



# VICTORIA GOVERNMENT GAZETTE.

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[1932

Factories and Shops Act 1928 (No. 3677).

## DETERMINATION OF THE BOOT BOARD.

NOTE.—(1) This Determination on the 1st January, 1933, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder; and such portion of the city of Sandringham as is not included within the said district; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(2) Clicking, stuff cutting, making, and finishing were proclaimed on 13th January, 1932, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the Apprenticeship Regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 61 Spring-street, Melbourne (price 3d.).

In accordance with the provisions of the *Factories and Shops Act 1928*, the Wages 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, boots, shoes, and slippers of every description," has made the following Determination, namely:—

(1) That on the 1st January 1933, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)		Apprentices or Improvers.		Other Employees.		Minimum Wage.	Hours of Work per Week.
MALES.*		FEMALES.		MALES.		s. d.	
Wages per Week of 44 hours.		Wages.		Adult males		81 9	44
Commencing Age:		Per week of 44 hours.		FEMALES.			
Under 16 years.	16 years.	17 years.	18 years or over.	s. d.	(a) Females employed clicking, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience	81 9	44
1st year ..	10 9 15	9 15	9 23 3	81 9	(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto	81 9	44
2nd year ..	15 9 23	3 23	3 30 3	81 9	(c) Females with four years' experience and over employed operating wax thread machines	49 3	44
3rd year—					(d) Females with four years' experience employed skiving or trimming the insides or outsides of uppers, or preparing toe puffs of material other than crop, or sizing uppers, or socking, or making cosy slippers with soles of upper leather or other soft material with felt or compo. filling, excepting the operations set out in Clause (a) above, or attaching felt to leather soles by Union Special Machine No. 75, B80, L00, or any similar table machine, or preparing slippers for the slipper turn sewing machine	42 0	44
1st 6 months	23 3 30	3 30	3 42 0		(e) Females with four years' experience not otherwise provided for	42 0	44
2nd 6 months	23 3 30	3 30	3 49 0				
4th year—							
1st 6 months	30 3 36	0 42	0 Min. wage				
2nd 6 months	30 3 36	0 49	0				
5th year—							
1st 6 months	36 0 42	0 Min. wage					
2nd 6 months	36 0 49	0					
6th year—							
1st 6 months	42 0	Minimum wage					
2nd 6 months	49 0	wage					
Thereafter ..	Minimum wage						
Proportion.		Proportion.		Proportion.		Proportion.	
(In any factory or place.)		(In any factory or place.)		(In any factory or place.)		(In any factory or place.)	
One male apprentice to every three or fraction of three male workers employed and receiving at wages rates or earning at piece-work prices not less than the minimum hour rate fixed for adult males.		One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece-work prices not less than 42s. per week of 44 hours.		Three female improvers to each female worker employed and receiving at wages rates or earning at piece-work prices not less than 42s. per week of 44 hours.		One male improver to 50 or over 50 male workers employed and receiving at wages rates or piece-work prices not less than 81s. 9d. per week of 44 hours.	
An amended indenture of apprenticeship has been prescribed by the Board.		Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than 42s. per week of 44 hours.					
Proportion.		Proportion.					
(In any factory or place.)		(In any factory or place.)					
One male apprentice to every three or fraction of three male workers employed and receiving at wages rates or earning at piece-work prices not less than the minimum hour rate fixed for adult males.		One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece-work prices not less than 42s. per week of 44 hours.		Three female improvers to each female worker employed and receiving at wages rates or earning at piece-work prices not less than 42s. per week of 44 hours.		One male improver to 50 or over 50 male workers employed and receiving at wages rates or piece-work prices not less than 81s. 9d. per week of 44 hours.	

\* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission. See Note 2 above.

(3)

## JUVENILE WORKERS.

One juvenile worker, i.e., a male under sixteen years of age employed running errands, sweeping, carrying and sorting lasts, may be employed in each factory, and shall be paid not less than 10s. 9d. per week of 44 hours.

(4)

## HOURS OF WORK.

(a) The ordinary hours of work shall be 44 hours per week, to be worked on five days between the hours of 7.30 a.m. and 5.30 p.m. from Monday to Friday inclusive.

(b) Each employer may fix a starting time and finishing time for his own factory, and such starting and finishing time, when fixed, shall be alterable only on fourteen days' notice.

(5)

## OVERTIME.

(a) For all work done outside the starting and finishing time, time and a half shall be paid for the first two hours and double time thereafter.

(b) In computing overtime each day's work shall stand alone.

(c) No person under 21 years of age shall be required to work overtime without the approval of the Apprenticeship Commission unless a proportionate number of adult males or fully experienced females are employed in the respective departments.

(d) Employees called upon to work overtime exceeding one hour shall be allowed 30 minutes for a meal, and shall in addition to overtime rates for such work be allowed 1s. for such meal, except when overtime is worked on Saturday, in which case the meal allowance shall only be payable if the work extends beyond the ordinary hour for ceasing work for the midday meal on the other five days of the week.

(6)

## MEAL TIME.

(a) Not less than 30 minutes nor more than 60 minutes shall be allowed for a midday meal on each day, Monday to Friday inclusive.

(b) No employee shall be required to work longer than five hours without a break for a meal.

(7)

## TERMS OF ENGAGEMENT.

(a) All employees (excepting apprentices) shall be engaged by the hour, and such engagement shall be terminated without notice at any time.

(b) Any employee who has not received on the previous day notice of suspension of work, or that he or she will not be wanted to attend at the factory, shall be paid for half a day, whether worked or not, unless there is a stoppage of work arising from some cause beyond the employer's control.

(c) Employees shall give notice to their employers when they desire to be absent from work except in cases of sickness or emergency beyond their control.

(8)

## SUNDAY WORK.

Treble time shall be paid for a full day for work done on Sunday, whether such full day is worked or not.

(9)

## HOLIDAYS.

Double ordinary time shall be paid for all work done on the following nine holidays or the days observed in lieu thereof, viz.:—New Year's Day; Australia Day; Good Friday; Easter Monday; Eight Hours Day; Anzac Day; Cup Day; Christmas Day; and Boxing Day, provided that outside the Metropolitan District King's Birthday may be substituted for Cup Day.

(10)

## PAYMENT OF WAGES.

(a) Wages shall be paid on Thursday or Friday in each week. Employees kept waiting more than five minutes for their pay after ceasing work shall be paid overtime rates.

(b) Not more than one day's wages shall be kept in hand.

(c) Any employee working portion of a week shall be paid for that portion on ceasing work, provided that this clause shall not apply in the case of an employee working on the ordinary pay day of that week.

(d) Where an employee's services are dispensed with, the payment of all moneys due shall be made immediately on such employee ceasing work.

(11)

## TIME AND WAGES BOOK.

Each employer shall keep a time and wages book, showing the name of each employee, his occupation, the hours worked each day, and the wages and allowances paid each week.

(12)

## SEATS.

Where it is necessary for employees to sit at their work, seats shall be provided by the employer for the employees. Such seats shall be reasonably comfortable.

(13)

## TOOLS.

The employer shall provide all needles and findings, grindery, tools for finishers, viz., feather knives, fudge wheels, ordinary top irons, waist wheels, and brushes (paint and ink), workshop and light, and all colours and materials used in connexion with the trade.

PIECE-WORK SCHEDULES.

The piece-work prices for making and finishing shall be the prices set out in this schedule of the award. The amount of work or price per pair or dozen is to be entered into the employee's memo. book by the foreman or employer.

MAKING AND FINISHING.

Making shall include stiffener or any toe except a stub toe.

Finishing shall mean white to heel and top piece, square or bevel waists, including fudging.

CLASSIFICATION OF LEATHERS—TO BE DETERMINED BY LEATHER IN VAMPS.

Class 1.—Buckskin, imitation buckskin, crup, glace kid, glace goat, glace wallaby, glove kid, white kid, patent, imported calf all kinds (black or coloured), Levant seal.

Class 2.—Colonial calf, and all other leathers not specified in either 1st or 3rd Class.

Class 3.—Mock kid, offal kid, glace sheep, glace Persian, polish grain, satin, split or hide (black or coloured), sheep Levant, waxed wallaby, satin wallaby, kip, split, offal grain, Persian sheep.

MACHINE SEWN AND PEGGED.	Men's.		Youths'.		Boys', 10%-13%.		Women's.		Maids.		Children's.				Maid's, 2%.		Girls', 11%'-1's.		7%'-10%.		3%'-9%.			
	Making.		Finishing.		Making.		Finishing.		Making.		Finishing.		7%'-9%.		4%'-6%.		Making.		Finishing.		Making.		Finishing.	
	s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	d. s.	
Leathers—	6	1	7	2	0	1	3	1	3	1	8	1	4	1	1	1	1	1	1	1	1	1	1	
Class 1	2	0	3	1	8	1	2	1	10	1	4	1	9	1	2	1	4	1	2	1	1	1	1	
Class 2	2	0	3	1	4	1	1	1	6	1	4	1	1	1	1	1	1	1	1	1	1	1	1	
Class 3	1	1	1	1	4	0	1	1	4	0	10	1	1	1	1	1	1	1	1	1	1	1	1	
Class 3 (pegged only)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
RIVETED.																								
Leathers—	2	0	3	1	4	1	9	1	1	1	6	1	1	1	1	1	1	1	1	1	1	1	1	
Class 1	1	3	1	2	1	5	0	1	1	1	3	0	1	1	1	1	1	1	1	1	1	1	1	
Class 2	1	6	1	0	1	4	0	1	1	1	2	0	1	1	1	1	1	1	1	1	1	1	1	
Class 3 (see Note below)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	
Class 3 (with one row of pegs or rivets)	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	

Welts.—All sizes and classes 13d. per pair for making more than corresponding sizes and classes machine sewn.

NOTE.—Class 3, men's and youths' riveted boots, bottoms not to be filed by maker.

Light and strong work to be made and finished under their respective headings only.

Split toe-cap on all classes, 3d. per pair extra.

Stub toe, 1d. per pair extra.

Riveted, making on wood or plated last, 1d. per pair extra.

Sizes over 11's men's and 7's women's, 6d. per pair extra.

\* No deductions on ankle strap.

\* Ankle Straps Bottoms made by Finisher.

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

Making.										Finishing.									
Men's.					Youths'.					Boys' 10's-13's.									
Pegged.		Riveted.			Pegged.		Riveted.			Pegged.		Riveted.		Men's.		Youths'.		Boys' 10's-13's.	
per pair.	s. d.	per pair.	s. d.	per pair.	s. d.	per pair.	s. d.	per pair.	s. d.	per pair.	s. d.	per pair.	s. d.	per pair.	s. d.	per pair.	s. d.	per pair.	s. d.
2	8	2	1	2	1	1	1	1	7	1	4	1	4	0	11	0	9	0	7
2	1	1	11	1	11	1	6	1	6	1	3	1	3	0	9	0	7	0	7
...	...	1	8	...	...	...	5	...	...	1	2	...	...	0	7	0	7	0	6
2	8	1	5	2	2	...	...	...	...	...	...	...	...	0	11	0	9	...	...

- 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
- Sokers', making, complete, 2s. 10<sup>1</sup>/<sub>4</sub>d. per pair.

Extras—(To apply to all lines) prices at per pair—  
 Filing sprigs, two rows round and two or three rows in centre, 1<sup>1</sup>/<sub>4</sub>d.  
 Nailed or sprigged waists, 1<sup>1</sup>/<sub>4</sub>d.  
 Rough sprigs, 2d.  
 Slicking (boning) uppers on the last, 1<sup>1</sup>/<sub>4</sub>d.  
 Standard, screwed through, or through and slip, 2d.  
 Stab toes, 1<sup>1</sup>/<sub>4</sub>d.  
 Square hobs, 1<sup>1</sup>/<sub>4</sub>d.  
 Tip filler, filed and slicked, 1<sup>1</sup>/<sub>4</sub>d.  
 Crop toe caps, 4d.  
 Stiffener toe piece, not exceeding 2 inches deep, 2d.  
 Stiffener toe piece, exceeding 2 inches deep, 3<sup>1</sup>/<sub>4</sub>d.  
 Crop outside counters, 2d.  
 Toe-caps, except on balmorals, 1<sup>1</sup>/<sub>4</sub>d.  
 Toe-plates, 1<sup>1</sup>/<sub>4</sub>d.  
 Wellingtons, long and short, 5<sup>1</sup>/<sub>4</sub>d. making and 5<sup>3</sup>/<sub>4</sub>d. finishing.  
 White-pegs, 1<sup>1</sup>/<sub>4</sub>d.

Hammering down pegs or rivets, where lasts are worn, 1<sup>1</sup>/<sub>4</sub>d.  
 Clumps (outside), one row of rivets or screws, or imitation screws, or pin points, making per pair—  
 Boys, 10's-13's, 2<sup>1</sup>/<sub>4</sub>d.; women's and maids, 5<sup>1</sup>/<sub>4</sub>d.; men's and youths', 5<sup>1</sup>/<sub>4</sub>d.  
 Riveted, making on wood or plated last, 1<sup>1</sup>/<sub>4</sub>d.  
 Sizes over 11's men's and 7's women's, 4<sup>1</sup>/<sub>4</sub>d.  
 Extra to apply to Class 2—  
 Not otherwise provided for, if pegged in foreparts, 5<sup>1</sup>/<sub>4</sub>d.  
 Extra to apply to Class 4 and balmorals, waist pieces, 1<sup>1</sup>/<sub>4</sub>d.  
 Deductions—(To apply to all lines) prices at per pair—  
 Heeling, 2<sup>1</sup>/<sub>4</sub>d.; boys, 2<sup>1</sup>/<sub>4</sub>d.  
 Stiffeners and split lifts, 1<sup>1</sup>/<sub>4</sub>d.  
 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 5 $\frac{1}{4}$	1 4	3 8 $\frac{1}{2}$	1 1 $\frac{3}{4}$
Wellingtons, long and short, sole and slip, or bricks ...	3 11 $\frac{3}{4}$	1 4	3 2	1 1 $\frac{3}{4}$
Watertights, bluchers or tongued lace, sole and slip, or bricks ... ..	3 8	1 0	2 6 $\frac{3}{4}$	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 8 $\frac{1}{2}$	...
White bottoms ... ..	...	1 1 $\frac{3}{4}$
Common, basil fittings ... ..	0 7	...
Edges only, water or coloured, heels only trimmed ... ..	...	0 5
Canvas shoes, not otherwise mentioned ... ..	0 10	...
Edges only, water or coloured, trimmed ... ..	...	0 7
Black canvas shoes, patent facings, toe-caps and straps (women's and children's only) ... ..	1 0	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra.	...	...
White bottoms ... ..	...	0 10 $\frac{1}{2}$
House Boots—		
Lasting, velvet or felt ... ..	0 8 $\frac{1}{2}$	...
Golosh counters, $\frac{1}{2}$ d. extra.	...	...
Black edges ... ..	...	0 4
Black bottoms, with grain on, 1 $\frac{1}{2}$ d. extra.	...	...
Black bottoms, with grain off, 2 $\frac{1}{2}$ d. extra.	...	...
Lasting, elastic-side boots or shoes, with or without toe-caps, half-military heels, not to exceed $\frac{1}{4}$ inch in height ... ..	1 0	...
Leather or other toes, 1 $\frac{1}{4}$ d. extra.	...	...
White bottoms ... ..	...	0 10
Black edges ... ..	...	0 4
Black bottoms, with grain on, 1 $\frac{1}{2}$ d. extra.	...	...
Black bottoms, with grain off, 2 $\frac{1}{2}$ d. extra.	...	...
Slippers—All sizes—		
Fancy, foxhead, venetian, or canvas ... ..	0 4 $\frac{1}{2}$	...
Basil, or mole ... ..	0 5	...
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 4 $\frac{1}{2}$
Black bottoms, with grain on, 1 $\frac{1}{2}$ d. extra.	...	...
Black bottoms, with grain off, 2 $\frac{1}{2}$ d. extra.	...	...
White bottoms ... ..	...	0 8 $\frac{1}{2}$
Lasting ... ..	0 7	...
Slippers, with slip heel not to exceed $\frac{1}{2}$ inch in height ... ..	0 8 $\frac{1}{2}$	...
Edges only trimmed ... ..	...	0 5 $\frac{1}{2}$
Black bottoms, with grain on, 1 $\frac{1}{2}$ d. extra.	...	...
Black bottoms, with grain off, 2 $\frac{1}{2}$ d. extra.	...	...
White bottoms ... ..	...	0 10 $\frac{1}{2}$
Hand worked ... ..	2 0	1 5
Buckskin, crup, glace kid, wallaby, glove kid, white kid, patent, or box calf—		
Men's ... ..	1 5 $\frac{3}{4}$	1 0 $\frac{1}{2}$
Women's ... ..	1 0 $\frac{3}{4}$	0 10

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

MISCELLANEOUS—continued.

	Making.		Finishing.	
	per pair.	per pair.	per pair.	per pair.
	s.	d.	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	...	...	0	11½
Class 2	...	...	0	10½
Class 3	...	...	0	7½
Women's—Class 1	...	...	0	10½
Class 2	...	...	0	8½
Class 3	...	...	0	7

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	...	...	3	9½
Extras—With patent vamps or goloshes	...	...	0	5½
All white work	...	...	0	11½
Shoes—				
Sewing and turning, leather lined	...	...	3	4½
Sewing and turning, linen lined	...	...	3	9½
Extras—With patent vamps or goloshes	...	...	0	5
All white work	...	...	0	11½
	Finishing.		Per dozen pairs.	
	s.	d.	s.	d.
Infants' Boots and Shoes—				
0's—3's	...	...	0	10½
4's—6's	...	...	0	10½
Extra—All white work	...	...	0	11½

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.	per pair.	per pair.	per pair.	per pair.
	s.	d.	s.	d.	s.
Class 1	1	8½	1	4½	0
Class 2	1	5½	1	2½	0
Class 3	1	2½	0	11½	0
Class 4	...	...	...	...	0
Common Court Shoes and Slipper Pumps—					
Class 4	0	9½	0	7½	...

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 ... ..	...	6¼	...	4¾	...	3
Bordered and bunked, foreparts only ... ..	...	4½	...	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	...	1¼	...	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	...	1¼	...	½	...
Bunked, only foreparts ... ..	...	2½	...	1½	...	1¼
Bunked, only foreparts, ¼ inch and under ... ..	...	1½	...	1½	...	...
Bunked, waists... ..	...	1½	...	1½	...	½
Bracing ... ..	1s. 6¼d.	...	1s. 2½d.	...	1s. 2¼d.	...
Clumps, cork inserted (rand finished before boot is wholly put up) ... ..	9¼	9¼	7½	7½	4¾	5
Clumps, cork inserted, ready-made rand ... ..	6	1½	4½	1½	...	½
Clumps, outside or inside, one row of rivets, or plain-headed plugs } outside	4½	...	4½	...	3	...
Clumps, outside or inside, one row of rivets, or plain-headed plugs } inside	3½	...	3½	...	2½	...
Clumps, outside or inside, two rows of rivets or screws, or imitation screws or pin points } outside	6	...	5	...	3½	...
Clumps, outside or inside, two rows of rivets or screws, or imitation screws or pin points } inside	5	...	4½	...	3	...
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 ... ..	...	9¼	...	7¾	...	5
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 ... ..	...	...	4	3	3	2½
Colours, white only ... ..	1½	1½	1¼	1¼	½	½
Copper toes ... ..	½	...	½	...	...	...
Cork inserted in welt in ordinary double soles ... ..	3	...	3	...	2½	...
Cork inserted in welt (when middle prepared by employer) ... ..	1½	...	1½	...	1¼	...
Cork imitation and divided edge clumps, inside or outside ... ..	...	6	...	5	...	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 ... ..	6¼	...	4½	...	3	...
Crup, with crup caps ... ..	10	...	7½	...	4¾	...
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 ... ..	4¾	3	4½	4½	...	...
Heels, screwed, or imitation screwed top-pieces ... ..	1½	...	1½	...	1¼	...
Heels, bordered top-pieces ... ..	...	1½	...	1½	...	1¼
Heels, chopped ... ..	...	1½	...	...	...	1¼
Heels, imitation Wurttemberg, measured from centre of top-piece up to 1½ inches ... ..	2½	2½	2½	2½	...	...
Heels, imitation Wurttemberg, measured from centre of top-piece over 1½ inches ... ..	4½	4½	4½	4½	...	...
Heel pins, on ordinary work ... ..	1½	...	1½	...	1¼	...
Heels, shaved with No. 9 shave or over, under 1¼ inches high, measured from centre of top-piece ... ..	...	...	...	3¾	...	...

\* Boys' 10's-13's, 2¼d. 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 ...	9 $\frac{3}{4}$	3	9 $\frac{3}{4}$	3	9 $\frac{3}{4}$	3
Hungarian nails, including top-piece—						
Two rows round and three rows in centre	3 $\frac{1}{2}$	...	...	...	2 $\frac{1}{2}$	...
Two rows round and two rows in centre	3	...	...	...	2 $\frac{1}{2}$	...
One row round and two rows in centre...	2 $\frac{1}{2}$	...	2	...	1 $\frac{1}{2}$	...
Indestructible toes in all classes ...	3	...	3	...	2 $\frac{1}{2}$	...
Imitation-stitched foreparts, middle stitched before being put on ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Leather tips, when made by maker ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Machine-sewn waist other than clumps—						
One row of rivets or plain-headed plugs in foreparts ...	3 $\frac{1}{2}$	...	3 $\frac{1}{2}$	...	3 $\frac{1}{2}$	...
Two rows of rivets or screws or imitation screws or pin points ...	5	...	5	...	5	...
Measures (not including heel pins)—						
When lasts fitted up ...	3	...	3	...	2 $\frac{1}{2}$	...
Lasts to be fitted by maker ...	9 $\frac{3}{4}$	...	9 $\frac{3}{4}$	...	7 $\frac{3}{4}$	...
Patent vamps or vamps and goloshes ...	3	3	3	1 $\frac{1}{2}$	1 $\frac{1}{2}$	...
Patent toe-caps on all classes (except on patent vamps) ...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...
Pin points, top-pieces ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Rounding stuff, soles and insoles from the rough ...	4 $\frac{1}{2}$	...	4 $\frac{1}{2}$	...	3 $\frac{1}{2}$	...
Rounding stuff, already cut, toes ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Rounding stuff, already cut, heel to toe ...	2 $\frac{1}{2}$	...	2 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Rubber lift in heel ...	1 $\frac{1}{2}$	3	1 $\frac{1}{2}$	3	1 $\frac{1}{2}$	2 $\frac{1}{2}$
Rubber forepart or through ...	1 $\frac{1}{2}$	3	1 $\frac{1}{2}$	3	1 $\frac{1}{2}$	2 $\frac{1}{2}$
Samples ...	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$	1 $\frac{1}{2}$
Slicking (boning) uppers on the last ...	1 $\frac{1}{2}$	...	...	...	...	...
Sole and slip, with waist-pieces ...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...
Spike toe, in size 7, $\frac{1}{2}$ inch back from toe, under 1 $\frac{1}{2}$ inches ...	3	...	...	...	...	...
Spike toe, in size 7, $\frac{1}{2}$ inch back from toe, 1 $\frac{1}{2}$ inches ...	1 $\frac{1}{2}$	...	...	...	...	...
Spike toe ...	...	...	$\frac{1}{2}$	...	...	...
Sprig foreparts, not filed—						
Two rows round and three rows in centre	3 $\frac{1}{2}$	...	...	...	3	...
Two rows round and two rows in centre	3	...	...	...	2 $\frac{1}{2}$	...
One row round and two rows in centre...	2 $\frac{1}{2}$	...	2	...	2 $\frac{1}{2}$	...
Sprig foreparts, filed—						
Two rows round and three rows in centre	5	...	...	...	3	...
Two rows round and two rows in centre	4 $\frac{1}{2}$	...	3 $\frac{1}{2}$	...	3	...
One row round and two rows in centre...	3 $\frac{1}{2}$	...	3	...	2 $\frac{1}{2}$	...
Sprigged toe and joints, one row ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Sprigged toe and joints, two rows...	2 $\frac{1}{2}$	...	2 $\frac{1}{2}$	...	2 $\frac{1}{2}$	...
Sprigged toe and joint, filing (either by maker or finisher) ...	$\frac{1}{2}$	$\frac{3}{4}$	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$
Sprigs or nails, additional rows—per row ...	$\frac{1}{4}$	...	$\frac{1}{4}$	...	$\frac{1}{4}$	...
Spur box ...	3s. 2d.	9 $\frac{3}{4}$	...	...	...	...
Stitched foreparts, not pricked ...	3	3	3	3	2 $\frac{1}{2}$	2 $\frac{1}{2}$
Stitched foreparts, pricked up ...	3	6	...	6 $\frac{1}{4}$	...	4 $\frac{1}{2}$
Stitched foreparts to heel; not pricked up ...	4 $\frac{1}{2}$	4 $\frac{1}{2}$	4 $\frac{1}{2}$	4 $\frac{1}{2}$	3	3
Stitched foreparts to heel, pricked up ...	4 $\frac{1}{2}$	9 $\frac{3}{4}$	...	10 $\frac{1}{4}$	...	5 $\frac{3}{4}$
Stitched aloft, foreparts chopped ...	3	6	3	6	3	4 $\frac{1}{2}$
Stitched aloft to heel ...	4 $\frac{1}{2}$	...	4 $\frac{1}{2}$	...	3	...
Stitched aloft, foreparts not chopped if finished bottoms ...	3	3	...	3	...	2 $\frac{1}{2}$
Stitched aloft to heel (the waist chopped being 2d.)... ..	4 $\frac{1}{2}$	9 $\frac{3}{4}$	...	9 $\frac{3}{4}$	...	6
Strips, half-moon or one peak ...	...	2 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$
Strips, peaked ...	...	3	...	3	...	2 $\frac{1}{2}$
Strips, spire ...	...	5	...	4 $\frac{1}{2}$	...	3
Taking piece out of breast of top piece, and colouring to taste of employer ...	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$
Through or runner ...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...	1 $\frac{1}{2}$	...
Through ...	...	1 $\frac{1}{2}$	...	...	...	...
Thigh boots ...	10 $\frac{1}{4}$	10 $\frac{1}{4}$	...	...	...	...
Toe and joint, when pegs left out and sprigged instead (sprigs not filed) ...	Nil	...	Nil	...	Nil	...
Top pieces, black or coloured, all lines ...	...	$\frac{1}{2}$	...	$\frac{1}{2}$	...	$\frac{1}{2}$



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 ...	...	4½	...	4½	...	3
Wellingtons, long and short ...	4½	4½	...	...	...	...
Welts, yellow ...	...	4½	...	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 ...	1¼	...	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.	3's-6's.
					per pair. d.	per pair. d.
Heeling—						
Class 1 ...	3¼	3¼	3¼	2¾	...	...
Class 2 ...	3¼	2¾	3¼	2½	...	...
Class 3 ...	2¾	2	2¾	2	...	...
Bottoms not finished—All classes	4½	2	2	1¼	...	½
Finishing Wooden heels—						
Class 1 ...	5¼	...	5¼	...	3½	...
Class 2 ...	3¼	...	3¼	...	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 ...	2¾	...	1¾	...	1	...
Class 3 ...	2¼	...	1¾	...	1	...
Welts ...	2¾	...	2	...	1¼	...

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.
					d.	d.	d.	d.
Class 1 ...	6	4¾	5¾	4½				
Class 2 ...	4½	3½	4½	3				
Class 3 ...	3¼	2¾	3¼	2¾				

MAKING AND FINISHING.  
HAND-SEWN WORK.

		Long Work.		Per pair.	
		s.	d.	s.	d.
Napoleon or field boots	...	27	2		
Jockey boots	...	26	9		
Jack boots	...	26	9		
Wellington boots, long	...	26	9		
Wellington boots, short	...	25	2		
Thigh boots	...	44	2		
Re-footing	...	25	2		
		Short Work.		Per pair.	
		Gents', Per pair.		Ladies', Per pair.	
		s.	d.	s.	d.
Shooting boots	...	27	2	24	2
Short boots and shoes	...	25	2	22	9
Pumps, Ladies' or Gents'—					
Romeo or court shoes	...			18	11
Wool or fancy slippers, if bound by maker	...			17	2½
Wool or fancy slippers, if not bound by maker	...			13	4½
Children's Boots or Shoes—					
Sizes 7's to 9's inclusive	...			14	9
Sizes 10's to 13's inclusive	...			15	8
Sizes 1's and 2's inclusive	...			17	2½
		EXTRAS.		Per pair.	
				s.	d.
All long work having patent vamps	...			1	9
All long work having patent or enamelled legs, or if made of soivable colours	...			1	9
All legs, if stiffened before being made	...			3	5
Stitched seats	...			1	9
Short Work (Ladies' or Gents')—					
All clumps	...			3	5
Spur boxes	...			4	3½
Middle sole	...			1	9
¾ inch edge (sole and welt)	...			0	11
Every ¼ inch over ¾ inch (sole and welt)...	...			0	11
Welts ¾ inch wide (measured at outside joint)	...			0	11
Welts ½ inch wide (measured at outside joint)	...			1	9
Waist, supported by inner sole or stiffener	...			0	11
Rubber lifts, if cemented	...			0	11
Rubber top pieces, if cemented	...			0	11
Scaife's patent soles	...			3	5
Box corks (gents')	...			8	7½
Box corks (ladies')	...			6	10
Ladies' heels, every ½ inch over 1½ inch	...			0	7½
Cavity heels	...			1	9
Cloth or stockingette vamps or goloshes	...			0	11
Toe or heel plates	...			0	11
Nails in soles, if more than twenty	...			0	11
Stiff-leg skating boot (if stiffened by maker)	...			1	9
Patent legs, if kept straight	...			0	11
Stitched over 16 to the inch (ladies')	...			0	11
Stitched over 16 to the inch (ladies'), heel to heel	...			1	9
Stitched over 14 to the inch (gents')	...			0	11
Stitched over 14 to the inch (gents'), heel to heel	...			1	9
All faced leather, except black box calf or glace kid	...			1	9
Wurtemberg heels (wooden)	...			4	4
Wurtemberg heels (wooden), if sewn and stitched	...			6	10
Wood heels (ready covered)	...			1	4½
Wood heels (if covered by maker)	...			2	7
Spikes in cricket boots or shoes	...			1	9
Straps, if put on cricket boots or shoes by maker	...			0	11
All coloured welts on black-work	...			0	11
Pumps—					
Stiff toes	...			0	11
Bead on breakable trimmings	...			0	11
Velvet or satin	...			1	9
Outside heels on slippers	...			1	9

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 this Determination for such work.

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

W. L. HARRINGTON, Secretary.

Melbourne, 12th December, 1932.