

as a duty enforceable under this award, and shall pay such apprentice not less than the undermentioned rates of wages: For the first year, 5s. per week; for the second year, 10s. per week; for the third year, 15s. per week; for the fourth year, £1 per week; for the fifth year, £1 5s. per week.

(b.) The period of apprenticeship shall be five years, but three months' probation shall be allowed the first employer of any apprentice to determine his fitness, such three months to be included in the period of apprenticeship. The obligation of the apprentice to serve his employer shall be deemed to be a duty enforceable under this award.

(c.) At the end of the period of apprenticeship the employer shall give the apprentice a certificate to show that he has served his apprenticeship. Should the employer at any time before the termination of the apprenticeship wish for any reason to dispense with the services of the apprentice he shall give him a certificate for the time served, and procure him another employer carrying on business within a reasonable distance of the original employer's place of business, who will continue to teach the apprentice, to pay him the wages prescribed by this award according to the total length of time he has served, and generally to perform the obligation of the original employer: Provided that it shall not be obligatory on an employer to find the apprentice another employer if he shall so misconduct himself as to entitle the employer to discharge him, but he shall give him a certificate covering the time actually served.

(d.) An employer taking an apprentice shall give notice thereof and 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.

(e.) An employer shall not be deemed to discharge his duty towards his apprentice if he fails to keep him at work owing to the slackness of work, but such slackness may form a proper ground for transferring him to an employer willing to undertake the responsibility of teaching him.

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

(g.) All time lost by an apprentice, either through his own default or through sickness in any year of his apprenticeship, shall be made up before such apprentice shall be considered as having entered upon the next succeeding year of his apprenticeship; but an apprentice working overtime shall have such time added to his ordinary time in calculating the respective years of his apprenticeship.

(h.) An employer shall not be bound to pay an apprentice for time lost through the default of the apprentice or by his voluntary absence from work with the consent of the employer, but an employer shall not be entitled to make any deduction from the wages of an apprentice for time lost through sickness or any cause other than those hereinbefore specified.

(i.) These conditions shall apply only to apprentices engaged after the coming into operation of this award, and shall not apply to apprentices previously engaged: Provided that notification is made to the Inspector of Awards within one month of the coming into operation of this award for all apprentices subject to this clause.

#### *Improvers.*

6. An apprentice, after serving his apprenticeship, may be employed as an improver at the rate of not less than 11d. per hour for one year after the expiration of his apprenticeship, and thereafter the minimum wage.

#### *Country Work.*

7. (a.) For country work the employer shall pay the fare of the worker both ways, and a proper allowance at current rates shall be made to the worker for necessary meals. When the worker is employed at such a distance that he is unable to return to his home at night, suitable board and residence shall be provided at the employer's expense.

(b.) Travelling-time shall be paid for at ordinary rates, but not to a greater amount than eight hours in a day.

(c.) When a worker is employed on country work at such a distance that he is unable to return to his home at night, he may