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VICTORIA
GOVERNMENT GAZETTE

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[1911.

DETERMINATION OF THE SPECIAL BOARD

APPOINTED

TO DETERMINE THE LOWEST PRICES OR RATES WHICH MAY BE PAID TO ANY PERSON FOR WHOLLY OR PARTLY PREPARING OR MANUFACTURING, EITHER INSIDE OR OUTSIDE A FACTORY OR WORK-ROOM, BOOTS, SHOES, AND SLIPPERS OF EVERY DESCRIPTION.

Factories and Shops Acts.

DETERMINATION OF THE SPECIAL BOARD APPOINTED TO DETERMINE THE LOWEST PRICES OR RATES WHICH MAY BE PAID TO ANY PERSON FOR WHOLLY OR PARTLY PREPARING OR MANUFACTURING, EITHER INSIDE OR OUTSIDE A FACTORY OR WORK-ROOM, BOOTS, SHOES, AND SLIPPERS OF EVERY DESCRIPTION.

IN accordance with the provisions of the Factories and Shops Acts, the Special Board appointed to determine the lowest prices or rates which may be paid to any person for wholly or partly preparing or manufacturing, either inside or outside a factory or work-room, boots, shoes, and slippers of every description, has made the following Determination, namely:—

That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 15th June, 1911.

The Determination and amendments are printed hereunder:—

That the lowest rates of wages to be paid to the following persons shall be—

Adult males employed in wholly or partly preparing or manufacturing boots, shoes, and slippers of every description, either by hand or machinery 1s. 1½d. per hour, or £2 14s. per week of 48 hours.

Male persons under twenty-one years of age (other than apprentices or improvers) employed solely on errands, sweeping, last-carrying, sorting, and heel nail feeding—
 Under 15 years of age 7s. per week of 48 hours.
 Over 15 and under 16 years of age 9s. " "
 Over 16 years of age 1s. 1½d. per hour or £2 14s. " "

Females with four years' experience and over, employed in wholly or partly preparing or manufacturing boots, shoes, and slippers of every description 22s. 6d. per week of 48 hours.

Females employed clicking (but not skiving or trimming) insides or outsides of uppers, or stuff cutting, stuff fitting or preparing for makers, or making or finishing (but not ironing and sizing of uppers, or socking) 1s. 1½d. per hour, or £2 14s. per week of 48 hours.

APPRENTICES AND IMPROVERS.

MALES.

WAGES.

That the lowest rates of wages to be paid to any male apprentice or improver employed in wholly or partly preparing or manufacturing boots, shoes, and slippers of every description, shall be—

	s.	d.	
For the 1st year's experience	7	6	per week of 48 hours.
" 2nd year's experience	12	6	" "
" 3rd year's experience	17	6	" "
" 4th year's experience	22	6	" "
" 5th year's experience	27	6	" "
" 6th year's experience—			
1st six months	32	6	" "
2nd six months	35	0	" "

APPRENTICES.—NUMBER.

That the number of male apprentices who may be employed within any factory or work-room shall be one apprentice to every three, or fraction of three male workers employed and receiving not less than 1s 1½d. per hour, or £2 14s. per week of 48 hours, or earning at piece-work rate not less than 1s. 1½d. per hour, or £2 14s. per week of 48 hours.

IMPROVERS.—NUMBER.

That the number of male improvers who may be employed within any factory or work-room shall be one male improver to ten, or over ten, male workers employed and receiving not less than 1s. 1½d. per hour or £2 14s. per week of 48 hours, or earning at piece-work rate not less than 1s. 1½d. per hour or £2 14s. per week of 48 hours.

FEMALES,

WAGES.

That the lowest rates of wages to be paid to any female apprentice or improver employed in wholly or partly preparing or manufacturing boots, shoes, and slippers of every description, shall be—

				s.	d.	
For the 1st year's experience ...	...	...	...	7	6	per week of 48 hours.
„ 2nd year's experience ...	...	...	...	10	0	” ”
„ 3rd year's experience ...	...	...	...	12	6	” ”
„ 4th year's experience ...	...	...	...	16	0	” ”

APPRENTICES—NUMBER.

That the number of female apprentices who may be employed within any factory or work-room shall be one female apprentice to every three, or fraction of three female workers employed and receiving not less than 22s. 6d. per week of 48 hours, or earning at piece-work rate not less than 22s. 6d. per week of 48 hours.

IMPROVERS—NUMBER.

That the number of female improvers who may be employed within any factory or work-room shall be two female improvers to every female worker employed and receiving not less than 22s. 6d. per week of 48 hours, or earning at piece-work rate not less than 22s. 6d. per week of 48 hours.

TIME OF BEGINNING AND ENDING WORK.

That the time of beginning and ending work in any factory or work-room shall be—

Time of beginning.	Time of ending.
7.45 a.m. ...	12.15 p.m. on Saturday.
7.45 a.m. ...	6 p.m. on the other working days of the week.

OVERTIME.

That any male employé over the age of sixteen years who within the hours of commencing and ending work as fixed in this determination works in any week in excess of 48 hours shall be paid for such extra time at the rate of Threepence per hour in addition to the wages price or rate set forth in this Determination.

That any person who is engaged outside the hours specified in this Determination as the time of beginning and ending work upon each day shall be paid for such overtime at the rate of Threepence per hour in addition to the wages price or rate set forth in this Determination in the case of adult males, and at the rate of time and a half in the case of females and boys under sixteen years of age.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

That the special price or rate of payment payable to any person for all work done on—

Good Friday,
Easter Monday,

New Year's Day,
Eight Hours Day,
Christmas Day,
Boxing Day,

} Or such other day as may be observed as a public holiday in lieu thereof

shall be at the rate of double time.

INSIDE WORKERS.

Employers shall supply all grindery, colours, and materials, and also find work-shop room and light for inside workers, free of charge.

OUTSIDE WORKERS.

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

PIECE-WORK RATES.

That the lowest piece-work prices or rates shall be as follow :—

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 ...	1 6
Unlined balmorals, without toe-caps ...	1 10
Unlined balmorals, with toe-caps ...	2 1
Goloshed balmorals and shoes, consisting of all leathers other than split, hide, runner, and crup ...	3 2
Goloshed balmorals and shoes, consisting of split, hide, and runner ...	2 1
Shoes other than goloshed, consisting of all leathers other than split, hide, runner, and crup ...	2 1

	Per dozen pairs.
	s. d.
Men's and Youths'— <i>continued.</i>	
Shoes other than goloshed, consisting of split, hide, and runner	1 6
Circular vamp and Derby balmorals, consisting of all leathers other than split, hide, and runner	2 10
Circular vamp and Derby balmorals, consisting of split, hide, and runner	1 10
Elastic sides, consisting of split, hide, and runner	2 1
Elastic sides, consisting of all leathers other than split, hide, and runner	3 2
Almas, including trenching and rounding, all materials	2 5

Men's and Youths'—Blocking—

Almas, consisting of split, kip, satin, and calf	1 10
Almas, consisting of all leathers other than split, kip, satin, calf, and patent	8 0
Almas, consisting of patent leather	7 2
Derby shoe vamps, of all materials, patent excepted	0 11
Derby shoe vamps, consisting of patent leather	4 10
Blucher fronts	0 3½
Extra—Buttoned work, all classes of leathers	0 5

Women's and Maids'—

Balmorals, consisting of kip, split, runner, hide, sheep, and Persian	1 7
With goloshes, extra	0 2½
Balmorals of all leathers other than kip, runner, split, hide, sheep, and Persian, with or without toe-caps	2 1
Goloshes, extra	0 3½
Outside facings, extra	0 3½
Oxford shoes, consisting of split, hide, kip, runner, sheep, and Persian, with or without toe-caps	1 2
Goloshes, extra	0 2½
Oxford shoes, consisting of all leathers other than kip, split, runner, hide, sheep, and Persian, with or without toe-caps	1 7
Goloshes, extra	0 2½
Derby, Ada, button, one bar, and ankle-strap shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps	1 5
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	1 7
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	2 1
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	2 1
Elastic-side boots, consisting of split, hide, sheep, and Persian	1 7
Elastic-side boots, consisting of all leathers other than split, hide, sheep, and Persian	2 1
Buttoned-boot flies	0 3½
Buttoned-boot flies, if scalloped	0 7
Almas, including trenching and rounding—all materials	2 1

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 2½
Work cut from patterns on which a margin has to be left for beading	0 7

Single pairs cut from paper pattern—all leathers	Per pair. 0 3½
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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	0 11
Imitation wool, carpet, felt, canvas, and venetian, basil back lined, with linen fronts	0 9½
With a design on the fronts	0 11
Lasting, with front springs, plain	0 5
Patent shoe cloth, front springs, linen lined	0 7
Hides, sheep and Persian	0 11
All leathers not previously enumerated	1 2
Elastic sides, leather backs, with linen fronts	1 1

Canvas Shoes—

Common, with basil fittings, two toe-caps, two cross straps, four facings, basil back lined, canvas front linings and tongues	1 6
Best, faced with Russian, imitation Russian, calf, buckskin, or imitation	2 5
Cricketing, faced with Russian, imitation Russian, calf, buckskin, or imitation	3 0
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	2 1

	Per dozen pairs.
	s. d.
Slipper-cut Shoes (no straps or fastenings)—	
Patent cloth, and including linings	0 9
With leather vamps, extra	0 3
Patent, glaze sheep, hide, and Persian	1 2
All leathers not previously enumerated	1 6
Women's House Boots—	
Lasting quarters, patent vamps, elastic, linen lined	1 2
Lasting quarters, patent vamps and goloshes, elastic, linen lined	1 7
Lasting plain	0 9½

STRONG WORK.

"NATIONAL WAX THREAD" CLOSING.

Piece-work—Inside.

	Per doz. pairs.
	s. d.
Men's and Youths'—	
Bluchers	1 0
Lace-ups, three rows	1 3
Lace-ups, two rows	1 1
Watertights, three rows	2 6
Watertights, two rows	2 0

Piece-work—Outside only.

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

Machining—Piece-work—Outside only.

Men's and Youths'—	
Unlined balmorals, with or without toe-caps	3 6
Goloshed balmorals and elastic sides, consisting of split, hide, and runner, with beaded tops and facings	5 0
Goloshed balmorals and elastic sides, consisting of split, hide, and runner, with raw edge	4 0
Goloshed balmorals, consisting of all leathers other than split, hide, runner, and crup	5 6
With beaded vamps, goloshes, and caps, extra	3 0
Outsides—beading legs, extra	1 0
Elastic sides, consisting of all leathers other than split, hide, and runner	5 6
Oxford, Derby, and goloshed shoes, consisting of split, hide, and runner, if beaded	4 0
Oxford, Derby, and goloshed shoes, consisting of split, hide, and runner, with raw edge	3 6
Oxford and goloshed shoes, consisting of all leathers other than split, hide, runner, and crup	4 3
With beaded vamps and toe-caps	5 6
If outside quarters beaded	6 6

	Per dozen pairs.	s.	d.
Men's and Youths'—continued—			
Circular vamps, consisting of split, hide and runner	4	4	0
Circular vamps, consisting of all leathers other than split, hide and runner	4	4	6
Derby balmorals, consisting of split, hide and runner	5	5	0
Derby balmorals, consisting of all leathers other than split, hide, and runner	5	5	6
Almas of all materials, with top bands only beaded	4	4	0
Almas of all materials, with beading round gore, extra	1	1	0
Buttoned boots, all classes of leather, extra	1	1	6
Buttoned shoes, all classes of leather, extra	1	1	0
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	4	4	0
With raw edge	3	3	6
With goloshes, extra... ..	0	0	9
Balmorals, consisting of all leathers other than kip, runner, split, hide, sheep, and Persian, with or without toe-caps, as follows:—			
Beaded fronts	5	5	6
Unbeaded	4	4	9
Extras—			
Goloshes	0	0	9
Goloshes beaded, extra	0	0	6
Beaded caps	0	0	6
Legs, beading outside	1	1	0
Unlined balmorals, consisting of kip, split, and runner	2	2	9
Buttoned boots, all classes of leather, extra	1	1	6
Buttoned shoes, all classes of leather, extra	1	1	0
Oxford shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps, and with beaded linings	3	3	3
Goloshes, extra	0	0	9
Oxford shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps, and with raw edge	2	2	9
Goloshes, extra	0	0	9
Oxford shoes, consisting of all leathers other than kip, split, runner, hide, sheep, and Persian, with or without toe-caps	4	4	0
Extras—			
With goloshes	0	0	9
With goloshes beaded, extra	0	0	6
Beaded caps	0	0	6
Beading outsides	0	0	9
Elastic side boots, consisting of hide, split, sheep, and Persian	4	4	0
Elastic side boots, consisting of all leathers other than split, hide, sheep, and Persian	5	5	0
Extras—			
Beaded vamps	0	0	6
Beaded gores	0	0	6
Almas, consisting of kip, split, hide, and calf	3	3	6
Almas, consisting of all leathers other than kip, split, hide, and calf	5	5	0
Gores beaded, extra	0	0	9
Derby, Ada, and one-bar shoes, consisting of split, hide, sheep, and Persian, with or without toe-caps	3	3	6
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	4	4	0
Extras—			
Beaded vamps	0	0	6
Beaded caps	0	0	6
Outsides beaded... ..	0	0	9
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	4	4	0
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	3	3	6
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	5	5	6
Extras—			
Beaded vamps	0	0	6
Beaded caps	0	0	6
Outsides beaded	0	0	9
Ankle Strap Shoes, consisting of split, hide, sheep, and Persian—			
Women's and maids'	4	4	9
7's to 13's	4	4	0
3's to 6's	3	3	6
Ankle Strap Shoes, consisting of split, hide, sheep, and Persian, with raw edge—			
Women's and maids'	3	3	0
7's to 13's	2	2	6
3's to 6's	2	2	0

	Per dozen pairs.	s. d.
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	6
All scalloped work, goloshes, extra	0	3
All lines consisting of crup, extra	0	9
Single pairs, all lines, extra, 3d. per pair.		
Slippers, all sizes—		
Black basil, imitation wool, carpet, felt, canvas, venetian, and split	1	9
With front springs, extra	0	3
Lasting and patent shoe cloth, with front springs, plain	2	0
Hide, sheep, and Persian	1	9
With front springs, extra	0	3
All leathers not previously enumerated	2	3
With front springs, extra	0	3
Hand worked	3	6
With scalloped work, extra	0	6
Canvas Shoes, all sizes—		
Common, with basil fittings, two toe-caps, two cross-straps, four facings, basil back lined, canvas front linings, and tongues	3	0
Common, without straps	2	3
Best, faced with Russian, imitation Russian, calf, buckskin, or imitation	4	0
Cricketing, faced with Russian, imitation Russian, calf, buckskin, or imitation	5	0
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	6
Slipper Cut Shoes (no straps or fastenings)—		
Patent cloth (including linings), leather vamps, sheep, hide, and Persian	1	6
With side seam, extra	0	3
All leathers not previously enumerated	3	6
With side seam, extra	0	3
Women's House Boots—		
Lasting quarters, patent vamps or caps, elastic, linen-lined	3	3
With goloshes, extra	0	6
Lasting, plain	3	0
Lasting, elastic sides, with beaded top-bands	4	3
Extras—		
Toe-caps	0	3
Vamps	0	6
Goloshes	0	6
<i>Hand Closing (throughout).</i>		
Men's—		
3 rows—Watertights	15	0
2 " Watertight bluchers	11	0
2 " Ordinary lace-ups, with watertight tongues, vamp over back	12	6
2 " Butterfly cut	13	6
2 " Larrikin cut*	15	6
2 " Lace-ups, loose tongues	8	0
2 " Bluchers, plain	7	0
Youths'—		
3 rows—Watertights	14	0
2 " Watertight bluchers	10	0
2 rows—Ordinary lace-ups, watertight tongues, vamp over back	11	6
2 " Butterfly cut	12	6
2 " Larrikin cut*	14	6
2 " Lace-ups, loose tongues	7	0
2 " Bluchers, plain	6	0
Men's—		
Field boots, side seams, back seams, piece let in in front	3	6
Wellingtons, Men's—		
Full	4	0
Three-quarters	3	6
Half	3	0
Knee or sluicing, and firemen's boots	5	6
Thigh or fishermen's boots	7	6
Wellingtons, Youths'—		
Full	3	9
Three-quarters	3	3
Half	2	9
Knee or sluicing, and firemen's boots	5	3

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

Wellingtons, Youths'—*continued*—

All flat seamed fronts on knee, slucing or fireman's boots, 1s. 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 { 3s. per dozen extra for all work 8s. and over.
 2s. " " " " under 8s.
 1s. per pair extra for all long work, Wellingtons, &c.

Hand Closing (Fronts only).

		Per dozen pairs.	
		s.	d.
Men's—			
3	rows—Watertights	8	0
3	" Rink watertights	8	0
2½	" Watertights	7	6
2	" Larrikin cut*	9	6
2	" Half-larrikin watertights	8	0
2½	" Half-larrikin watertights	9	0
2	" Side seam or seamless watertights	6	0
2	" Ordinary balmorals	5	6
2	" Watertights (balmorals)	6	0
2	" Derby balmorals	5	0
2	" Lace-ups, vamps over quarters	5	6
2	" Lace-ups, quarters over fronts	4	6
2	" Lace-ups, fronts on to watertight quarters	6	0
2	" Bluchers, long seams	4	0
2	" Bluchers, short seams	3	0
2	" Watertight bluchers	5	0
2	" "U" or butterfly cut	7	0
Youths'—			
3	rows—Watertights	7	0
2½	" Watertights	6	6
2	" Ordinary balmorals	4	6
2	" Watertights (balmorals)	5	6
2	" Derby balmorals	5	0
2	" Lace-ups, vamps over quarters	4	6
2	" Lace-ups, quarters over fronts	4	0
2	" Lace-ups, fronts on to watertight quarters	5	6
1	row Lace-ups, vamps over quarters	3	0
1	" Lace-ups, quarters over fronts	2	6
2	rows Bluchers, long seams	4	0
2	" Bluchers, short seams	3	0
2	" Watertight bluchers	5	0
2	" "U" or butterfly cut	6	6
2	" Larrikin cut*	9	0
	First row, kip, single backs	2	6
Boys', 7's to 9's—			
2	rows Ordinary balmorals	3	6
	10's to 13's—		
2	rows Ordinary balmorals	4	0
	7's to 13's—		
2	rows Lace-ups, vamps over quarters	3	6
2	" Lace-ups, quarters over fronts	3	0
Women's and Maids', 1's to 8's—			
2	rows Ordinary balmorals	4	6
2	" Lace-ups, vamps over quarters	4	6
2	" Lace-ups, quarters over fronts	4	0
Girls', 7's to 9's—			
2	rows Ordinary balmorals	3	6
	10's to 13's—		
2	rows Ordinary balmorals	4	0
Lace-ups and balmorals, first row before machining		3	0
Lace-ups and balmorals, first row after machining		2	0
Watertights, first row and across tongue before machining		4	0
Watertights, lace-ups, one row, before machining		4	0
Men's shooting boots, one row at side and including stay, after machining		4	0
Men's shooting boots, butterfly cut, extra		3	0
Bluchers, side seams		1	0
Crup boots, extra		2	0
Men's and youths' Cossacks, 2 rows, side seams only		4	6
Men's and youths' bushman's, including buckles and straps, 9s. 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. per dozen extra for all work 6s. and over.			
6d. " " " " under 6s.			
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.		Pegged.		Riveted.		Pegged.		Riveted.		Pegged.		Riveted.		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.	
1	5½	1	2½	1	2½	1	0½	0	10½	0	9½	0	6	0	5	0	4	0	4
1	2½	1	0½	1	0½	0	10½	0	8½	0	7½	0	5	0	4	0	4	0	4
1	2½	1	0½	1	0½	0	8½	0	7½	0	6	0	6	0	4	0	4	0	4
1	5½	1	2½	1	2½	1	0½	0	10½	0	9½	0	6	0	5	0	4	0	4

- 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, or bluchers riveted, nailed, or sprigged, slipper bottoms ...
- Toe-cap balmorals, slicked bottoms, military or Hungarian nailed, as desired by employer ...

Stokers' making, complete, 2s. per pair.
 Extras—(To apply to all lines) prices at per pair—
 Filing sprigs, two rows round and two or three rows in centre, 1d.
 Nailed or sprigged waists, 1d.
 Rough sprigs, 1d.
 Slicking (boning) uppers on the last, 1d.
 Stubb toes, 1d.
 Square hobs, 1d.
 Tip filler, filed and slicked, 1d.
 Toe-caps, except on balmorals, 1d.
 Toe-plates, 1d.
 Wallingtons, long and short, 3d. making and 3d. finishing.
 White pegs, 1d.
 Hammering down pegs or rivets, where lasts are worn, 1d.
 Clumps (outside), one row of rivets or screws, or imitation screws, or pin points, making per pair—

Boys, 10's-13's, 2d.; women's and maids', 3d.; men's and youths', 3d.
 Sole and slip, with waist piece, in Class 3 and in balmorals, ½d. per pair.
 Deductions—(To apply to all lines) prices at per pair—
 Heeling, 2d.; boys, 1½d.
 Stiffeners and split lifts, ½d.
 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	2 3	0 8	1 10	0 7
Wellingtons, long and short, sole and slip, or bricks ...	2 0	0 8	1 7	0 7
Watertights, bluchers or tongued lace, sole and slip, or bricks	1 10	0 6	1 4	0 5
Extras—				
Sprigged foreparts, filed	0 1	...	0 1	...
Sprigs, rough	0 1	...	0 1	...
Square hobs	0 1	...	0 1	...
Toe-plates	0 1	...	0 1	...
Waists, nailed or sprigged	0 1	...	0 1	...
White pegs	0 1	...	0 1	...

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	0 10	...
White bottoms ... ..	...	0 7
Common, basil fittings	0 3½	...
Edges only, water or coloured, heels only trimmed ... ..	...	0 2½
Canvas shoes, not otherwise mentioned	0 5	...
Edges only, water or coloured, trimmed ... ..	...	0 3½
Black canvas shoes, patent facings, toe-caps and straps (women's and children's only)	0 6	...
White bottoms ... ..	...	0 5½
House Boots—		
Lasting, with or without vamps or caps	0 3½	...
Black edges ... ..	...	0 2
Black bottoms, either by maker or finisher (grain on)	0 1	0 1
Lasting, elastic-side boots or shoes, with or without toe-caps, half-military heels, not to exceed ¾ inch in height	0 6	...
White bottoms ... ..	...	0 5
Felt	0 3	...
Black edges ... ..	...	0 2
Black bottoms, either by maker or finisher (grain on)	0 1	0 1
Common Slippers—All sizes—		
Fancy, basil, foxhead, venetian	0 2	...
Patent oil-cloth and carpet	0 2½	...
Split	0 2½	...
Edges only, water or coloured, heels only trimmed ... ..	...	0 0¾
Lasting	0 3½	...
Felt	0 2½	...
Brown bottoms, edges only, water or coloured, trimmed ... ..	...	0 1½
White bottoms ... ..	...	0 2½
Levant	0 2½	...
Brown bottoms, edges only, water or coloured, trimmed ... ..	...	0 1¾
White bottoms ... ..	...	0 2¾
Patent calf	0 6	...
White bottoms, black edges ... ..	...	0 5
Satin, grain, and leathers not previously enumerated	0 3	...
Edges only, water or coloured, heels only trimmed ... ..	...	0 0¾
Black edges ... ..	...	0 1½
Slippers—		
Hand worked	1 0	...
Leather, first quality	0 9	...
Leather, raw edge	0 4½	...
Hand worked (women's and children's)	0 7	...
Leather, first quality	0 7	...

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

MISCELLANEOUS—continued.

	Making.		Finishing.	
	per pair. s. d.		per pair. s. d.	
Slippers—continued.				
Leather, raw edge (women's and children's)	...	0 4	...	...
Hand worked, white to heel	0 10	...
Leather, first quality, white to heel	0 7	...
Leather, raw edge, edges only	0 2½	...
Hand worked, white to heel (women's and children's)	0 5	...
Leather, first quality, white to heel	0 5	...
Leather, raw edge, edges only	0 2½	...
Boots and Shoes, ready for rubber—				
All men's and women's, 1st class, less than corresponding lines, machine sewn	...	0 3	...	...
Women's, 2nd and 3rd classes, less than corresponding lines, machine sewn	...	0 2	...	...
All others, less than corresponding lines, machine sewn	...	0 1	...	...
Tennis Shoes—				
Men's—Class 1	0 6	...
Class 2	0 5½	...
Class 3	0 4	...
Women's—Class 1	0 5½	...
Class 2	0 4½	...
Class 3	0 3½	...

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

	Making.		Per dozen pairs.	
	s. d.		s. d.	
Boots—				
Sewing and turning, leather or linen lined	2 0	...
Extras—With patent vamps or goloshes	0 3	...
All white work	0 6	...
Shoes—				
Sewing and turning, leather lined	1 9	...
Sewing and turning, linen lined	1 6	...
Extras—With patent vamps or goloshes	0 3	...
All white work	0 6	...
Finishing.				
Infants' Boots or Shoes—				
0's—3's	2 0	...
4's—6's	3 0	...
Extra—All white work	0 6	...

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-12's.
	per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.	per pair. s. d.
Class 1	0 11	0 9	0 6	0 5	...
Class 2	0 9½	0 8	0 5	0 4	...
Class 3	0 7½	0 6	0 5	0 4	...
Class 4	...	...	...	...	0 3
Common Court Shoes and Slipper Pumps—					
Class 4	0 5	0 4	...	...	...

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 ...	...	1	...	1	...	$\frac{1}{2}$
Black channels, not drawn out ...	...	2	...	2	...	2
Black channels, drawn out ...	...	4	...	$3\frac{1}{2}$	...	$1\frac{1}{2}$
Bordered and bunked, foreparts only ...	...	3	...	$2\frac{1}{2}$	...	$1\frac{1}{2}$
Bordered and bunked, waists ...	...	1	...	1	...	$1\frac{1}{2}$
Bordered only, waists included if desired ...	...	2	...	2	...	1
Bottoms, black (except patent ankle-straps)...	...	$1\frac{1}{2}$	...	1	...	$\frac{1}{2}$
Bottoms, spankum (either by maker or finisher) ...	1	1	1	1	$\frac{1}{2}$	$\frac{1}{2}$
Bottoms, slicked (other than bricks)* ...	2	...	$1\frac{1}{2}$	...	1	...
Bottoms, screwed or imitation screwed ...	2	...	2	...	$1\frac{1}{2}$	...
Bottoms, plain-headed plugs ...	1	...	$\frac{3}{4}$	...	$\frac{1}{2}$	...
Bunked, only foreparts ...	...	$1\frac{1}{2}$	...	1	...	$\frac{3}{4}$
Bunked, only foreparts, $\frac{1}{4}$ inch and under ...	...	1	...	1	...	...
Bunked, waists... ...	...	1	...	1	...	$\frac{1}{2}$
Bracing ...	1s.	...	9	...	9	...
Clumps, cork inserted (rand finished before boot is wholly put up) ...	6	6	5	5	$3\frac{1}{2}$	$3\frac{1}{2}$
Clumps, cork inserted, ready-made rand ...	4	1	3	1	$2\frac{1}{2}$	$1\frac{1}{2}$
Clumps, outside or inside, one row of rivets, or plain-headed plugs ...	3	...	3	...	2	...
Clumps, outside or inside, two rows of rivets or screws, or imitation screws or pin points ...	$2\frac{1}{2}$	...	$2\frac{1}{2}$	...	$1\frac{1}{2}$	...
Clumps, inside, $\frac{1}{2}$ inch and over in rough, without rivets or plugs, other than bricks ...	4	...	$3\frac{1}{2}$	...	$2\frac{1}{2}$	...
Clumps, bevel, outside or inside, all classes ...	$3\frac{1}{2}$	...	3	...	2	...
Clumps, square, outside or inside, all classes ($\frac{3}{8}$ inch and over when finished), other than bricks ...	2	...	2	...	1	...
Clumps, square, outside or inside, all classes, one row of rivets ...	...	6	...	5	...	$3\frac{1}{2}$
Colours, white only ...	1	1	1	1	$\frac{1}{2}$	$\frac{1}{2}$
Copper toes ...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	...	...
Cork inserted in welt in ordinary double soles ...	$2\frac{1}{2}$	...	$2\frac{1}{2}$	...	$1\frac{1}{2}$	...
Cork inserted in welt (when middle prepared by employer) ...	1	...	1	...	$\frac{3}{4}$	...
Cork imitation and divided edge clumps, inside or outside ...	...	4	...	$3\frac{1}{2}$	...	$2\frac{1}{2}$
Covers lasted in ...	1	...	1	...	$\frac{1}{2}$	...
Covers, cutting off ...	...	1	...	1	...	$\frac{1}{2}$
Crowing or dull marking, strips and top-pieces ...	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$
Crowing, fancy, all lines... ...	...	$2\frac{1}{2}$	...	$2\frac{1}{2}$	...	2
Crup, with calf caps ...	2	...	2	...	$1\frac{1}{2}$	...
Crup, without caps ...	4	...	3	...	2	...
Crup, with crup caps ...	6	...	5	...	$3\frac{1}{2}$	...
Fiddle waists ...	...	2	...	2	...	1
Fiddle waists, spire 1 inch from joint ...	...	$2\frac{1}{4}$	...	$2\frac{1}{2}$	...	$1\frac{1}{2}$
Fiddle waists, spire over 1 inch ...	...	3	...	3	...	2
Hammering down Pegs or Rivets, where lasts are worn ...	1	...	1	...	1	...
Heels over $1\frac{1}{2}$ inches high, measured from centre of top-piece, up to 2 inches ...	2	$1\frac{1}{2}$	$1\frac{1}{2}$	$1\frac{1}{2}$	...	...
Heels over 2 inches ...	3	2	3	3	...	...
Heels, screwed, or imitation screwed top-pieces ...	1	...	1	...	$\frac{3}{4}$	...
Heels, bordered top-pieces ...	...	1	...	1	...	$\frac{3}{4}$
Heels, chopped ...	...	1	...	1	...	$\frac{3}{4}$
Heels, imitation Wurtemberg, measured from centre of top-piece up to $1\frac{1}{2}$ inches ...	$1\frac{1}{2}$	$1\frac{1}{2}$	$1\frac{1}{2}$	$1\frac{1}{2}$	...	...
Heels, imitation Wurtemberg, measured from centre of top-piece over $1\frac{1}{2}$ inches ...	3	3	3	3	...	...
Heel pins, on ordinary work ...	1	...	1	...	$\frac{3}{4}$	...
Heels, shaved with No. 9 shave or over, under $1\frac{1}{2}$ inches high, measured from centre of top-piece ...	...	...	...	1	...	...

* Boys' 10's-13's, 1 $\frac{1}{4}$ d. 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 ...	6	2	6	2	6	2
Hungarian nails, including top-piece—						
Two rows round and three rows in centre	2½	...	...	...	1½	...
Two rows round and two rows in centre	2	...	...	...	1½	...
One row round and two rows in centre...	1½	...	1¼	...	1	...
Indestructible toes in all classes ...	2	...	2	...	1½	...
Imitation-stitched foreparts, middle stitched						
before being put on ...	1	...	1	...	1	...
Leather tips, when made by maker ...	1	...	1	...	1	...
Measures (not including heel pins)—						
When lasts fitted up ...	2	...	2	...	1½	...
Lasts to be fitted by maker ...	6	...	6	...	5	...
Patent vamps or vamps and goloshes ...	2	2	1½	1	1	½
Patent toe-caps on all classes (except on						
patent vamps) ...	½	...	½	...	½	...
Pin points, top-pieces ...	1	...	½	...	½	...
Rounding stuff, soles and insoles from the						
rough ...	3	...	3	...	2½	...
Rounding stuff, already cut, toes ...	1	...	1	...	1	...
Rounding stuff, already cut, heel to toe ...	1½	...	1½	...	1	...
Rubber lift in heel ...	1	2	1	2	¾	1½
Rubber forepart or through ...	1	2	1	2	¾	1½
Samples ...	1	1	1	1	1	1
Slicking (boning) uppers on the last ...	1	...	...	...	...	...
Sole and slip, with waist-pieces ...	½	...	½	...	½	...
Spike toe, in size 7, ½ inch back from toe,						
under 1¼ inches ...	2	...	...	...	...	...
Spike toe, in size 7, ½ inch back from toe,						
1¼ inches ...	1	...	...	...	...	...
Spike toe ...	...	...	½	...	...	...
Sprig foreparts, not filed—						
Two rows round and three rows in centre	2½	...	...	...	1½	...
Two rows round and two rows in centre	2	...	...	...	1½	...
One row round and two rows in centre...	1½	...	1¼	...	1	...
Sprig foreparts, filed—						
Two rows round and three rows in centre	3½	...	...	...	2	...
Two rows round and two rows in centre	3	...	2½	...	2	...
One row round and two rows in centre...	2½	...	2	...	1½	...
Sprigged toe and joint, one row ...	½	...	½	...	½	...
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 ...	2s.	6	...	...	...	...
Stitched foreparts, not pricked ...	2	2	2	2	1½	1½
Stitched foreparts, pricked up ...	2	4	...	4	...	3
Stitched foreparts to heel, not pricked up ...	3	3	3	3	2	2
Stitched foreparts to heel, pricked up ...	3	6	...	6	...	4
Stitched aloft, foreparts chopped ...	2	4	2	4	1½	3
Stitched aloft to heel ...	3	...	3	...	2	...
Stitched aloft, foretops not chopped if finished						
bottoms ...	2	2	...	2	...	1½
Stitched aloft to heel (the waist chopped						
being 2d.)...	3	6	...	6	...	4
Strips, half-moon or one peak ...	...	1	...	1	...	¾
Strips, peaked ...	...	2	...	2	...	1½
Strips, spire ...	...	3	...	3	...	2
Taking piece out of breast of top piece, and						
colouring to taste of employer ...	...	½	...	½	...	½
Through or runner ...	1	...	1	...	¾	...
Through ...	...	1	...	...	...	...
Thigh boots ...	6	6	...	...	...	...
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
Waists, fancy, any colour, all lines ...	...	2	...	2	...	2
Waists, brown ...	...	1	...	1	...	¾
Waists, black ...	...	1	...	1	...	¾

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. <i>d.</i>	per pair. <i>d.</i>	per pair. <i>d.</i>	per pair. <i>d.</i>	per pair. <i>d.</i>	per pair. <i>d.</i>
Waists, corrugated or scored ... ..	...	3	...	3	...	2
Wellingtons, long and short	3	3	...	...	...	...
Welts, yellow ... ..	...	3	...	2	...	1½
Welts, wide, made in any class, over ¼ inch when finished measured from outside joints	2	2	...	...	...	...
Welts, wide—except in stitched ... ..	...	...	1	1	1	1
Welts, half-wide, except in stitched, ¼ inch when finished measured from outside joints	1	1	...	...	...	...
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	1	...	1	...	1	...
Wooden heels, putting on by hand	1	...	1	...	1	...
Wurtemberg pumps and welts, split soles ... ..	...	2	...	2	...	2
Work done on a wooden last with iron plate	Nil	...	Nil	...	Nil	...

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.	3's-6's.
					per pair. <i>d.</i>	per pair. <i>d.</i>
Heeling—	per pair	per pair.	per pair.	per pair.	per pair.	per pair.
Class 1	3	2½	3	2	...	...
Class 2	2½	2	2½	1¾	...	...
Class 3	2	1½	2	1½	...	...
Bottoms not finished—All classes	2	1½	1½	1	...	½
Finishing Wooden heels—						
Class 1	4	...	4	...	3	...
Class 2	3	...	3	...	2	...
Class 3	2	...	2	...	1½	...
Fitting Stuff—						
Stiffeners and toes, ready for use	¾	...	¾	...	½	¼
Re-lasting, closing channels, and putting on split lifts—						
Class 1	2	...	1¼	...	¾	...
Class 2	1¾	...	1¼	...	¾	...
Class 3	1¼	...	1¼	...	¾	...
Welts	2	...	1½	...	1	...

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.	per pair.	per pair.	per pair.
					<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>
Class 1	4	3¼	4	3				
Class 2	3	2½	3	2¼				
Class 3	2¼	1¾	2¼	1¾				

P. J. DWYER, P.M.,
Chairman.

11th May, 1911.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is essential for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for consistent and reliable data collection processes to support informed decision-making.

3. The third part of the document focuses on the role of technology in modern data management. It discusses how advanced software solutions can streamline data collection, storage, and analysis, thereby improving efficiency and accuracy.

4. The fourth part of the document addresses the challenges associated with data security and privacy. It stresses the importance of implementing robust security measures to protect sensitive information from unauthorized access and breaches.

5. The fifth part of the document explores the ethical implications of data collection and analysis. It discusses the need for transparency in data handling practices and the importance of obtaining informed consent from individuals whose data is being collected.

6. The sixth part of the document provides a detailed overview of the data analysis process. It describes various statistical and analytical techniques used to interpret data and identify trends, patterns, and insights.

7. The seventh part of the document discusses the importance of data visualization in communicating complex information. It highlights how charts, graphs, and other visual tools can make data more accessible and understandable for stakeholders.

8. The eighth part of the document focuses on the integration of data with other organizational systems. It discusses how data can be shared and used across different departments to improve collaboration and overall organizational performance.

9. The ninth part of the document addresses the future of data management. It discusses emerging trends and technologies that are expected to shape the way data is collected, analyzed, and used in the coming years.

10. The tenth part of the document provides a summary of the key points discussed throughout the document. It reiterates the importance of data in driving organizational success and the need for a data-driven culture.