

L.N. 82 of 1990

INDUSTRIAL TRAINING ACT (CAP. 134)**Technician Apprenticeship Scheme, 1990**

IN exercise of the powers conferred by section 14 of the Industrial Training Act, the Minister for Social Policy, after consulting the Youth Advisory Committee, has made the following Scheme:—

1. This Scheme may be cited as the Technician Apprenticeship Scheme, 1990 and it shall apply in respect of persons who have entered into an apprenticeship in any of the trades set out in the Schedule to this Scheme on or after the 1st January, 1990. Citation and application.

2. In this Scheme, unless the context otherwise requires: Interpretation.

“Director of Labour” includes any officer of the Department of Labour and Emigration duly authorised by the said Director to act on his behalf;

“Director of Education” means the Director of Education and includes any officer of the Department of Education duly authorised by the said Director to act on his behalf.

3. No person may enter into an agreement of apprenticeship in any of the callings mentioned in this Scheme unless: Entry requirements.
 - (a) he has completed Form V of a recognised secondary school and is in possession of —
 - (i) two passes at the Ordinary Level of the General Certificate of Education in Physics, Mathematics or Technical Drawing/Graphical Communication; *or*
 - (ii) one pass at the Ordinary Level of the General Certificate of Education in Physics, Mathematics or Technical Drawing/Graphical Communication and has passed an aptitude test, after having been required to undergo such test by the Director of Education; *or*
 - (b) he has completed a Trade School course and has obtained a City and Guilds General Course Certificate in Engineering; *or*
 - (c) he has been exempted by the Director of Education from the requirements mentioned in sub-paragraphs (a) and (b) of this paragraph.

4. The period of apprenticeship shall be of four consecutive years. Period of apprenticeship.

5. An employer engaging an apprentice under this Scheme shall undertake to instruct him or to grant him facilities to be instructed in Undertaking by the employer.

accordance with such Schedules of Work as the Director of Education may from time to time establish in connection with any particular trade.

Apprenticeship
years.

6. (1) During the first year of apprenticeship, the apprentice shall be required to attend full time at a recognised educational establishment.

(2) During the second and subsequent years of apprenticeship, the apprentice shall be required to attend at recognised educational establishments on such days or for such periods as the Director of Education may determine, and the employer shall release the apprentice for such attendance:

Provided that the Director of Education may, if he so deems necessary, by notice in writing to the employer, extend or reduce the length of any period during which the apprentice is required to attend the educational establishment.

Training
in the
calling.

7. The employer shall provide the apprentice with training in accordance with the calling for which the apprentice has been engaged. The Director of Labour or the Director of Education may require the employer to furnish reports of the apprentice's progress from time to time and may require the apprentice to be submitted to such tests as may be necessary to ascertain that he has achieved adequate progress.

Hours of
work.
Cap. 135.

8. (1) The hours of work of apprentices shall not exceed the ordinary hours applicable to the employer's establishment in accordance with the provisions of the Conditions of Employment (Regulation) Act.

(2) No employer shall engage an apprentice on overtime without the prior approval in writing of the Director of Labour, who may, in granting such approval, impose such conditions as he may deem fit. The rates of remuneration for overtime work shall be those specified in the Wage Regulation Order applicable to the establishment.

Remuneration.

9. (1) An apprentice under this Scheme shall be entitled to annual remuneration equivalent to the following:—

During the first year of apprenticeship — one fourth of the minimum pay of a Government employee in the grade of Technician I;

During the second year — one half of the minimum pay of a Government employee in the grade of Technician I from which one increment has already been deducted;

During the third year — one half of the minimum pay of a Government employee in the grade of Technician I;

During the fourth year — one half of the minimum pay of a Government employee in the grade of Technician I to which one increment has already been added.

(2) Remuneration shall be paid at regular intervals according to the ordinary practice of the establishment. Half the bonus payable in accordance with section 29 of the Conditions of Employment (Regulation) Act shall also be paid to the apprentices.

10. An apprentice shall be entitled to National Holidays with full pay and to all Public Holidays with full pay and to such working days annual vacation leave as laid down in the Weekly Day of Rest and Annual Vacation Leave National Standard Order, 1989:

Holidays.

L.N. 38 of 1989.

Provided that the apprentice shall not avail himself of vacation leave, and the employer shall not grant such leave on any day during which the apprentice is required to attend an educational establishment in accordance with the provisions of paragraph 6 of this Order.

11. An apprentice shall be entitled to fifteen working days sick leave on full pay and to a further fifteen working days on half pay in every calendar year less any sickness benefit to which he may be entitled under the Social Security Act, 1987, provided that a medical certificate certifying incapacity for work covering the period of absence is presented to the employer, who may require his medical practitioner to examine the apprentice.

Sick leave.

Act X of 1987.

12. An apprentice shall be allowed two days paid leave on the occasion of the death of any of the following:— the wife, husband, mother, father (or the person who at that time was acting as mother or father, as the case may be), son, daughter, brother or sister of the apprentice.

Bereavement leave.

13. Apprentices shall be allowed three working days paid leave on the occasion of their marriage.

Marriage leave.

14. (1) An apprentice shall follow such study courses and sit such examinations as are laid down in the Course Schedule.

Termination of apprenticeship.

(2) No apprentice shall be allowed to proceed to the third year unless he passes a test aimed at ascertaining satisfactory progress in the acquisition of the practical skills appertaining to his calling.

(3) If, at any time during the apprenticeship, the apprentice fails in any of the examinations or practical tests, he will be allowed a resit at the following session:

Provided that if an apprentice fails for the second consecutive time, he shall be deemed incapable of pursuing further training and shall have his apprenticeship terminated.

SCHEDULE

1. *Mechanical Engineering:* includes calling of Mechanical technician, Motor vehicle technician, Tool maker and Die maker, Refrigeration technician.

2. *Electrical Engineering:* includes Electrical technician.
3. *Electronics Engineering:* includes Industrial electronics technician and Micro-computer technician.
4. *Telecommunications Technician.*
5. *Draughtsmanship:* includes Electrical draughtsman, Mechanical draughtsman, Civil Engineering draughtsman.
6. *Industrial design.*