

L.N. 125 of 1981

INDUSTRIAL TRAINING ACT, 1952

(ACT NO. X OF 1952)

Extended Skill Training Scheme, 1981

IN exercise of the powers conferred by section 13 of the Industrial Training Act, 1952, the Minister of Labour, Welfare and Culture, after consulting the Youth Advisory Committee, has made the following Scheme:—

Citation and application.

1. This Scheme may be cited as the Extended Skill Training Scheme, 1981, and it shall apply in respect of persons who have entered into an agreement of apprenticeship in any of the trades set out in the Schedule to this Scheme on or after the 1st October, 1980.

Interpretation.

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

Act No. XXX of 1975

“public holidays” means the days declared for the time being to be public holidays under the National Day and other Public Holidays Act, 1975;

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

Act No. XXXIX of 1974

“Trade School” means a school in terms of the Education Act, 1974, where one or more trades as approved by the Minister responsible for education are taught during the day and on a full-time basis;

“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;

“training phase” means the period of training spent by an apprentice in a training centre approved for the purpose by the Director of Education;

“working phase” means the period of work spent by an apprentice with an employer under the provisions of this Scheme.

Entry requirements.

3. No person may enter into an agreement of apprenticeship in any of the callings mentioned in this Scheme unless:

(a) he has completed three consecutive school years at a Trade School and has passed with distinction or credit his final examination; or

(b) he has been exempted by the Director of Education from the requirements mentioned in sub-paragraph (a) of this paragraph.

Period of apprenticeship.

4. The period of apprenticeship shall be of three consecutive years.

Undertaking by the employer.

5. An employer engaging an apprentice under this Scheme shall undertake to instruct him to grant him facilities to be instructed in accordance with such Schedules of Work as the Director of Education may from time to time establish in connection with any particular trade.

6. This Scheme shall be made up of three training phases of six months each alternating with three working phases of six months each: Phases of training.

Provided that the Director of Education may alter the rotation of working phases and training phases and may, if he so deems necessary, extend or reduce the length of any of such periods by notice in writing to the employer.

7. During the working phase the employer shall provide the apprentice with work in accordance with the calling for which he is 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 trade tests as may be necessary to ascertain that adequate practical training is being given to him. Work in the calling.

8. 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, 1952: Hours of work.
Act No. XI of 1952

Provided that an employer may engage an apprentice on overtime with 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.

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

During the first year of apprenticeship — Minimum pay for a Government employee in Group D for six months reduced by the amount of one increment;

During the second year — Minimum pay for a Government employee in Group D for six months;

During the third year — Minimum pay for a Government employee in Group D for six months increased by the amount of one increment.

(2) Remuneration shall be paid at regular intervals according to the ordinary practice of the establishment. Cost of living increases in accordance with section 15A, and half the bonus in accordance with section 22A, of the Conditions of Employment (Regulation) Act, 1952 shall also be paid to an apprentice.

10. An apprentice shall be entitled to —

Holidays.

- (a) all public holidays with full pay; and
- (b) annual vacation leave with full pay during the whole month of August; however, alternative arrangements for vacation leave may be made with the approval of the Director of Education.

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 National Insurance Act, 1956, so however that a medical certificate certifying incapacity for work covering the period of absence is produced to the employer, who may require his medical practitioner to examine the apprentice. Sick leave.

Bereavement
leave.

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 the time was in fact acting as mother or father, as the case may be), son, daughter, brother or sister of the apprentice.

Marriage leave.

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

SCHEDULE

(Paragraph 1)

1. Mechanical Engineering and Allied Trades

Welder/burner, sheet metal worker, plumber/marine plumber, general fitter, motor vehicle fitter (light vehicles/heavy plant)

2. Woodworking Trades

Joiner, cabinet maker

3. Electrical Engineering Trades

Electrical fitter (maintenance/installation), wireman, winder, telecommunication fitter, radio and TV technician, industrial electronics technician

4. Handicraft

Ceramics, jewellery, woodcraft, metalcraft

5. Agricultural Trades

Horticulturist, stockman

6. Building Trades

Mason, stone-dresser, wallbuilder