

Memorandum to Cabinet by the Honourable Minister of Labour,
Employment and Welfare, on wages to apprentices in private
industry

On the 27th May, 1969, the Youth Advisory Committee recommended substantial increases in wages to apprentices employed in private industry. When the Industrial Training Act was introduced in 1952, wages for apprentices and learners were regulated by the relative apprenticeship schemes. The original rates were fairly similar, but since then Wage Regulation Orders have been issued increasing learners' wages, though similar increases were not reflected in Apprentices wages.

Learners' wages in the Engineering Industry were last reviewed on the 28th May, 1965. Since then general increases of 4% and 6% were awarded and the wages council is currently examining an increase of more than 10% in wages. The current minimum wages payable to learners are:-

1st year	...	44/- per week
2nd year	...	63/- per week
3rd year	...	84/- per week
4th year	...	108/- per week
21 years and over	...	120/9 per week.

Wages in payment to apprentices are:-

6 year apprenticeship

1st year	...	21/6 per week
2nd year	...	37/6 per week
3rd year	...	53/6 per week
4th year	...	75/- per week
5th year	...	100/- per week
6th year	...	112/6 per week

4 year apprenticeships (other than apprenticeships for waiters and cooks in hotels)

1st year	...	21/6 per week
2nd year	...	40/- per week
3rd year	...	72/6 per week
4th year	...	92/6 per week

4 year apprenticeships for waiters and cooks in hotels

1st year	...	31/6 per week
2nd year	...	43/6 per week
3rd year	...	72/6 per week
4th year	...	92/6 per week

Apprentices in Government service, the Malta Drydocks Corporation and the Malta Electricity Board receive a minimum of nearly £3 during their first year and nearly £5.10s. during their last year of apprenticeship.

The existing low wages payable to apprentices in private industry, excluding the Malta Drydocks Corporation, are so unattractive that lads are most reluctant to take up an apprenticeship. Prior to the first Services rundown, the annual number of apprentices in Malta stood at around 1,400 of whom 1,100 were employed by the Services. The Services were indirectly training apprentices beyond their requirements as both Government and Private Industry were filling the bulk of their craftsmen's vacancies by ex-apprentices, who were appropriately trained by the Services. The

Services are no longer training any apprentices and the reduced volume of industrial work by the Services has more than been supplemented by the fast expanding local industry. The present number of apprentices stands at 605, of whom 333 are employed by the Malta Drydocks Corporation and 102 by Government Departments. Immediate steps must be taken to bridge the widening gap between skilled and unskilled manpower and apprenticeship training is the internationally recognised best medium to ensure appropriate training of future craftsmen. It is also relevant to point out that there are only two apprentice cooks and two apprentice waiters in the fast expanding catering industry.

To revive apprenticeship training which is most vital towards the industrialisation of the Island, the following measures are envisaged to be applied during the current year:-

- i) Part-time technical inspectors have just been appointed to trade-test apprentices at least once yearly to ensure adequate training;
- ii) all Apprenticeship Schemes are being revised and the periods of apprenticeship in most trades is being reduced, so that no apprenticeship will henceforth last for more than five years;
- iii) now three year schemes have been prepared for ex-Technical Institute students in possession of a City and Guilds Intermediate Certificate;
- iv) new modern schemes will be introduced for apprentice cooks and waiters, lasting 3½ and 3 years respectively, envisaging block release courses at the Malta College of Arts, Science and Technology from October to March of each year with one day a week in industry and productive training in industry from April to September. It is hoped that 70 apprentice cooks and 70 apprentice waiters will start these courses next October. These schemes may essentially be viewed as a crash measure designed to meet an ever expanding industry before it is too late.

Honourable Ministers are invited to approve the following wage scales payable to existing and future apprentices which have been recommended by the Youth Advisory Committee, representing both sides of industry, youth movements and interested Government Departments.

4 year apprenticeships

Government contribution

1st year	-	50/-	50/-	(100%)
2nd year	-	76/-	38/-	(50%)
3rd year	-	102/-	26/6	(25%)
4th year	-	128/-	NIL	

5 years apprenticeships

1st year	-	50/-	50/-	(100%)
2nd year	-	69/6	34/9	(50%)
3rd year	-	89/-	22/3	(25%)
4th year	-	108/6	16/3	(15%)
5th year	-	128/-	NIL	

6 year apprenticeship (applicable to those apprentices currently serving a 6 year contract as no future apprentices will be indentured for more than a 5 year period)

Government contribution

1st year	-	50/-	50/-	(100%)
2nd year	-	66/-	33/-	(50%)
3rd year	-	81/6	20/4	(25%)
4th year	-	97/-	14/6	(15%)
5th year	-	112/6	NIL	
6th year	-	128/-	NIL	

3 year apprenticeships for lads in possession of a City and Guilds Intermediate Certificate

1st year:	17 and 18 years	-	78/-	39/-	(50%)
	19 years and over	-	117/-	58/6	(50%)
2nd year:	18 years	-	84/-	21/1	(25%)
	19 years and over	-	121/-	30/3	(25%)
3rd year:			128/-	NIL	

3 1/2 year scheme for cooks and waiters

<u>Period</u>	<u>Type of Training</u>	<u>Rate P.W.</u>	<u>Government contribution</u>
1st 6 months October/March	Block release at MCAST 1 day a week in industry	40/-	30/- (75%)
2nd 6 months	Totally in industry	90/-	45/- (50%)
3rd 6 months	As in 1st 6 months	90/-	45/- (50%)
4th 6 months	As in 2nd 6 months	115/-	28/9 (25%)
5th 6 months	With industry with 1 day per week at MCAST	115/-	28/9 (25%)
6th 6 months	As in 2nd 6 months	128/-	NIL
7th 6 months (for cooks only)	As in 5th 6 months	128/-	NIL

To implement these recommendations as from the 1st September, 1969, and assuming that 230 apprentices (of whom 140 apprentice cooks and waiters) would be recruited an increase in Government subsidy amounting to £11,220 would result for the current financial year. However, due to the big drop in the number of apprentices during the first half of the current financial year the approved funds of £26,000 appearing in the 1969/70 Estimates are considered adequate and no excess is envisaged for the moment.

2nd August, 1969.