



## CONDITIONS OF APPRENTICESHIP

### MERSETA: COMING INTO OPERATION OF CONDITIONS OF APPRENTICESHIP AS PUBLISHED IN GOVERNMENT NOTICE NO. R. 959 OF 14 JUNE 1996.

I, Tito Titus Mboweni, Minister of Labour, acting in terms of section 13 of the Manpower Training Act, 1981, hereby determine that-

- (a) the trade "Automotive Body Repairer and Automotive Machinist" in the Motor Industry in the Republic of South Africa will come into operation with effect from the first Monday after the date of publication of this notice; and
- (b) Motor Mechanic - Notice No. R1158 of 5 September 1997.
- (c) Spray Painter - Notice No. 1369 of 30 October 1998.
- (d) the Conditions of Apprenticeship referred to above shall only be applicable to apprentices entering into a contract of apprenticeship in the four trades referred to in paragraph (a)(b) and (c) of this notice on or after the implementation date.

#### 1. QUALIFICATIONS FOR COMMENCING APPRENTICESHIP

1.1 The minimum age and educational qualifications for commencing apprenticeship shall be 16 year and-

1.1.1 Standard VII in respect of the designated trades: Automotive Body Repairer, Automotive Trimmer, Spraypainter and Vehicle Body Builder.

1.1.2 Standard VIII in respect of all other designated trades.

1.2 Should the prospective apprentice not be in possession of the specified educational qualifications, the MERSETA may grant exemption in terms of sections 15 and 16 of the Manpower Training Act to any prospective apprentice to commence an apprenticeship without the employer and prospective apprentice having to enter into a contract of apprenticeship in terms of the Manpower Training Act, on condition that the minor enrolls, attend and passes the introductory course conducted by a technical institution in preparation for the National Technical Certificate, Part 1 (N1) on the basis mutatis mutandis relating to technical studies prescribed in these Conditions of Apprenticeship.

1.3 A contract of apprenticeship shall be entered into between the employer and the apprentice for all the levels of training in respect of all the designated trades. Cognisance must be taken of the fact that in respect of a minor a contract of apprenticeship must be entered into within four months as stipulated in section 16 of the Act.

#### 2. PERIOD OF TRAINING

2.1 A minimum and maximum period for all designated trades shall be effective. An apprentice who fails his/her first attempt shall be afforded two additional attempts, by mutual agreement, for modular and level tests: Provided further

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that the prescribed maximum periods are not exceeded.

- 2.2 If an apprentice passes a level test, the MERSETA shall issue a certificate to that effect to such apprentice with effect from the last day of the test.
- 2.3 It must be noted that if the standards as prescribed in sub-clause 2.1 are not achieved, the contract of apprenticeship shall be cancelled with effect from the date of notification to the apprentice in consultation with the MERSETA.
- 2.4 The MERSETA shall issue to an apprentice, whose contract was cancelled in terms of sub-clause 2.3, a letter of recognition for modules completed.

### 3. LEVEL TEST

To be permitted to undergo a level test, a certain standard of proficiency must be obtained. Therefore an apprentice shall:-

- 3.1 Complete the minimum period of practical (On the Job ) training as specified in the curriculum and course layout of the specific trade for the specific level.
- 3.2 Pass all the necessary modular tests approved by the MERSETA for the relevant trade.
- 3.3 Supply documentary proof of having met the requirements of Sub clauses 3.1 and 3.2.
- 3.4 If the level test is the final test (Level 3/4), the apprentice must have a minimum of a N2 or equivalent or higher certificate; and proof of such qualification must be submitted.
- 3.5 It must be noted if the standards as prescribed in sub clauses 3.2 and 3.3 are not achieved, the contract of apprenticeship shall be cancelled with effect from the date of notification to the apprentice in consultation with the MERSETA.

### 4. COURSES OF TRAINING

An employer shall provide the apprentice with practical on the job training in the trade in which he/she is indentured in accordance with the training schedule's (course layouts) per level approved and published by the MERSETA and issued to the employer from time to time.

The above implicates that an apprentice may/should be moved around in the workshop to be allowed/expose to on the job training on the aspects as prescribed in the learning guides course layout for his/her specific level of training.

### 5. WAGES

- (1) An employer shall remunerate an apprentice weekly at not less than the rates specified according to the Manpower training act.

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