

1968 AID Harefield Apprentice Intake
50th Anniversary Celebration

9 September 2018

**Ministry Of Technology
Aeronautical
Inspection Directorate
Harefield, Middlesex.**



A group of documents supplied by Neil Revington, which cover the process for gaining his place on the AID Apprenticeship Scheme, and beyond. Fellow apprentices from the 1968 intake and all other intakes would have followed the same process.

Test – This was originally just a desk top activity but at some stage a practical element called a Birkbeck Test was introduced to judge the mechanical aptitude and dexterity of a prospective apprentice. Basically this test involved bending a length of wire to a defined shape, aided by a pair of pliers.

LH. 32U
Tel. No. Harefield 2161 & 3161.
Extn.....
Your Ref.....
Any communication on the subject of this letter should be addressed to:
~~THE ASSISTANT DIRECTOR~~
and the following reference quoted:
.....

TECHNOLOGY,
~~AVIATION~~
MINISTRY OF AVIATION,

A.I.D. LABORATORIES,
HAREFIELD,
UXBRIDGE, MIDDLESEX.

28th February 1968.

Dear Mr. Revington,

With reference to your application for an Apprenticeship at this establishment, a test has been arranged for you on Tuesday, 12th March, 1968 at 1.30 p.m.

Will you kindly complete the enclosed form and return it to this office without delay. A franked addressed label is enclosed for your reply, with directions for travelling to Harefield.

On arrival at the main gate please ask to be conducted to Mrs. H. Reid, Admin. Office.

Yours sincerely,

H. Reid.

(Mrs.) H. REID
for A.O. & Accountant

Mr. J.N. Revington,
5, Gresty Avenue,
Peel Hall,
MANCHESTER 22.

Interview – Applicants would be interviewed by a 'board' normally consisting of up to three people, the aim being to establish the breadth and depth of knowledge of the prospective apprentice.


LH. 32U

Tel. No. Harefield 2161 & 3161.

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and the following reference quoted:
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MINISTRY OF AVIATION ^{TECHNOLOGY,}
~~XXXXXXXXXX~~

**A.I.D. LABORATORIES,
HAREFIELD,
UXBRIDGE, MIDDLESEX.**

13th March, 1968

Dear Mr. Revington,


With reference to your application for an Apprenticeship at this establishment, an interview has been arranged for you on Monday 25.3.68 at 3.45 p.m.

Will you kindly complete the enclosed form and return it to this office without delay. A franked addressed label is enclosed for your reply.

If you have made any tools, drawings, etc. you may care to bring them along for the Interview Board members to see.

On arrival at the main gate please ask to be conducted to Mrs. H. Reid, Admin. Office.

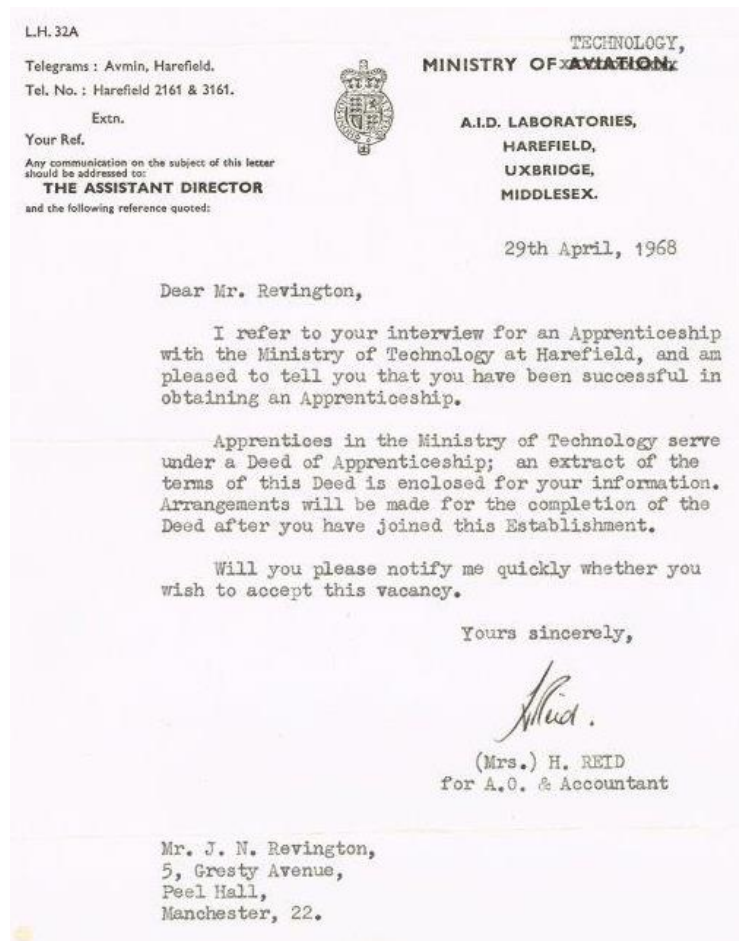
Yours sincerely,



(Mrs.) H. REID
for A.O. & Accountant


Mr. J. N. Revington,
5, Gresty Avenue,
Peel Hall,
MANCHESTER, 22.

Letter - Confirmation that Neil had been successful in obtaining an apprenticeship.



Medical – Normally undertaken at a venue close to where the prospective apprentice was living.

L.H. 1187



MINISTRY OF TECHNOLOGY
MEDICAL BRANCH
Room 183

Shell Mex House, Strand, LONDON W.C.2
Telex: 22241 Telegrams: Mintec London Telex
Telephone: 01-836 1207, ext.

Our reference: BG/669/04
Your reference:

23rd April 1968

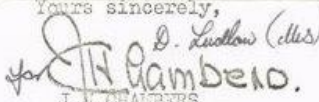
Dear Mr. Revington

In connection with your application for apprentice training at A.T.D. Warefield it will be necessary for you to undergo a medical examination.

I have therefore arranged to have you medically examined by :-

Dr. J. Roberts
Brooklyn
459 Altringham Road
Withenshaw, Manchester 22.

and would be pleased if you would contact the doctor as soon as possible and arrange an appointment for the examination.

Yours sincerely,

J.H. CHAMBERS
Senior Medical Officer.

Mr. J.N. Revington
5 Gresty Avenue
Peel Hall
Manchester 22.

Copy to: Mrs. H. Reid
A.T.D. Laboratories
Warefield
Middx.

Letter - Acknowledging the fact that Neil had accepted the offer of an apprenticeship.

0895 32

L.H. 25A

Telegrams : Avon, Harfield.
Tel. No. : Harfield 2561 & 3161.

Date.

Your Ref.

Any communication on the subject of this letter should be addressed to:

THE ASSISTANT DIRECTOR
and the following authorities quoted:

**TECHNOLOGY,
MINISTRY OF AVIATION,**

**A.I.D. LABORATORIES,
HAREFIELD,
UXBRIDGE,
MIDDLESEX.**

3rd May, 1968

Dear Mr. Revington,

Thank you for your letter accepting my offer of apprenticeship.

Joining instructions will be sent to you in due course.

Yours sincerely,

(Mrs.) H. REID
for A.I.D. & Accountant

Mr. J. H. Revington,
5, Gresty Avenue,
Peel Hall,
MANCHESTER, 22.

Rates of Pay (current at September 1968) -

Appendix to Booklet
"Ministry of Technology
Apprenticeships"

MINISTRY OF TECHNOLOGY
APPRENTICESHIPS

Rates of Pay

The wages of apprentices are as follows:-

<u>Age</u>	<u>Weekly Rate</u> <u>in London Area</u>	<u>Weekly Rate</u> <u>in Provincial Area</u>
15	£ 4. 8. 0	£ 4. 4. 6
16	£ 5. 19. 6	£ 5. 14. 6
17	£ 8. 0. 0	£ 7. 13. 6
18	£ 10. 0. 6	£ 9. 12. 6
19	£ 12. 0. 6	£ 11. 11. 6
20	£ 14. 1. 0	£ 13. 9. 6
21 and over	£ 16. 0. 0	£ 15. 7. 6

Hostel Accommodation

Apprentices necessarily living away from home will normally be expected to live in apprentice hostels where these are provided and to pay the current hostel charge which at present is £3.19s.0d. a week.

Maintenance Allowance

A maintenance allowance is payable to all apprentices who are required to live away from home during their training and whose earnings do not exceed £7.16s.0d. a week. The present rates in relation to apprentice wages are as follows:-

<u>Wage</u>	<u>Allowance</u>
£5.14.6	£1. 7. 0
£5.19.6	£1. 5. 0
£7.13.6	£ 12. 0

June, 1968.

Costs etc., in 1968:

Average House - £3,900

Average Annual Salary - £895 (£75 per month)

Average Family Car - £1,000 with petrol at 6/8d per gallon (equivalent to 7p per litre)

However, more important to a 17year old apprentice was the cost of a pint of beer – 2/9d (equivalent to 14p)

Deed of Apprenticeship (Draft) - These were raised within the first year of the apprenticeship and signed by a representative of the MOD (normally the head of the establishment where the apprentice was placed), Parent/Guardian and the Apprentice

COPY ONLY of Deed of Apprenticeship - not valid for indenturing

MINISTRY OF TECHNOLOGY

This Deed of Apprenticeship made this 2nd day of SEPTEMBER 1968
Between JAMES EARL REYNOLDS
of 5 GRESTY AVENUE, PEEK HALL, MANCHESTER 22
(hereinafter called "the Apprentice") of the FIRST part JAMES EARL REYNOLDS
of 5 GRESTY AVENUE, PEEK HALL, MANCHESTER
the FATHER of the Apprentice (hereinafter called "the Guardian")
of the SECOND part and the Minister of Technology (hereinafter called "the
Minister") of the THIRD part
WITNESSETH as follows:

1. The Apprentice who attained the age of 16 years on the 2nd day of
AUGUST 1968 of his own free will and with the consent of the Guardian
HEREBY BINDS HIMSELF to the Minister as APPRENTICE to serve (subject to the
provisions hereinafter contained) in the Ministry Establishment (which
expression means or any other Establishment of the
Ministry of Technology to which the Apprentice may for the time being be
posted for the purpose of serving his Apprenticeship) to learn such craft or
trade or occupation as he may from time to time be found suited for by the
Head of Establishment (which expression means the Director or other person for
the time being in charge of the Ministry Establishment) and as his capacity will
permit during a term (hereinafter referred to as "the said term") which shall
begin with the 2nd day of SEPTEMBER 1968 and shall run (subject to the
provisions hereinafter contained) for a Period of 5 Years 0 Months
and 0 Days ending with the 31 day of AUGUST 1973 or for such
other Period ending with such other day as may by agreement be substituted
therefor by the latest-dated entry made in the schedule hereto

2. IT IS HEREBY MUTUALLY AGREED AND DECLARED -

(1) That during the first six calendar months of the said term the Apprentice
shall be deemed to be on trial and at any time before the termination of those
six calendar months the Minister by one week's notice to the Apprentice and the
Guardian or the Apprentice (upon furnishing the written assent thereto of the
Guardian) by one week's notice to the Minister may cancel this Apprenticeship.

(2) That if in the opinion of the Head of Establishment either the Apprentice-
ship has by reason of the unsatisfactory conduct of the Apprentice or of his
lack of progress therein ceased to be of benefit to the Apprentice or the con-
duct or behaviour generally of the Apprentice or his general standard of health
renders him unfitted or unsuitable for the Apprenticeship then the Minister may
terminate the Apprenticeship forthwith by notice in writing delivered or posted
to the Apprentice and to his Guardian.

(3) That if there shall be any breach by the Apprentice of any of the covenants
on his part herein contained the Minister may forthwith discharge the Apprentice
without notice and terminate the Apprenticeship.

3. THE APPRENTICE AND THE GUARDIAN AS SURETY FOR THE APPRENTICE HEREBY JOINTLY
AND SEVERALLY COVENANT with the Minister THAT during the said term THE APPRENTICE

(1) Will in all things faithfully honestly and diligently serve as Apprentice
in the Ministry Establishment and attend to all teaching and instruction in the
Ministry Establishment and in particular to all special teaching and instruction
for apprentices whether in the Ministry Establishment or elsewhere and will obey
the lawful commands of his superiors And also will keep himself in good health
and fit for the successful fulfilment of his Apprenticeship And will conduct
himself properly at all times whether within or without the Ministry Establish-
ment And in particular will not absent himself without leave and will not
associate himself with nor intermeddle in any strike or dispute of workmen or
other industrial disturbance nor any riot or other civil disturbance or

(3) Will in the event of it being agreed between the parties that the Apprenticeship shall during any part or residue of the said term be carried out in an Apprenticing Firm treat all the terms of these presents and faithfully observe and perform the covenants in this Clause contained as being applicable in relation to each such Apprenticing Firm as if these presents had originally been made in relation thereto

4. IN CONSIDERATION OF THE FOREGOING THE MINISTER HEREBY COVENANTS with the Apprentice and the Guardian THAT during the said term the Apprentice will be given -

(1) A comprehensive training in such craft or trade or occupation as he may from time to time be found suited for by the Head of Establishment and as his capacity will permit and

(2) Such hours of work and payments as may from time to time be in operation for apprentices during the said term

5. FOR THE CONSIDERATION AFORESAID THE GUARDIAN HEREBY COVENANTS with the Minister

(1) That the Guardian will during the said term provide the Apprentice with Board Lodging Clothes Medical Attendance and all other necessaries and in cases where all or any of the foregoing are furnished by the Minister will make good any failure of the Apprentice to pay to the Minister the proper costs and charges thereof

(2) That if the Ministry has incurred liability to make or has made any disbursements on account of fees or expenses for or in connexion with any course or examination to be attended by the Apprentice and the Apprenticeship is terminated (otherwise than under Clause 2(1)) before the end of the said term then the Guardian will pay to the Minister as much of those disbursements as represents their unexpired proportion upon the basis that they constitute a daily rate from the date of the commencement of the course or examination to the end of the said term

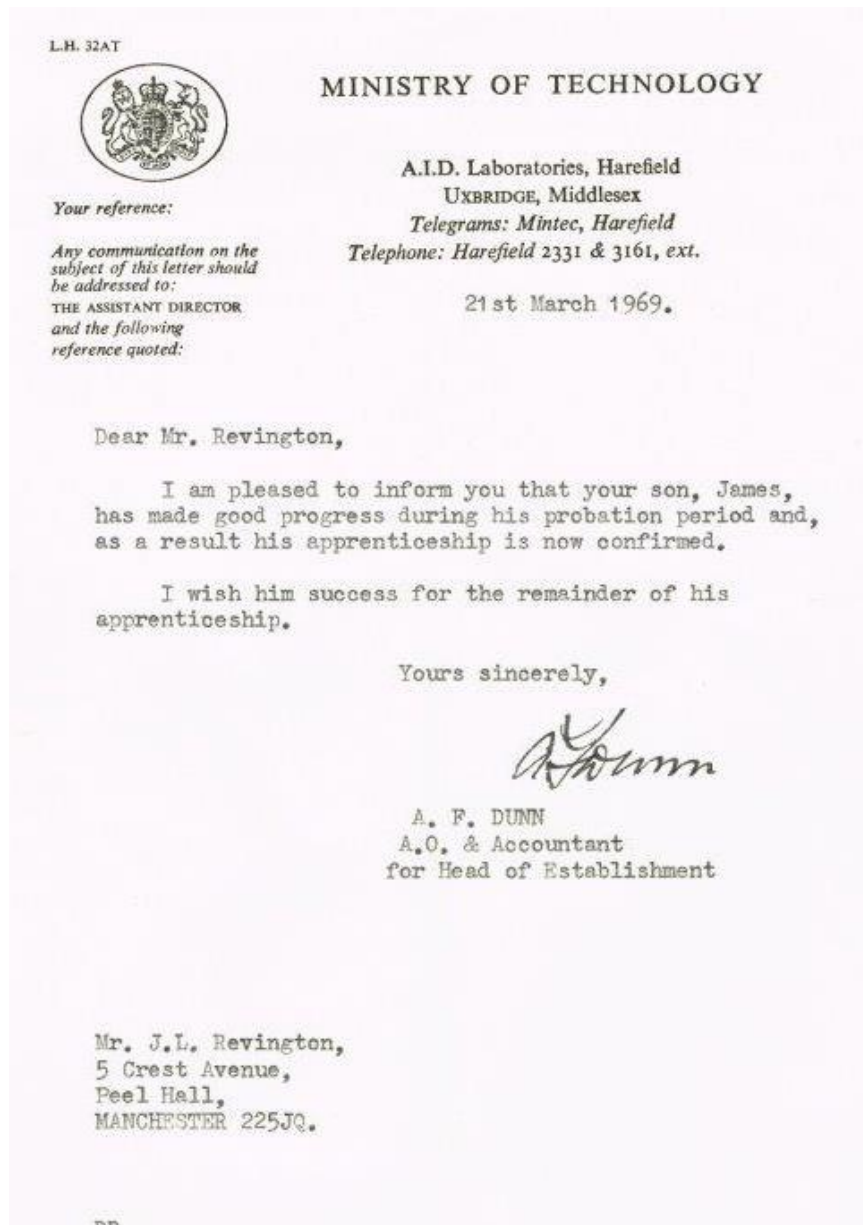
(3) That the Guardian shall be liable for all losses or liability occurring to the Minister through the wilful acts neglects or defaults of the Apprentice

6. PROVIDED ALWAYS THAT if at any time during the said term the Apprentice either (a) shall "be absent" under the authority of a Registered Medical Practitioner's certificate for any period of more than thirteen successive weeks or (b) shall be engaged (elsewhere than in the Ministry Establishment) in National Service under the National Service Acts (or under any statutory provisions amending or substituted for those Acts) - then the terminal date provided by Clause 1 shall (but without prejudice to any of the provisions of Clause 2) be postponed to correspond with (i) the length of each period of absence aforesaid or (ii) the length of each such period of National Service (reduced nevertheless by any period therein which has to the satisfaction of the Minister been spent as part of that Service in craft or trade or occupational training equivalent to that which the Apprentice is to take under the Apprenticeship) respectively and the term of the Apprenticeship shall be extended accordingly

6.3.68

AID (later AQD) came under the control of a succession of Ministries. From the mid 1960s these were: Aviation, followed by Aviation Supply, Technology and finally Defence.

Successful Completion of Probationary Period - The first six months of an apprenticeship were considered a 'probationary period'.



Progress Report – These were issued to the parents of the apprentice on an annual basis. The input for these came from reports raised by the person providing practical training e.g. instructor or laboratory manager. Also examination results covering academic training.

MINISTRY OF AVIATION SUPPLY APPRENTICESHIP SCHEME

REPORT FOR THE PERIOD September 1969 - September 1970

ON TECHNICIAN APPRENTICE JAMES N REVINGTON

A. PRACTICAL TRAINING

SCOPE:- Drawing Office, Advanced Machine Shop, Project Work.

ASSESSMENT:-

	Outstanding	Very Good	Good	Fair	Unsatisfactory	Remarks
CONDUCT			✓			
ABILITY		✓				
PROGRESS		✓				

B. ACADEMIC TRAINING

COURSE OF STUDY: Ordinary National Certificate in Engineering
Year 1

EXAMINATION RESULTS:

Mathematics - Pass
Engineering Science - Pass with Credit
Electrical Science - Pass with Credit
Workshop Processes - Pass with Credit
Communications - Pass with Credit

Proceed to Final Year of the course.

C. COMMENTS

A very good examination result. James has made very good progress. At times he appears to resent authority, he must curb this and get on with the work in hand if he is to be successful.

DATE: 13 November 1970
Labs/405/70

H. Grey
.....
Head of AQD Laboratories

DB