



VICTORIA GOVERNMENT GAZETTE.

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No. 187]

MONDAY, AUGUST 24.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

NOTE.—(a) This Determination on the 21st August, 1931, applied to the whole of the State of Victoria, outside and excepting the Shire of Braybrook.

(b) On 29th November, 1927, the powers of the Board were extended to enable it to fix the lowest prices or rates which may be paid to any skilled persons employed—

- (1) in the trade of a maker of scientific instruments, fireproof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality;
- (2) in performing any engineering fitting or engineering machining work not already under the jurisdiction of the Board;
- (3) in preparing iron or steel material for reinforcing concrete for building or other purposes.

In accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Special Board appointed to "determine the lowest prices or rates which may be paid to any skilled persons employed in the process, trade, or business of—

- (a) a brassfounder or brassfinisher, or in the process, trade, or business of a brassfounder or brassfinisher of any electrical apparatus or machinery or parts thereof;
- (b) a mechanical engineer, including—
- | | | |
|-------------------------------|--------------------|--------------------------|
| (1) a patternmaker, | (4) a blacksmith, | (7) a slotter, |
| (2) an iron and brass turner, | (5) a coppersmith, | (8) a borer, |
| (3) a fitter, | (6) a planer, | (9) a milling machiner," |

has made the following Determination :—

(1) That on the 21st August, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices.	Wages per Week of 44 Hours.*
Minors after the 5th July, 1930, shall not be engaged in the following occupations except under contracts of apprenticeship :—	
General Engineering Section—	
(a) Mechanical engineering, i.e., one or more of the following :—	Five-year term—
(i) Patternmaking.	1st year 16s. 3d. per week
(ii) Fitting and turning.	2nd 21s. 8d. "
(iii) First and second class machinist.	3rd 34s. 3d. "
(iv) First class welding.	4th 51s. 9d. "
(b) Locksmithing (the making or repairing of locks, including those of safes and strongroom doors, but not including the making of parts by specialized processes and the assembling thereof).	5th 65s. 3d. "
(c) Motor mechanic.	Four-year term.—When the apprentice enters or has entered his apprenticeship after reaching the age of 17 years :—
(d) Safe and strongroom making.	1st year 18s. per week.
(e) Scale making (except the making of parts by specialized processes and the assembling thereof).	2nd 32s. 5d. "
(f) Brassfinishing (except the making of parts by specialized processes and the assembling thereof).	3rd 51s. 9d. "
(g) Smithing—	4th 65s. 3d. "
(i) Blacksmithing.	For trades included in sub-clauses (d), (e), and (f) of this clause—four years.
(ii) Copper or brass smithing.	Four-year terms entered into irrespective of age in occupations set out in (d), (e), and (f) of this clause :—
(h) Moulding (jobbing brass moulding and core making).	1st year 16s. 3d. per week.
	2nd 22s. 6d. "
	3rd 36s. "
	4th 45s. "
	Apprentices to patternmaking shall be paid 2s. 6d. per week in addition to the above rates.
	Where an apprentice is under 21 years of age on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching 21 years of age.
	All wages shall be paid without deduction for specified holidays, or for unavoidable absences through sickness certified as in Clause (10) (a) to the number of four days per annum.
	No apprentice under eighteen years of age shall be required to work overtime unless he so desires.
	Minors may be taken on probation for three months, and, if apprenticed, such three months shall count as part of their period of apprenticeship.
Periods of apprenticeship :—	
For trades included in sub-clauses (a), (b), (c), (g), and (h) of this clause—if apprentice when indentured is under the age of 17—five years. If over the age of 17—four years.	

* The hours for persons engaged exclusively in motor body building and in the assembling of motor chassis shall be 49 per week.

Apprentices.	Wages per week of 44 hours.*
	<p>PROPORTIONATE NUMBER (by any employer).</p> <p>Mechanical engineering.—One apprentice to every three or fraction of three workers receiving not less than 86s. 5d. per week of 44 hours.</p> <p>Locksmithing.—One apprentice to every three or fraction of three workers receiving not less than 86s. 5d. per week of 44 hours.</p> <p>Motor mechanic.—One apprentice to every two or fraction of two workers receiving not less than 86s. 5d. per week of 44 hours.</p> <p>Safe and strongroom making.—One apprentice to every three or fraction of three workers receiving not less than 86s. 5d. per week of 44 hours.</p> <p>Scale making.—One apprentice to every three or fraction of three workers receiving not less than 86s. 5d. per week of 44 hours.</p> <p>Smithing.—One apprentice to every three or fraction of three workers receiving not less than 87s. 4d. per week of 44 hours.</p> <p>Moulding.—One apprentice to every two or fraction of two workers receiving not less than 86s. 5d. per week of 44 hours.</p>

Improvers.	Wages per Week of 44 Hours.*	Juvenile Workers, Persons under 21 years of age, other than Apprentices or Improvers.	Wages per Week of 44 Hours.*																																										
	<p>PROPORTIONATE NUMBER BY ANY EMPLOYER.</p> <p><i>Brassworkers' Section.</i></p> <p>Two improvers to every four or fraction of four workers receiving not less than 72s. 11d. per week of 44 hours.</p> <p><i>Engineers' Section.</i></p> <p>One improver to every five or fraction of five workers receiving not less than 75s. 8d. per week of 44 hours.</p>		<p>Females employed on any of the occupations for which rates are fixed for adult females under Clause 3—</p> <table border="1"> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>1st year's experience</td> <td>13</td> <td>6</td> </tr> <tr> <td>2nd "</td> <td>18</td> <td>0</td> </tr> <tr> <td>3rd "</td> <td>24</td> <td>9</td> </tr> <tr> <td>4th "</td> <td>31</td> <td>6</td> </tr> <tr> <td>5th "</td> <td>36</td> <td>0</td> </tr> <tr> <td>Thereafter until reaching 21 years of age</td> <td>40</td> <td>6</td> </tr> </tbody> </table> <p>Males employed in all classes of work, excepting that included in Clause 2, sub-clauses (a), (b), (c), (d), (e), (f), (g), and (h)—</p> <table border="1"> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>1st year's experience</td> <td>13</td> <td>6</td> </tr> <tr> <td>2nd "</td> <td>18</td> <td>0</td> </tr> <tr> <td>3rd "</td> <td>29</td> <td>3</td> </tr> <tr> <td>4th "</td> <td>40</td> <td>6</td> </tr> <tr> <td>5th "</td> <td>54</td> <td>0</td> </tr> <tr> <td>Thereafter until reaching 21 years of age</td> <td>58</td> <td>6</td> </tr> </tbody> </table>		s.	d.	1st year's experience	13	6	2nd "	18	0	3rd "	24	9	4th "	31	6	5th "	36	0	Thereafter until reaching 21 years of age	40	6		s.	d.	1st year's experience	13	6	2nd "	18	0	3rd "	29	3	4th "	40	6	5th "	54	0	Thereafter until reaching 21 years of age	58	6
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(3) Other Employees.	Day Shift.				
	Wages per Week of 44 Hours.*				
	Within a radius of 20 miles of G.P.O., Melbourne, Mildura and Gippsland Districts.	Within a radius of 20 miles of the—			Other parts of Victoria where this Determination applies.
	£ s. d.	Geelong or Warrnambool Post Offices.	Ballarat Post Office.	Bendigo or Castlemaine Post Offices.	£ s. d.
Forger or faggotter	4 18 7	5 0 5	4 19 11	4 17 3	5 0 10
Patternmaker	4 15 11	4 17 8	4 17 3	4 14 6	4 18 2
Welder—					
First class (other than when using outler machine)	4 11 5	4 13 2	4 12 9	4 10 0	4 13 8
First class using outler machine	4 4 2	4 6 0	4 5 6	4 2 10	4 6 5
Second class	3 17 0	3 18 9	3 18 4	3 15 8	3 19 3
Third class	3 13 5	3 15 2	3 14 9	3 12 0	3 15 8
Tack welder	3 15 2	3 17 0	3 16 6	3 13 10	3 17 5
Toolmaker engaged in making any precision tool, gauge, die, or mould to be affixed to any machine, who designs or lays out his work, and is responsible for its proper completion	4 13 2	4 15 0	4 14 6	4 11 10	4 15 5
Toolsmith	4 10 6	4 12 3	4 11 10	4 9 2	4 12 9
Fitter on marking-off table	4 10 6	4 12 3	4 11 10	4 9 2	4 12 9
Fitter on turbine blading	4 10 6	4 12 3	4 11 10	4 9 2	4 12 9
Pipe fitter engaged on high pressure or ammonia or hydraulic work	4 7 9	4 9 7	4 9 2	4 6 5	4 10 0
Other pipe fitters	4 0 7	4 2 5	4 1 11	3 19 3	4 2 10
Tradesmen	4 7 9	4 9 7	4 9 2	4 6 5	4 10 0
Annealer or case hardener	4 5 1	4 6 11	4 6 5	4 3 9	4 7 4
Coppersmith, brass-smith, and other smiths	4 8 8	4 10 6	4 10 0	4 7 4	4 10 11
Blacksmith's machinist	3 17 0	3 18 9	3 18 4	3 15 8	3 19 3
Motor car mechanic, or tuner and tester	4 7 9	4 9 7	4 9 2	4 6 5	4 10 0
Wet stone grinder and glazier	4 7 9	4 9 7	4 9 2	4 6 5	4 10 0
Brassfinisher (engineering or other first class)	4 7 9	4 9 7	4 9 2	4 6 5	4 10 0
Brassfinisher (not engineering or other first class)	4 0 7	4 2 5	4 1 11	3 19 3	4 2 10
First class machinist	4 7 9	4 9 7	4 9 2	4 6 5	4 10 0
Second class machinist	4 0 7	4 2 5	4 1 11	3 19 3	4 2 10
Third class machinist	3 17 0	3 18 9	3 18 4	3 15 8	3 19 3
Machinists (nut, bolt, and spike making)—					
First class	3 17 0	3 18 9	3 18 4	3 15 8	3 19 3
Second class	3 13 5	3 15 2	3 14 9	3 12 0	3 15 8
Brassmoulding—					
Jobbing moulder and coremaker	4 7 9	4 9 7	4 9 2	4 6 5	4 10 0
Plate and machine moulder or coremaker	3 14 3	3 16 1	3 15 8	3 12 11	3 16 6
Brass polisher	3 17 0	3 18 9	3 18 4	3 15 8	3 19 3
Casting dresser (brass)	3 14 3	3 16 1	3 15 8	3 12 11	3 16 6
Process worker	3 11 7	3 13 5	3 12 11	3 10 3	3 13 10

* The hours for persons engaged exclusively in motor body building and in the assembling of motor chassis shall be 48 per week.

Female adult labour may be employed in the making by specialized processes and the assembling of small parts of machinery and appliances, and in coremaking, in which females were employed on the 5th July, 1930, at the following rates:—

Wages of adult females—	Per Week of 44 hours.
	<i>s. d.</i>
If of less than twelve months' experience	42 9
If of twelve months' or more experience	47 3

Leading Hands—

- In charge of not less than three, and not more than ten employees, 6s. per week extra;
- In charge of more than ten employees and not more than 20 employees, 12s. per week extra;
- In charge of more than 20 employees, 18s. per week extra.

The following additional rates shall be paid to persons working—

- (a) where the artificial temperature is between 115 and 130 degrees Fahr., 1½d. per hour extra.
- (b) where the artificial temperature exceeds 130 degrees Fahr., 3d. per hour extra.
Where work continues for more than 2 hours in temperatures exceeding 130 degrees Fahr., employees shall be entitled to 20 minutes' rest after every 2 hours without deduction of pay.
- (c) where the artificial temperature is below zero, 1½d. per hour extra.
Where work continues for more than two hours in temperatures below zero, employees shall be entitled to a rest period of 20 minutes every two hours without deduction of pay.

(4) DEFINITIONS.

- "First Class Welder."—An employee using electric arc or acetylene blowpipe or coal-gas cutting plant on work other than filling castings, cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welder.
- "Second Class Welder."—An employee filling castings, or engaged in manufacturing of sheet metal goods or welding with the aid of jigs, or operating automatic welding machines for the setting up of which he is not responsible.
- "Third Class Welder."—An employee using electric spot or butt-welding machine or cutting scrap with oxy-acetylene blowpipe.
- "Tradesman."—An employee who in the course of his employment works from drawings or prints drawn to scale, or makes precision measurements, or applies general trade experience, and includes locksmiths and first-class machinists.
- "Other Smiths" includes ajax forger, blacksmith, bulldozer, bradley hammer smith, drophammer smith, chain smith, engine smith, general smith, motor smith, oliver smith, ship smith, spring smith, forgo furnaceman, and rolling-stock smith.
- "Motor mechanic."—An employee engaged making, repairing, altering, assembling (except for the first time in Australia), or testing the metal parts (including electric) of the engines of motor cars, or other motor vehicles, except cycles.
- "First Class Machinist."—A tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, grinding machine.
- "Second Class Machinist."—An employee not engaged as a tradesman and without the responsibility of a first class machinist setting up and operating the machines enumerated in the definition of "first class machinist," and also key seating machine, and includes brassfinisher other than tradesman, and pipefitter not engaged on high pressure, or ammonia, or hydraulic work.
- "Third Class Machinist" means a machinist, not being a process worker, who operates any machine set up by a tradesman or any machine, the setting up of which does not require the knowledge or skill of a second class machinist.
- "Machinist (nut, bolt, and spike making)."

First Class.—An employee engaged solely in working one or more of the following machines:—

- Bending rollers, gag straight liners, guillotines, shearing machines, hydraulic presses of over 200 tons pressure, portable drillers, portable reamers and tappers.

Second Class.—An employee engaged in operating one or more of the following machines:—

- Mangling, nipping and notching, roll straightening, punching, cropping, hydraulic presses of 200 tons pressure or under, stationary drillers, stationary reamers and tappers, cold saw, friction saw, plate edge planers and other machines.

"Jobbing Moulder."—A brass moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns.

"Jobbing Coremaker."—A moulder engaged in making cores for brass moulds by the use of loam or strickle boards, or by loose boxes.

"Plate and Machine Moulder."—An employee engaged in brass moulding on the plate system or by machines where the pattern is either a fixture to the plate or the spray system is used.

"Machine Coremaker."—An employee making cores by machines for brass moulding where the core box is a fixture to, or part of such machine.

"Process Worker" means an adult employee engaged on repetition work on any automatic, semi-automatic, or single-purpose machine, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical or in assembling of parts of mechanical appliances, or other metallic articles so made, or in repetitive hand processes.

(5) OTHER SHIFTS.

The following percentages shall be added to the rates fixed for the day shift for persons employed on any of the following shifts:—

Afternoon or night shift—

During first month's employment on such shift	10 per cent.
Thereafter	5 per cent.
Shift workers in a continuous process employed on a shift other than a day shift	5 per cent.

(6) SHIFTS.—That—

(a) The hour of beginning and the hour of ending each shift shall be between:—

		Where one Shift is Worked.	
		Time of Beginning.	Time of Ending.
Monday to Friday	(Day shift)	7 a.m.	5.30 p.m.
Saturday	(Day shift)	7 a.m.	12 noon
When two Shifts are Worked.			
Monday to Saturday	(Day shift)	7 a.m.	3 p.m.
Monday to Saturday	(Afternoon shift)	3 p.m.	11 p.m.
Where three Shifts are Worked.			
Monday to Saturday	(Day shift)	7 a.m.	3 p.m.
Monday to Saturday	(Afternoon shift)	3 p.m.	11 p.m.
Monday to Saturday	(Night shift)	11 p.m.	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees concerned, but in no case shall the total length of any shift be increased without payment for overtime.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee (other than a shift worker in a continuous process)—

(1) Before or after his shift.

(2) In excess of 8 hours 48 minutes on Monday, Tuesday, Wednesday, Thursday, or Friday when 44 hours are worked during five days of the week.

(3) In excess of 8 hours on Monday, Tuesday, Wednesday, Thursday, or Friday, or 4 hours on Saturday when 44 hours are worked during 6 days of the week, shall be time and a half for the first 4 hours, and double time thereafter until an employee has been relieved from work for at least 8 hours.

(c) The higher rate to be paid for each hour or fraction of an hour worked by a shift worker in a continuous process before or after his shift shall be at the rate of double time.

But this does not apply to cases of arrangement between employees themselves, or to cases due to rotation of shifts or when the relief does not come on duty at the proper time, provided that where not less than 8 hours' notice has been given to the employer by the employee that he will be absent from work and the employee whom he should relieve is not relieved, such employee unrelieved shall be paid time and a half for all time on duty after he has finished his ordinary shift.

For all time of duty on Sundays or holidays, even if in due course of rotation of shifts, such an employee shall be paid at the rate of time and a half.

(7) OVERTIME.—

(a) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of 3 hours' work.

(b) An employee occasionally required to hold himself in readiness to work after ordinary hours shall, until released, be paid standing time at ordinary rates from the time from which he is to so hold himself in readiness. But any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back shall continue.

(c) Any employee (other than on shifts) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(d) For work done during meal hours and thereafter until a meal-hour break is allowed, time and a half rates shall be paid. No male employee 18 years of age or over shall be compelled to work for more than 6 hours without a break for a meal.

(e) An employee working overtime shall be allowed a cribtime of 20 minutes, without deduction of pay, after each 4 hours of work; but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(f) Before starting overtime after working ordinary hours a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than 1½ hours.

Any employer and his employees may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(g) Any employee residing more than half a mile from his work, required to work overtime for more than 2 hours without being notified before the previous meal-hour break that he will be so required, shall either be supplied with a meal by the employer or be paid 2s.

(h) Any employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(8) ALLOWANCES.—All employees working in wet places, 1½d. per hour extra.

Wet place means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, at a place in which water accumulates underfoot to a depth exceeding 2 inches.

All employees working in confined spaces, 3d. per hour extra.

Confined place means a working place, the dimensions of which necessitate an employee working continuously in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

All employees working in ships' bilges or in boiling-down works, lead works, sanitary works, or slaughteryards shall be paid 1d. per hour extra.

Patternmakers engaged on *lignum vitae* outside the workshop and fitting to stern bushes, shall be paid 3d. per hour extra.

Employees working on repairs to smoke-boxes or fire-boxes of locomotives, or on repairs to the smoke-box, uptake funnel, flue furnaces, or combustion chamber of marine type boilers, or on repairs to smoke-boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.

Employees working on repairs in oil tanks or meat digestors, 1½d. per hour extra.

Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

Tradesmen employed in large operating power houses, i.e., power houses developing more than 8,000 kilowatts, shall be paid 6s. per week extra; such amount shall be deemed to include all special rates provided in this clause.

Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

Except when dismissed for misconduct, or when leaving employment of his own accord, a patternmaker employed for less than three weeks at a workshop, or job, shall, to the extent of 6s. be reimbursed by his employer any expense incurred in the carting of tools.

The ordinary hours of employment of forgers and forge furnacemen shall be five shifts per week of nine and a half hours each, including crib time, for which no deduction of pay shall be made.

Shift workers working eight hours per shift without any break for meals on six days in each week shall be deemed to work 44 hours per week, provided that they are given one fortnight's holiday in each year on full pay as compensation for working on Saturday afternoons, holidays, or Sunday shifts.

(9) MISCELLANEOUS PROVISIONS.—

(a) Tools.—The employer shall provide for each employee all necessary tools. The employee shall replace, or pay for any tools so provided if lost through negligence.

(b) Suitable asbestos sheets and coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.

(c) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic tools.

(10) CONTRACT OF EMPLOYMENT.—

(a) With the exceptions hereafter stated, employment may be by the week or by the hour. If by the week, it shall be terminable on either side by one week's notice given on any day, or (if the employer terminates it without such notice) by payment of one week's wages. Except in establishments mainly engaged in shipbuilding or ship repairing, any employee (unless continuing on after working through the night) commencing a day's work at the usual starting time of the workshop shall be paid at least a day's wages; but any employer may engage an employee to start work at any time during the day, provided the work continues as overtime or is resumed the next day until a full day's pay is earned.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than actual time worked, for misconduct or for absence from work without reasonable excuse.

If an employee, engaged by the week, absents himself from duty, except on public holidays or on days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating four days of sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one sixth of the weekly wage, for each day of absence, including Saturday, in shops working six days, and one-fifth in shops working five days per week.

(b) If the contract of employment is for hourly hiring, the rates prescribed in clause (3) shall be increased 4s. 6d. per week as compensation for time lost on public holidays and unavoidable absences through sickness.

(11) TRAVELLING TIME.—Persons employed on work away from the workshop shall receive—

(a) The fares necessarily expended in going to and fro.

(b) For time occupied in travelling either during or outside the usual working hours—

Payment at rates fixed in clause (3) up to a maximum of twelve hours, except on Sundays, when time and a half shall be paid.

(12) SUNDAYS AND HOLIDAYS.—For all time of duty, on Sundays or holidays, employees not in a continuous process shall be paid at double rate, except in the case of employees effecting repairs to or renewals to plant or machinery—which it is necessary to effect on Sundays or holidays to enable work to be safely resumed on Monday or the earliest working day—in which case payment shall be made at the rate of time and a half. This exception does not apply to work installing new machinery. Holidays mentioned in this determination shall include:—New Year's Day, Foundation Day (26th January), Good Friday, Easter Saturday, Easter Monday, King's Birthday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

Employees, other than on shifts or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays, shall be paid for a minimum of three hours' work.

(13) PIECE-WORK.—The Board determines, under the provisions of section 150 of the *Factories and Shops Act 1928* (No. 3677) that any employer may fix and pay piece-work prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

(14) GRINDING TOOLS.—Each patternmaker, at the end of his employment, shall be allowed an hour at ordinary rates for the purpose of grinding his tools.

(15) CONTINUOUS PROCESS.—Means a process in which work is carried on continuously, except for breakdowns, with successive shifts of men throughout the days and nights for at least six days in each week.

(16) EXTRA RATES NOT CUMULATIVE.—Extra rates in this determination prescribed, including rates for dirty work, confined spaces, wet, hot and cold places, are not cumulative so as to exceed the maximum of double the ordinary rates.

W. W. HARRIS, Chairman.

A. G. ALLEN, Secretary.

Melbourne, 6th August, 1931.



(3) OVERTIME.—The higher rate to be paid for any hour or fraction of an hour worked in any day in a factory before or after the ordinary working hours of a factory shall be—

First two hours	..	..	..	..	..	..	Time and a quarter.
Thereafter	..	..	..	..	..	..	Time and a half.

(4) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall [only be payable for work done on the day so substituted.

(5) INSIDE WORKERS.—Employers shall supply all grindery, colours, and materials, and also find workshop room and light for inside workers, free of charge.

(6) OUTSIDE WORKERS.—Employers shall supply all grindery, colours, and materials (except for wax-thread work) for outside workers, free of charge.

(7) HOLIDAY PAY.—

(A) In addition to the minimum wage rates set out for the various classes of labour in this Award or Determination every employee (except those mentioned in clause C) shall be paid an amount for holiday pay calculated on the following basis:—

To journeymen on award wages, 1d. (One penny) per hour, other employees on a lower or higher rate *pro rata* for such time as they are in the service of the employer whether working or not. An employee shall be deemed to be in the service of the employer until such service has been actually terminated after the customary notice in each factory by either party.

(B) Such holiday pay shall be paid on the usual pay day immediately preceding or following a holiday mentioned herein and on the termination of their employment.

(C) Provided that an employer shall be deemed to have performed the foregoing sub-clauses A and B of this clause in respect to any employee to whom he has paid—

(i) At the time of the occurrence of any holiday mentioned in this clause—payment at ordinary rates if such holiday is taken by the employee.

(ii) At the termination of employment—the difference, calculated from the first day of the immediately preceding January, between the aggregate amount payable as holiday pay under clause A and the amount actually paid under sub-clause (i) of this proviso.

(D) Double rates shall be paid for any work done on Melbourne Cup Day, provided that King's Birthday be substituted for Cup Day outside the Metropolitan District.

The following days shall be recognized as holidays under this clause:—New Year's Day, Anniversary Day, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, Melbourne Cup Day or King's Birthday, Christmas Day and Boxing Day, or such other day that may be substituted for any of the foregoing by Act of Parliament or Proclamation.

When double time has been paid for working on any of the foregoing holidays 50 per cent. of such payment may be debited against the holiday pay provided in clause A.

(8)

PIECE-WORK PRICES.

CLICKING.

Outsides only, no skiving, toe-caps included; to apply to all lines except otherwise mentioned.

Men's and Youths'—	Per dozen pairs.	
	s.	d.
Lace, bluchers and watertights, without linings, consisting of two pieces per single boot ...	2	8½
Unlined balmorals, without toe-caps ...	3	4
Unlined balmorals, with toe-caps ...	3	8¼
Goloshed balmorals and shoes, consisting of all leathers other than split, hide, runner, and crup ...	5	8½
Goloshed balmorals and shoes, consisting of split, hide, and runner ...	3	8¼
Shoes other than goloshed, consisting of all leathers other than split, hide, runner, and crup ...	3	8¼
Shoes other than goloshed, consisting of split, hide, and runner ...	2	8½
Circular vamp and Derby balmorals, consisting of all leathers other than split, hide, and runner ...	5	0½
Circular vamp and Derby balmorals, consisting of split, hide, and runner ...	3	4
Elastic sides, consisting of split, hide, and runner ...	3	8¼
Elastic sides, consisting of all leathers other than split, hide, and runner ...	5	8½
Almas, including trenching and rounding, all materials ...	4	4½

Men's and Youths'—Blocking—

Almas, consisting of split, kip, satin, and calf ...	3	4
Almas, consisting of all leathers other than split, kip, satin, calf, and patent ...	5	3½
Almas, consisting of patent leather ...	13	3½
Derby shoe vamps, of all materials, patent excepted ...	1	7½
Derby shoe vamps, consisting of patent leather ...	8	8½
Blucher fronts ...	0	6½
Extra—Buttoned work, all classes of leathers ...	0	9½

	Per dozen pairs.
	s. d.
Women's and Maids'—	
Balmorals, consisting of kip, split, runner, hide, sheep, and Persian	2 10
With goloshes, extra	0 4½
Balmorals of all leathers other than kip, runner, split, hide, sheep, and Persian, with or without toe-caps	3 8½
Goloshes, extra	0 6½
Outside facings, extra	0 6½
Oxford shoes, consisting of split, hide, kip, runner, sheep, and Persian, with or without toe-caps	2 0
Goloshes, extra	0 4½
Oxford shoes, consisting of all leathers other than kip, split, runner, hide, sheep, and Persian, with or without toe-caps	2 10
Goloshes, extra	0 4½
Derby, Ada, button, one-bar, and ankle-strap shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps	2 7½
All styles of shoes other than Derby, Ada, one-bar, button, and ankle-strap, consisting of split, hide, sheep, and Persian, with or without toe-caps	2 10
All styles of shoes other than Derby, Ada, one-bar, button, and ankle-strap, consisting of all leathers other than split, hide, sheep, and Persian, with or without toe-caps	3 8½
Derby, Ada, one-bar, button, and ankle-strap shoes, consisting of all leathers other than split, hide, sheep, and Persian, with or without toe-caps	3 8½
Elastic-side boots, consisting of split, hide, sheep, and Persian	2 10
Elastic-side boots, consisting of all leathers other than split, hide, sheep, and Persian	3 8½
Buttoned-boot flies	0 7
Buttoned-boot flies, if scolloped	1 0½
Almas, including trenching and rounding—all materials	3 8½
Children's work—4 to 6 to be paid at the rate of one-third less than the prices fixed for women's corresponding lines; and 7 to 13 at the rate of one-fifth less than the prices fixed for women's corresponding lines.	

Extras—

In all lines where crup is used and not specified	0 4½
Work cut from patterns on which a margin has to be left for beading	1 0½
	Per pair.
Single pairs cut from paper pattern—all leathers	0 6½

NOTE.—All prices are for work cut from metal or metal-bound patterns; when paper
or cardboard patterns are used, double rates to be paid in the respective lines.

Slippers—

	Per dozen pairs.
Black basil, leather back lined, with linen fronts	1 7½
Imitation wool, carpet, felt, canvas, and venetian, basil back lined, with linen fronts	1 4½
With a design on the fronts	1 7½
Lasting, with front springs, plain	0 8½
Patent shoe cloth, front springs, linen lined	1 1
Hides, sheep and Persian	1 7½
All leathers not previously enumerated	2 1
Elastic sides, leather backs, with linen fronts	1 11½

Canvas Shoes—

Common, with basil fittings, two toe-caps, two cross straps, four facings, basil back lined, canvas front linings and tongues	2 8½
Best, faced with Russian, imitation Russian, calf, buckskin, or imitation	4 4
Cricketing, faced with Russian, imitation Russian, calf, buckskin, or imitation	5 4
Ordinary cricketing, faced with leathers (including calf offal) other than Russian, imitation Russian, calf, buckskin or imitation, four cross straps, two toe-caps, four facings, two back straps, with back basil linings, canvas fronts and tongues	3 8½

Slipper-cut Shoes (no straps or fastenings)—

Patent cloth, and including linings	1 4½
With leather vamps, extra	0 5
Patent, glaze sheep, hide, and Persian	2 1
All leathers not previously enumerated	2 8½

Women's House Boots—

Lasting quarters, patent vamps, elastic, linen lined	2 1
Lasting quarters, patent vamps and goloshes, elastic, linen lined	2 10
Lasting plain	1 5

STRONG WORK.

"NATIONAL WAX THREAD" CLOSING.

Piece-work—Inside.

	Per dozen pairs.
	s. d.
Men's and Youths'—	
Bluchers	1 9½
Lace-ups, three rows	2 4½
Lace-ups, two rows	1 11½
Watertights, three rows	4 6
Watertights, two rows	3 7½

Piece-work—Outside only.

	Per dozen	
	s.	d.
Men's and Youths'—		
Bluchers	2	4 $\frac{1}{2}$
Lace-ups, three rows	2	8 $\frac{1}{2}$
Lace-ups, two rows	2	6
Watertights, three rows	4	11 $\frac{1}{2}$
Watertights, two rows	4	1
Navy watertights, high legs, short vamps, three rows	7	7 $\frac{1}{2}$
Ada or butterfly, watertight tongues	7	7 $\frac{1}{2}$
Ada or butterfly, loose tongues... ..	5	10 $\frac{1}{2}$
Watertight lace, three rows	4	11 $\frac{1}{2}$
Watertight lace, two rows	4	1
Watertight bluchers, three rows	5	3 $\frac{1}{2}$
Watertight bluchers, two rows	4	5 $\frac{1}{2}$
Seamless or side-seam watertights	5	10 $\frac{1}{2}$
Mallee watertights	6	3
Watertights or watertight lace—counters and tongues, sides hand closed	2	8 $\frac{1}{2}$
Watertights or watertight lace—circular vamps, counters, and tongues, fronts hand closed	2	4 $\frac{1}{2}$
Miners', crop toe-cap and golosh	7	0 $\frac{1}{2}$
Counters	0	10 $\frac{1}{2}$
Single rows on vamps (ordinary work)	0	10 $\frac{1}{2}$
Single rows on vamps, Derby balmorals	1	4 $\frac{1}{2}$
4's to 13's balmorals, vamps only, two rows	1	4 $\frac{1}{2}$
Extras—		
Double tongues	0	4 $\frac{1}{2}$
Piecing tongues	0	3
Piecing counters, when seamed at back	0	3
Copper rivets with washers	0	9 $\frac{1}{2}$

Machining—Piece-work—Outside only.

Men's and Youths'—		
Unlined balmorals, with or without toe-caps	6	3
Goloshed balmorals and elastic sides, consisting of split, hide, and runner, with beaded tops and facings	8	11 $\frac{1}{2}$
Goloshed balmorals and elastic sides, consisting of split, hide, and runner, with raw edge	7	1 $\frac{1}{2}$
Goloshed balmorals, consisting of all leathers other than split, hide, runner, and crup	9	10
With beaded vamps, goloshes, and caps, extra	5	4
Outsides—beading legs, extra	1	9 $\frac{1}{2}$
Elastic sides, consisting of all leathers other than split, hide, and runner	9	10
Oxford, Derby, and goloshed shoes, consisting of split, hide, and runner, if beaded	7	1 $\frac{1}{2}$
Oxford, Derby, and goloshed shoes, consisting of split, hide, and runner, with raw edge	6	3
Oxford and goloshed shoes, consisting of all leathers other than split, hide, runner, and crup	7	6 $\frac{1}{2}$
With beaded vamps and toe-caps	9	10
If outside quarters beaded	11	8 $\frac{1}{2}$
Circular vamps, consisting of split, hide, and runner	7	1 $\frac{1}{2}$
Circular vamps, consisting of all leathers other than split, hide, and runner	8	1
Derby balmorals, consisting of split, hide, and runner	8	11
Derby balmorals, consisting of all leathers other than split, hide, and runner	9	10
Almas of all materials, with top bands only beaded	7	1 $\frac{1}{2}$
Almas of all materials, with beading round gore, extra	1	9 $\frac{1}{2}$
Buttoned boots, all classes of leather, extra	2	9 $\frac{1}{2}$
Buttoned shoes, all classes of leather, extra	1	9 $\frac{1}{2}$

Women's and Maids'—

Balmorals, consisting of split, runner, hide, sheep, and Persian, with or without toe-caps, as follows:—		
With beaded tops and facings	7	11
With raw edge	6	4 $\frac{1}{2}$
With goloshes, extra... ..	1	4 $\frac{1}{2}$
Balmorals, consisting of all leathers other than kip, runner, split, hide, sheep, and Persian, with or without toe-caps, as follows:—		
Banded fronts	9	10
Unbanded	8	6 $\frac{1}{2}$
Extras—		
Goloshes	1	4 $\frac{1}{2}$
Goloshes beaded, extra	0	10 $\frac{1}{2}$
Beaded caps	0	10 $\frac{1}{2}$
Legs, beading outside	1	9 $\frac{1}{2}$
Unlined balmorals, consisting of kip, split, and runner	4	10 $\frac{1}{2}$
Buttoned boots, all classes of leather, extra	2	8 $\frac{1}{2}$
Buttoned shoes, all classes of leather, extra	1	9 $\frac{1}{2}$
Oxford shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps, and with beaded linings	5	10 $\frac{1}{2}$
Goloshes, extra	1	4 $\frac{1}{2}$

	Per dozen pairs.	s. d.
Women's and Maids'—continued—		
Oxford shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps, and with raw edge ...	5	0½
Goloshes, extra ...	1	4½
Oxford shoes, consisting of all leathers other than kip, split, runner, hide, sheep, and Persian, with or without toe-caps ...	7	1¼
Extras—		
With goloshes ...	1	4½
With goloshes beaded, extra ...	0	10½
Beaded caps ...	0	10½
Beading outsides ...	1	4½
Elastic side boots, consisting of hide, split, sheep, and Persian ...	7	1½
Elastic side boots, consisting of all leathers other than split, hide, sheep, and Persian ...	8	11
Extras—		
Beaded vamps ...	0	10½
Beaded gores ...	0	10½
Almas, consisting of kip, split, hide, and calf ...	6	2½
Almas, consisting of all leathers other than kip, split, hide, and calf ...	8	11
Gores beaded, extra ...	1	4½
Derby, Ada, and one-bar shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps ...	6	2½
Derby, Ada, and one-bar shoes, consisting of all leathers other than split, hide, sheep, Persian, calf, and Levant goat, with or without toe-caps ...	7	2½
Extras—		
Beaded vamps ...	0	10½
Beaded caps ...	0	10½
Outsides beaded ...	1	4½
All styles of shoes other than Derby, Ada, one-bar, button, and ankle strap, consisting of split, hide, sheep, Persian, calf, and Levant goat, with or without toe-caps, and with beaded tops ...	7	2½
All styles of shoes other than Derby, Ada, one-bar, button, and ankle strap, consisting of split, hide, sheep, Persian, calf, and Levant goat, with or without toe-caps, with raw edge ...	6	2½
All styles of shoes other than Derby, Ada, and one-bar, consisting of all leathers other than split, hide, sheep, Persian, calf, and Levant goat, with or without toe-caps ...	9	10
Extras—		
Beaded vamps ...	0	10½
Beaded caps ...	0	10½
Outsides beaded ...	1	4½
Ankle Strap Shoes, consisting of split, hide, sheep, and Persian—		
Women's and maids' ...	8	4½
7's to 13's ...	7	2½
3's to 6's ...	6	2½
Ankle Strap Shoes, consisting of split, hide, sheep, and Persian, with raw edge—		
Women's and maids' ...	5	4½
7's to 13's ...	4	5½
3's to 6's ...	3	7½
Children's work—		
4's to 6's, at the rate of one-third less than the prices fixed for women's corresponding lines ...		
7's to 13's, at the rate of one-fourth less than the prices fixed for women's corresponding lines ...		
All scalloped work, vamps, extra ...	0	10½
All scalloped work, goloshes, extra ...	0	5
All lines consisting of crup, extra ...	1	4½
Single pairs, all lines, extra, 3d. per pair ...		
Slippers, all sizes—		
Black basil, imitation wool, carpet, felt, canvas, venetian, and split ...	3	1
With front springs, extra ...	0	5
Lasting and patent shoe cloth, with front springs, plain ...	3	7½
Hide, sheep, and Persian ...	3	1
With front springs, extra ...	0	4½
All leathers not previously enumerated ...	4	1½
With front springs, extra ...	0	4½
Hand worked ...	6	2½
With scalloped work, extra ...	0	10½
Canvas Shoes, all sizes—		
Common, with basil fittings, two toe-caps, two cross-straps, four facings, basil back lined, canvas front linings, and tongues ...	5	4½
Common, without straps ...	4	1½
Best, faced with Russian, imitation Russian, calf, buckskin, or imitation ...	7	2½
Cricketing, faced with Russian, imitation Russian, calf, buckskin, or imitation ...	8	11
Ordinary cricketing, faced with leathers (including calf offal) other than Russian, imitation Russian, calf, buckskin, or imitation, four cross-straps, two toe-caps, four facings, two back straps, with back basil linings, canvas fronts and tongues ...	6	2½

		Per dozen pairs.
		s. d.
Women's and Maids'—continued—		
Slipper-Cut Shoes (no straps or fastenings)—		
Patent cloth (including linings), leather vamps, sheep, hide, and Persian	...	2 8½
With side seam, extra	...	0 4½
All leathers not previously enumerated	...	6 2½
With side seam, extra	...	0 4½
Women's House Boots—		
Lasting quarters, patent vamps or caps, elastic, linen-lined	...	5 11½
With goloshes, extra	...	0 10½
Lasting, plain	...	5 4½
Lasting, elastic sides, with beaded top-bands	...	7 6½
Extras—		
Toe-caps	...	0 4½
Vamps	...	0 10½
Goloshes	...	0 10½

Hand Closing (throughout), when skived and fully prepared for closer.

Men's—		
3 rows—Watertights	...	26 9
2 " Watertight bluchers	...	19 7
2 " Ordinary lace-ups, with watertight tongues, vamp over back	...	22 4
2 " Butterfly cut	...	24 2½
2 " Larrikin cut*	...	27 6
2 " Lace-ups, loose tongues	...	14 2½
2 " Bluchers, plain	...	12 8
2 " Bluchers, piece tongues	...	14 2½
Youths'—		
3 rows—Watertights	...	24 2½
2 " Watertight bluchers	...	18 7½
2 " Ordinary lace-ups, watertight tongues, vamp over back	...	17 7
2 " Butterfly cut	...	22 4
2 " Larrikin cut*	...	26 1½
2 " Lace-ups, loose tongues	...	12 7
2 " Bluchers, plain	...	10 9

Men's—		Per pair.
Field boots, side seams, back seams, piece let in in front	...	6 3½

Wellingtons, Men's—		
Full	...	7 4½
Three-quarters	...	6 2½
Half	...	5 4½
Knee or sluicing, and firemen's boots	...	9 9½
Thigh or fishermen's boots	...	12 2½
Inside back leathers, 6d. per pair extra.		

Wellingtons, Youths'—		
Full	...	6 7½
Three-quarters	...	5 11
Half	...	5 0½
Knee or sluicing, and firemen's boots	...	9 4

All flat seamed fronts on knee, sluicing or fireman's boots, 1s. 4½d. per pair extra.
All classes of uppers cut from mineral kip, or part mineral and part ordinary kip, to be charged extra at the following rates, viz. :—

Mineral kip	{	4s. 9d. per dozen extra for all work 9s. 10d. and over.
		3s. 1½d. " " " under 9s. 10d.
		1s. 7½d. per pair extra for all long work, Wellingtons, &c.

Hand Closing (throughout), when given out in the rough.

		Per dozen pairs.
		s. d.
Men's—		
3 rows—Watertights	...	29 6
2 " Lace-ups, loose tongues	...	19 7
2 " Bluchers, plain	...	17 1½
2 " Bluchers, piece tongues	...	18 10
Wellingtons, Men's—		
Full	...	10 1½
Three-quarters	...	8 11½
Half	...	8 0½
Knee or sluicing, and firemen's boots	...	10 8½
All Wellingtons given out in the rough, 1s. per pair less, if fronts are ready blocked.		

* Peak not to exceed 2 inches from the extreme point of the toe of upper before making

		<i>Hand Closing (Fronts only).</i>				Per dozen pairs.	
						<i>s.</i>	<i>d.</i>
Men's—							
3	rows—Watertights	...	...	...	...	14	3
3	" Rink watertights	...	...	...	...	14	3
2½	" Watertights	...	...	...	...	14	1½
2	" Larrikin cut*	...	...	...	...	16	6½
2	" Half-larrikin watertights	...	...	...	...	14	3
2½	" Half-larrikin watertights	...	...	...	...	16	0½
2	" Side seam or seamless watertights	...	...	...	...	10	9
2	" Ordinary balmorals	...	...	...	...	10	0¾
2	" Watertights (balmorals)	...	...	...	...	10	9
2	" Derby balmorals	...	...	...	...	8	11½
2	" Lace-ups, vamps over quarters	...	...	...	...	10	0¾
2	" Lace-ups, quarters over fronts	...	...	...	...	8	0¾
2	" Lace-ups, fronts on to watertight quarters	...	...	...	...	10	9
2	" Bluchers, long seams	...	...	...	...	7	1½
2	" Bluchers, short seams	...	...	...	...	5	4½
2	" Watertight bluchers	...	...	...	...	8	11½
2	" "U" or butterfly cut	...	...	...	...	12	8
Youths'—							
3	rows—Watertights	...	...	...	...	12	8
2½	" Watertights	...	...	...	...	11	7
2	" Ordinary balmorals	...	...	...	...	8	0¾
2	" Watertights (balmorals)	...	...	...	...	10	0¾
2	" Derby balmorals	...	...	...	...	8	11½
2	" Lace-ups, vamps over quarters	...	...	...	...	8	0¾
2	" Lace-ups, quarters over fronts	...	...	...	...	7	1½
2	" Lace-ups, fronts on to watertight quarters	...	...	...	...	10	0¾
1	row Lace-ups, vamps over quarters	...	...	...	...	5	4½
1	" Lace-ups, quarters over fronts	...	...	...	...	4	5½
2	rows Bluchers, long seams	...	...	...	...	7	1½
2	" Bluchers, short seams	...	...	...	...	5	4½
2	" Watertight bluchers	...	...	...	...	8	11½
2	" "U" or butterfly cut	...	...	...	...	11	7
2	" Larrikin cut*	...	...	...	...	16	0½
2	First row, kip, single backs	...	...	...	...	4	7
Boys', 7's to 9's—							
2	rows Ordinary balmorals	...	...	...	...	6	4½
10's to 13's—							
2	rows Ordinary balmorals	...	...	...	...	7	2½
7's to 13's—							
2	rows Lace-ups, vamps over quarters	...	...	...	...	6	4½
2	" Lace-ups, quarters over fronts...	...	...	...	...	5	4½
Women's and Maids', 1's to 8's—							
2	rows Ordinary balmorals	...	...	...	...	8	0¾
2	" Lace-ups, vamps over quarters...	...	...	...	...	8	0¾
2	" Lace-ups, quarters over fronts	...	...	...	...	7	2½
Girls', 7's to 9's—							
2	rows Ordinary balmorals	...	...	...	...	6	4½
10's to 13's—							
2	rows Ordinary balmorals	...	...	...	...	7	2½
Lace-ups and balmorals, first row before machining						5	4½
Lace-ups and balmorals, first row after machining						3	6¾
Watertights, first row and across tongue before machining						7	2½
Watertights, lace-ups, one row, before machining						7	2½
Men's shooting boots, one row at side and including stay, after machining						7	2½
Men's shooting boots, butterfly cut, extra						5	4½
Bluchers, side seams						1	9½
Crup boots, extra						3	6½
Men's and youths' Cossacks, 2 rows, side seams only						8	0¾
Men's and youths' bushman's, including buckles and straps, 17s. 6½d. per dozen.							
All classes of uppers cut from mineral kip, or part mineral and part ordinary kip, to be charged extra at the following rates, viz. :—							
1s. 11d. per dozen extra for all work 7s. 10½d. and over.							
11½d. " " " " under 7s. 10½d.							
All tongues to be skived when given out.							

* Peak not to exceed 2 inches from the extreme point of the toe of upper before making.

STRONG WORK ON IRON LASTS, HUNGARIAN OR ROUND HOB-NAILED OR MILITARY.

Making.										Finishing.				
Men's.			Youths'.			Boys' 10's-13's.				Men's.	Youths'.	Boys' 10's-13's.		
Pegged.	Riveted.	per pair.	Pegged.	Riveted.	per pair.	Pegged.	Riveted.	per pair.	Pegged.	Riveted.	per pair.	per pair.	per pair.	per pair.
s. d.	s. d.		s. d.	s. d.		s. d.	s. d.		s. d.	s. d.		s. d.	s. d.	
2 9½	2 2		2 2	1 11½		1 7½	1 5½		1 7½	1 5½		0 9½	0 7½	0 7½
2 2	1 11½		1 11½	1 7½		1 3½	1 3½		1 7½	1 3½		0 9½	0 7½	0 6½
...	1 8½		...	1 5½		...	1 2½		...	1 2½		...	...	...
2 9½	1 5½		2 8½	...		...	...		...	...		0 11½	0 9½	...

- Class—**
1. Watertights, lace-ups, bluchers or tongued lace, pegged all round, slicked bottoms, and nailed as desired by employer ...
 2. Common watertights, lace-ups, bluchers or tongued lace, when Hungarian nailed, to be pegged in waist only, scattered rivets in foreparts, slicked with grain on; when sprigged, scattered pegs in foreparts, no sand papering and no crowing, riveted not to be slicked ...
 3. Split lace-ups, sole, slip, waist piece, riveted, nailed, or sprigged, slipper bottoms ...
 4. Bluchers, riveted, nailed, or sprigged, slipper bottom, sole and slip ...
- Balmorals, slicked bottoms, military or Hungarian nailed, as desired by employer.
 Stickers, making, complete, 2s. 10½d. per pair.

Extras— (To apply to all lines) prices at per pair—
 Filing sprigs, two rows round and two or three rows in centre, 1½d.
 Nailed or sprigged waists, 1½d.
 Rough sprigs, 2d.
 Slicking (boning) uppers on the last, 1½d.
 Standard, screwed through, or through and slip, 2d.
 Stub toes, 1½d.
 Square hobs, 1½d.
 Tip filler, filed and slicked, 1½d.
 Crop toe caps, 4d.
 Stiffener toe piece, not exceeding 2 inches deep, 2d.
 Stiffener toe piece, exceeding 2 inches deep, 3½d.
 Crop outside counters, 2d.
 Toe-caps, except on balmorals, 1½d.
 Toe-plates, 1½d.
 Wellingtons, long and short, 5½d. making and 5½d. finishing.
 White pegs, 1½d.
 Hammering down pegs or rivets, where lasts are worn, 1½d.
 Clumps (outside), one row of rivets or screws, or imitation screws, or pin points, making per pair—
 Boys, 10's-13's, 2½d.; women's and maids', 5½d.; men's and youths', 5½d.
 Riveted, making on wood or plated last, 1½d.
 Sizes over 11's men's and 7's women's, 4½d.
Extra to apply to Class 2—
 Not otherwise provided for, if pegged in foreparts, 5½d.
Extra to apply to Class 4 and balmorals, waist pieces, ½d.
Deductions— (To apply to all lines) prices at per pair—
 Heeling, 2½d.; boys, 2½d.
 Stiffeners and split lifts, ¾d.
 Light and strong work to be made and finished under their respective headings only.

MAKING AND FINISHING.

WOOD LAST WORK.

Items.	Men's.		Youths'.	
	Making.	Finishing.	Making.	Finishing.
	per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.
Knee boots, sole and slip, or bricks	4 7 $\frac{1}{4}$	1 4 $\frac{1}{2}$	3 9 $\frac{3}{4}$	1 2 $\frac{1}{4}$
Wellingtons, long and snort, sole and slip, or bricks ...	4 1 $\frac{1}{2}$	1 4 $\frac{1}{2}$	3 3 $\frac{3}{4}$	1 2 $\frac{1}{4}$
Watertights, bluchers or tongued lace, sole and slip, or bricks	3 9 $\frac{1}{2}$	1 0 $\frac{1}{2}$	2 7 $\frac{3}{4}$	0 10 $\frac{1}{2}$
Extras—				
Sprigged foreparts, filed	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Sprigs, rough	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Square hobs	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Toe-plates	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
Waists, nailed or sprigged	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...
White pegs	0 1 $\frac{1}{2}$	...	0 1 $\frac{1}{2}$	...

MISCELLANEOUS.*

	Making.	Finishing.
	per pair. s. d.	per pair. s. d.
Canvas Shoes—All sizes—		
Best, faced with Russian, imitation Russian, kid (all colours), white lamb, calf, buckskin, or imitation	1 9	...
White bottoms ... ..	...	1 2 $\frac{1}{4}$
Common, basil fittings	0 7 $\frac{1}{4}$	...
Edges only, water or coloured, heels only trimmed ... ..	...	0 5 $\frac{1}{4}$
Canvas shoes, not otherwise mentioned	0 10 $\frac{1}{4}$	...
Edges only, water or coloured, trimmed ... ..	...	0 7 $\frac{1}{4}$
Black canvas shoes, patent facings, toe-caps and straps (women's and children's only)	1 0 $\frac{1}{2}$	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra. ... ..	...	0 11 $\frac{1}{4}$
White bottoms ... ..	...	...
House Boots—		
Lasting, velvet or felt	0 8 $\frac{3}{4}$	...
Golosh counters, $\frac{1}{2}$ d. extra. ... ..	...	0 4 $\frac{1}{4}$
Black edges ... ..	...	...
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra. ... ..	...	...
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra. ... ..	...	...
Lasting, elastic-side boots or shoes, with or without toe-caps, half-military heels, not to exceed $\frac{1}{8}$ inch in height	1 0 $\frac{1}{2}$	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra. ... ..	...	0 10 $\frac{1}{4}$
White bottoms ... ..	...	0 4 $\frac{1}{4}$
Black edges ... ..	...	...
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra. ... ..	...	...
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra. ... ..	...	...
Slippers—All sizes—		
Fancy, foxhead, venetian, or canvas	0 4 $\frac{1}{2}$	...
Basil, or mole	0 5 $\frac{1}{4}$	...
Edges only, heels only trimmed ... ..	...	0 2
Split, glace hide, tan hide, felt, patent oilcloth, carpet, levant, croco, box hide, austral, chrome sheep, glace sheep, suede, and leather not enumerated elsewhere	0 5 $\frac{1}{2}$	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra. ... ..	...	...
Leather stiffeners, 1 $\frac{1}{4}$ d. extra. ... ..	...	...
Edges only, water or colour, trimmed ... ..	...	0 1 $\frac{1}{2}$
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra. ... ..	...	...
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra. ... ..	...	...
White bottoms ... ..	...	0 8 $\frac{3}{4}$
Lasting	0 7 $\frac{1}{4}$	...
Slippers, with slip heel not to exceed $\frac{1}{8}$ inch in height	0 8 $\frac{3}{4}$	...
Edges only trimmed ... ..	...	0 5 $\frac{1}{4}$
Black bottoms, with grain on, 1 $\frac{3}{4}$ d. extra. ... ..	...	...
Black bottoms, with grain off, 2 $\frac{3}{4}$ d. extra. ... ..	...	...
White bottoms ... ..	...	0 10 $\frac{1}{2}$
Hand worked	2 0 $\frac{3}{4}$	1 5 $\frac{3}{4}$
Buckskin, crup, glace kid, wallaby, cove kid, white kid, patent, or box calf—		
Men's	1 6 $\frac{1}{2}$	1 1
Women's	1 1 $\frac{1}{4}$	0 10 $\frac{1}{4}$

* No deductions of any kind to apply to items under this heading.

MISCELLANEOUS—continued.

	Making.	Finishing.
	per pair. s. d.	per pair. s. d.
Boots and Shoes, ready for rubber—		
All men's and women's, 1st class, less than corresponding lines, machine sewn	0 5½	...
Women's, 2nd and 3rd classes, less than corresponding lines, machine sewn	0 3½	...
All others, less than corresponding lines, machine sewn	0 2	...
Tennis Shoes—		
Men's—Class 1	...	1 0½
Class 2	...	0 10½
Class 3	...	0 8
Women's—Class 1	...	0 10½
Class 2	...	0 8½
Class 3	...	0 7½

INFANTS' BOOTS AND SHOES, 0's TO 6's, NEEDLEWORK, BY HAND.

	Making.	Per dozen pairs
		s. d.
Boots—		
Sewing and turning, leather or linen lined	...	3 11½
Extras—With patent vamps or goloshes	...	0 5½
All white work	...	1 0½
Shoes—		
Sewing and turning, leather lined	...	3 6
Sewing and turning, linen lined	...	3 10½
Extras—With patent vamps or goloshes	...	0 5½
All white work	...	1 0½
	Finishing.	Per dozen pairs.
		s. d.
Infants' Boots or Shoes—		
0's—3's	...	3 11½
4's—6's	...	5 10½
Extra—All white work	...	1 0½

PUMPS.

Classification of Leathers—Classes 1, 2, and 3, same as for machine sewn.
Class 4. Patent railing, glaze sheep and cloth.

FINISHING—WHITE TO HEEL.

	Men's.	Women's.	10's-13's.	7's-9's.	4's-13's.
	per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.
Class 1	1 9½	1 5½	1 0½	0 10	...
Class 2	1 5½	1 3½	0 9½	0 8	...
Class 3	1 3½	1 0½	0 9½	0 8	...
Class 4	...	...	...	...	0 5
Common Court Shoes and Slipper Pumps—					
Class 4	0 9½	0 8	...	...	...

EXTRAS ON LIGHT WORK.

Items.	Men's and Youths.		Women's and Maids.		Boys and Girls' 4's to 13's	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Bevel edges, foreparts ...	...	1½	...	1½	...	½
Black channels, not drawn out ...	...	3	...	3	...	1½
Black channels, drawn out ...	...	6½	...	5	...	3
Bordered and bunked, foreparts only ...	...	4¾	...	3½	...	2½
Bordered and bunked, waists ...	...	1½	...	1½	...	½
Bordered only, waists included if desired ...	...	3	...	3½	...	1½
Bottoms, black (except patent ankle-straps)...	...	2½	...	1½	...	½
Bottoms, spankum (either by maker or finisher) ...	1½	1½	1½	1½	½	½
Bottoms, slicked (other than bricks)* ...	3	...	2½	...	1½	...
Bottoms, screwed or imitation screwed ...	3	...	3	...	2½	...
Bottoms, plain-headed plugs ...	1½	...	1½	...	½	...
Bunked, only foreparts ...	...	2½	...	1½	...	1½
Bunked, only foreparts, ¼ inch and under ...	...	1½	...	1½	...	...
Bunked, waists... ..	...	1½	...	1½	...	½
Bracing ...	1s. 7d.	...	1s. 3d.	...	1s. 3d.	...
Clumps, cork inserted (rand finished before boot is wholly put up) ...	9½	9½	7½	7½	5	5½
Clumps, cork inserted, ready-made rand ...	6½	1½	4½	1½	...	½
Clumps, outside or inside, one row of rivets, or plain-headed plugs { outside	4½	...	4½	...	3	...
Clumps, outside or inside, two rows of rivets or screws, or imitation { inside	3½	...	3½	...	2½	...
Clumps, outside or inside, two rows of rivets or screws, or imitation { outside	6½	...	5½	...	3½	...
Clumps, inside, ½ inch and over in rough, without rivets or plugs, other than bricks ...	3½	...	3½	...	1½	...
Clumps, bevel, outside or inside, all classes ...	...	9½	...	8	...	5½
Clumps, square, outside or inside, all classes (¾ inch and over when finished), other than bricks ...	...	4½	...	...	...	...
Clumps, square, outside or inside, all classes, one row of rivets ...	...	...	4½	3	3	2½
Colours, white only ...	1½	1½	1½	1½	½	½
Copper toes ...	½	...	½	...	½	...
Cork inserted in welt in ordinary double soles	3	...	3	...	2½	...
Cork inserted in welt (when middle prepared by employer) ...	1½	...	1½	...	1½	...
Cork imitation and divided edge clumps, inside or outside ...	...	6½	...	5½	...	3½
Covers lasted in ...	1½	...	1½	...	½	...
Covers, cutting off ...	...	1½	...	1½	...	½
Crowing or dull marking, strips and top-pieces ...	...	½	...	½	...	½
Crowing, fancy, all lines... ..	...	3	...	3	...	3
Crup, with calf caps ...	2¾	...	3	...	2½	...
Crup, without caps ...	6½	...	4¾	...	3	...
Crup, with crup caps ...	10½	...	7¾	...	5	...
Fiddle waists ...	...	3	...	3	...	1½
Fiddle waists, spire 1 inch from joint ...	...	3½	...	3½	...	2½
Fiddle waists, spire over 1 inch ...	...	4½	...	4½	...	3
Hammering down pegs or rivets, where lasts are worn ...	1½	...	1½	...	1½	...
Heels over 1½ inches high, measured from centre of top-piece, up to 2 inches ...	3	2½	2½	2½	...	...
Heels over 2 inches ...	5	3	4¾	4¾	...	...
Heels, screwed, or imitation screwed top-pieces ...	1½	...	1½	...	1½	...
Heels, bordered top-pieces ...	...	1½	...	1½	...	1½
Heels, chopped ...	...	1½	...	...	...	1½
Heels, imitation Wurtemberg, measured from centre of top-piece up to 1½ inches ...	2½	2½	2½	2½	...	...
Heels, imitation Wurtemberg, measured from centre of top-piece over 1½ inches ...	4¾	4¾	4¾	5	...	...
Heel pins, on ordinary work ...	1½	...	1½	...	1½	...
Heels, shaved with No. 9 shave or over, under 1½ inches high, measured from centre of top-piece ...	...	...	...	4	...	...

Boys' 10's-13's, 2½d. per pair

EXTRAS ON LIGHT WORK—continued.

Items.	Men's and Youths'.		Women's and Maids'.		Boys' and Girls', 4's to 13's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Heels, ventilated, all lines	10	3	10	3	10	3
Hungarian nails, including top-piece—						
Two rows round and three rows in centre	3½	...	...	...	2½	...
Two rows round and two rows in centre	3	...	...	...	2½	...
One row round and two rows in centre...	2½	...	2	...	1½	...
Indestructible toes in all classes	3	...	3	...	2½	...
Imitation-stitched foreparts, middle stitched before being put on	1½	...	1½	...	1½	...
Leather tips, when made by maker	1½	...	1½	...	1½	...
Machine-sewn waist other than clumps—						
One row of rivets or plain-headed plugs in foreparts	3½	...	3½	...	3½	...
Two rows of rivets or screws or imitation screws or pin points	5½	...	5½	...	5½	...
Measures (not including heel pins)—						
When lasts fitted up	3	...	3	...	2½	...
Lasts to be fitted by maker	10	...	10	...	7½	...
Patent vamps or vamps and goloshes	3	3	3	1½	1½	½
Patent toe-caps on all classes (except on patent vamps)	½	...	½	...	½	...
Pin points, top-pieces	1½	...	½	...	½	...
Rounding stuff, soles and insoles from the rough	4½	...	4½	...	3½	...
Rounding stuff, already cut, toes	1½	...	1½	...	1½	...
Rounding stuff, already cut, heel to toe	2½	...	2½	...	1½	...
Rubber lift in heel	1½	3	1½	3	1½	2½
Rubber forepart or through	1½	3	1½	3	1½	2½
Samples	1½	1½	1½	1½	1½	1½
Slicking (boning) uppers on the last	1½	...	...	...	...	...
Sole and slip, with waist-pieces	½	...	½	...	½	...
Spike toe, in size 7, ½ inch back from toe, under 1¼ inches	3	...	...	...	...	...
Spike toe, in size 7, ½ inch back from toe, 1¼ inches	1½	...	...	...	...	...
Spike toe	...	...	½	...	...	...
Sprig foreparts, not filed—						
Two rows round and three rows in centre	3½	...	...	...	3	...
Two rows round and two rows in centre	3	...	...	...	2½	...
One row round and two rows in centre...	2½	...	2	...	2½	...
Sprig foreparts, filed—						
Two rows round and three rows in centre	5½	...	...	...	3	...
Two rows round and two rows in centre	4½	...	3½	...	3	...
One row round and two rows in centre...	3½	...	3	...	2½	...
Sprigged toe and joints, one row	1½	...	1½	...	1½	...
Sprigged toe and joints, two rows...	2½	...	2½	...	2½	...
Sprigged toe and joint, filing (either by maker or finisher)	½	½	½	½	½	½
Sprigs or nails, additional rows—per row	¼	...	¼	...	¼	...
Spur box	3s. 3½d.	10	...	...	...	...
Stitched foreparts, not pricked	3	3	3	3	2½	2½
Stitched foreparts, pricked up	3	6½	...	6½	...	4½
Stitched foreparts to heel, not pricked up	4½	4½	5	5	3	3
Stitched foreparts to heel, pricked up	4½	10	...	10½	...	6
Stitched aloft, foreparts chopped	3	6½	3	6½	3	4½
Stitched aloft to heel	4½	...	5	...	3	...
Stitched aloft, foretops not chopped if finished bottoms	3	3	...	3	...	2½
Stitched aloft to heel (the waist chopped being 2d.)	4½	10	...	10	...	6½
Strips, half-moon or one peak	...	2½	...	1½	...	1½
Strips, peaked	...	3	...	3	...	2½
Strips, spire	...	5	...	5	...	3
Taking piece out of breast of top piece, and colouring to taste of employer	...	½	...	½	...	½
Through or runner	1½	...	1½	...	1½	...
Through	...	1½	...	...	...	...
Thigh boots	10½	10½	...	...	...	...
Toe and joint, when pegs left out and sprigged instead (sprigs not filed)	Nil	...	Nil	...	Nil	...
Top pieces, black or coloured, all lines	...	½	...	½	...	½

EXTRAS ON LIGHT WORK—continued.

Items	Men's and Youths'		Women's and Maids'		Boys' and Girls', 4's to 13's.	
	Making.	Finishing.	Making.	Finishing.	Making.	Finishing.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Waists, fancy, any colour, all lines ...	...	3	...	3	...	3
Waists, brown ...	...	1½	...	1½	...	1½
Waists, black ...	...	1½	...	1½	...	1½
Waists, corrugated or scored ...	...	4¾	...	4¾	...	3
Wellingtons, long and short ...	4¾	4¾	...	...	...	...
Welts, yellow ...	...	4¾	...	3	...	2½
Welts, wide, made in any class, over ¼ inch when finished measured from outside joints	3	3	...	...	...	...
Welts, wide—except in stitched ...	...	...	1½	1½	1½	1½
Welts, half-wide, except in stitched, ¼ inch when finished measured from outside joints	1½	1½	...	...	...	...
NOTE.—With reference to welts, half the extra to be paid to the person closing channel and half to person putting on stuff.						
Wooden heels, preparing seat for ...	1½	...	1½	...	1½	...
Wooden heels, putting on by hand ...	1½	...	1½	...	1½	...
Wurtemberg pumps and welts, split soles ...	...	3	...	3	...	3

NOTE.—Extras on pumps, same as for machine-sewn work.

DEDUCTIONS.

—	Men's and Youths'	Boys' 10's-13's.	Women's and Maids'	Girls' 7's-13's.	Boys' and Girls.	
					7's-13's.	8's-9's.
	per pair d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Heeling—						
Class 1 ...	3½	3½	3½	2¾	...	...
Class 2 ...	3½	2¾	3½	2½	...	...
Class 3 ...	2¾	2	2¾	2	...	...
Bottoms not finished—All classes ...	4¾	2	2	1½	...	½
Finishing Wooden heels—						
Class 1 ...	5½	...	5½	...	3½	...
Class 2 ...	3½	...	3½	...	2¾	...
Class 3 ...	2¾	...	2¾	...	2	...
Fitting Stuff—						
Stiffeners and toes, ready for use ...	1	...	1	...	½	¼
Re-lasting, closing channels, and putting on split lifts—						
Class 1 ...	2¾	...	1¾	...	1	...
Class 2 ...	2	...	1¾	...	1	...
Class 3 ...	2	...	1¾	...	1	...
Welts ...	2¾	...	2	...	1½	...

NOTE.—(a) The above deductions for heeling constitute the prices or rates for heeling when same is done by hand.
(b) When deductions for heeling are made, boots and shoes on which such deductions are claimed are not to be handed back to the maker to have the top-pieces nailed.

HEELING PUMPS, INCLUDING SPLIT LIFT WHEN USED.

—	Men's and Youths'	Boys' 10's to 13's.	Women's and Maids'	Girls' 7's to 13's.
	per pair. d.	per pair. d.	per pair. d.	per pair. d.
Class 1 ...	6½	5	6	4¾
Class 2 ...	4¾	3½	4¾	3
Class 3 ...	3½	2¾	3½	2¾

MAKING AND FINISHING.
HAND-SEWN WORK.

						Per pair,	
						s.	d.
<i>Long Work.</i>							
Napoleon or field boots	...	...	...	...	...	28	2
Jockey boots	...	...	...	...	...	27	9
Jack boots	...	...	...	...	...	27	9
Wellington boots, long	...	...	...	...	...	27	9
Wellington boots, short	...	...	...	...	...	26	1
Thigh boots	...	...	...	...	...	45	9
Re-footing	...	...	...	...	...	26	1
<i>Short Work.</i>							
						Gents' Per pair,	Ladies' Per pair
						s.	s.
						d.	d.
Shooting boots	...	...	...	...	...	28	2
Short boots and shoes	...	...	...	...	...	26	1
Pumps, Ladies' or Gents'—							
Romeo or court shoes	...	...	...	...	...	19	7
Wool or fancy slippers, if bound by maker	...	...	...	...	...	17	10
Wool or fancy slippers, if not bound by maker	...	...	...	...	...	13	10½
Children's Boots or Shoes—							
Sizes 7's to 9's inclusive	...	...	...	...	...	15	3
Sizes 10's to 13's inclusive	...	...	...	...	...	16	2
Sizes 1's and 2's inclusive	...	...	...	...	...	17	10
						Per pair,	
						s.	d.
<i>EXTRAS.</i>							
Long Work—							
All long work having patent ramps	...	...	...	...	...	1	9½
All long work having patent or enamelled legs, or if made of soilable colours	...	...	...	...	...	1	9½
All legs, if stiffened before being made	...	...	...	...	...	3	6½
Stitched seats	...	...	...	...	...	1	9½
Short Work (Ladies' or Gents')—							
All clumps	...	...	...	...	...	3	6½
Spur boxes	...	...	...	...	...	4	5
Middle sole	...	...	...	...	...	1	9½
¾ inch edge (sole and welt)	...	...	...	...	...	0	11½
Every ½ inch over ¾ inch (sole and welt)...	...	...	...	...	...	0	11½
Welts ¾ inch wide (measured at outside joint)	...	...	...	...	...	0	11½
Welts ½ inch wide (measured at outside joint)	...	...	...	...	...	1	9½
Waist, supported by inner sole or stiffener	...	...	...	...	...	0	11½
Rubber lifts, if cemented	...	...	...	...	...	0	11½
Rubber top-pieces, if cemented	...	...	...	...	...	0	11½
Scaife's patent soles	...	...	...	...	...	3	6½
Box corks (gents')	...	...	...	...	...	8	11
Box corks (ladies')	...	...	...	...	...	7	1
Ladies' heels, every ½ inch over 1½ inch	...	...	...	...	...	0	7½
Cavity heels	...	...	...	...	...	1	9½
Cloth or stockingette vamps or goloshes	...	...	...	...	...	0	11½
Toe or heel plates	...	...	...	...	...	0	11½
Nails in soles, if more than twenty	...	...	...	...	...	0	11½
Stiff-leg skating boot (if stiffened by maker)	...	...	...	...	...	1	9½
Patent lugs, if kept straight	...	...	...	...	...	0	11½
Stitched over 16 to the inch (ladies')	...	...	...	...	...	0	11½
Stitched over 16 to the inch (ladies'), heel to heel	...	...	...	...	...	1	9½
Stitched over 14 to the inch (gents')	...	...	...	...	...	0	11½
Stitched over 14 to the inch (gents'), heel to heel	...	...	...	...	...	1	9½
All faced leather, except black box calf or glace kid	...	...	...	...	...	1	9½
Wurtemberg heels (wooden)	...	...	...	...	...	4	6
Wurtemberg heels (wooden), if sewn and stitched	...	...	...	...	...	7	1
Wood heels (ready covered)	...	...	...	...	...	1	5
Wood heels (if covered by maker)	...	...	...	...	...	2	8
Spikes in cricket boots or shoes	...	...	...	...	...	1	9½
Straps, if put on cricket boots or shoes by maker	...	...	...	...	...	0	11½
All coloured welts on black-work	...	...	...	...	...	0	11½
Pumps—							
Stiff toes	...	...	...	...	...	0	11½
Bead on breakable trimmings	...	...	...	...	...	0	11½
Velvet or satin	...	...	...	...	...	1	9½
Outside heels on slippers	...	...	...	...	...	1	9½

The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1923*, that any employer may fix and pay piece-work prices to any person employed at making cripple corks, provided that such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

H. J. RICHARDSON, J.P., Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 19th August, 1931.

