

(b.) No worker shall be allowed to work longer than four hours and a half before breakfast.

*Employment of Females.*

10. Females shall not be employed to manufacture any goods in a bakehouse, or to do any hot-plate work, but they may be employed in finishing and packing small goods and cleaning fruit.

*Termination of Engagement.*

11. One week's notice of the termination of the engagement of a worker shall be given by the employer to the worker or by the worker to the employer.

*Apprentices.*

12. (a.) Any employer taking an apprentice shall be deemed to have undertaken the obligation which he agrees to perform as a duty enforceable under this award of teaching such apprentice the trade, and shall pay such apprentice not less than the under-mentioned rates of wages: For the first six months, 12s. 6d. per week; second six months, 15s. per week; third six months, 17s. 6d. per week; fourth six months, £1 per week; fifth six months, £1 2s. 6d. per week; sixth six months, £1 5s. per week; seventh six months, £1 7s. 6d. per week; eighth six months, £1 10s. per week.

(b.) Where an employer provides his apprentice with board and lodging the above-mentioned wages may be reduced by 7s. 6d. per week during the first year, 10s. per week during the second year, 12s. 6d. per week during the third year, and 15s. per week during the fourth year.

(c.) The period of apprenticeship shall be for four 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.

(d.) 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 obligations of the original employer: Provided that it shall not be obligatory upon 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.

(e.) If an employer shall from any cause beyond his control be unable to fulfil his obligations to his apprentice, it shall be lawful for such apprentice to complete his term with another employer, and such employer may take and employ such apprentice, notwithstanding he has the full number of apprentices allowed by this award.

(f.) An employer taking an apprentice shall give notice thereof and the name of the apprentice to the Inspector of Factories within one month 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.

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

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

(i.) Every employer shall be allowed to have one apprentice whether he employs any journeyman or not. If an employer employs more than two journeymen he shall be allowed two apprentices, but not more than two apprentices shall be allowed in any one bakehouse.