



CONDITIONS OF APPRENTICESHIP- EXTRACTS FROM MANPOWER TRAINING ACT NO 56 OF 1981

1. QUALIFICATIONS FOR COMMENCING APPRENTICESHIP

The minimum age and educational qualifications for commencing apprenticeship shall be –

- (1) 16 years in all trades;
- (2) Standard 7 in all trades with Afrikaans or English, Maths & Science and at least two other subjects or a four-subject National Technical Certificate, Part 1(N1)

2. PERIOD OF APPRENTICESHIP

2.1 The minimum and maximum periods of apprenticeship for all designated trades shall be two years and four years respectively: Provided that the MERSETA may reduce the said periods commensurate with credits granted by the MERSETA for training or experience attained prior to indenturing.

2.2 With respect to then minimum and maximum periods mentioned in (2.1) above –

- (a) the minimum period of two years shall exclude time spent at a technical college extended sick leave, periods of absence outside the control of the apprentice and other absenteeism;
- (b) the maximum periods of four years shall include time spent at a technical college and, if necessary, the time taken for test as provided for in clause 6(3) and the minimum of 80 weeks of practical training;
- (c) both the minimum and maximum time periods shall exclude periods of absence outside the control of the apprentice and other absenteeism other than the 30 day sick leave per year.

2.3 The employer of an apprentice shall, within seven days of the apprentice absents notify the SETA in question of such absenteeism and shall do like wise within seven days after the apprentice returns to work.

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3. **WAGES**

- (1) An employer shall remunerate an apprentice weekly at not less than the rates specified according to the Main Agreement.
(See Annexure A)

4 **TECHNICAL STUDIES**

- (1) An apprentice who is not already in possession of the certificate prescribed in sub clause (2) in the subjects related to the trade in which the apprentice is indentured shall attend technical classes relevant to such trade and in accordance with the syllabuses prescribed for the relevant National Technical Certificate, which classes shall be attended at a technical college: Provided that where facilities for class attendance in any course or part thereof do not exist within 20km of the apprentice's place of work and class attendance is required during ordinary working hours, he may in lieu of attendance, take a correspondence course of the said course or part thereof, or undertake such classes at a training centre, in the area concerned, which has facilities for such technical classes.
- (2) An apprentice shall attend technical classes or take a correspondence course until the National Technical Certificate is obtained as specified in the relevant training schedule referred to in clause 7
- (3) **(a)** Where facilities for technical class attendance by continuous course of study exist, the apprentice shall attend such classes five days per week during ordinary hours of work for the duration of the course : Provided that an apprentice shall not be entitled to attend more than one continuous course of study in terms of this clause during ordinary hours of work in any one academic year.
- (b)** An apprentice who attends classes during ordinary hours of work in terms of paragraph (a) shall, for the duration of such course, not be required to report to work.
- (4) The provisions of sub clause (3) shall mutates mutandis apply to an apprentice taking a correspondence course in terms of sub clause (1) and (2) as if he attended technical classes.
- (5) An apprentice who, because of absence is unable to attend technical classes for the duration of a continuous course of study or to attend technical classes or take a correspondence course for at least half an academic year, shall not be required to peruse his studies during such year.
- (6) The provision of sub clause (3) and (4) shall mutates mutandis apply to apprentice who have complied with the provisions of sub clause (2) or who are already in possession of a higher technical qualification and

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voluntarily pursue studies relevant to the trade in which they are indentured.

5 PAYMENT OF CLASS OR COURSE AND EXAMINATION FESS

An employer shall advance to the technical institution concerned the class or course fees and examination fees payable by an apprentice who is required, or who in terms of clause 4 (6) elects to attend classes or take a correspondence or enter for any examination, and may deduct the amount so advanced from the wages of the apprentice in equal weekly (monthly) instalments during a period of 12 months from the date on which the results of the examination were published : Provided that-

- (1) If, at an examination, the apprentice obtains the relevant certificate, the amount advanced to the technical institution in respect of class or course fees and examination fees for that examination shall not be deducted by the employer;
- (2) If the apprentice fails, to obtain the relevant certificate, the deduction of class or course fees and examination fees for the examination may be made only in respect of those subjects in which the apprentice failed at the examination concerned.

6 TRADE TEST

- (1) Every apprentice in each designated trade shall pass an approved trade test to qualify as an artisan.
- (2) To be accepted as a candidate for the trade test mentioned in sub clause (1), an apprentice shall –
 - (a) have completed the modular off-the-job training programme (training schedule) as well as a modular on-the-job training programme approved by the MERSETA for the particular trade;
 - (b) have obtained the minimum theoretical qualification as prescribed in the relevant training schedule for the particular trade;
 - (c) have completed the minimum period of practical training of 80 weeks, as specified in clause 2 (1) and 2 (2) ;
 - (d) have passed all the necessary criteria test approved by the MERSETA for the relevant trade; and
 - (e) if required, supply documentation proof of having met the requirements of paragraph (b), (c) and (d)
- (3) An apprentice who fails a first attempt at the trade test shall be permitted additional attempts as approved by the MERSETA before the maximum period of apprenticeship expires, where after the contract shall be terminated.

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7. **COURSES OF TRAINING**

An employer shall provide an apprentice with practical training in the trade in which he/she is indentured in accordance with the training schedule approved and published by the MERSETA and issued to the employer from time



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