

as may be agreed upon, but not less than the rates herein mentioned, and shall also be then provided with food and sleeping-accommodation by the employer free of cost.

10. Any employer taking an apprentice to learn the trade shall be deemed to undertake the duty which he agrees to perform as a duty enforceable under this award. The obligation of the apprentice to serve his employer shall also be a duty enforceable under this award.

11. 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 valid 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 shall continue to teach the apprentice, pay him the rates prescribed in this award according to the total length of time he has served, and generally to perform the obligations of the original employer; provided that it shall not be obligatory on the employer to find the apprentice another employer if he shall so misconduct himself as to entitle the employer to discharge him; but the employer shall give the apprentice a certificate covering the time actually served.

12. When the apprentice is discharged for a cause, the employer shall send notice of the discharge and the cause thereof to the Inspector of Factories.

13. An employer shall not be deemed to have discharged his duty to his apprentice if he fails to keep him at work owing to slackness of trade, but such slackness may form a proper ground for transferring him to an employer willing to undertake the responsibility of teaching him. All time lost by an apprentice through his sickness or default may be deducted from his wages.

14. Existing arrangements with and relating to indentured apprentices now serving an 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.

15. Existing arrangements with and relating to apprentices now serving an employer may continue, provided that any employer wishing such arrangements to continue shall forward, in writing, the names of the apprentices and the conditions of their apprenticeship now existing to the Inspector of Factories for the district. This clause shall only apply to apprentices who have been in their employer's service prior to the 28th May, 1913.

Country Work.

16. "Country work" means work performed by a worker which necessitates his lodging elsewhere than at his usual place of residence.

17. Any journeyman employed upon country work shall be conveyed by his employer to and from work free of charge, or his expenses going to and returning from such work shall be paid by such employer, but once only during the continuance of the work, if such work is continuous and the journeyman or apprentice is not in the meantime recalled by his employer. An apprentice when engaged in country work shall, in addition to his travelling-expenses, be provided with suitable board and lodging at the employer's cost.

18. Any journeyman working on country work shall be allowed to work any hours that may be mutually agreed upon between employer and employee, provided that not less than 1s. 4½d. per hour is paid for such time worked and an additional allowance of 1s. 6d. per day for all working-days.

Incompetent Workmen.

19. Any journeyman who considers himself not capable of earning the minimum wage may be paid such less wages as shall from time to time be agreed upon in writing between such journeyman and the chairman and secretary of the union, and, in default of such agreement within twenty-four hours after such journeyman has applied in writing to the secretary of the union stating his desire that such wage shall be so agreed upon, as shall be fixed in writing by the Inspector of Awards for the industrial district upon the application of such journeyman after twenty-four hours' notice in writing to the secretary of the union, who shall, if