

CHAPTER 17

APPRENTICE GRADES

Scope

17.1 This chapter deals with apprentice grades, where the application of the qualification system is not considered appropriate. In the government service, as elsewhere, the purpose of apprenticeship is to provide young people with the necessary training, both theoretical and practical, to enable them to qualify for appointment to skilled jobs.

Pay scales

17.2 There are three grades of apprentices :

- (a) Craft Apprentice) These grades are intended
) for training primary school
- (b) Printing Apprentice) leavers between the ages of
) 14 and 15, as Artisans.

- (c) Technical Apprentice This grade is intended for
 training Form V school
 leavers aged between 17 and
 19 years, as Works Supervisors
 or Technical Officers
 (Trainee).

The pay scales for the apprentice grades were determined on the basis of a recommendation by the Apprenticeship Sub-Committee of the Industrial Training Advisory Committee, taking into account the period of apprenticeship and the non-productive nature of the job of an apprentice during the initial stage of his apprenticeship. Their present pay scales are :

	<u>Point</u>	<u>\$</u>
Craft and Printing Apprentice :	1	530
	2	530
	3	680
	4	810

/ Technical

	<u>Point</u>	<u>\$</u>
Technical Apprentice :	1	755
	2	810
	3	985
	4	1140

17.3 Both these scales were designed for apprenticeships lasting four years. In the case of the Printing Apprentice, the length of apprenticeship was reduced from four years to three years in July 1976. To recognise this change, it is proposed to divide the Craft and Printing Apprentice Scale into two.

17.4 It is understood that the two initial points of \$530 in the existing Craft and Printing Apprentice scale are justified by the "non-progressive" nature of the Model Scale 1. To provide some proportionate addition for apprentices and some added incentive in the proposed Craft and Printing Apprentice Pay Scales, it is suggested these two scales together with that for Technical Apprentice should be improved slightly as follows :

	<u>Point</u>	<u>\$</u>
Craft Apprentice :	1	550
	2	570
	3	700
	4	830

	<u>Point</u>	<u>\$</u>
Printing Apprentice :	1	550
	2	570
	3	700

	<u>Point</u>	<u>\$</u>
Technical Apprentice :	1	775
	2	830
	3	1005
	4	1160

/ Individual

Individual grades

17.5 The Government Printer has proposed that the entry qualifications for the Printing Apprentice should be raised to Form III level to meet the higher entry requirements for courses of instruction. However, we feel this proposal should be considered for all apprentices in the context of the introduction of education to Form III level for every child which will necessitate a further review of the Apprentice grades.

17.6 Representations were received from Craft and Technical Apprentices requesting, among other things, an upward revision of their pay scales on the grounds that their existing pay was not commensurate with their qualifications and duties. At the present time, taking into account the pay of apprentices in the private sector we consider that the increased scales recommended by us are sufficient.