

TRINIDAD AND TOBAGO.

No. 22.—1922.

I ASSENT,

[L.S.]

S. H. WILSON,  
*Governor.*

13th November, 1922.

AN ORDINANCE to provide for the promotion of  
Industrial Training.

[13th November, 1922.]

**B**E it enacted by the Governor of Trinidad and Tobago  
with the advice and consent of the Legislative Council  
thereof as follows:—

1. This Ordinance may be cited as the Industrial Short title.  
Training Ordinance, 1922.

2. In this Ordinance—

*Interpretation.*

The expression "Master" means any person or  
association of persons exercising, engaged in,  
working at or carrying on any trade or craft  
mentioned in or proclaimed under section 11  
of this Ordinance;

[Price 4d.]

The expression "Apprentice" means any boy, being under the age of twenty-one years, employed in or in connection with any trade or craft mentioned in or proclaimed under section 11 of this Ordinance, with the object or purpose of learning or acquiring any skill, dexterity, cunning, process or method therein, and whether such boy is or is not bound to any master by contract or agreement.

Appointment  
of Board.

3.—(1) There shall be appointed from time to time by the Governor such fit persons, not exceeding fifteen in number, to be a Board of Industrial Training (hereinafter called "the Board"), not less than four of whom shall be employers of artisans, and at least four of whom shall be persons skilled in and actually engaged in one or more of the trades to which boys may be apprenticed under this Ordinance.

(2) Every such appointment shall be for a term of three years, but may for any reasonable cause be revoked by the Governor before the expiration of such term. During the temporary absence of any member of the Board, the Governor may appoint some fit person to act in his stead.

(3) No business shall be transacted at any meeting of the Board unless at least five of its members be present.

(4) The Governor shall from time to time nominate from the members appointed under this section a Chairman of the Board.

Incorporation  
of Board.

4. The Board is hereby incorporated and may sue and be sued in its corporate name of "The Board of Industrial Training of Trinidad and Tobago," and shall have perpetual succession and an official seal which shall be officially and judicially noticed.

Power of  
Board to  
acquire and  
deal with land  
and buildings.

5. The Board may, with the approval of the Governor in Executive Council

(a) purchase or otherwise acquire or lease any land or building, or

(b) sell, lease or rent any land or building vested in them

for such purposes and on such terms and conditions as the Governor in Executive Council may approve.

6. The duties of the Board shall be —

Duties of  
Board.

- (a) So far as possible to procure, and to enter into agreements for procuring, the training of apprentices.
- (b) At their discretion to keep a register of masters.
- (c) To allot apprentices and keep a register of them.
- (d) To fix the periods of apprenticeship for different trades.
- (e) To cause to be examined and, if satisfied with their skill, to issue certificates of efficiency to apprentices under this Ordinance on the completion of their term of service, or earlier in cases of exceptional merit.
- (f) To settle disputes arising between masters and apprentices, and to transfer apprentices to new masters when desirable.
- (g) To arrange as far as possible for the technical education of artisans and apprentices.
- (h) To appoint and pay instructors and examiners when necessary.
- (i) To issue certificates of efficiency to such artisans as are after examination in the opinion of the Board qualified to be engaged in any trade or craft mentioned in or proclaimed under section 11 hereof. A register of such certificated artisans shall be kept in the office of the Board.
- (j) To establish, maintain and carry on an Institute for the training of the Blind.
- (k) To do all such acts, matters and things as may be necessary and proper to the carrying out of the duties and functions of the Board.

7. The Board may demand and receive any sum not exceeding five shillings from every candidate for examination, and any sum not exceeding ten shillings for every certificate of efficiency to be issued under the provisions of this Ordinance, and also such fees from students in technical instruction classes as may from time to time be fixed by the Board by regulation under section 17 hereof. The money so received shall be part of the funds of the Board.

Provided that the Board may in its discretion issue any certificate without payment of the prescribed fee.

Returns to be  
furnished by  
masters.

8. The Board or any officer of the Board duly authorised in that behalf by the Board may by notice in writing require any master to furnish to the Board a return, shewing the names, occupations, lengths of service, remuneration and any other particular as may be specified in such notice, of all apprentices employed by him, and every master shall comply with such notice within fourteen days from the delivery thereof. If any master shall fail or neglect to furnish such return within the time prescribed or makes a return which is defective or incomplete or which is wilfully untrue in any particular he shall be guilty of an offence against this Ordinance and shall be liable to a penalty not exceeding ten pounds.

Appointment  
and powers  
of Inspectors.

9.—(1) The Board may from time to time appoint inspectors whose duties shall be to visit workshops at which any trade mentioned in or proclaimed under section 11 of this Ordinance is being carried on or at which the Board has reason to believe that any such trade is being carried on, to inspect apprentices at their work and to report to the Board.

(2) Any inspector appointed under the provisions of this section shall have the right at all reasonable times to enter such workshops for the purpose of carrying out his duties, and any master who shall refuse permission to an inspector to enter his workshop or shall obstruct or interfere with an inspector in the performance of his duties shall be guilty of an offence against this Ordinance and shall be liable to a penalty not exceeding ten pounds.

Application of  
funds of  
Board.

10. The funds of the Board shall be applied to the remuneration of the Secretary and servants of the Board and to the discharge of all liabilities incurred by the Board in the exercise of its powers or in the performance of its duties, and to the giving of prizes and the holding of shows and exhibitions. The Board shall cause a true and correct account to be kept of all moneys received and expended by them and shall when required so to do submit such account to be audited by the Auditor-General of the Colony.

Keeping of  
accounts.

11. It shall be lawful for the father of any boy above the age of thirteen and under the age of seventeen years, or in case such boy has no father, for the mother of such boy, or in case such boy has no father or mother, for the person having the charge of and maintaining such boy, to bind such boy with the approval of the Board for any term not exceeding five years to be an apprentice in the trade of a Bookbinder, Boot and Shoemaker, Carpenter and Joiner, Cabinetmaker, Coppersmith, Coachbuilder, Cooper, Farrier, Fitter, Goldsmith, Mason, Moulder, Machinist, Plumber, Printer, Painter, Saddler, Smith, Shipwright, Silversmith, Tailor, Tinsmith, Turner, Upholsterer, Watchmaker or Wheelwright, or in any other trade or craft proclaimed by the Governor for that purpose, and every such contract shall be as effectual to all intents and purposes as if such boy being of full age by deed of covenant had bound himself. Provided that it shall be lawful in any case in which the Board may allow it, for such father, mother or other person as aforesaid in the first instance to place such boy as a probationary apprentice, on such conditions as may be mutually agreed upon between the parties with the assent of the Board, in any of such trades for a period of not less than three months, such period to count under the contract of apprenticeship if entered into. Provided that any such contract shall at the option of such boy be determinable upon his attaining the age of majority, and may be cancelled by the Board whenever it shall deem it necessary so to do.

Binding boy as  
Apprentice.

Every proclamation of any trade by the Governor under this Ordinance shall be published once in the *Royal Gazette*.

12. Any master who shall take on any apprentice or probationary apprentice, without the previous knowledge and consent of the Board shall be liable to a penalty not exceeding five pounds.

Master not  
to take on  
apprentice  
without  
consent of  
Board.

13. Every master of any apprentice who wilfully refuses or neglects to perform any of the terms or conditions imposed upon him by contract in respect of such apprentice shall be liable to a penalty not exceeding ten pounds.

Master—  
penalty for  
breach of  
indenture by.

Apprentices—  
penalty for  
breach of  
indenture by.

**14.** Every apprentice who wilfully refuses or neglects to conform to the terms or conditions of his apprenticeship, or quits his master's service without the leave of such master, shall be liable to a penalty not exceeding five pounds.

Provided that the Magistrate may in his discretion direct that such penalty be paid by the parent, guardian or person responsible for the apprentice.

Any person who aids or abets any apprentice in any offence under this section, or who knowingly employs or maintains any such apprentice, shall be liable to a penalty not exceeding five pounds.

Any person making default in the payment of any penalty under this section may be imprisoned without hard labour for any term not exceeding one month.

Skilled labour  
—no right to  
sue for wages  
of unless  
certificated.

**15.** No person, other than an artisan holding a certificate of efficiency under this Ordinance or other than an artisan engaged prior to the twenty-fourth day of July, 1911, in any trade mentioned in or proclaimed under section 11 hereof shall be entitled to sue in any Court in the Colony for a higher rate of wage for work done by him in any such trade than that generally paid at the time for unskilled labour.

Execution of  
deeds.

**16.** Contracts executed under this Ordinance shall not be liable to Stamp Duty, and shall be admissible in evidence in all Courts of law if purporting to be signed by the master and the apprentice in the presence of one witness and countersigned by the Chairman and the Secretary of the Board and sealed with the seal of the Board.

Recovery of  
penalties.  
Ordinance  
9-1918.

**17.** All penalties imposed by this Ordinance shall be recoverable before a Magistrate in the manner provided by the Summary Conviction Offences (Procedure) Ordinance, 1918, and proceedings for the recovery of such penalties may be initiated by any person authorized in writing by the Chairman and two members of the Board.

Production of such written authority shall be sufficient evidence of the issue thereof, and no proof of the signatures or official position of the persons signing the same shall be necessary.

18. The Board may from time to time make such rules <sup>Rules and</sup> and regulations as may be necessary for the proper conduct <sup>Regulations.</sup> of its proceedings and discharge of its duties under this Ordinance. All such rules and regulations shall be published in the *Royal Gazette* and shall be judicially noticed.

19. The Board shall be allowed the privilege of free <sup>Free postage.</sup> postage within the Colony for its correspondence, notices and publications.

20. The production of a copy of the *Royal Gazette* <sup>Evidence.</sup> containing a copy of any proclamation, rule or regulation purporting to be made under the provisions of this Ordinance shall be sufficient proof of the terms of such proclamation, rule or regulation and of the due and proper making and publishing thereof.

21. The Industrial Training Ordinance, 1911 (5-1911), <sup>Repeal.</sup> the Industrial Training (Amendment) Ordinance, 1911 (21-1911), the Industrial Training (Amendment) Ordinance, 1916 (13-1916) and the Industrial Training (Amendment) Ordinance, 1918 (27-1918) are hereby repealed.

Passed in Council this third day of November, in the year of Our Lord one thousand nine hundred and twenty-two.

JOHN DE NOBRIGA,  
*Acting Clerk of the Council.*