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GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1948.

Dated at Melbourne, this
3rd day of November, 1948.

RAY. H. BEERS,
Secretary for Labour.

COMMERCIAL ARTISTS BOARD.

Clauses 2 and 3 (a), (b), (c), (d), (e) and (f), of the Determination made on the 2nd February, 1948, and in force as from the beginning of the first pay period to commence on or after the 17th February, 1948, shall be replaced by the following clauses:—

WAGES (Adult Artists, other than Apprentices or Improvers).

2. All employees £8 11 0 per week of 40 hours.

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3. (a) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—
(i) under a contract of apprenticeship as hereinafter provided;
(ii) those who prior to the 11th April, 1945, had been employed for at least six months in the trade; or
(iii) as a female improver.

(b) *Proportion.*—The proportion of apprentices or improvers in any place shall not exceed:—

Where the Number of Senior Artists Employed is—	Number of Apprentices.	Number of Improvers.	
One or Two	One	or	One
Three or four	One Two	and or and	One Nil
Five, six, or seven	Two Three Four	and or and or and	Two One Nil
In excess of seven	One additional apprentice or improver for each two additional senior artists in excess of seven		

A senior artist is any adult employee other than an apprentice or an improver.

Notwithstanding anything contained in this Determination, any person who on the 11th April, 1945, was employed for not less than two months in the industry, and whose engagement or continued employment as an apprentice or as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(c) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall be on the form of indenture prescribed by the Commercial Artists Board.

(d) *Period of Apprenticeship.*—The periods of apprenticeship shall be as follows:—

If the apprentice when indentured is under the age of 18 years—5 years; if over the age of 18 years—4 or 5 years, at the option of the contracting parties.

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of apprenticeship, and a person who has completed a full-time Commercial Art course of not less than four years at such a school shall be credited with two years' apprenticeship. For any such person the period of apprenticeship, including credit granted as above, shall not exceed five years, but may be of four years' duration at the option of the contracting parties.

(e) *Wages of Apprentices.*—The minimum weekly wages of apprentices shall be:—

										£	s.	d.	
(i) Five-year term—													
First year	1	19	0
Second year	2	12	6
Third year	3	12	6
Fourth year	4	18	6
Fifth year	6	9	0
(ii) Four-year term—													
First year	2	6	0
Second year	3	12	6
Third year	4	18	6
Fourth year	6	9	0

(f) *Wages of Improvers.*—The minimum weekly wages of improvers shall be:—

First year	..	..	..	..	..	..	..	..	..	..	1	19	0
Second year	..	..	..	..	..	..	..	..	..	..	2	12	6
Third year	..	..	..	..	..	..	..	..	..	..	3	12	6
Fourth year	..	..	..	..	..	..	..	..	..	..	4	18	6
Fifth year	..	..	..	..	..	..	..	..	..	..	6	9	0

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of service, and a person who has completed a full-time Commercial Art course of not less than four years at such a school, shall be credited with two years of service. This provision shall apply only to improvers engaged for the first time on or after the 1st September, 1946.

Clauses, other than clauses 2 and 3 (a), (b), (c), (d), (e) and (f), of the said Determination shall remain in force.