

Automobile electrician
Automotive fitter\machinist
Blacksmith
Boilermaker
Bookbinder
Bricklayer
Carpenter
Coachbuilder (vehicle)
Compositor in the printing trade
Diesel fitter
Electrician
Fitter
Fitter and turner
Flat stereotyper
Instrument mechanic
Lead burner
Letterpress machine minder
Lithographer
Mason
Motor vehicle mechani
Moulder
Office appliance mechanic
Painter and signwriter
Panel beater
Patternmaker
Plumber
Plumber and sheetmetal worke
Printer's engineer (general)
Process engraver
Radio mechanic
Radio serviceman
Refrigeration mechanic
Rigger
Rotary stereotyper and machine minder
Saw doctor
Sheetmetal worker
Shopfitter
Signal technician
Toolmaker
Turner\machinist
Welder
Woodworking machinist

In all industries and undertakings, and in the service of the Government

Regulations by the Minister on the advice of the National Apprenticeship Council

311 **of**
1965

- | | |
|---|-------------------------------------|
| <p>1. These Regulations may be cited as the Apprenticeship (Contract) Regulations, and shall be read as one with the Apprenticeship Regulations.</p> | Title |
| <p>2. The educational qualifications required by section <i>eleven</i> of the Act of a person wishing to be bound as an apprentice for a trade specified in Column A of the First Schedule shall be those indicated opposite thereto in Column B of the First Schedule.</p> | Educational qualifications |
| <p>3. The minimum age to be attained in accordance with section <i>eleven</i> of the Act by a person wishing to be bound as an apprentice in any trade shall be fifteen years.</p> | Minimum age |
| <p>4. The length of the period of apprenticeship required to be served by apprentices shall be five years:</p> | Length of apprenticeship |
| <p>Provided that an apprentice who passes a trade test to be set in the fourth year of apprenticeship may have a year of such period of apprenticeship remitted in addition to any remission granted for the passing of recognised examinations coupled with demonstrated ability above average in earlier trade tests.</p> | |
| <p>5. The form of the certificate of physical fitness required by subsection (1) (b) of section <i>eleven</i> of the Act shall be as set out in the Second Schedule.</p> | Certificate of physical fitness |
| <p>6. The contract of apprenticeship required to be lodged in accordance with section <i>twelve</i> of the Act shall be in the form set out in the Third Schedule.</p> | Form of contract of apprenticeship |
| <p>7. The manner of lodging a contract of apprenticeship for registration or for registration of a transfer of the contract of apprenticeship shall be—</p> <p>(a) by delivery by hand to the Controller at his office within usual</p> | Lodging contracts of apprenticeship |

office hours; or

(b) by posting by prepaid registered post an envelope containing the contract addressed to the Controller.

FIRST SCHEDULE

(Regulation 2)

| Column A <i>Designated Trade</i> | Column B <i>Educational Qualifications</i> |
|-------------------------------------|--|
| Automobile electrician | Form II with passes in English, Mathematics and any two other subjects. |
| Automotive fitter\machinist | Form II with passes in English, Mathematics and any two other subjects. |
| Blacksmith | .. Grade VII, average rating C. |
| Boilermaker | .. Form II with passes in English, Mathematics and any two other subjects. |
| Bookbinder | .. Form II with passes in English, Mathematics and any other two subjects. |
| Bricklayer | .. Grade VII, average rating C. |
| Carpenter | .. Grade VII, average rating C. |
| Coachbuilder (vehicle) | Form II with passes in English, Mathematics and any two other subjects. |
| Compositor in the printing.. .. | .. Form II with passes in English, Mathematics trade and any two other subjects. |
| Diesel fitter | .. Form II with passes in English, Mathematics and any two other subjects. |
| Electrician | .. Form II with passes in English, Mathematics and any two other subjects. |
| Fitter | .. Form II with passes in English, Mathematics and any two other subjects. |
| Fitter and turner | _____ |
| Flat stereotyper | Form II with passes in English, Mathematics and any two other subjects. |
| Instrument mechanic | Form II with passes in English, Mathematics and any two other subjects. |
| Lead burner | .. Grade VII, average rating C. |
| Letterpress machine minder | Form II with passes in English, Mathematics and any two other subjects. |
| Lithographer | .. Form II with passes in English, Mathematics and any two other subjects. |
| Mason | .. Grade VII, average rating C. |
| Motor vehicle mechanic | Form II with passes in English, Mathematics and any two other subjects. |

| | | |
|---------------------------------------|---------|---|
| Moulder | .. | Grade VII, average rating C. |
| Office appliance mechanic.. | .. .. | Form II with passes in English, Mathematics and any two other subjects. |
| Painter and signwriter .. | .. .. | Grade VII, average rating C. |
| Panel beater | .. | Grade VII, average rating C. |
| Patternmaker | .. | Form II with passes in English, Mathematics and any two other subjects. |
| Plumber | .. | Grade VII, average rating C. |
| Plumber and sheetmetal worker. | | |
| Printer's engineer (general) | .. .... | Form II with passes in English, Mathematics and any two other subjects. |
| Process engraver .. | .. .. | Form II with passes in English, Mathematics and any two other subjects. |
| Radio Mechanic .. .. | .. .. | Form II with passes in English, Mathematics and any two other subjects. |
| Radio serviceman .. .. | .. .. |  |
| Refrigeration mechanic .. | .. .. | Form II with passes in English, Mathematics and any two other subjects. |
| Rigger | .. | Grade VII, average rating C. |
| Rotary stereotyper and machine minder | .. | Form II with passes in English, Mathematics and any two other subjects. |
| Saw doctor | | |
| Sheetmetal worker .. .. | .. .. | Form II with passes in English, Mathematics and any two other subjects. |
| Shopfitter | .. | Grade VII, average rating C. |
| Signal technician . .. | .. .. | Form II with passes in English, Mathematics and any two other subjects. |
| Toolmaker | .. | Form II with passes in English, Mathematics and any two other subjects. |
| Turner\machinist .. .. | .. .. | Form II with passes in English, Mathematics and any two other subjects. |
| Welder | .. | Grade VII, average rating C. |
| Woodworking machinist | .. .. | Grade VII, average rating C. |

SECOND SCHEDULE

(Regulation 5)

CERTIFICATE OF PHYSICAL FITNESS

I certify that I have examined.....
 (name)

and have found him to be physically fit to be employed as an apprentice.....

.....

(Trade)

Medical Practitioner

Place:.....

Date:.....

THIRD SCHEDULE

(Regulation 6)

ARTICLES OF APPRENTICESHIP

THIS CONTRACT OF APPRENTICESHIP made the..... day of
.....One thousand nine hundred and

BETWEEN whose registered o
at and who has a place of business
at (hereinafter called "the Employer") of the first part
and
..... born on the day
of19..... (hereinafter called "the Apprentice") of the second part
and the father/mother/and/or guardian of the Apprentice
of
(hereinafter called "the Guardian") of the third part.

WHEREAS:

- 1. The Apprentice has attained the age of fifteen years;
- 2. The Apprentice has been examined by a medical practitioner lawfully registered in Zambia and certified by
practitioner to be of a sufficient standard of physical fitness to perform the work of the trade to which he is b
- 3. The Apprentice has attained the prescribed educational standard;

NOW THIS CONTRACT WITNESSETH as follows:

1. The Apprentice of his own free will and with the consent of the Guardian testified by the latter's execution
hereby agrees:

(a) To bind himself apprentice to the Employer in the trade or occupation
of for the period of apprenticeship of five year
from the day of, 19..... unless the said period shall be s
determined or reduced.

(b) To serve faithfully, honestly and diligently the Employer and to obey all lawful and reasonable command
requirements of the Employer or those duly placed in authority over him.

- (c) Not to disclose or communicate to any person whomsoever any information relating to the business of the
- (d) Not to be interested directly or indirectly, either as paid agent or servant, in any business or undertaking of the Employer, and not to absent himself except in the event of sickness from his employment without permis
- (e) To attend such courses and classes as he may be directed to attend pursuant to regulations made under the Act.
- (f) To reside if so required by the Employer in such accommodation as may be provided by the Employer or by any other institution where a course of instruction is conducted and to abide by all rules and regulations made by the authority over such accommodation.

2. The Employer hereby agrees with the Guardian and with the Apprentice and each of them severally as follows:

- (a) To receive and allow to continue the Apprentice as his apprentice during the period of apprenticeship unless the period shall be sooner lawfully determined or reduced and during the said period to teach the Apprentice or to cause the Apprentice to be taught the trade or occupation of and to provide suitable and sufficient work, instruction, experience and training in every part of the trade to which the Apprentice is bound.
- (b) To pay to the Apprentice during the said period such wages as may be prescribed by regulations made under the Apprenticeship Act.

3. It is further mutually agreed by and between all the parties hereto as follows:

- (a) This contract of apprenticeship may with the mutual consent of all parties be transferred to another employer in the same trade provided that the Controller consents to such transfer and such transfer shall be effected by executing the form annexed to this contract by all necessary parties.
- (b) If the Employer is satisfied that the Apprentice has committed a serious breach of the terms of this contract or a condition of apprenticeship, he may forthwith suspend the Apprentice and shall within three days report the matter to the Controller of Apprenticeship.
- (c) If the Employer shall commit any serious breach of the terms of this contract, the Apprentice may with the consent of the Guardian report the matter to the Controller.
- (d) Where for any reason beyond his control the Employer is unable to provide the Apprentice with work or to employ him for the full period of his ordinary working hours, the Employer may with the written approval of the Controller employ the Apprentice on short-time or lend his services to another employer for such period or periods and upon such conditions and wages and otherwise as may be determined by the Controller.

IN WITNESS whereof the contracting parties hereto have hereunder set their hands this of, 19.....

| | | |
|---------------|-----------------|------------------------|
| AS WITNESSES: | Signed by | for and on |
| 1. | | behalf of the Employer |
| 2. .... |  | ..... |
| 1. | | Signed by the said |
| 2. .... |  | ..... |
| | | <i>Guardian</i> |
| 1. | | Signed by the said |
| 2. .... |  | ..... |

.....
Apprentice

REGISTERED at the Office of the Controller of Apprenticeship this day of
19.....

.....
Controller of Apprenticeship

DETAILS OF EXAMINATIONS PASSED

| <i>Title of Examination</i> | <i>Date of passing</i> | <i>Signature of Controller of Apprenticeship</i> |
|-----------------------------|------------------------|--|
|-----------------------------|------------------------|--|

DETAILS OF SPECIALISED TRAINING UNDERTAKEN

| <i>Branch of trade</i> | <i>Length of period of specialisation</i> | <i>Signature of Controller of Apprenticeship Seal of Controller of Apprenticeship</i> |
|------------------------|---|---|
|------------------------|---|---|

DEDUCTIONS

| <i>Deduction Granted</i> | <i>Reason for Deduction</i> | <i>Signature of Controller of Apprenticeship</i> |
|--------------------------|-----------------------------|--|
|--------------------------|-----------------------------|--|

TRANSFER OF CONTRACT

WHEREAS it is agreed, with the consent of the Controller to transfer the rights and obligations of the Employer under this contract to whose registered office is at and who has a place of business at (hereinafter called "the Transferee");

NOW this Agreement witnesseth as follows:

1. The Employer hereby transfers and assigns the within contract of apprenticeship and all his interest therein and the benefit of all covenants therein to the Transferee for all the residue now unexpired of the within stated period of apprenticeship.
2. The Transferee covenants with the Employer, the Guardian and the Apprentice and each of them severally as follows:
 - (a) to take the Apprentice as his apprentice for the now unexpired residue of the within stated period of apprenticeship unless the said apprenticeship shall be sooner lawfully determined or reduced;
 - (b) that he will observe and perform all the covenants in the within contract of apprenticeship contained on the part of the Employer to be observed and performed in like manner as if he the Transferee were therein named instead of the Employer and will keep

the Employer indemnified accordingly.

3. The Guardian and the Apprentice severally covenant with the said Transferee as follows:

(a) that the Apprentice will serve the Transferee as his apprentice in the within stated trade or occupation for the now unexpired residue of the within stated period of apprenticeship unless the said apprenticeship shall be sooner lawfully determined or reduced;

(b) that they and each of them will observe and perform all the covenants in the within contract of apprenticeship contained and on their part to be observed in all respects as if the Transferee were therein named instead of the Employer.

IN WITNESS WHEREOF the parties hereto have hereunder set their hands
thisday of, 19.....

AS WITNESSES: Signed by for and on

1. behalf of the Employer

2.

.....

Employer

1. Signed by the said

2.

.....

Guardian

1. Signed by the said

2.

.....

Apprentice

1. Signed by the said

2.

.....

Transferee

TRANSFER registered at the Office of the Controller of Apprenticeship
this day of, 19.....

.....
Controller of Apprenticeship

RESCISSION OF CONTRACT

This contract was, in terms of section 17 (1) of the Apprenticeship Act, rescinded as from
the.....day of.....19.....

.....
Controller of Apprenticeship

COMPLETION OF CONTRACT

This is to certify that the apprentice named in the Indenture has satisfactorily completed an apprenticeship of years monthsdays to the trade of.....in accordance with the Apprenticeship Act.
Dated this.....day of.....19.....

.....
Controller of Apprenticeship

THE APPRENTICESHIP REGULATIONS [ARRANGEMENT OF REGULATIONS]

PART I

PRELIMINARY

Regulation

1. Title
2. Interpretation

PART II

CONTRACTS OF APPRENTICESHIPS

3. Regulations are binding on parties to contract
4. Form of contract
5. Registration of contracts
6. Refusal to register contracts and appeals
7. Registration of transfer of contracts
8. Discharge by agreement or death
9. Discharge by default
10. Discharge by performance