



## WAGES—continued.

Other Employees.			
MALES.	Wages per week of 44 hours. s. d.	FEMALES.	Wages per week of 44 hours. s. d.
Pattern Cutting—			
Pattern Cutters or Designers .. .. .	105 0		
Clicking—			
Clicking outsides (other than felt, fabric, sheep's roans or splits) .. .. .	105 0		
Clicking felt, linings, fabrics, sheep's roans, splits—			
By hand .. .. .	102 0		
By machine .. .. .	99 0		
All others .. .. .	99 0		
Stuff cutting—			
Cutting leather outsides or insoles .. .. .	102 0		
Ranging by hand .. .. .	102 0		
All others .. .. .	99 0		
Making—			
All operatives except those for whom the rates herein- after appearing are prescribed .. .. .	105 0		
Operator of bottom levelling machine .. .. .	99 0		
Operator of buzzer machine .. .. .	99 0		
Operator of loose nailing machine .. .. .	99 0		
Levelling by hand .. .. .	99 0		
Heeling by hand .. .. .	99 0		
Opening channels .. .. .	99 0		
Closing channels .. .. .	99 0		
Feathering .. .. .	99 0		
Turning pumps .. .. .	99 0		
Laying linings and shanking .. .. .	99 0		
Pulling up backs .. .. .	99 0		
Pulling on .. .. .	99 0		
Tingling and trimming (hand or machine) .. .. .	99 0		
Putting on heels and toe plates .. .. .	99 0		
Attaching wood heels by hand .. .. .	99 0		
Putting in stiffeners or toes .. .. .	96 0		
Putting in bottom fillings and shanks .. .. .	96 0		
Slipping off .. .. .	96 0		
Pulling out tacks .. .. .	96 0		
Stamping and sorting soles .. .. .	96 0		
Solutioining or cementing by hand or machine .. .. .	96 0		
Putting studs or bars on football boots .. .. .	96 0		
Finishing—			
Finishing right through by hand .. .. .	105 0		
Operating heel trimmer .. .. .	105 0		
Operating edge trimmer .. .. .	105 0		
Operating edge setter .. .. .	105 0		
Operating heel scourer .. .. .	105 0		
Operating Naumkeag machine and/or sandpapering machine .. .. .	101 0		
Slipping off .. .. .	96 0		
All others .. .. .	99 0		

(a) Females' employed clicking, designing or cutting, patterns, stuff cutting, stuff fitting, or preparing for makers, 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 shall be paid the same rates as are paid to adult males on the same class of work.

(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 shall be paid the same rates as are paid to adult males on the same class of work.

(c) Females with four years' experience and over employed operating a machine with hot or liquid wax, shall receive an addition to their ordinary wage at the rate of 7s. 6d. per week.

(d) Females (i) with four years' experience employed on any form of sewing machine .. .. . 56 3  
(ii) Employed on any other machine .. .. . 53 3  
(iii) Employed on any other work set out in clause 3 (Female Work) .. .. . 51 9

(e) Females over the age of twenty-one years without the experience referred to in clause (d) (i) above shall for the first twelve months be paid £2 11s. 9d., and thereafter the rate prescribed for their occupation.

(3)

## FEMALE WORK.

The following classes of work may be performed by female employees at the rates prescribed in clause 2, sub-clause (d) (iii):—

- (a) making cosy slippers with soles of upper leather or other soft material with felt or compo filling (excepting the operations set out in clause (2) (a));
- (b) attaching felt to leather soles by Union Special Machine No. 75B 80,100 or any similar table machine;
- (c) marking, stamping, fitting of uppers, machining of uppers, pasting of uppers, lacing of uppers or preparing slippers for the slipper turn sewing machine;
- (d) ironing off the last;
- (e) socking;
- (f) pomming;
- (g) attaching ornaments;
- (h) final trimming and boxing;
- (i) cleaning;
- (j) spraying;
- (k) branding;
- (l) final polishing;
- (m) final brushing;
- (n) sizing;
- (o) treeing after boot is finished;
- (p) patent and coloured leather repairing;
- (q) solutioining and covering wood heels;
- (r) skiving or trimming the insides and outsides of uppers (including cut outs);
- (s) interlacing of uppers before or after making (excluding hand made basket shoes);
- (t) making (in all stages) infants' 0s to 6s footwear with soles of upper leather or other soft material;
- (u) preparing toe puffs of material other than crop;
- (v) inking edges; and
- (w) all work on which females can be employed in the heel, and last-making industry.

(4)

## JUNIOR WORKERS—MALES.

(a) Unapprenticed male juniors may be employed in the following occupations:—Tacking on insoles, putting in stiffeners or toes, putting in bottom fillings and shanks, putting in and slipping lasts, last carrying, last sorting, heel nail feeding, inking edges, solutioining or cementing by hand or machine, inking and colouring (one colour only), rubbing off heels, drawing tacks or nails, socking and sizing, tacking up stuff (including the cutting and preparation of football studs), putting in followers, branding or stamping, any other occupation usually performed by females under this Determination.

(b) The maximum number of unapprenticed male juniors who may be employed in any factory shall not exceed the proportion of one junior to ten or fraction of ten of the average number of male adults employed for the previous six months.

(c) Unapprenticed male juniors shall be paid the rates provided for apprentices plus ten per cent.

(d) Any unapprenticed junior who has had six years' experience in the industry and who has not reached twenty-one years of age shall be paid the adult rate for the class of work he is performing.

## (5) 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.

## (6) 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.

## (7) 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.

## (8) 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.

## (9) SUNDAY WORK.

For work performed on a Sunday treble time shall be paid for a full day, whether such full day is worked or not. Provided that employees engaged in alterations of plant or machinery necessary for resumption of work the next following working day shall be paid for at the rate of time and a half.

NOTE.—Section 8 of the Factories and Shops Act No. 4275 prohibits work on Sundays, but the Minister of Labour may suspend this section in exceptional circumstances.

## (10) 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; Labour Day; Anzac Day; King's Birthday; Christmas Day; and Boxing Day; provided that within the Metropolitan District Cup Day shall be substituted for King's Birthday.

## (11) PAYMENT OF WAGES.

(a) Wages shall be paid on Wednesday, 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.

## (12) 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.

## (13) MIXED FUNCTIONS.

An employee engaged for more than half of one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day; if less than half of one day he shall be paid the higher rate for the time so worked.

## (14) REST PERIOD.

(a) Female employees shall be allowed a morning rest period of ten minutes at a time to be mutually arranged in each factory.

(b) Facilities for making tea shall be made available to employees at the commencement of rest periods and meal hours.

## (15) SEATS.

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

## (16) 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.

## (17) RIGHT OF ENTRY.

Any duly accredited permanent official of the Union authorized in writing by the Secretary for Labour shall have the right to enter any place or factory of any kind whatsoever for the purpose of interviewing or conversing with the employees in such factory or place.

Provided such duly accredited permanent officials shall not wilfully hamper or hinder the employees during their working time, and may interview any employees or converse with them during any luncheon or non-working time, for the purpose of collecting dues, posting Union notices, and attending to other Union matters relating to the industry.

If any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the conditions abovementioned, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Secretary for Labour.

## (18) WASHING ACCOMMODATION.

Suitable washing accommodation shall be provided for all employees.

## (19) SHOP STEWARDS.

A shop steward appointed by employees in each workshop shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom they represent.

## (20) PERIODICAL ADJUSTMENT OF WAGES.

The wages rates for adult males set out in clause (2) are based upon the following basic wage rates, and pursuant to the provision of section 21 of the Factories and Shops Act 1934, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (21).

## BASIC WAGE.

Place.	Basic Wage.	Loadings and Margin for Skill.	Index Number Set Assigned.
Whole of the State	£ s. d. 3 13 0	£ s. d. 1 6 0	Six Capital Cities (Weighted Average)

(21)

## ADJUSTMENT OF WAGE RATES.

(a) For work done between the 6th January, 1939, and the 1st day of July, 1939, the wage rates hereinbefore prescribed shall be paid.

(b) For work done during each future half-year beginning on 1st July or 1st January the amount of the basic wage prescribed in Clause 20 shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All items" retail price index numbers.

For the purpose of this award the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(1) The index number for the six capital cities weighted average is to be applied.

(2) The index number for the six months ending March or September next preceding the half-year for which the adjustment is made is to be ascertained.

(3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising such number is to be ascertained.

(4) The basic wage shall be of that assigned amount during such half-year, plus the loadings and margin prescribed in Clause (20).

TABLE.

Index Number Divisions.				Basic Wage.
				£ s. d.
735-746	..	..	..	3 0 0
747-759	..	..	..	3 1 0
760-771	..	..	..	3 2 0
772-783	..	..	..	3 3 0
784-796	..	..	..	3 4 0
797-808	..	..	..	3 5 0
809-820	..	..	..	3 6 0
821-833	..	..	..	3 7 0
834-845	..	..	..	3 8 0
846-858	..	..	..	3 9 0
859-870	..	..	..	3 10 0
871-882	..	..	..	3 11 0
883-895	..	..	..	3 12 0
896-907	..	..	..	3 13 0
908-919	..	..	..	3 14 0
920-932	..	..	..	3 15 0
933-044	..	..	..	3 16 0

Any necessary extension may be made by reference to the table of wages with 1s. divisions authorized by the Court.

(c) The rates to be paid to all female workers, male apprentices, improvers and junior workers shall be increased or decreased in proportion to the increase or decrease of the male adult basic wage aforementioned calculated to the nearest threepence above or below.

(d) The piece-work prices set out in the schedules shall be increased or decreased by the same percentage and at the same time as the basic wage for adult male workers is increased or decreased as provided for in this Determination.



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.	per pair.	per pair.	per pair.
s. d. 3 2½	s. d. 2 6½	s. d. 2 6½	s. d. 2 3½	s. d. 1 11	s. d. 1 6	s. d. 1 1½	s. d. 0 8½	s. d. 0 8½
per pair.	per pair.	per pair.	per pair.	per pair.	per pair.	per pair.	per pair.	per pair.
...	...	...	...	...	...	...	...	...
2 6½	2 3½	2 3½	1 11	1 11	1 6	0 11	0 8½	0 8½
...	...	...	...	...	...	...	...	...
...	...	...	...	...	...	...	...	...
3 2½	1 8½	2 7½	...	...	...	1 1½	0 11	...

- 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
- Stokers', making, complete, 2s. 11½d. 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 (honing) uppers on the last, 1½d.
  - Standard, screwed through, or through and slip, 2d.
  - Stab 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, 4d.
  - Crop outside counters, 2d.
  - Toe-caps, except on balmorals, 1½d.
  - Toe plates, 1½d.
  - Wellingtons, long and short, 7d. making and 7d. 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', 6½d.; men's and youths', 6½d.
  - Riveted, making on wood or plated last, 1½d.
  - Sizes over 11's men's and 7's women's, 5d.
  - Extra to apply to Class 2—
  - Not otherwise provided for, if pegged in foreparts, 7½d.
  - Extra to apply to Class 4 and balmorals, waist pieces, ½d.
  - Deductions—(To apply to all lines) prices at per pair—
    - Healing, 2½d.; boys, 2½d.
    - Stiffeners and split lifts, ½d.
    - Light and strong work to be made and finished under their respective headings only.

With 5·4 per cent. added.

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 ... ..	5 4	1 7½	4 4½	1 4¼
Wellingtons, long and short, sole and slip, or bricks ...	4 9¼	1 7½	4 0	1 4¼
Watertights, bluchers or tongued lace, sole and slip, or bricks ... ..	4 4½	1 2½	3 0½	1 0
Extras—				
Sprigged foreparts, filed ... ..	0 1½	...	0 1½	...
Sprigs, rough ... ..	0 1½	...	0 1½	...
Square hobs ... ..	0 1½	...	0 1½	...
Toe-plates ... ..	0 1½	...	0 1½	...
Waists, nailed or sprigged ... ..	0 1½	...	0 1½	...
White pegs ... ..	0 1½	...	0 1½	...

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 ... ..	2 0½	...
White bottoms ... ..	...	1 4¼
Common, basil fittings ... ..	0 8½	...
Edges only, water or coloured, heels only trimmed ... ..	...	0 6
Canvas shoes, not otherwise mentioned ... ..	0 11¼	...
Edges only, water or coloured, trimmed ... ..	...	0 8½
Black canvas shoes, patent facings, toe-caps and straps (women's and children's only) ... ..	1 2½	...
Leather or other toes, 1¼d. extra.	...	...
White bottoms ... ..	...	1 1
House Boots—		
Lasting, velvet or felt ... ..	0 10½	...
Golosh counters, ½d. extra.	...	...
Black edges ... ..	...	0 4½
Black bottoms, with grain on, 1¾d. extra.	...	...
Black bottoms, with grain off, 2¾d. extra.	...	...
Lasting, elastic-side boots or shoes, with or without toe-caps, half-military heels, not to exceed ¾ inch in height ... ..	1 2½	...
Leather or other toes, 1¼d. extra.	...	...
White bottoms ... ..	...	0 11¼
Black edges ... ..	...	0 4½
Black bottoms, with grain on, 1¾d. extra.	...	...
Black bottoms, with grain off, 2¾d. extra.	...	...
Slippers—All sizes—		
Fancy, foxhead, venetian, or canvas ... ..	0 4¾	...
Basil, or mole ... ..	0 6	...
Edges only, heels only trimmed ... ..	...	0 2
Split, glace hide, tan hide, felt, patent oilecloth, carpet, levant, croco, box hide, austral, chrome sheep, glace sheep, suede, and leather not enumerated elsewhere ... ..	0 6½	...
Leather or other toes, 1¼d. extra.	...	...
Leather stiffeners, 1¼d. extra.	...	...
Edges only, water or colour, trimmed ... ..	...	0 4¾
Black bottoms, with grain on, 1¾d. extra.	...	...
Black bottoms, with grain off, 2¾d. extra.	...	...
White bottoms ... ..	...	0 10¼
Lasting ... ..	0 8½	...
Slippers, with slip heel not to exceed ¾ inch in height ... ..	0 10¼	...
Edges only trimmed ... ..	...	0 7
Black bottoms, with grain on, 1¾d. extra.	...	...
Black bottoms, with grain off, 2¾d. extra.	...	...
White bottoms ... ..	...	1 0¼
Hand worked ... ..	2 4	1 8¾
Buckskin, crup, glace kid, wallaby, glove kid, white kid, patent, or box calf—		
Men's ... ..	1 9½	1 3
Women's ... ..	1 3¼	0 11¼

With 5.4 per cent. added.

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

MISCELLANEOUS—continued

	Making.		Finishing.	
	per pair.	s. d.	per pair.	s. d.
<b>Boots and Shoes, ready for rubber—</b>				
All men's and women's, 1st class, less than corresponding lines, machine sewn	0	6½	...	...
Women's, 2nd and 3rd classes, less than corresponding lines, machine sewn	0	3½	...	...
All others, less than corresponding lines, machine sewn	0	2	...	...
<b>Tennis Shoes—</b>				
Men's—Class 1	...	...	1	2¼
Class 2	...	...	1	0
Class 3	...	...	0	9¼
Women's—Class 1	...	...	1	0¾
Class 2	...	...	0	10¾
Class 3	...	...	0	8¾

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

	Making.		Per dozen pair..	
	s.	d.	s.	d.
<b>Boots—</b>				
Sewing and turning, leather or linen lined	...	...	4	6½
Extras—With patent vamps or goloshes	...	...	0	6½
All white work	...	...	1	2¼
<b>Shoes—</b>				
Sewing and turning, leather lined	...	...	4	0¼
Sewing and turning, linen lined	...	...	4	6¼
Extras—With patent vamps or goloshes	...	...	0	6
All white work	...	...	1	2

	Finishing.		Per dozen pairs.	
	s.	d.	s.	d.
<b>Infants' Boots and Shoes—</b>				
0's—3's	...	...	1	1
4's—6's	...	...	1	0
Extra—All white work	...	...	1	2¼

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. d.	s. d.	s. d.	
Class 1	2	0¾	1	8¼	1	2¼
Class 2	1	8¾	1	5¼	0	11¼
Class 3	1	5½	1	2¼	0	11¼
Class 4	...	...	...	...	0	9¼
<b>Common Court Shoes and Slipper Pumps—</b>						
Class 4	0	11¼	0	9¼	...	

With 5.4 per cent. added.



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	...	1½
Black channels, not drawn out ...	...	3¼	...	3¼	...	1½
Black channels, drawn out ...	...	7½	...	5¼	...	3¼
Bordered and bunked, foreparts only ...	...	5	...	3½	...	2½
Bordered and bunked, waists ...	...	1½	...	1½	...	1½
Bordered only, waists included if desired ...	...	3¼	...	3¼	...	1½
Bottoms, black (except patent ankle-straps)...	...	2½	...	1¼	...	1½
Bottoms, spankum (either by maker or finisher) ...	1½	1½	1½	1½	1½	1½
Bottoms, slicked (other than bricks)* ...	3¼	...	2½	...	1½	...
Bottoms, screwed or imitation screwed ...	3¼	...	3¼	...	2½	...
Bottoms, plain-headed plugs ...	1½	...	1¼	...	1½	...
Bunked, only foreparts ...	...	2½	...	1½	...	1¼
Bunked, only foreparts, ½ inch and under ...	...	1½	...	1½	...	...
Bunked, waists... ..	...	1½	...	1½	...	½
Bracing ... ..	1s. 10½d.	...	1s. 6d.	...	1s. 6d.	...
Clumps, cork inserted (rand finished before boot is wholly put up) ...	11	1 0	9	9	5¼	6
Clumps, cork inserted, ready-made rand ...	7½	1½	5	1½	...	½
Clumps, outside or inside, one row of rivets, or plain-headed plugs } outside	5	...	5	...	3¼	...
Clumps, outside or inside, two rows of rivets or screws, or imitation } inside	3½	...	3½	...	2½	...
Clumps, outside or inside, two rows of screws or pin points } outside	7½	...	6¼	...	3¼	...
Clumps, inside, ½ inch and over in rough, without rivets or plugs, other than bricks ...	6	...	5	...	3¼	...
Clumps, bevel, outside or inside, all classes ...	3½	...	3½	...	1¼	...
Clumps, square, outside or inside, all classes (¾ inch and over when finished), other than bricks ...	...	1 0	...	9¼	...	5¼
Clumps, square, outside or inside, all classes, one row of rivets ...	...	5	...	...	...	...
Colours, white only ... ..	1½	1½	4½	3¼	3¼	2½
Copper toes ... ..	1½	...	1¼	1¼	1½	...
Cork inserted in welt in ordinary double soles	3½	...	3½	...	2½	...
Cork inserted in welt (when middle prepared by employer) ... ..	1½	...	1½	...	1¼	...
Cork imitation and divided edge clumps, inside or outside ... ..	...	7½	...	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... ..	...	3¼	...	3¼	...	3¼
Crup, with calf caps ... ..	2½	...	3¼	...	2½	...
Crup, without caps ... ..	7½	...	5	...	3¼	...
Crup, with crup caps ... ..	11½	...	8½	...	5¼	...
Fiddle waists ... ..	...	3¼	...	3¼	...	1½
Fiddle waists, spire 1 inch from joint ...	...	3¼	...	3¼	...	2½
Fiddle waists, spire over 1 inch ... ..	...	5	...	5	...	3¼
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 ...	3¼	2½	2½	2½	...	...
Heels over 2 inches ... ..	5	3¼	5	5	...	...
Heels, screwed, or imitation screwed top-pieces ... ..	1½	...	1½	...	1¼	...
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 ...	5	5	5	5¼	...	...
Heel pins, on ordinary work ... ..	1½	...	1½	...	1¼	...
Heels, shaved with No. 9 shave or over, under 1½ inches high, measured from centre of top-piece ... ..	...	...	...	4¼	...	...

With 5.4 per cent. added.

\* 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 ...	11½	3¼	11½	3¼	11½	3¼
Hungarian nails, including top-piece—						
Two rows round and three rows in centre	3¾	...	...	...	2½	...
Two rows round and two rows in centre	3¼	...	...	...	2½	...
One row round and two rows in centre...	2½	...	2	...	1½	...
Indestructible toes in all classes ...	3¼	...	3¼	...	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 ...	3¾	...	3¾	...	3¾	...
Two rows of rivets or screws or imitation screws or pin points ...	6¼	...	6¼	...	5¾	...
Measures (not including heel pins)—						
When lasts fitted up ...	3¼	...	3¼	...	2½	...
Lasts to be fitted by maker ...	11½	...	11½	...	8½	...
Patent vamps or vamps and goloshes ...	3¼	3¼	3¼	1½	1½	½
Patent toe-caps on all classes (except on patent vamps) ...	½	...	½	...	½	...
Pin points, top-pieces ...	1½	...	1½	...	1½	...
Rounding stuff, soles and insoles from the rough ...	5	...	5	...	3¾	...
Rounding stuff, already cut, toes ...	1½	...	1½	...	1½	...
Rounding stuff, already cut, heel to toe ...	2½	...	2½	...	1½	...
Rubber lift in heel ...	1½	3¼	1½	3¼	1½	2½
Rubber forepart or through ...	1½	3¼	1½	3¼	1½	2½
Samples ...	1½	1½	1½	1½	1½	1½
Slicking (boning) uppers on the last ...	1½	...	...	...	...	...
Sole and slip, with waist-pieces ...	1½	...	½	...	½	...
Spike toe, in size 7, ½ inch back from toe, under 1¼ inches ...	3¼	...	...	...	...	...
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	3¾	...	...	...	3¼	...
Two rows round and two rows in centre	3¼	...	...	...	2½	...
One row round and two rows in centre...	2½	...	2	...	2½	...
Sprig foreparts, filed—						
Two rows round and three rows in centre	6¼	...	...	...	3¼	...
Two rows round and two rows in centre	5	...	3¾	...	3¼	...
One row round and two rows in centre...	3¾	...	3¼	...	2½	...
Sprigged toe and joints, one row ...	1¼	...	1¼	...	1¼	...
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. 9d.	11¼	...	...	...	...
Stitched foreparts, not pricked ...	3¼	3	3¼	3¼	2½	2½
Stitched foreparts, pricked up ...	3¼	6¾	...	7½	...	5
Stitched foreparts to heel, not pricked up ...	5	4¾	5¼	5¼	3¼	3¼
Stitched foreparts to heel, pricked up ...	5	11¼	...	11¾	...	7
Stitched aloft, foreparts chopped ...	3¼	7¼	3¼	7¼	3¼	5¼
Stitched aloft to heel ...	5	...	5	...	3¼	...
Stitched aloft, foreparts not chopped if finished bottoms ...	3¼	3¼	...	3¼	...	2½
Stitched aloft to heel (the waist chopped being 2d.)... ..	5	11¼	...	11¼	...	7¼
Strips, half-moon or one peak ...	...	2½	...	1½	...	1½
Strips, peaked ...	...	3¼	...	3¼	...	2½
Strips, spire ...	...	6¼	...	5¼	...	3¼
Taking piece out of breast of top piece, and colouring to taste of employer ...	...	½	...	½	...	½
Through or runner ...	1½	...	1½	...	1¼	...
Through ...	...	1½	...	...	...	...
Thigh boots ...	11¼	11¼	...	...	...	...
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

With 5-4 per cent. added.

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 ...	...	3½	...	3½	...	3½
Waists, brown ...	...	1½	...	1½	...	1½
Waists, black ...	...	1½	...	1½	...	1½
Waists, corrugated or scored ...	...	5	...	5	...	3½
Wellingtons, long and short ...	...	5	...	...	...	...
Welts, yellow ...	...	5	...	3½	...	2½
Welts, wide, made in any class, over ¼ inch when finished measured from outside joints	3½	3½	...	...	...	...
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 ...	...	3½	...	3½	...	3½

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 ...	3½	3½	3½	2½	...	...
Class 2 ...	3½	2½	3½	2½	...	...
Class 3 ...	2½	2	2½	2	...	...
Bottoms not finished—All classes ...	5	2	2	1½	...	½
Finishing Wooden heels—						
Class 1 ...	6½	...	6½	...	3½	...
Class 2 ...	3½	...	3½	...	2½	...
Class 3 ...	2½	...	2½	...	2	...
Fitting Stuff—						
Stiffeners and toes, ready for use ...	1	...	1	...	½	½
Re-lasting, closing channels, and putting on split lifts—						
Class 1 ...	2½	...	1½	...	1	...
Class 2 ...	2½	...	1½	...	1	...
Class 3 ...	2½	...	1½	...	1	...
Welts ...	2½	...	2	...	1½	...

With 5/4 per cent. added.

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 ...	7½	5½	7½	5				
Class 2 ...	5	3½	4½	3½				
Class 3 ...	3½	2½	3½	2½				

MAKING AND FINISHING.  
HAND-SEWN WORK.

		Per pair.	
		s.	d.
<i>Long Work.</i>			
Napoleon or field boots	...	32	6
Jockey boots	...	32	3
Jack boots	...	32	3
Wellington boots, long	...	32	3
Wellington boots, short	...	30	2
Thigh boots	...	52	6
Re-footing	...	30	0
<i>Short Work.</i>			
		Gents. Per pair.	Ladies, Per pair.
		s. d.	s. d.
Shooting boots	...	32	6
Short boots and shoes	...	30	3
Pumps, Ladies' or Gents'—			
Romeo or court shoes	...	22	8
Wool or fancy slippers, if bound by maker	...	20	8
Wool or fancy slippers, if not bound by maker	...	16	1
Children's Boots or Shoes—			
Sizes 7's to 9's inclusive	...	17	7
Sizes 10's to 13's inclusive	...	18	8
Sizes 1's and 2's inclusive	...	20	8
<i>Long Work—</i>		<i>EXTRAS.</i>	
All long work having patent vamps	...	2	1½
All long work having patent or enamelled legs, or if made of scilable colours	...	2	1½
All legs, if stiffened before being made	...	4	1½
Stitched seats	...	2	1½
<i>Short Work (Ladies' or Gents')—</i>			
All clumps	...	4	1
Spur boxes	...	5	3
Middle sole	...	2	1½
¾ inch edge (sole and welt)	...	1	1
Every ¼ inch over ¾ inch (sole and welt)...	...	1	1
Welts ¾ inch wide (measured at outside joint)	...	1	1
Welts ½ inch wide (measured at outside joint)	...	2	1½
Waist, supported by inner sole or stiffener	...	1	1
Rubber lifts, if cemented	...	1	1
Rubber top-pieces, if cemented...	...	1	1
Scaife's patent soles	...	4	1½
Box corks (gents')	...	10	4
Box corks (ladies')	...	8	1½
Ladies' heels, every ¼ inch over 1½ inch	...	0	8½
Cavity heels	...	2	1½
Cloth or stockingette vamps or goloshes	...	1	1
Toe or heel plates	...	1	1
Nails in soles, if more than twenty	...	1	1
Stiff-leg skating boot (if stiffened by maker)	...	2	1½
Patent legs, if kept straight	...	1	1
Stitched over 16 to the inch (ladies')	...	1	1
Stitched over 16 to the inch (ladies'), heel to heel	...	2	1
Stitched over 14 to the inch (gents')	...	1	1
Stitched over 14 to the inch (gents'), heel to heel	...	2	1½
All faced leather, except black box calf or glace kid	...	2	1½
Wurtemberg heels (wooden)	...	5	2½
Wurtemberg heels (wooden), if sewn and stitched	...	8	1½
Wood heels (ready covered)	...	1	7½
Wood heels (if covered by maker)	...	3	2½
Spikes in cricket boots or shoes	...	2	1½
Straps, if put on cricket boots or shoes by maker	...	1	1
All coloured welts on black-work	...	1	1
<i>Pumps—</i>			
Stiff toes	...	1	1
Bead on breakable trimmings	...	1	1
Velvet or satin	...	2	1½
Outside heels on slippers	...	2	1½

With 5.4 per cent. added.

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.  
J. B. DEWAN, Secretary.

Melbourne, 20th December, 1938.