

## COMPLETION OF CONTRACT

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

.....  
*Controller of Apprenticeship*

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1965  
Act No. 13  
of 1994**

## PART I

### PRELIMINARY

1. These Regulations may be cited as the Apprenticeship Regulations. Title

2. In these Regulations, unless the context otherwise requires- Interpretation

"block release course" means a course of instruction whereby an apprentice is absent from his normal place of work to undertake a full-time course of one week or more;

"contract" means any contract of apprenticeship;

"day release course" means a course of instruction whereby an apprentice is absent from his normal place of work to undertake a course of one day's duration or less;

"employer" means any person who employs any apprentice or who employs or provides work for any minor in any designated trade;

"evening class" means a technical educational class which is held after the hour of five o'clock in the evening;

"holidays" means Christmas Day and Good Friday and such other days as by custom or agreement are observed as holidays in the industry in which the apprentice concerned is employed;

"wages" means basic wages, but does not include cost of living allowance, climatic allowance, or other payment additional to basic wages.

## **PART II**

### **CONTRACTS OF APPRENTICESHIPS**

3. Every contract made after the \*commencement of these Regulations shall be deemed to include an agreement by the parties thereto that each of them shall comply with the provisions of these Regulations.

Regulations are binding on parties to contract

\* 3rd September, 1965.

4. (1) There shall be three copies of every contract and each copy shall be signed by or on behalf of the employer and by the apprentice, and, in case of a minor, by his guardian.

Form of contract

\*3rd September, 1965.

(2) No contract shall be executed unless prior to the execution thereof an apprentice or his guardian has delivered to an employer the documents in respect of the apprentice's age and educational standard in accordance with sub-regulation (1) of regulation 13.

5. (1) Every employer shall, within one month of the execution of any contract, transmit to the Controller all three copies of the contract together with any documents delivered to him in accordance with sub-regulation (1) of regulation 13.

Registration of contracts

(2) The Controller shall register any contract transmitted to him under

sub-regulation (1) if he is satisfied that the contract has been executed in accordance with these Regulations, and shall endorse on each copy of the contract a certificate under his hand that the contract has been registered.

(3) The Controller shall transmit one copy of the contract registered under sub-regulation (2), together with any other documents referred to in sub-regulation (1), to the apprentice and one copy thereof to the employer and the Controller shall retain in his possession one copy of the contract.

6. (1) The Controller may refuse to register any contract if the provisions of the Act and of these Regulations are not satisfied.

Refusal to register contracts and appeals

(2) The Controller shall inform the parties to a contract of his refusal to register any contract and shall transmit to each of them a statement of the grounds for refusal and shall inform the parties of their rights of appeal.

(3) Any person who is not satisfied with the refusal to register any contract by the Controller may appeal to the Minister within one month of the date on which the decision of the Controller is communicated to him.

7. The provisions of regulation 5 shall apply *mutatis mutandis* to any transfer of the rights and obligations of any employer under any contract to any other employer.

Registration of transfer of contracts

8. (1) Where any contract is rescinded by mutual agreement of the parties thereto, each party shall, by a letter to the Controller, indicate his agreement to the rescission and at the same time send his copy of the contract to the Controller who shall endorse upon every copy of the contract the fact that the contract has been rescinded.

Discharge by agreement or death

(2) Every employer shall notify the Controller of the death of an apprentice within a period of one month from the date of such death.

(3) Every apprentice shall notify the Controller of the death of his employer or, if such employer be a partnership or company, of the dissolution or winding-up of the same, within a period of one month from the date of such death, dissolution or winding-up, as the case may be.

**9.** (1) Where, in the opinion of the Controller, an employer has an insufficient number of journeymen or instructors to train his apprentice in any aspect of his trade, he may order- Discharge by default

(a) that the contract be rescinded and demand from the employer and apprentice their respective copies of the contract and endorse thereupon the fact of such rescission; or

(b) that the apprentice be transferred to such other employer as may be arranged.

(2) Before taking action the Controller shall give notice in writing of his intention to act under sub-regulation (1) to an employer and to an apprentice not less than thirty days before such action is taken.

(3) Any employer or apprentice to whom notice is given in accordance with sub-regulation (2) may appeal to the Minister within thirty days of the date on which the notice is transmitted to him.

(4) If any employer or apprentice to whom notice is given under sub-regulation (2) intimates in writing to the Controller his intention to appeal to the Minister, such intimation shall operate to stay the execution of the intention by the Controller until the appeal is heard by the Minister.

(5) The decision of the Minister on hearing an appeal under sub-regulation (4) shall be final and binding on all parties.

**10.** (1) Where a contract is discharged by performance of all obligations thereunder, each party to the contract shall forward the copy of the contract in his possession to the Controller. Discharge by performance

(2) If the Controller is satisfied that the parties have fulfilled their obligations under the contract and have complied with the provisions of the Act and of these Regulations, he shall endorse on each copy of the contract a certificate in the form set out in the Schedule.

**11.** (1) The lending of the services of any apprentice by one employer to another employer shall not be permitted unless the apprentice has given his consent, or, in case of a minor, that of his guardian has been given and prior permission for such loan is granted by the Controller. Loan of apprentices

(2) Where, in the opinion of the Controller, an employer is unable to train an apprentice in any particular aspect of his trade, the Controller may, subject to the consent by the apprentice or, in case of a minor, by his guardian, direct such employer to lend the services of his apprentice-

(a) to another employer who is able and willing to provide the necessary training for such period of time as the Controller may direct; or

(b) to any establishment or institution where that particular aspect of the apprentice's training may be given.

(3) The loan of services of any apprentice by one employer to another employer, establishment or institution under sub-regulation (1) or (2) shall in no way release the lending employer from his obligations under the contract.

## **PART III**

# **QUALIFICATIONS FOR APPRENTICESHIP**

**12.** (1) Notwithstanding anything contained in these Regulations, no contract shall be valid unless prior to its execution an apprentice has attained the age of fifteen years and has attained the required educational standard prescribed by the Minister or has satisfied the Persons who may become apprentices

Controller that he has attained an educational standard equal to or higher than the standard required for the particular trade.

(2) The Controller may, in deciding whether or not an apprentice has attained the required educational standard, obtain and may have regard to, but shall not be bound by, the opinion of the Permanent Secretary, Ministry of Education.

**13.** (1) Prior to the execution of any contract an apprentice shall deliver to his employer evidence of his age and educational standard in such form as the Controller may require. Evidence of age and educational standard

(2) The Controller shall not register any contract unless he is satisfied-

(a) that an apprentice has attained the age of fifteen years; and

(b) that an apprentice has attained the educational standard required; and

(c) that the provisions of regulation 4 have been complied with.

## **PART IV**

## **RECORDS AND RETURNS**

**14.** Every employer shall keep in a clear form a full and correct record of the following particulars in respect of every apprentice in his employment: Records by employers

(a) full name;

(b) name and address of the parent or guardian;

(c) the work performed by him during each period of three months together with a report upon the manner in which he has performed such work during each period of three months by the foreman or, with the approval of an inspector, by any other responsible person under whose supervision such work has been performed;

(d) particulars of all wages paid to him;

- (e) particulars of all overtime worked by him;
- (f) particulars of all times during which he is absent from his work, whether such absence is due to leave, sickness or otherwise.

**15.** The Controller may at any time direct an employer to submit a return to the Controller regarding any matter relating to apprenticeship in respect of any apprentice who is or at any time has been in his employment, and every employer shall comply with such direction unless there are reasonable grounds for not doing so.

Returns by employers

## **PART V**

### **PERIOD OF APPRENTICESHIP AND WAGES**

**16.** The period of apprenticeship required for any designated trade shall be prescribed by the Minister.

Length of apprenticeship period

**17.** An apprentice shall be presumed to have completed any year of his apprenticeship and shall, if he has not completed his apprenticeship, be permitted to commence the next year of his period of apprenticeship unless-

Yearly progression

(a) an inspector reports to the Controller that the apprentice has not made reasonable progress towards acquiring a proper degree of skill and ability in the trade to which he is bound in accordance with the provisions of sub-regulation (5) of regulation 24; or

(b) the principal or head of the college, school or other institution where a course of instruction is conducted reports to the Controller that the apprentice has failed to show reasonable diligence and progress in the course of instruction he is attending or in the correspondence course which he is taking in accordance with sub-regulation (6) of regulation 25.

**18.** (1) The Controller may make a reduction in any period of apprenticeship and such reduction may be for any period or part of any

Reductions in the period of

period-

apprenticeship

(a) during which an apprentice has served in another country as an apprentice in the same trade as that to which he is bound in Zambia; or

(b) during which an apprentice has attended a course of instruction at a technical college or other technical institution prior to his indenture under the Act and these Regulations:

Provided that no reduction in the period of apprenticeship shall be granted in excess of one-half of the time spent at such technical college or other technical institution.

(2) No reduction in a period of apprenticeship shall be made under sub-regulation (1) unless-

(a) the Controller is satisfied that, having regard to the probability of an apprentice acquiring a proper degree of skill and ability in the trade to which he is bound, the experience he has gained during the period referred to in sub-regulation (1) is not of less value than that which he would have gained had he been employed or trained as an apprentice in Zambia for the same period; and

(b) the period referred to in sub-regulation (1) has terminated not more than one year immediately prior to the date on which the apprentice enters into a contract under the Act.

(3) The Controller may reduce any period of apprenticeship in respect of any apprentice who has had previous relevant experience and such reduction may be for such period as the Controller may think fit:

Provided that the Controller shall not make any reduction unless he is satisfied that such reduction shall in no way prejudice the acquiring by the apprentice of a proper degree of skill and ability in the trade to which he is bound.

**19.** (1) For the purpose of calculating the rate at which wages are payable to an apprentice, any reduction in the period of apprenticeship made under paragraph (a) of sub-regulation (1) of regulation 18 shall be deemed to be part of the period of apprenticeship of the apprentice and

Wages after  
reduction in  
period

to have expired on the day preceding the date of the commencement of the contract.

(2) For the purpose of calculating the rate at which wages are payable to an apprentice as a result of a reduction granted under paragraph (b) of sub-regulation (1) of regulation 18 or under sub-regulation (3) of regulation 18, any reduction from the period of apprenticeship shall be deemed to be that part of the apprenticeship period immediately following the date on which the reduction is made.

**20.** (1) The parties to any contract may at any time, with the approval of the Controller, alter or modify the contract by written agreement for the purpose of enabling an apprentice to change the trade to which he is bound to some other designated trade, and such agreement shall, within one month of its execution, be transmitted by the employer with the apprentice's and the employer's copies of the contract to the Controller for endorsement. Change of trade

(2) On receipt of the copies of the contract and the agreement mentioned in sub-regulation (1), the Controller shall endorse the fact of agreement on all copies of the contract and shall return one copy each to the employer and the apprentice.

(3) Where, in the opinion of an inspector after consultation with an employer, an apprentice who completes his first year of apprenticeship is not making sufficient progress towards acquiring a proper degree of skill and ability in trade to which he is bound the inspector may, with the approval of the Controller, and with the consent of the apprentice, or, in case of a minor, that of his guardian, arrange for the apprentice to change his trade whereupon the provisions of sub-regulations (1) and (2) shall apply *mutatis mutandis*.

(4) Where an apprentice changes his trade in accordance with sub-regulation (3), an inspector shall assess the apprentice's level of skill and ability in his new trade and shall report to the Controller and the Controller may grant any reduction for previous experience in accordance with sub-regulation (3) of regulation 18.

(5) When an agreement has been made in terms of sub-regulation (1) the apprentice shall, for the purposes of these Regulations, be deemed to

have served as an apprentice in the trade mentioned in such agreement since the commencement of his apprenticeship.

**21.** Subject to the provisions contained in regulations 33 and 34, the wages which every employer shall pay his apprentice under any contract shall be at not less than the following rates: Wages

During the first year of the period of apprenticeship .. .. . 15n per hour;

During the year of the period of apprenticeship following the period during which wages are at the rate of 15n per hour .. 18n per hour;

During the year of the period of apprenticeship following the period during which wages are at the rate of 18n per hour .. 22n per hour;

During the year of the period of apprenticeship following the period during which wages are at the rate of 22n per hour .. 32n per hour;

During the remaining period of the contract 52n per hour.

## **PART VI**

### **PRACTICAL TRAINING AND EFFICIENCY TESTS**

**22.** (1) Subject to sub-regulations (1) and (2) of regulation 11, every employer shall provide for every apprentice employed by him suitable and sufficient training in every aspect of the trade to which the apprentice is bound. Practical training

(2) The Controller or any inspector may give directions to any employer regarding the work to be performed by any apprentice employed by him and every employer shall comply with any such direction given to him.

(3) No employer shall be deemed to have failed to comply with any direction given under sub-regulation (2) if he proves that-

(a) compliance with such direction was not necessary for enabling an apprentice in respect of whom such direction was given to acquire a proper degree of skill and ability in the trade to which he is bound; or

(b) having regard to the nature of work performed in the undertaking carried on by the employer, the direction with which he is required to comply is unreasonable.

**23.** (1) Where an inspector certifies to the Controller that a person who has received practical training has reached a standard of practical proficiency commensurate with the standard that any apprentice must reach in such trade in any particular year, the Controller shall consider, without prejudice to the operation of regulation 18, whether or not to grant any reduction in the period of apprenticeship after such person has been properly indentured.

Reduction in the period of apprenticeship after practical training

(2) The Controller, when considering whether or not to grant a reduction under sub-regulation (1), shall have regard to, but shall not be bound by, the inspector's assessment of the level of practical proficiency attained by such person.

**24.** (1) Prior to the date on which he has completed his first year, his third year or his final year of apprenticeship or at such other times as the Controller may direct, the practical progress of every apprentice shall be assessed by an inspector or by any person authorised in writing by the inspector.

Assessment of practical skill

(2) Where any training is given to any apprentice by any person other than the employer, an inspector or any person authorised in writing by the inspector may pay due regard to the assessment of progress of the apprentice made by the person in charge of such training.

(3) For the purposes of assessing practical skill under this regulation, an inspector or any person authorised in writing by him may have the aid of such person or persons as he may consider fit and may have regard to the opinion of such person or persons.

(4) An inspector or any person authorised in writing by the inspector may require any apprentice whose progress is being assessed under sub-regulation (1) to carry out in his presence such operations or answer such questions as he may think necessary in order to enable him to make a proper assessment of the apprentice's skill.

(5) In respect of every apprentice whose progress is assessed under this regulation, an inspector shall prepare and transmit to the Controller a written report and shall state in such report the manner in which such assessment was made and shall further state whether or not the apprentice has made reasonable progress towards acquiring a proper degree of skill and ability in the trade to which he is bound.

(6) Where an inspector reports to the Controller in pursuance of sub-regulation (5) that an apprentice has not made reasonable progress, he shall further state whether the failure of the apprentice to make such progress is due in any respect to any failure on the part of the employer to provide the apprentice with suitable and sufficient training, having regard to all the circumstances of the case.

## **PART VII**

### **CLASSES AND CORRESPONDENCE COURSES**

25. (1) The Controller, or any inspector with the approval of the Controller, may at any time direct any apprentice to attend any course of instruction or classes which may include a block release course, a day release course or evening classes or take any correspondence course or any combination of these courses and classes as he may consider desirable for improving the apprentice's knowledge of, and aptitude for, the trade to which he is bound. Courses and classes

(2) Subject to the provisions of sub-regulation (3) of regulation 36 and sub-regulation (4) of regulation 37, any direction given to an apprentice under sub-regulation (1) shall be for a course or classes the duration of which does not extend beyond the expiration of the period for which the

apprentice is bound, and the terms of any such direction may be varied at any time by the Controller or, with the approval of the Controller, by the inspector who gave the direction or by any other inspector.

(3) Any classes which any apprentice may be directed to attend shall be for not less than four hours and not more than eight hours in any one week and all the classes shall be held during working hours.

(4) The provisions of sub-regulation (3) shall not apply to any apprentice attending a block release course or evening classes or any full-time course of instruction.

(5) An apprentice shall be deemed to have failed to complete his course if, upon the conclusion of such course of instruction or correspondence course, the principal or head of the college, school or other institution where such a course is conducted or under whose guidance the correspondence course is taken certifies to the Controller that the apprentice has not shown reasonable diligence in relation to such course of instruction or correspondence course.

(6) The principal or head of the college, school or other institution where a course of instruction is conducted or under whose guidance a correspondence course is taken shall at the end of each year of the course report to the Controller any apprentice who has not during that year shown reasonable diligence and progress in relation to the course.

(7) No employer shall restrain an apprentice from attending any course of instruction which he has been directed to attend under the provisions of sub-regulation (1).

**26.** Where, in the opinion of the Controller after consultation with the principal or head of any technical college, school or other technical institution, it is not considered practicable for any apprentice to attend any block release course, any day release course or evening classes for any reason, the Controller may direct that such apprentice shall take a correspondence course to be specified by him.

Compulsory  
correspondence  
courses

**27.** (1) Any apprentice who completes a course of instruction or a correspondence course of less than one year's duration which he has

Refund of fees

been directed to attend or take under sub-regulation (1) of regulation 25 shall be entitled to recover the fees he paid in respect of such course from his employer unless the principal or head of the college, school or other institution where the course of instruction is conducted certifies to the Controller that the apprentice has not shown reasonable diligence in relation to the said course in accordance with sub-regulation (5) of regulation 25.

(2) Any apprentice who attends a course of instruction or takes a correspondence course of more than one year's duration which he has been directed to attend under sub-regulation (1) of regulation 25 shall be entitled, on the termination of each year of the course, to recover the fees he paid in respect of that year of the course from his employer unless the principal or head of the college, school or other institution where the course of instruction is conducted reports to the Controller that the apprentice has not shown reasonable diligence in relation to that year of the course in accordance with sub-regulation (6) of regulation 25.

(3) Where any fees paid in respect of any course of instruction which an apprentice is directed to attend in accordance with the provisions of sub-regulation (1) of regulation 25 include a charge for board or lodging, his employer shall not be required to refund that charge.

**28.** Notwithstanding anything contained in regulation 25, an apprentice shall not be deemed to have failed to comply with any direction given under sub-regulation (1) of regulation 25 if he proves that his failure to attend regularly or complete the number of papers required by the principal or head is due to sickness or other reasonable cause.

Excuses for non-attendance

**29.** When any apprentice is absent from his work by reason of compliance on his part with any direction given to him under sub-regulation (1) of regulation 25, his employer shall not make any reduction in his wages by reason only of such absence, and during such absence the apprentice shall be deemed for the purposes of calculating the amount of wages due and payable to him to have been engaged upon the work he is employed to do:

Wages while attending classes

Provided that, in calculating the period in any one week in respect of which the employer is prohibited from making any reduction in his wages, there shall be excluded and no regard shall be had to any period

spent by the apprentice attending evening classes.

## **PART VIII**

# **HOURS, OVERTIME AND HOLIDAYS**

**30.** Subject to the provisions of regulation 32, no apprentice shall work or be permitted or required to work for more than forty-eight hours in any one week. Maximum hours of work

**31.** (1) No apprentice shall work or be permitted or required to work during the night. Night work

(2) Notwithstanding anything contained in sub-regulation (1), any apprentice may work or be permitted or required to work during the night if his so working is necessary-

(a) as a matter of emergency to avoid or lessen danger to life or serious danger to property; or

(b) to enable him to obtain experience of work which he would not otherwise obtain.

(3) Any classes which an apprentice is directed to attend under sub-regulation (1) of regulation 25 shall not constitute work for the purposes of this regulation.

(4) For the purpose of this regulation, "night" means the period between six o'clock in the evening and six o'clock in the morning.

**32.** Any apprentice who completes at least three years of the period of apprenticeship may work or be permitted or required to work for a period of not more than eight hours in any one week in excess of the period for which he is permitted to work during such week by regulation Overtime

30.

**33.** Any apprentice who works or is permitted or required to work for any overtime under regulation 32 shall, in addition to any wages payable to him under regulation 21, be paid by his employer additional remuneration in respect of such overtime at rates bearing the same relation to his normal rate of remuneration as the additional remuneration paid to artisans in the employment of the same employer in respect of any overtime bears to the normal remuneration of such artisans. Payment for overtime

**34.** (1) No apprentice shall work or be permitted or required to work on any holiday. Holidays

(2) Notwithstanding anything contained in sub-regulation (1), any apprentice may work or be permitted or required to work on any holiday if his so working is necessary-

(a) as a matter of emergency to avoid or lessen danger to life or serious danger to property; or

(b) to enable him to obtain experience of work which he would not otherwise obtain.

(3) Notwithstanding anything contained in sub-regulation (1), every apprentice shall be deemed to have worked on any holiday for the purposes of computing the amount of wages due and payable to him by his employer and for the purpose of computing the period of his apprenticeship.

(4) When any apprentice works or is permitted or required to perform any work on any holiday under sub-regulation (2), he shall be paid in respect of such work at rates bearing the same relation to his normal rate of remuneration as the additional remuneration paid to artisans in the employment of the same employer in respect of any work performed by them on any holiday bears to the normal remuneration of such artisans.

**35.** (1) Save as is provided by regulation 34, no apprentice shall be permitted any leave of absence in excess of a total of three days, excluding holidays, during the period of twelve months from the date of Leave

commencement of his apprenticeship.

(2) Subject to the operation of sub-regulation (1), an apprentice shall be entitled to twelve working days' leave for each period of twelve months' service. Any holiday, other than a Sunday, falling within a period of leave shall not be included in any leave.

(3) The Controller may in his discretion authorise the granting of either paid or unpaid leave in excess of any period of leave granted under sub-regulation (1) or (2).

(4) No leave resulting in an apprentice being absent from any course of instruction or evening classes to which he is directed under sub-regulation (1) of regulation 25 shall be granted.

(5) The period qualifying for leave shall be calculated from the day succeeding the last day of the latest period of leave taken or, in the case of a first year apprentice, from the date of commencement of contract.

**36.** (1) For the purpose of calculating wages while on leave, an apprentice shall be deemed to have worked during any period of leave, except when he is granted unpaid leave. Wages while on leave

(2) Any period of leave taken by any apprentice in accordance with sub-regulation (1) or (2) of regulation 35 shall be counted as working time towards the completion of his period of apprenticeship.

(3) Any apprentice to whom any excess leave is granted under sub-regulation (3) of regulation 35 may be required to continue his apprenticeship beyond his contractual period for a time equal to the excess period of leave taken if the Controller shall by writing so require him.

**37.** (1) When an apprentice is unable to attend his place of work or instruction due to sickness for more than one day, he shall, on production of a certificate signed by a medical practitioner, be granted by his employer not more than twelve days' sick leave in any one calendar year, and during this period his service towards his apprenticeship shall continue. Sick leave

(2) If any apprentice is absent from work or a course of instruction beyond the period of sick leave granted by his employer in accordance with sub-regulation (1), his employer may at the request of the apprentice grant him any leave to which he is entitled under regulation 35.

(3) If an apprentice is absent from work beyond the time of any period of leave due to him, the Controller shall be so informed by the employer and the employer shall notify the Controller immediately the apprentice returns to work.

(4) Where an apprentice returns to work after a period of leave taken in accordance with this regulation, the Controller may consider the progress of the apprentice and may, after consultation with the employer, direct that the period of absence, or any part of it, in excess of twelve days be treated as sick leave, or require the apprentice to continue his apprenticeship period beyond his contractual period for all or any part of the excess of time of absence over the period of leave due to him as the Controller may deem fit.

## **PART IX**

### **OFFENCES AND PENALTIES**

**38.** (1) Any person who, without reasonable excuse, fails or refuses to comply with any of the provisions of these Regulations shall be guilty of an offence and shall be liable to a fine not exceeding seven hundred and fifty penalty units or to imprisonment for a period not exceeding three months, or to both.

Offences and penalties

(2) Any person who, without reasonable excuse, fails or refuses to comply with any direction given under these Regulations shall be guilty of an offence and shall be liable to a fine not exceeding seven hundred and fifty penalty units or to imprisonment for a period not exceeding three months, or to both.

(3) The conviction or acquittal of any person charged with any offence under these Regulations shall in no way affect any civil right or obligation of such person.

*(As amended by Act No. 13 of 1994)*

## **SCHEDULE**

*(Regulation 10)*

GOVERNMENT OF ZAMBIA

THE APPRENTICESHIP ACT

### **CERTIFICATE OF COMPLETION OF CONTRACT**

This is to certify that the apprentice named in the Indenture has satisfactorily completed an apprenticeship of ..... years ..... months to the trade of ..... in accordance with the Apprenticeship Act.

Dated this ..... day of .....

.....

*Controller of Apprenticeship*

## **CHAPTER 276 THE MINIMUM WAGES AND CONDITIONS OF EMPLOYMENT ACT**

### **ARRANGEMENT OF SECTIONS**

#### Section

1. Short title
2. Interpretation
3. Regulation of wages, etc.
4. Duties of employer
5. Functions of Labour Commissioner and labour officers
6. Recovery of wages
7. Exemption permits