations

Francis Watson

BT Plumbing

Stephens Plumbing Trophy; Most Inspiring New Apprentice

David Anderson

Stevens Plumbing

Rheem NZ Ltd/Rotary Clubs of Avondale & New Lynn Awards

Steve McKay

Culley Plumbing

Grenville Ngatai

G P Allen Ltd

Auckland Master Plumbers Association Trophy; Technical Excellence in Plumbing and Gasfitting

Manuel Steffans

Taumaranui Plumbing

Plumbing World Craftsman Scholarships

1. Tim Mitford - Taylor

2. Brad Lewell

3. Andrew Sommerville

4. Douglas Mearns

Plumbing World Awards; Excellence in Plumbing and Gasfitting

Jared Simpson

Bays Plumbing

Haydn Lockie

Gasfit

Caroma Award; Best Academic Achievement by a Graduate

Kerry Heayns

Brian Goodwin Plumbing, Taumaranui

Host Employer Appreciation Certificates

These were presented to the following firms:

Atkinson & Donaldson Plumbing

Aitken Plumbing Services

Dave Hesketh Plumbing Ltd

H W Coyle Ltd

M T Carroll Ltd

Plumbing and Gas Works Ltd

Peter Diver Plumbing and Drainage Ltd

Trade Services Auckland Ltd

Watco Plumbing

Wharfe Brothers Ltd

Kumeu Plumbing Ltd

UNITEC FEES FOR 2006

Plumbing & Gasfitting

Level 1 \$1,217

Level 2 \$1,220

Level 3 \$1,498

Drainlaying

Year 1 Theory \$500.52

Year 2 Practical \$500.52

WELL DONE ROWAN PYNE

South Auckland apprentice Rowan has been selected for the NZ Underwater Hockey Team at the World Competition in Sheffield. Best of luck to you and your team Rowan!

INCREASE IN TRAVELLING ALLOWANCE

Travelling Allowance paid to apprentices who, at the request of their host employer, use their own vehicle for work related travel (other than travelling to and from their place of work) has now increased from \$0.35 to \$0.55 per kilometer.

Apprentices should continue to apply for Travelling Allowance on their weekly timesheets and have this approved by their host employer. The host employer will then be invoiced for the \$ amount that they have approved.

AVAILABILITY OF UNITEC CORRESPONDENCE MODULES

The present listing for Plumbing & Gasfitting and Drainlaying is below:

Plumbing and Gasfitting

Module	Module Name	Status
0.0	Host Employer Handbook	Published
1.0	Course Handbook	Published
	Level 1 Modules	
1.1	Cold Water Pipeout	Published
1.2	Storage Water Heating Systems - Low Pressure Open Vented	Published
1.3	Sanitary Plumbing	Published
1.4	Roofing, Flashings and Rainwater Systems	Published
1.5	Introduction to Gasfitting	Published
1.6	Drawing for Sheetmetal Development: Parallel Line	Published
1.7	Interpreting Drawings and Construction Documents	Published
	Level 2 Modules	
2.1	Pipework 2 - Plumbing and Gasfitting (Water supply)	Published
2.2	Storage Water Heating Systems - HP, etc	Published
2.3	Drawing for Sheetmetal Development: Radial Line	Published
2.4	Profiled Metal Cladding	Published
2.5	Metal Flashings	Published
2.6	Gasfitting 2	Being edited
2.7	Foul Water Systems-NZBC and AS/NZS3500. 2:2003	Published
	Level 3 Modules	
3.1	Sheet Metal Development: Triangulation	Published
3.2	Gasfitting 3 - Pts A, B, and C	Being written
3.2	Roof Water Drainage Systems	Published
3.4	Hot and Cold Water: Commercial and Industrial	Published
3.5	Foul Water Systems 3	Scoped
3.6	Heating and Ventilating	Re-writing
3.7	Gasfitting 4 - Parts A and B	Being written

Drainlaying

Module	Module Name	Status
-	Course Handbook	Published
1	Introducing Workplace Safety, Tools and Materials	Published
2	Legislation and Disposal Systems	Published
3	Design Maintenance and Location of Services	Published
4	Excavation and Laying of Drains	Published
5	Traps, Inspection Points and Testing Drains	Published
6	Stormwater and Waterborne Waste Systems	Published
7	Assessment Module	Start pending

REVIEW OF APPRENTICE WAGE RATES

The Government announced an increase in the Minimum Adult Wage from \$9.50 to \$10.25 per hour from 27 March 2006. The Minimum Training Rate is 80% of the Minimum Adult Wage, so this also increased; from \$7.60 to \$8.20.

The Trust approved a \$0.60 per hour increase in the minimum hourly rate for each of the existing 5 wage levels from that date. The table below shows the old and new minimum hourly rates at each level:

Level	Old Ordinary Rate	New Ordinary Rate	Old Flat Rate	New Flat Rate
Level 1	\$7.60	\$8.20	\$7.81	\$8.43
Level 2	\$8.35	\$8.95	\$8.58	\$9.20
Level 3	\$9.10	\$9.70	\$9.35	\$9.97
Level 4	\$9.85	\$10.45	\$10.12	\$10.74
Level 5	\$10.60	\$11.20	\$10.89	\$11.51

The tax free Tool Allowance of \$0.58 per hour is additional to the above rates.

Those apprentices paid above the old minimum hourly rate and below the new minimum hourly rate for their level received an increase. For example; a Level 3 apprentice who had been on an ordinary rate of \$9.30 (\$0.20 above the old minimum of \$9.10, and \$0.40 below the new minimum of \$9.70) had an increase of \$0.40 an hour.

Apprentices paid above the new minimum rate for their level did not receive a wage increase as a result of this review.

APPLICATIONS FOR A TRANSFER OF HOST EMPLOYER

An apprentice may need to be transferred from one host employer to another for any one of a number of legitimate reasons. These include:

- a. Lack of work experience required for the apprenticeship. In some cases a temporary transfer may better provide for this situation.
- b. Geographic relocation by the apprentice.
- c. Personality differences between the apprentice and host employer and/or host employer's staff. Note - disciplinary action arising from any misconduct by the apprentice is a separate matter.
- d. Inadequate supervision, training and/or support by the host employer.
- e. In special circumstances, and upon application by either the host employer or the apprentice
- f. Alleged abuse of any kind by the apprentice or the host employer/host employer's staff. Note - these allegations will be dealt with separately.

Either the apprentice or the host employer may apply to the Trust for transfer of that apprentice. This application must specify the circumstances under which

the transfer is being applied for. It is expected that the proposed transfer will have been previously discussed between the host employer and the apprentice.

The Trust may or may not approve any application. No transfer will take place until or unless the Trust approves it.

The host employer still retains the right to hand back an apprentice at one week's notice as provided for in the Host Employer's Policy Agreement.

MOVING TO ANOTHER HOST EMPLOYER FOR A WAGE INCREASE

This is not regarded by the Trust as a legitimate reason for a transfer, and it will **NOT** be approved. As their employer the Trust directs each apprentice to undertake work with an agreed host employer.

If the apprentice proceeds with any such private deal to go and work with another plumber, this is in conflict with their obligations as an employee of the Trust, and may jeopardise their employment. This is irrespective of whether that plumber is or is not approved as a host employer by the Trust.

REMINDER TO APPRENTICES!

The Trust's House Rules recommend that you insure your tools just in case they are stolen or lost. Are yours insured yet???

ADAM HANSON - A SHOOTING STAR!

Adam has continued to build on last year's successes; recently he won the NZ Junior Championship as well as the NZ B Grade Open Title at the NZ Sporting Clay Birds National Championships. He was, for the fourth time, selected for the NZ Junior Team for the Oceania Championships. Well done Adam!



PROGRESSING CORRESPONDENCE AND WAGE INCREASES

It is 18 months since the Trust made completion of correspondence modules a pre-requisite for an increase in wage level. More and more apprentices are actively progressing their correspondence; many are now qualifying for an increase in wage level on completing a Q course and the related correspondence.

However there are many apprentices in Level 2 or even 3 training, but still being paid Level 1 wages since they have not yet completed Level correspondence. A check on wage rates shows how many \$ this is costing these individuals.

For example, someone at Level 2 training but still on \$8.20 is at least \$30 a week less well off. Had they completed Level 1 correspondence they would be on \$8.95, and possibly more. When asked to confirm a Level 2 hourly rate on successful completion of 1Q and Level 1 correspondence, the host employer may well decide to increase the Level 2 wage above the minimum rate of \$8.95.

CORRESPONDENCE CLASSES AT HOST EMPLOYERS

Host employers have also become more aware of the benefits of having their apprentices progress this study; both in terms of their apprentice's greater understanding of their day to day work as well as their overall development into knowledgeable & competent tradespeople.

A very encouraging trend is the increasing number of host employers proactively helping their apprentices progress correspondence. Some are now holding weekly in house "study evenings" where tradesmen and apprentices all get together and work their way through the various modules.

Area Coordinator Brenda Froude took these photos during one recent weekly study evening at B H Heron Ltd in West Auckland.





FOUR WEEKS ANNUAL LEAVE

Each apprentice will become entitled to 4 weeks annual leave from their individual anniversary date that falls on or after 1 April 2007. An apprentice's anniversary is the date they commenced employment with the Trust.

For example: if you started with the Trust on 1 June 2005, your anniversary date is 1 June. You will be entitled to 4 weeks annual leave from 1 June 2007. However if you started with the Trust on 1 March 2005, your anniversary date is 1 March. You will be entitled to 4 weeks annual leave from 1 March 2008.

Like many employers the Trust allows its employees to accrue annual leave. This means each apprentice does NOT have to wait 12 months from their anniversary date before they are entitled to take the annual leave for that 12 month period.

Instead they accrue 1.25 days annual leave for each month they are employed by the Trust; after 12 months the apprentice has accrued 15 days annual leave.

The apprentice can then take paid annual leave during that leave year up to the amount they have accrued. This might be over the Christmas/New Year period or at other times of the year.

From the individual apprentice's anniversary date on or after 1 April 2007, the monthly accrual will be 1.67 days; after 12 months 20 days will be accrued.

LIKE TO RECEIVE FUTURE NEWSLETTERS BY EMAIL?

Please call Sian at the Trust on 0800 18 78 78 to have your name added to the group address for the Trust's Newsletters.