

CHAPTER 94.**INDUSTRIAL TRAINING.****REGULATIONS**

made by the Board of Industrial Training under section 8 (1) and approved by the Governor in Council on the 20th December, 1920.

REGULATIONS TO BE OBSERVED BY MASTERS AND APPRENTICES.

1. Indentures shall be entered into on a form approved by the Board and shall be deposited with the Secretary to the Board and retained by him until the completion of the apprenticeship.

2. Indentures may be post-dated on good cause shown to the Board.

3. The Master or Apprentice may refer matters of dispute arising under or in connection with the Indenture to the Board and the decision of the Board shall be final and binding on both parties.

4. The last preceding regulation does not apply to any powers reserved to the Masters under the Indenture; but the Board reserves to itself the right to inquire into the exercise of such powers and to reinstate or transfer the Apprentice when such course seems to it necessary or desirable. Where an Apprentice is reinstated or transferred the Board may pay to the Apprentice all or any part of the wages he would have earned had he remained in constant employment before he was reinstated or transferred.

5. If the Master refuses to abide by the decision of the Board, the Board shall have the power to cancel such Master's licence to receive Apprentices and he shall be incapable thereafter of receiving Apprentices unless and until the Board issues to him a fresh licence.

6. The Board has power to cancel the Indenture or to transfer the Apprentice to some other Master for its completion on cause to its satisfaction being shown.

7. The wages to be paid to an Apprentice by the Board shall not be less than as set forth below, namely—

1st year	...	...	...	...	...	\$	per day
2nd year	...	...	...	...	...		”
3rd year	...	...	...	...	...		”
4th year	...	...	...	...	...		”
5th year	...	...	...	...	...		”

8. One-third of the wages earned by an Apprentice shall be paid by the Board at the end of each week to the Secretary who shall deposit the same in the Government Savings Bank for the benefit of the Apprentice, and on completion of his term of service as required by section 5 (e) of the Ordinance, the amount to the credit of the Apprentice shall be paid by the Secretary to him as deferred wages.

9. Should the Apprentice for any reason whatever, death excepted, not complete his term of service as required by section 5 (e) of the Ordinance all his wages deposited with the Secretary as aforesaid shall be forfeited, and become part of the funds of the Board, and in case of death during the currency of the Indenture of the Apprentice such wages shall be payable to the father or other relative of the Apprentice as the Board may direct.

10. The Secretary shall keep proper books of account showing all moneys received and paid out by him in virtue of these regulations.

11. Any Apprentice who misconducts himself or wilfully disobeys the lawful orders of his Master shall, on such misconduct or wilful disobedience being established to the satisfaction of the Board, be liable to have all or portion of his deferred wages confiscated, and become part of the funds of the Board.

12. When in the opinion of the Board the Apprentice has become efficient at his art or trade before the completion of the term provided in the Indenture, the Board may reduce that term by a period not exceeding twelve calendar months.

13. If on the completion of the Indenture the Apprentice fails to satisfy the Board that he has become efficient in his art or trade, it may cause the return of the completed Indenture to him to be delayed until such time as it thinks fit.

14. Masters shall endorse Indentures as duly and properly fulfilled when called upon by the Board to do so.

FORM OF APPRENTICESHIP INDENTURE.

APPROVED UNDER CLAUSE 8 (1) OF THE INDUSTRIAL TRAINING ORDINANCE.

THIS INDENTURE made the..... day of..... 19....., at Georgetown, Demerara, in the Colony of British Guiana, between....., aged..... years, the son of..... hereinafter called "The Apprentice" of the first part; the said..... (parent or guardian) of the second part; of..... hereinafter called "The Master" of the third part; and..... Secretary of the Board of Industrial Training of British Guiana, who and whose successors for the time being in the said office are hereinafter referred to and included in the expression, on behalf of the Board aforesaid, of the fourth part.

WITNESSETH AS FOLLOWS—

1. The said..... of his own free will and with the consent of the said..... hereby agrees to bind himself to..... the master and..... the Master has agreed to accept him as an Apprentice to learn the art or trade of a..... and to serve after the manner of an Apprentice from the..... day of..... 19....., for the term of five (5) years thence next ensuing.

2. The Apprentice and the said Parent or Guardian hereby jointly and severally covenant with the Master that the Apprentice will during his apprenticeship faithfully, honestly and diligently serve the Master and obey all his lawful and reasonable orders and requirements and will not do, or knowingly suffer to be done any damage or injury to the Master or his property and will in all respects conduct himself as an honest and faithful apprentice ought to do. And the said Parent or Guardian hereby further binds himself to the Secretary of the Board of Industrial Training in the sum of fifty dollars current money of the Colony and undertakes that the terms of this Indenture shall be faithfully carried out by the said Apprentice.

3. In consideration of such service the Master hereby covenants with the apprentice and also (as a separate covenant) with the said Board, that he the Master, will during the said Apprenticeship by the best means in his power teach and instruct the Apprentice or cause him to be taught and instructed in the said art or trade of a..... and that he will employ him at the work of his trade and not in any other.

4. The Board will during the said Apprenticeship pay to the Apprentice for his work and services two-thirds of such wages as are hereinafter mentioned (that is to say)—

1st year	.....	.....	.....	.....	\$.....	per day
2nd year	.....	.....	.....	.....	\$.....	" "
3rd year	.....	.....	.....	.....	\$.....	" "
4th year	.....	.....	.....	.....	\$.....	" "
5th year	.....	.....	.....	.....	\$.....	" "

the remaining one-third being paid by the Secretary into an account to be opened with the Government Savings Bank in the name of the Apprentice, the amount deposited therein to be at the disposal of the Board, unless the said Apprentice satisfactorily completes this Indenture, when it will be paid over to the said Apprentice plus all interest accrued.

5. Wages as aforesaid shall be paid to the Apprentice for every day or part of a day that he actually works and he shall not be entitled to any wages

if and while he is absent from work through illness or for any other cause and if it is shown to the satisfaction of the Board of Industrial Training that the Apprentice has been absent from work without just cause the Apprentice at the termination of this Indenture shall serve two days for each day of such absence if the Board so decide. Should the Apprentice act in such way as to cause the Master loss or damage by misbehaviour, negligence or carelessness the Board may deduct the value of such loss or damage from any wages which may be due or which may thereafter become due to the Apprentice provided that the amount deducted at any one time shall not exceed one-half the amount of weekly wages payable to the Apprentice.

6. IT IS AGREED that if the Apprentice shall wilfully disobey the lawful and reasonable orders and requirements of the Master or shall persist in absenting himself from the Master's service during working hours without just cause or shall otherwise misconduct himself then and in any of such cases the Master may by notice in writing determine the Apprenticeship and dismiss the Apprentice from his service. In the event of the Master giving notice in writing to the Apprentice to determine the apprenticeship, the fact of such notice having been given with the reasons for giving such notice shall be forthwith reported to the Board by the Master.

7. Should the Apprentice for any reason whatever, death excepted, not complete his term of service as required by section 5 (e) of the Ordinance all his wages deposited with the Secretary as aforesaid shall be forfeited and become part of the funds of the Board and in case of death during the currency of the Indenture of the Apprentice such wages shall be payable to the father or other relative of the Apprentice as the Board may direct.

8. Any Apprentice who misconducts himself or wilfully disobeys the orders of his Master, shall, on such misconduct or wilful disobedience being established to the satisfaction of the Board, be liable to have all or portion of his deferred wages confiscated and become part of the funds of the Board.

IN WITNESS WHEREOF the said parties to these presents have hereunto set their hands and seal the day and year first above written.

WITNESS—

.....
Apprentice.

.....
Parent or Guardian.

.....
Licensed Master.

.....
*Secretary, Board of Industrial
Training of British Guiana.*

ENDORSEMENT OF FULFILMENT OF SERVICE.

I hereby certify that the foregoing Indenture has been duly and properly fulfilled.

.....
Licensed Master.

Date.....