

Telephone : DOUGLAS 7261-2-3-4.

Any communication should be
prepaid and addressed to:—
" THE CONSERVATOR,"
and the number and date of this
letter should be quoted.

Est.38/F.103



CONSERVANCY OFFICE (WEST),
FORESTRY COMMISSION (SCOTLAND),
20 RENFREW STREET,
GLASGOW, C.2.

5th January, 1959.

Mr. W. Fleming,
23/493, Strathyre.
c/o Mr. A. Cameron, Strathyre.

Dear William,

Apprenticeship Scheme

I now enclose your Apprenticeship Scheme Certificate and
congratulate you on the satisfactory completion of your
training.

Yours sincerely,

For Conservator West (Scotland)

BBM/BJs

FORESTRY



COMMISSION

Apprenticeship Scheme

This IS TO CERTIFY THAT

William Fleming

having satisfactorily completed
a two year term of apprenticeship
on *6th December 1958*
has qualified as a skilled forest worker.

Hotchner

Secretary, Forestry Commission

FORESTRY COMMISSION

FORESTRY APPRENTICESHIP SCHEME

INDENTURE OF APPRENTICESHIP between THE FORESTRY COMMISSIONERS and

William Fleming

with consent of William Fleming

It is CONTRACTED between the Forestry Commissioners (hereinafter called "the Employers")

on the one part and William Fleming

(hereinafter called "the Apprentice") with consent of

William Fleming

(hereinafter called "the Curator") as his Curator and Administrator-in-law, and the said

William Fleming

as cautioner for and with the said William Fleming

in all the obligations and clauses of this Indenture on the other part as follows:—

1. The Employers will accept the Apprentice as their Apprentice for a term of two years from the seventh day of December nineteen hundred and fifty six and, to the best of their knowledge and ability, teach the Apprentice or cause him to be taught the occupation of forestry and will release the Apprentice:

- (a) on one day or its equivalent each week during each year of his apprenticeship for regular attendance during normal working hours, without loss of pay, at classes of instruction, both technical and general, as may be approved by the Employers, OR
- (b) for a continuous period of eight weeks, or equivalent, each year of his apprenticeship for attendance at such classes of instruction.

2. The Employers will pay the fees properly payable for such classes of instruction.

3. The Employers will offer to the Apprentice employment as a skilled worker after the satisfactory completion of his apprenticeship.

4. The Curator and the Apprentice hereby jointly and severally agree with the Employers as follows:—

- (a) The Apprentice will faithfully and diligently serve the Employers during the said term of apprenticeship and will regularly attend the classes of instruction for which he is released by the Employers.
- (b) The Apprentice will during the period of service:
 - (i) carry out all reasonable instruction of the Employers or their representatives, and
 - (ii) promote to the best of his ability the interests of his Employers.
- (c) The Apprentice will not during the period of service absent himself from the service of the Employers without their consent or permission except in the event of his sickness certified by a duly qualified medical practitioner.

5. It is agreed between the Employers and the Curator and the Apprentice that the first six months of the apprenticeship shall be a probationary period during which the Apprenticeship Agreement may be terminated without notice by the Employers or by the Apprentice with the consent of the Curator.

6. It is further agreed between the Employers the Curator and the Apprentice that if in the opinion of the Employers the Apprentice shall wilfully disobey the lawful orders of the Employers or their representatives or shall persistently neglect or refuse to comply with the provisions of this Agreement or shall grossly misconduct himself the Employers may forthwith discharge the Apprentice from their service and this Agreement will forthwith be at an end.

7. It is hereby mutually agreed and declared between the parties hereto that during the apprenticeship the wages and conditions of employment shall be as determined from time to time in accordance with the Objects and Constitution of the Forestry Commission Industrial and Trade Council.

IN WITNESS WHEREOF these presents consisting of this and the preceding page are executed in duplicate by the parties hereto as follows:- they are signed for and on behalf of the said Forestry Commissioners by James Macdonald, Director of Research and Education, an officer duly authorised by the said Forestry Commissioners to act on their behalf, at London, on the fourth day of June nineteen hundred and fifty seven before these witnesses Ann Brooks and Florence Williamson, both Civil Servants, twenty five Savile Row, London, W.1., and they are signed by the said William Fleming at Devilla Forest, Alloa on the sixteenth day of April and year last mentioned before these witnesses John Lowe Scott, Forestry Apprentice, Forestry Hostel, Strathyre, Perthshire and Ian Donald MacDonald, Forestry Apprentice, Forestry Hostel, Strathyre, Perthshire and by the said William Fleming as Curator and Cautioner foresaid at Avonbridge, by Falkirk on the twenty second day of April and year last mentioned, before these witnesses Reverend Donald Sutherland Sutherland, Minister of Religion, Congregational Manse, Avonbridge, by Falkirk and Robert Drummond, Electric Welder, 28, Main Street, Avonbridge, by Falkirk.

Ann Brooks witness

Florence Williamson witness

John Lowe Scott witness

Ian Donald MacDonald witness

James Macdonald
Employer

William Fleming
Apprentice

(124) Donald Sutherland witness

Robert Drummond witness

William Fleming
Curator