

(d.) When an apprentice is discharged for cause, the employer shall send notice of the discharge and the cause thereof to the Inspector of Factories.

(e.) An employer taking an apprentice shall give notice thereof and of the name of the apprentice to the Inspector of Factories within one week after the expiration of the period of probation, and an employer transferring an apprentice to another employer shall similarly, within one week thereof, give notice of such transfer to such Inspector.

(f.) The obligation of the apprentice to serve his employer shall be deemed to be a duty enforceable under this award.

(g.) No deduction shall be made from the wages of an apprentice except for time lost through the worker's illness or default, or on account of the temporary closing of the factory for cleaning or repairing the machinery, and the apprentice shall make up such lost time before the following year of his apprenticeship shall be deemed to commence, and the total period of his apprenticeship shall be extended for a period equal to such lost time.

(h.) Existing arrangements with or relating to apprentices now serving any employer may continue, provided that any employer wishing such arrangements to continue shall forward the names of his present apprentices to the Inspector of Factories within one month after the filing of this award.

8. The rates of wages for apprentices shall be as follows: The rate of 8s. per week for the first year; 12s. 6d. per week for the second year; 17s. 6d. per week for the third year; £1 5s. per week for the fourth year; and £1 15s. per week for the fifth year.

*Under-rate Workers.*

9. Any worker who may consider himself incapable of earning the minimum wage hereby prescribed for the class of work in which he may desire employment may work and be employed and paid at such less rate of wages as shall from time to time be agreed upon in writing between such worker and his employer or proposed employer and the secretary of the workers' union. In default of such agreement being come to, then such wage shall be fixed in writing by the local Inspector of Factories or such other person as may be appointed by the Court, such decision to be in force for six months. Twenty-four hours' notice of the application to such Inspector or person shall be given by such worker to the secretary of the union, and the secretary as well as the employer or proposed employer shall, if he so desire, be heard by such Inspector or person on such application.

*Proportion of Under-rate Workers, Apprentices, and Improvers.*

10. The proportion of under-rate workmen shall be not more than one to every three competent journeymen.

11. The proportion of apprentices and improvers employed by an employer shall not exceed one apprentice to two journeymen or fraction of the first two, and one improver to every two journeymen or fraction of the first two in the following branches of the trade, viz.: Body-makers, carriage-makers, coachsmiths, vicemen, wheelers, trimmers, and painters.

12. For the purpose of determining the proportion of apprentices to journeymen in taking any new apprentice, the calculation shall be based on a two-thirds full-time employment of journeymen for the previous twelve months.

13. Employers shall count as journeymen in determining the proportion of apprentices, improvers, and under-rate workers. Each employer to be registered with the Inspector of Factories in one branch of the trade. Not more than three employers to count in any one firm.

14. Each apprentice in a smithshop, after serving three years, shall be entitled to a fire; another apprentice may be taken on when each such apprentice goes to a fire. An apprentice may be taken on in other departments every fourth year of the previous apprentice's time.

*Overtime and Holidays.*

15. All work beyond the time mentioned in clause 2 hereof shall be considered overtime, and shall be paid for at the following rates: Up to 8 p.m., time and a quarter; after 8 p.m. till midnight, time and a half; from midnight to 5.30 a.m., double time; from 5.30 a.m. to 7.30 a.m., time and a half.

16. For work done on Christmas Day, Good Friday, and Sundays, double time; New Year's Day, 2nd January, Labour Day, Easter Monday, Boxing Day, reigning Sovereign's birthday, time and a half.