The Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation Order, 1951

1951 No. 1867

Made - - - - 22*nd October*, 1951
Coming into Operation 9*th November*, 1951

D. (103)

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as " the Minister ") has received from the Boot and Shoe Repairing Wages Council (Great Britain) (hereinafter in this Order referred to as " the Wages Council ") the wages regulation proposals set out in the Schedule hereto, being proposals for fixing the remuneration to be paid by their employers to workers in relation to whom the Wages Council operates in substitution for the remuneration fixed for those workers by the Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation Order, 1950(**a**) (hereinafter in this Order referred to as " Order D (97) "), as amended by the Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation (No. 2) Order, 1950(**b**) (hereinafter in this Order referred to as " Order D (100) ");

Now, therefore, the Minister, by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(**c**), and of all other powers in that behalf, hereby makes the following Order:—

Short title and interpretation

1.—(1) This Order may be cited as the Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation Order, 1951.

(2) In this Order the expression " the specified date " means the 9th day of November, 1951, provided that where as respects any worker who is paid wages at intervals not exceeding seven days that date does not correspond with the beginning of the period for which the wages are paid, the expression " the specified date " means, as respects that worker, the beginning of the next such period following that date.

(3) The Interpretation Act, 1889(**d**), applies to the interpretation of this Order as it applies to the interpretation of an Act of Parliament.

Fixing of statutory minimum remuneration and revocation of Order D (97) *and Order D* (100)

2.—(1) Effect is hereby given to the said wages regulation proposals set out in the Schedule hereto.

(2) The provisions of the Schedule hereto shall have effect as from the specified date and as from that date Order D (97)(**a**) and Order D (100)(**b**) shall cease to have effect.

Signed by order of the Minister of Labour and National Service this 22nd day of October, 1951.

Godfrey H. Ince,
Secretary,
Ministry of Labour and National Service.

(**a**) S.I. 1950 (No. 1253) II, p. 1260.
(**b**) S.I. 1950 (No. 1992) II, p. 1305.
(**c**) 8 & 9 Geo. 6. c. 17.
(**d**) 52 & 53 Vict. c. 63.

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SCHEDULE

The following minimum remuneration shall be substituted for the statutory minimum remuneration fixed by Order D (97) as amended by Order D (100).

STATUTORY MINIMUM REMUNERATION

PART I

APPLICATION

Paragraph 1

(1) Subject to the provisions of this Schedule, the minimum remuneration payable to a worker to whom this Schedule applies for all work except work to which a minimum overtime rate applies under Part VI of this Schedule is:—

(*a*) in the case of a time worker, the hourly general minimum time rate applicable to the worker under the provisions of this Schedule;

(*b*) in the case of a worker employed on piece work,

(i) where a general minimum piece rate applies under Part VIII of this Schedule, that piece rate;

(ii) where no general minimum piece rate applies, piece rates each of which would yield, in the circumstances of the case, to an ordinary worker at least the same amount of money as the hourly general minimum time rate which would be applicable if the worker were a time worker.

Provided that where a guaranteed time rate is applicable to the worker under paragraph 3 or paragraph 5 of this Schedule and the worker's minimum remuneration calculated on a time work basis at the hourly guaranteed time rate exceeds the minimum remuneration calculated under the provisions of (*b*) of this sub-paragraph, the worker shall be paid at not less than the hourly guaranteed time rate.

(2) In this Schedule, the expressions "hourly general minimum time rate" and "hourly guaranteed time rate" mean respectively the general minimum time rate and the guaranteed time rate applicable to the worker under Part II, Part III or Part IV of this Schedule divided by 45 in the case of a worker aged 16 years or over and by 44 in the case of a worker aged under 16 years.

Paragraph 2

(1) Subject to the provisions of sub-paragraph (2) of this paragraph, this Schedule applies to workers in relation to whom the Boot and Shoe Repairing Wages Council (Great Britain) operates, that is to say, workers employed in Great Britain in the circumstances specified in the Schedule to the Boot and Shoe Repairing Wages Council (Great Britain) (Variation) Order, 1948(a), namely:—

(i) all workers employed in Great Britain in a boot and shoe repairing undertaking as defined in sub-paragraph (3) of this paragraph on any of the following work:—

(*a*) the repairing, altering or dyeing of boots, shoes, slippers and all other similar kinds of footwear;

(a) S.I. 1948 (No. 706) I, p. 4398.

(*b*) the making of bespoke footwear;
(*c*) work incidental or ancillary to any of the above-mentioned operations;
(*d*) shop duties in connection with the above operations, including attending to customers and sale by retail of boot and shoe laces and materials and articles used in connection with the cleaning or repair of boots or shoes;
(*e*) collection or despatch in connection with the operations in (*a*) and (*b*) above, and work ancillary thereto;
(*f*) canvassing for boot or shoe repairs and the collection of accounts in connection with the undertaking;
(*g*) clerical or other office work in connection with the undertaking, including costing and the work of a cashier;

(ii) all outworkers employed by way of trade in Great Britain on any of the operations specified in (*a*), (*b*) or (*c*) of (i) above.

(2) Notwithstanding the provisions of sub-paragraph (1) of this paragraph, this Schedule does not apply:—

(i) to workers employed in any shop or in any department in a shop, being a shop or department which is wholly or mainly engaged in the sale by retail of footwear (including operations in connection with such sale) in respect of their employment
(*a*) on retail sales at such shop and operations incidental thereto; or
(*b*) on transport or clerical work relating to such sales; or

(ii) to workers employed in or in connection with a factory which is wholly or mainly engaged on the manufacture of leather footwear on a large scale, in respect of their employment:—
(*a*) on the making of bespoke footwear and work incidental or ancillary thereto; or
(*b*) on transport or clerical work relating to bespoke footwear.

(3) For the purpose of this Schedule a "boot and shoe repairing undertaking" means any undertaking or any part of an undertaking which is wholly or mainly engaged by way of trade on any of the following operations, including operations incidental or ancillary thereto, that is to say—
(i) the repairing of leather footwear;
(ii) the making of bespoke footwear.

Provided that as regards trainees who, under the Government Vocational Training Scheme for resettlement training, have been placed by the Ministry of Labour and National Service with, and are being trained by, an employer for a period of approved training (but not including persons being trained in pursuance of Section 2 of the Disabled Persons (Employment) Act, 1944(a)) this Schedule shall not (subject to the condition that the requirements of the Training Scheme are complied with) apply during the period in respect of which the trainees are in receipt of allowances as provided under the Scheme.

PART II

MALE OR FEMALE WORKERS AGED 21 YEARS OR OVER

GENERAL MINIMUM TIME RATE AND GUARANTEED TIME RATE FOR FOREMEN OR MANAGERS

Paragraph 3	Per week of 45 hours s.	d.
(1) The general minimum time rate applicable to all male or female workers aged 21 years or over and employed as foremen or managers is	*121*	*0*
(2) The guaranteed time rate applicable to the workers specified in sub-paragraph (1) when employed on piece work is	*121*	*0*

(a) 7 & 8 Geo. 6. c. 10.

(3) For the purposes of this paragraph,

(*a*) a foreman or manager is a male or female worker who either—

(i) exercises sole supervisory authority over all journeyworkers exceeding three in number (excluding himself) working in the same shop or department, or

(ii) (whether working alone or with any other worker) under the terms of his employment and, in addition to any work which may be required of him as a journeyworker, fits up or supervises the fitting up, of the work and has control of the repairing or making and the technical direction thereof;

(*b*) a journeyworker is a male or female worker to whom there applies under this Schedule either a general minimum piece rate or a general minimum time rate of not less than *106s. 0d.* per week of 45 hours or to whom such a general minimum time rate would be applicable if he were a time worker.

GENERAL MINIMUM TIME RATES

Paragraph 4

The general minimum time rates applicable to all male or female workers aged 21 years or over, except (i) the foremen or managers specified in paragraph 3 of this Schedule and (ii) learners or apprentices to whom the minimum rates specified in Part IV of this Schedule apply, are as follows:—

	Per week of 45 hours s. d.
(*a*) sewing or stitching machine operators employed in operating—	
(i) power sole stitchers or both power sole stitchers and Blake or other sole sewing machines on the Blake principle	*121 0*
(ii) Blake or other sole sewing machines on the Blake principle	*116 0*
Provided that where the worker, for the purpose of training thereon, is employed on such machines for one probationary period not exceeding four months, the general minimum time rate applicable during the said period shall be	*109 0*
(*b*) (i) press cutters responsible for cutting and costing ...	*116 0*
(ii) press cutters other than those responsible for cutting and costing	*109 0*
(*c*) workers employed—	
(i) as makers of bespoke (which term includes surgical) footwear	*127 6*
(ii) as repairers engaged in sewing down caps, re-welting, welt repairs, linking or any other hand stitching operation	*113 6*
(iii) in clicking	*113 6*
(iv) in clicking and closing	*113 6*

	Male workers s. d.	Female workers s. d.
(v) as closers (that is, in fitting and machining) in the making of uppers for bespoke (which term includes surgical) footwear and not employed in clicking	*113 6*	*81 0*

	All workers s. d.
(*d*) workers employed in altering footwear or on benching or finishing operations (whether performed by hand or machine) in repairing leather footwear	*109 0*

	Male workers s. d.	Female workers s. d.
(*e*) all other workers to whom this paragraph applies	*106 0*	*76 0*

PART III

MALE OR FEMALE WORKERS AGED UNDER 21 YEARS

GENERAL MINIMUM TIME RATES AND GUARANTEED TIME RATE

Paragraph 5

(1) The general minimum time rates applicable to all male or female workers aged under 21 years, being—

(*a*) foremen or managers as defined in paragraph 3 (3) of this Schedule,

(*b*) press cutters responsible for cutting and costing, or

(*c*) workers who have worked at least 5 years in the trade under a contract of apprenticeship,

are the general minimum time rates which would be applicable to those workers under paragraph 3 or paragraph 4 of this Schedule if they were aged 21 years or over.

	Per week of 45 hours s. d.
(2) The guaranteed time rate applicable to the workers specified in sub-paragraph (1) (*a*) of this paragraph when employed on piece work is	*121 0*

GENERAL MINIMUM TIME RATES

Paragraph 6

(1) The general minimum time rates applicable to all male or female workers aged under 21 years except (i) the workers specified in paragraph 5 of this Schedule and (ii) learners or apprentices to whom the minimum rates specified in Part IV of this Schedule apply are those specified in the following Table.

	Column 1	Column 2	Column 3
	The workers specified in sub-para. (2) of this paragraph	Other male workers	Other female workers
	Per week of 45 hours		
	s. d.	s. d.	s. d.
Workers aged 20 and under 21 years ...	*75 9*	*75 9*	*63 3*
„ „ 19 „ „ 20 „ ...	*69 9*	*69 9*	*57 3*
„ „ 18 „ „ 19 „ ...	*63 9*	*63 9*	*51 3*
„ „ 17 „ „ 18 „ ...	*52 0*	*52 0*	*41 0*
„ „ 16 „ „ 17 „ ...	*47 0*	*47 0*	*36 0*
	Per week of 44 hours		
	s. d.	s. d.	s. d.
Workers aged under 16 years	*42 0*	*42 0*	*31 0*

(2) The workers referred to in column 1 of the foregoing table are male or female workers who are—

(*a*) operators of sole sewing or sole stitching machines,

(*b*) press cutters not responsible for cutting and costing,

(*c*) employed as makers of bespoke (which term includes surgical) footwear,

(*d*) repairers engaged in sewing down caps, re-welting, welt repairs, linking or any other hand stitching operation,

(*e*) employed in clicking,

(*f*) employed in clicking and closing,

(*g*) employed in altering footwear or on benching operations (whether performed by hand or machine) in repairing leather footwear, or

(*h*) employed in finishing operations (whether performed by hand or machine) in repairing leather footwear.

PART IV

GENERAL MINIMUM TIME RATES FOR LEARNERS AND APPRENTICES

LEARNERS

Paragraph 7

(1) The following general minimum time rates are applicable to male or female learners employed in accordance with the conditions set out in paragraph 9 of this Schedule.

	Learners to bespoke hand-sewn making	All other learners
	Per week of 44 hours	
	s. d.	s. d.
Learners aged under 16 years	*36 6*	*35 6*
	Per week of 45 hours	
	s. d.	s. d.
„ „ 16 and under 17 years	*41 6*	*40 6*
„ „ 17 „ „ 18 „	*46 6*	*45 6*
„ „ 18 „ „ 19 „	*58 3*	*57 3*
„ „ 19 „ „ 20 „	*64 3*	*63 3*
„ „ 20 „ „ 21 „	*70 3*	*69 3*

(2) The general minimum time rate applicable to a learner to bespoke hand-sewn making who is aged 21 years or over and who has not completed a period of 5 years in such learnership shall, until he attains the age of 22 years or until he completes the said period of learnership (whichever period is the less), be the rate applicable to a learner aged 20 and under 21 years, increased by 5s. 0d. weekly.

APPRENTICES

Paragraph 8

The following general minimum time rates are applicable to male or female apprentices—

(*a*) who are employed under contracts of apprenticeship in writing to be taught one or more of the following sections of the trade—

(i) bespoke hand-sewn making including hand finishing,

(ii) boot and shoe repairing in all its operations as performed in the establishment, including benching by hand and by such benching machines as are used in the establishment, hand-sewing, re-stitching, re-welting, finishing by hand, by any finishing machine used in the establishment, by hand and such machine, patching by hand, by machine and by solution, and all other upper repairing,

(iii) clicking (including pattern cutting) and closing (including fitting and machining) of uppers for bespoke work or either of such operations, and

(*b*) in whose case the conditions specified in paragraph 10 of this Schedule are fulfilled.

	Per week of 44 hours
	s. d.
Apprentices aged under 16 years	*35 6*
	Per week of 45 hours
	s. d.
„ „ 16 and under 17	*39 6*
„ „ 17 „ „ 18	*44 6*
„ „ 18 „ „ 19	*55 0*
„ „ 19 „ „ 20	*60 6*
„ „ 20 „ „ 21	*66 0*

PART V

CONDITIONS AS TO LEARNERS AND APPRENTICES

LEARNERS

Paragraph 9

(1) The general minimum time rates specified in paragraph 7 of this Schedule apply only to a male or female learner in whose case the conditions following are fulfilled—

(*a*) if he is a learner to bespoke hand-sewn making, he shall be employed for not less than two-thirds of his time in learning the bespoke hand-sewn making branch of the trade and shall, during the whole or a substantial part of such time, receive adequate instruction in either (i) bespoke hand-sewn making, (ii) clicking, or (iii) clicking and closing of uppers for bespoke work;

(*b*) if he is a learner employed in a factory in which machinery driven by mechanical power is used for benching or finishing operations, he shall be employed, during the whole or a substantial part of his time, as a learner in the trade and shall receive, during such time, adequate instruction in a progressive manner in either—

(i) benching by hand and all operations of benching by machine which are carried out in the factory, or

(ii) benching by hand or machine and finishing by hand or machine, not less than one-third of the learner's time being spent in benching.

Provided that where the learner has been so employed for not less than three years he may be employed thereafter, in conjunction with a journeyworker finisher, as a learner to finishing by machine, and in such case the learner shall be employed for at least one-third of his time in learning the operations of edge trimming, edge setting and heel scouring;

(*c*) any other learner shall be employed, during the whole or a substantial part of his time, as a learner in the trade and shall receive during such time adequate instruction in a progressive manner in either—

(i) benching by hand, throughout the whole period of his employment, or

(ii) benching by hand and finishing by hand or machine, not less than one-third of the learner's time being spent in benching;

(*d*) in the establishment in which the learner is employed the proportion of learners to journeyworkers shall not exceed that of one learner to two journeyworkers.

Provided that one learner of each of the classes specified at (*a*), (*b*) or (*c*) of this sub-paragraph may be employed in an establishment in which only one journeyworker is employed on the operation or group of operations in which the learner is receiving instruction;

(*e*) the learner shall be the holder of a certificate of registration as a learner issued by, or on behalf of, the Wages Council or of the Trade Board which preceded it, or shall have made application for such certificate which has been duly acknowledged and is still under consideration.

Provided that

(i) the certification of a learner may be cancelled by the Wages Council if the other conditions of learnership are not complied with;

(ii) an employer may employ a learner on his first employment in the trade without a certificate for a probationary period of not more than 4 weeks if in his case all the conditions of learnership, except that with regard to the holding of a certificate, are complied with and, where the worker is continued in his employment as a learner, the probationary period shall be included in the period of learnership.

(2) For the purposes of sub-paragraph (1) of this paragraph,

(*a*) the "bespoke hand-sewn making branch of the trade" shall mean that branch in which workers are employed for not less than two-thirds of their time on bespoke hand-sewn making, clicking or closing of uppers or on one or more of such operations for bespoke work;

(*b*) the expression "journeyworker" shall, save as is hereinafter provided in this sub-paragraph, have the same meaning as in paragraph 3 (3) of this Schedule;

(*c*) a worker aged under 21 years to whom a general minimum time rate specified in paragraph 6 of this Schedule applies shall not be reckoned as a learner, apprentice, or journeyworker;

(*d*) where an employer himself performs the work of a journeyworker he shall be reckoned as a journeyworker.

(3) For the purposes of determining the proportion of learners to journeyworkers in accordance with condition (*d*) of sub-paragraph (1) of this paragraph,

(*a*) a casual absence of a journeyworker or a casual vacancy for a short period in the number of journeyworkers employed shall not be treated as a failure to comply with the said condition;

(*b*) an apprentice shall be reckoned as a learner notwithstanding that the general minimum rates set out in paragraph 7 of this Schedule do not apply to him.

APPRENTICES

Paragraph 10

(1) The general minimum time rates specified in paragraph 8 of this Schedule apply only to a male or female apprentice employed under a contract of apprenticeship in writing in whose case the conditions following are fulfilled:—

(*a*) The apprentice shall be employed under a written contract of apprenticeship which has been duly executed and (if required by law) duly stamped and which contains the following provisions (which the Wages Council considers necessary for the effective instruction of the apprentice) or provisions substantially to the like effect and no provisions contrary thereto;

(i) A description of the section or sections of work in the trade to which the worker is apprenticed;

(ii) The date of the commencement of the apprenticeship and a provision for its continuance until the date on which the apprentice shall have completed five years apprenticeship or reached his 21st birthday whichever is the earlier;

(iii) A term that during the period of apprenticeship the employer will pay to the apprentice not less than the appropriate statutory minimum remuneration from time to time;

(iv) A covenant or agreement by the employer that, throughout the period of apprenticeship, he will keep the apprentice under his supervision and instruct the apprentice himself, or place him in the hands of one or more competent journeyworkers for instruction, so that in either case the apprentice shall receive throughout the period of apprenticeship and in a progressive manner effective instruction in the section or sections of work in the trade to which he is apprenticed;

(v) A covenant or agreement by the apprentice whereby, throughout the period of apprenticeship, he binds himself to the employer to learn the section or sections of work in the trade to which he is apprenticed;

(vi) A term, in the case of an apprentice who is apprenticed to the boot and shoe repairing section of work in the trade, that the employment of the apprentice on benching shall alternate regularly with his employment on finishing, so that not more than one-third of his time is spent on finishing operations;

(vii) A provision that, during the apprenticeship, the apprentice shall not be put on piece work and shall not be employed on any work to which any minimum overtime rate applies under Part VI of this Schedule.

(*b*) In the establishment in which the apprentice is employed the proportion of apprentices to journeyworkers in either branch of the trade shall not at any time exceed that of one apprentice to two journeyworkers:

Provided that

(i) one apprentice may be employed in each branch of the trade if only one journeyworker is employed in the same branch;

(ii) where an employer who works personally at the trade and does not employ a journeyworker has one apprentice who has completed at least four years' apprenticeship, he may employ a second apprentice during the last year of the apprenticeship of the first apprentice, and for the purpose of calculating the proportion of apprentices to journeyworkers the first apprentice shall not be taken into account.

(*c*) The apprentice shall be the holder of a certificate of registration as an apprentice issued by, or on behalf of, the Wages Council or of the Trade Board which preceded it, or shall have made application for such a certificate which has been duly acknowledged and is still under consideration.

Provided that the certification of an apprentice may be cancelled by the Wages Council if the other conditions of apprenticeship are not complied with.

(2) For the purpose of determining the proportion of apprentices to journeyworkers in accordance with condition (*b*) of the last preceding sub-paragraph,

(*a*) one of the said branches of the trade shall be that branch in which workers are employed for not less than two-thirds of their time on one or more of the operations of (i) bespoke hand-sewn making, (ii) hand-sewn repairing, (iii) clicking (cutting), and (iv) the closing of uppers for bespoke work, and the other branch shall be any other section of the trade;

(*b*) a casual absence of a journeyworker or a casual vacancy for a short period in the number of journeyworkers employed shall not be treated as a failure to comply with the said condition;

(*c*) where an employer himself performs the work of a journeyworker he shall be reckoned as a journeyworker;

(*d*) a learner shall be reckoned as an apprentice notwithstanding that the general minimum time rates set out in paragraph 8 of this Schedule do not apply to him;

(*e*) a worker aged under 21 years to whom a general minimum time rate specified in paragraph 6 of this Schedule applies shall not be reckoned as a learner, apprentice, or journeyworker;

(*f*) save as aforesaid, the expression "journeyworker" shall have the same meaning as in paragraph 3 (3) of this Schedule.

(3) Notwithstanding the foregoing provisions of this Schedule, where an employer employs a worker as a prospective apprentice for a probationary period not exceeding three months and the conditions of apprenticeship set out in sub-paragraph (1) of this paragraph, other than employment under a written contract of apprenticeship and certification by the Wages Council are fulfilled, the minimum remuneration payable to that worker during the said period shall be that applicable to an apprentice employed in accordance with the conditions specified in sub-paragraph (1) of this paragraph, and, in the event of the worker being continued thereafter at his employment as an apprentice, the said probationary period shall, for the purposes of this Schedule, be treated as part of the period of apprenticeship, whether or not it is included therein.

Provided that where the employer does not, on or before the last day of the said probationary period, enter into with the worker such a contract of apprenticeship as is mentioned in sub-paragraph (1) of this paragraph, the employer shall pay to the worker a sum equal to the difference between the minimum remuneration payable to him as a prospective apprentice and the amount that would have been payable to him had the provisions of this sub-paragraph not applied.

Part VI
OVERTIME AND WAITING TIME
MINIMUM OVERTIME RATES

Paragraph 11

Minimum overtime rates are payable to a worker to whom this Schedule applies as follows:—

(*a*) on any day other than a weekly short day, a Sunday or customary holiday,
(i) for the first 2 hours worked in excess of 9 hours ... Time-and-a-quarter
(ii) thereafter ... ... Time-and-a-half

Provided that where the employer normally requires attendance on five days only in the week, the foregoing minimum overtime rates of time-and-a-quarter and time-and-a-half shall be payable after 10 and 12 hours' work respectively.

(*b*) on a weekly short day, not being a customary holiday,
(i) for the first 2 hours worked in excess of 5 hours ... Time-and-a-quarter
(ii) thereafter ... ... Time-and-a-half

(*c*) on a Sunday or customary holiday,
for all time worked ... ... Double time

(*d*) in any week, for all time worked in excess of 45 hours, exclusive of any time for which a minimum overtime rate is payable under the foregoing provisions of this paragraph,
(i) for the first 3 hours so worked ... ... Time-and-a-quarter
(ii) thereafter ... ... Time-and-a-half

Paragraph 12

In this Schedule

(1) the expressions " time-and-a-quarter ", " time-and-a-half " and " double time " mean respectively—

(*a*) in the case of a time worker, one and a quarter times, one and a half times and twice the hourly general minimum time rate otherwise applicable to the worker,

(*b*) in the case where a general minimum piece rate is otherwise applicable to a worker employed on piece work
(i) a time rate equal respectively to one quarter, one half and the whole of the general minimum time rate which would be applicable to the worker if he were a time worker and a minimum overtime rate did not apply, and in addition thereto,
(ii) the minimum remuneration otherwise applicable to the worker under paragraph 1 (1) (*b*) of this Schedule,

(*c*) in the case where a general minimum piece rate is not otherwise applicable to a worker employed on piece work
(i) a time rate equal to one quarter, one half and the whole of the piece work basis time rate otherwise applicable to the worker, and, in addition thereto,
(ii) the minimum remuneration otherwise applicable to the worker under paragraph 1 (1) (*b*) of this Schedule.

(2) the expression " customary holiday " means

(*a*) in England and Wales
(i) Christmas Day, Boxing Day, Good Friday, Easter Monday, Whit Monday, the first Monday in August and any day proclaimed as a public holiday or additional bank holiday, or
(ii) in the case of each of the first six named holidays, such other day (not being a weekly short day) as may be substituted therefor by the employer by a notice posted in the factory throughout the three weeks immediately preceding the holiday for which it is substituted.

(*b*) in Scotland
(i) New Year's Day, Good Friday, the local Spring holiday, the day observed as Victoria Day or the King's birthday, the local Autumn holiday, Christmas Day and any day proclaimed as a public holiday or additional bank holiday, or

(ii) in the case of each of the named holidays, such other day (not being a weekly short day) as may be substituted therefor by the employer by a notice posted in the factory throughout the three weeks immediately preceding the holiday for which it is substituted.

Provided that notification of days of holiday made by the employer for the purpose of Section 78 of the Factories Act, 1937(a) shall be treated for the purposes of this sub-paragraph as effective notice of substitution.

(3) the expression "weekly short day" means Saturday or (except where in the case of a woman or young person such substitution is unlawful) any week day other than a customary holiday substituted therefor by agreement in writing between the employer and the worker.

WAITING TIME

Paragraph 13

(1) A worker is entitled to payment of the minimum remuneration specified in this Schedule for all time during which he is present on the premises of his employer, unless he is present thereon in any of the following circumstances:

(*a*) without the employer's consent, express or implied,
(*b*) for some purpose unconnected with his work and other than that of waiting for work to be given to him to perform,
(*c*) by reason only of the fact that he is resident thereon,
(*d*) during normal meal times in a room or place in which no work is being done and he is not waiting for work to be given to him to perform.

(2) The minimum remuneration payable under sub-paragraph (1) of this paragraph to a piece worker when not engaged on piece work is that which would be applicable if he were a time worker.

PART VII

GUARANTEED REMUNERATION

GUARANTEED WEEKLY REMUNERATION

Paragraph 14

(1) This paragraph applies to a worker (other than a casual worker) who ordinarily works for the employer for at least 36 hours weekly on work to which this Schedule applies.

(2) Notwithstanding anything in this Schedule contained, where in any week:—

(*a*) no remuneration is payable to the worker under the foregoing provisions of this Schedule or by way of holiday remuneration under any wages regulation order made by the Minister to give effect to the proposals of the Wages Council, or
(*b*) the total amount of any such remuneration is less than the guaranteed weekly remuneration provided for by this paragraph,

the minimum remuneration payable to that worker for that week in lieu of any amount aforesaid shall, subject to the provisions of this paragraph, be the guaranteed weekly remuneration.

(3) Subject to the provisions of the next following sub-paragraph the amount of the guaranteed weekly remuneration is as follows:—

(*a*) in the case of a worker who ordinarily works for the employer on work to which this Schedule applies for at least 45 hours weekly, 32 hours pay calculated at the general minimum time rate ordinarily applicable to the worker, or
(*b*) in the case of a worker who ordinarily works for the employer for less than 45 but not less than 36 hours weekly on such work, 32/45ths of the amount payable at the said rate for the hours ordinarily worked by the worker in a week for the employer on such work.

(a) 1 Edw. 8 & 1 Geo. 6. c. 67.

(4) Payment of the guaranteed weekly remuneration in any week is subject to the condition that the worker throughout the period of his ordinary employment in that week, excluding any day allowed to him as a holiday, is (*a*) capable of and available for work and (*b*) willing to perform such duties outside his normal occupation as the employer may reasonably require if his normal work is not available to him in the establishment in which he is employed.

Provided that guaranteed weekly remuneration shall not cease to be payable to a worker in respect of any week by reason only of the fact that he is absent during any part of that week on any customary holiday or by reason of proved illness or with the consent of the employer but, in the case of any such absence (other than absence on a holiday with pay allowed under the provisions of a wages regulation order) the amount of the guaranteed weekly remuneration shall be reduced by the amount to which he would have been entitled under this Schedule as a time worker had he worked the number of hours ordinarily worked by him during the period of such absence in that week.

(5) If the employer is unable to provide the worker with work by reason of a strike, failure of supplies or any cause (other than shortage of work) outside the control of the employer, guaranteed weekly remuneration shall not be payable in respect of any week during which, or part of which, the employer is unable to provide work as aforesaid.

(6) The amount of the guaranteed weekly remuneration applicable to a piece worker shall be the sum to which he would be entitled if he were a time worker.

(7) In this paragraph the expression " week " means " pay week ".

GUARANTEED DAILY REMUNERATION FOR CASUAL WORKERS

Paragraph 15

(1) Notwithstanding anything in this Schedule contained, where the time worked by a casual worker on work to which this Schedule applies is less than 5 hours on a weekly short day (not being a customary holiday) or 8 hours on any other day, he shall be treated for the purposes of this Schedule (except Part VI) as if he had worked on such work 5 and 8 hours respectively.

(2) A casual worker who, in accordance with his employer's instructions, reports on any day for work to which this Schedule applies, but does not perform any such work, shall be treated as if the provisions of sub-paragraph (1) of this paragraph applied in respect of that day.

(3) For the purposes of this paragraph:—

(*a*) A casual worker is a worker who undertakes short engagements on an hourly or a day to day basis.

(*b*) A piece worker shall be treated as though he were a time worker.

Part VIII

GENERAL MINIMUM PIECE RATES FOR MALE OR FEMALE WORKERS

Paragraph 16

(1) The general minimum piece rates applicable to male or female workers employed on repairing are the piece rates set out in Part IX of this Schedule increased by *40* per cent.

(2) The general minimum piece rates applicable to male or female workers employed on bespoke making are the piece rates set out in Part X of this Schedule increased by *40* per cent.

PART IX

PIECE RATES FOR MALE OR FEMALE WORKERS EMPLOYED ON REPAIRING

A.—SOLES.—COMPLETED WORK

Paragraph 17

(1) Subject to the provisions of paragraph 19 of this Schedule and the provisions as to extras and reductions specified in paragraphs 20 to 29 inclusive, of this Schedule, the piece rates for male or female workers employed on repairing soles (completed work) are set out in the following Table.

(2) " Benching throughout " means the performance by a single worker of all the separate operations of benching, the appropriate rates for which, in paragraph 43 of this Schedule, amount to the appropriate rate for benching throughout, and includes in the case of riveted work the operations of riveting round soles by machine when the riveting machine is operated by the benchman but does not include the sewing or stitching of the new soles where the work is sewn or stitched.

(3) The piece rates for " benching throughout " shall be increased by 2d. per pair where nails have to be removed from full nailed or bradded work.

(4) The piece rates for " hand stitching (with square awl) " shall be increased by one-third when old stitches are taken out from welts before restitching.

	RIVETED WORK								SEWN OR STITCHED WORK							
	Men's	Ladies'	Youths'	Boys'		Girls' and infants'			Men's	Ladies'	Youths'	Boys'		Girls' and infants'		
Size ...	6–11	2–8	2–5½	11–1½	7–10½	11–1½	7–10½	Under 7	6–11	2–8	2–5½	11–1½	7–10½	11–1½	7–10½	Under 7
Column ...	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	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.	Per pair s. d.	Per pair s. d.	Per pair s. d.	Per pair s. d.	Per pair s. d.	Per pair s. d.
(*a*) (i) HALF SOLE (other than pumps and slippers):—																
Benching throughout	7½	6½	7	6½	5½	5½	5½	4¾	8¼	7¼	7¾	7¼	6¼	6¼	6¼	5½
Hand sewing	—	—	—	—	—	—	—	—	1 0¾	10¼	11¼	10¼	9¼	9½	8	8
Hand stitching (with square awl)...	—	—	—	—	—	—	—	—	1 5½	1 2¼	1 3¾	1 2½	1 0½	1 0½	10	9
Hand finishing	7	6	6½	5	4	4	3½	3	7	6	6½	5	4	4	3½	3

| | | |

	PUMPS TURNED								PUMPS TURNED AND GRAFTED							
	Men's	Ladies'	Youths'	Boys'		Girls' and infants'			Men's	Ladies'	Youths'	Boys'		Girls' and infants'		
Size ...	6–11	2–8	2–5½	11–1½	7–10½	11–1½	7–10½	Under 7	6–11	2–8	2–5½	11–1½	7–10½	11–1½	7–10½	Under 7
Column ...	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	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.	Per pair s. d.	Per pair s. d.	Per pair s. d.	Per pair s. d.	Per pair s. d.	Per pair s. d.
(*c*) HALF SOLE, PUMPS.																
(Other than slippers):—																
Benching and hand sewing of soles complete	2 1	1 9	1 10	1 9	1 7	1 7	1 6	1 5	2 5	2 1	2 2	2 1	1 10	1 10	1 9	1 8
Hand finishing	7	6	6½	5	4	4	3½	3	7	6	6½	5	4	4	3½	3
Pumps which are slippers—																
Benching and hand sewing of soles complete	1 10½	1 6¼	1 7½	1 6¼	1 4¼	1 4¼	1 3¼	1 2¼	2 2½	1 10¼	1 11½	1 10¼	1 7¼	1 7¼	1 6¼	1 5½
Hand finishing	7	6	6½	5	4	4	3½	3	7	6	6½	5	4	4	3½	3

(*d*) *FITTING LADIES' BREASTED SOLES*

(i) *Where splitting and butting is completed by benchman by hand and cemented to heel breasts ... ... 1s. 0d. per pair*

(ii) *Where splitting and butting is completed by benchman by machine and cemented to heel breasts ... ... 6d. per pair*

Paragraph 18

LEATHER SOLES CEMENTED ON

	MEN'S		*LADIES'*	
	By Hand	*Machine only*	*By Hand*	*Machine only*
	d.	*d.*	*d.*	*d.*
(a) *Stripping and levelling, including filling*	2¾	2¾	2¼	2¼
(b) *Skiving and securing old soles at waist*	1½	1½	1	1
(c) *Rolling and moulding soles*	¼	¼	¼	¼
(d) *Skiving new soles*	¼	¼	¼	¼
(e) *Roughing upper or welt*	1¼	1¼	1¼	1¼
(f) *Roughing new soles*	1¼	1¼	1¼	1¼
(g) *Applying cement to upper or welt*	¾	¾	¾	¾
(h) *Applying cement to soles*	¾	¾	¾	¾
(i) *Attaching new soles and hammering down by hand*	1¼	—	1¼	—
(j) *Fixing new soles in press (including use of activator)*	—	¾	—	¼
(k) *Securing with rivets at waist and toe as necessary*	½	¼	½	¼
(l) *Rounding*	1	½	1	½
	11½	10	10½	8½

Paragraph 19

The piece rates for benching set out in paragraphs 17 and 18 do not include payment for:—

(*a*) Pegging the waists,

(*b*) Repairing insoles of welted work,

(*c*) In the case of sole under heel, the sewing or repairing of handsewn or welted seats.

Where the benchman performs any of these operations, he shall be paid in respect of such work the piece rates specified in paragraph 1 (1) (*b*) (ii).

Paragraph 20

SOLEING MATERIAL NOT CUT TO SHAPE

The piece rates for benching throughout set out in paragraphs 17 and 18 of this Schedule in respect of soles apply where the soleing material is cut into separate soles shaped rights and lefts. If the soleing material is not given out in this form, 1d. per pair extra is payable.

Paragraph 21

OUTSIZES

For men's work over size 11 the piece rates provided in paragraph 17 of this Schedule for soleing men's work sizes 6–11 *and in paragraph 18 of this Schedule for men's work* and for ladies' work over size 8 the piece rates provided in paragraph 17 of this Schedule for soleing ladies' work sizes 2–8 *and in paragraph 18 of this Schedule for ladies' work* shall be respectively payable, with the following additions:—

	Per pair
(*a*) Hand sewn or hand stitched work where the benching and the sewing (or stitching) are done by the same worker ...	1½d.
(*b*) Benching of riveted work, machine sewn work or machine stitched work	½d.
(*c*) Hand sewing or hand stitching only	1d.
(*d*) Hand finishing	½d.

Paragraph 22

LONG WORK

(*a*) Repairing men's or youths' Napoleon, jockey or riding boots, long Wellingtons, short Wellingtons, field boots or sea boots which reach to the knee or above—

(i) Sole only, men's (all sizes) and youths' (sizes *2–5½*): 1½d. per pair extra to the rates for benching;

(ii) Soleing and heeling (or half heeling) when done together, men's (all sizes) and youths' (sizes *2–5½*): 2½d. per pair extra to the rates for benching;

(*b*) Repairing ladies' long work—

(i) Sole only, or

(ii) Soleing and heeling (or half heeling) when done together: ¾d. per pair extra to the rates for benching.

Paragraph 23

RIVETING SOLES ON WELTED BOOTS OR SHOES

Riveting soles by hand on welted boots or shoes, 1d. per pair extra to the rates for benching riveted work. This extra does not apply when the new sole is riveted on the top of the old sole or middle sole.

Paragraph 24

SEWING THROUGH (SOLES OR CLUMPS)

Soles or clumps, sewn through by hand on Blake principle, 5d. per pair extra to the rates for hand sewing.

Paragraph 25

SOLEING WITH LEATHER SUBSTITUTES

Soleing with leather substitutes, but excluding the rubber work for which rates are provided in paragraph 68 of this Schedule:—

(*a*) Where the worker has to prepare or roughen or prepare and roughen both the new sole and the bottom and to apply an adhesive for the purpose of fixing the new sole before sewing or riveting... 4d. per pair extra.

(*b*) Where the worker has no preparatory work to perform to the new sole but prepares or roughens or prepares and roughens the bottom and applies an adhesive for the purpose of fixing the new sole before sewing or riveting ... ... 2d. per pair extra.

Paragraph 26

SOLEING WITH WATERPROOF LEATHERS OTHER THAN CHROME

Benching throughout ... ... ¾d. per pair extra.

Hand finishing ... ... 1¼d. per pair extra.

Paragraph 27

WOOD PEGGING BY HAND

Soleing, 5¼d. per pair extra to the rates for benching riveted work.

Paragraph 28

FINISHING (PART ONLY), EXCLUDING LEATHER SUBSTITUTES

Finishing edges only, bottoms not touched, 25 per cent. less.

Finishing edges and finishing waist from heel to joint, foreparts of bottoms not touched, 12½ per cent. less.

Paragraph 29

FINISHING (PART ONLY), LEATHER SUBSTITUTES

Finishing edges only by hand, 12½ per cent. less.

Finishing edges and surface of the waist by hand, 7½ per cent. less.

B.—HEELING OR HALF HEELING, TOE BITS, SIDE BITS, UNDERLAYS AND CROSS PIECES

Paragraph 30

Subject to the provisions of paragraph 31 of this Schedule and to the provisions as to addition and subtraction set out in paragraphs 32 to 42 of this Schedule, the piece rates specified in the following Table apply to male or female workers employed on repairing.

	Men's	Ladies'	Youths'	Boys'		Girls' and infants'		
Size ...	6–11	2–8	*2–5½*	*11–1½*	*7–10½*	*11–1½*	*7–10½*	Under 7
Column ...	1	2	3	4	5	6	7	8
	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.
(*a*) HEELING OR HALF HEELING WITH LEATHER OR LEATHER SUBSTITUTES								
(1) WORK OTHER THAN SLIPPERS								
BENCHING—								
(a) *Stripping top piece, removing old grindery, levelling and securing under lifts*	*2*	*1½*	*1¾*	*1¾*	*1¾*	*1½*	*1½*	*1½*
(b) *Tacking on top pieces*	¼	¼	¼	¼	¼	¼	¼	¼
(c) *Rounding by hand*	¼	¼	¼	¼	¼	¼	¼	¼
(d) *Nailing round by hand*	¾	½	½	½	½	½	½	½
(e) *Hammering down and filing nails*	¼	¼	¼	¼	¼	¼	¼	¼
HAND FINISHING	*3½*	*2*	*2½*	*2*	*1½*	*2*	*1*	*1*
(2) SLIPPERS								
Benching, including nailing by machine when the nailing or slugging machine is operated by the benchman	3	2	2½	2½	2	2½	2	1½
Hand finishing...	2½	2	2	2	1½	1½	1	1

Benching for nailing round or slugging by machine when the nailing or slugging machine is not operated by the benchman.

The rates for benching set out above, subject to the following reductions:—

(i) Boys' (size 11 and over), youths' (sizes *2 to 5½*) and Men's work ... ... ¾d. per pair.

(ii) All other sizes ... ... ½d. „

When the work is returned to the same benchman for hammering down and filing the heels after nailing round or slugging by machine the rates for benching shall be subject in respect of all sizes to a reduction of ¼d. per pair only.

	HANDSEWN								RIVETED							
	Men's	Ladies'	Youths'	Boys'		Girls' and infants'			Men's	Ladies'	Youths'	Boys'		Girls' and infants'		
Size ...	6–11	2–8	*2–5½*	*11–1½*	*7–10½*	*11–1½*	*7–10½*	Under 7	6–11	2–8	*2–5½*	*11–1½*	*7–10½*	*11–1½*	*7–10½*	Under 7
Column ...	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.
(*b*) TOE BITS, SIDE BITS OR UNDERLAYS (as defined in paragraph 84 (d) of this Schedule)—																
Benching, exclusive of hand sewing	3½	2½	3	3	2½	2½	2	1½	3½	2½	3	3	2½	2½	2	1½
Hand sewing	4½	4	4	4	3½	3½	3	3	—	—	—	—	—	—	—	—
Hand finishing	3½	2	2½	2	1½	2	1	1	3½	2	2½	2	1½	2	1	1
(c) *FIXING MOULDED RUBBER HEELS WHERE NO PARING REQUIRED*	*MEN'S, 3d. per pair. All other sizes, 2d. per pair.*															

	HANDSEWN								RIVETED							
	Men's	Ladies'	Youths'	Boys'		Girls' and infants'			Men's	Ladies'	Youths'	Boys'		Girls' and infants'		
Size ...	6–11	2–8	*2–5½*	*11–1½*	*7–10½*	*11–1½*	*7–10½*	Under 7	6–11	2–8	*2–5½*	*11–1½*	*7–10½*	*11–1½*	*7–10½*	Under 7
Column ...	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.
(*d*) CROSS PIECES																
Benching, exclusive of hand sewing	5½	4	5	3½	3	3½	3	2½	5½	4	5	3½	3	3½	3	2½
Benching, cemented work ...	7½	6	7	5½	5	5½	5	4½	7½	6	7	5½	5	5½	5	4½
Hand sewing	7	6	6½	5½	5	5	4	4	—	—	—	—	—	—	—	—
Hand finishing	3½	2½	3	2	1½	2	1	1	3½	2½	3	2	1½	2	1	1

Paragraph 31

As respects the work specified in paragraph 30 of this Schedule:—

(i) If benching (other than hand sewing) is not completed by one worker, the piece rates specified in paragraph 1 (1) (*b*) (ii) of this Schedule apply.

(ii) The piece rates for benching are payable to the benchman whether his work includes or does not include the filing of heels, toe plates and metal tips.

(iii) The piece rates for benching heels do not apply to the removing of old heels and the fixing (including knifing up) of new readymade heels of pulp or leather. If the benchman performs these operations he shall be paid the piece rates specified in paragraph 1 (l) (*b*) (ii) of this Schedule.

Paragraph 32

TOP PIECES CUT TO SHAPE AND SIZE

The piece rates for benching heels set out in paragraph 30 of this Schedule shall be reduced by ¼d. per pair where no knifing up is required before the top pieces are nailed or riveted round.

Paragraph 33

ATTACHING TOP PIECES IN TWO SEPARATE PIECES

(*a*) Where the only extra work involved is the additional riveting of the two separate pieces ... ... ¼d. per pair extra.

(*b*) Where, in addition to the riveting specified in (*a*) above, the worker has to cut or adjust the two separate pieces ... ... 1d. per pair extra.

Paragraph 34

OUTSIZES, HEEL OR HALF HEEL

For men's work over size 11, the piece rate provided in paragraph 30 of this Schedule for men's work size 6–11, and for ladies' work over size 8, the piece rate provided in paragraph 30 for ladies' work size 2–8 shall be payable respectively with the following additions:—

For benching (whether complete or in preparation for the riveting or slugging machine) ... ... ¼d. per pair.

For hand finishing ... ... ¼d. per pair.

Paragraph 35

NEW LIFTS AND PART LIFTS

(1) (*a*) New lifts—for each quarter of an inch or part thereof, 1d. per pair extra;

(*b*) Part lifts—where parts of heels have to be cut out to the depth of ½ inch or more for the purpose of levelling the heels, although complete new lifts may not be inserted, 1d. per pair extra.

(2) Where heels are stripped down to the seat piece, the piece rates for rebuilding heels and heeling (benching) set out in paragraph 65 of this Schedule shall apply.

Paragraph 36

QUARTER OR HALF TIPS

(1) (*a*) Inserted iron quarter or half-tips ... ... 1d. per pair extra.

(*b*) Inserted rubber tips:

(i) When solutioned ... ... 2d. per pair extra.

(ii) When not solutioned ... ... 1d. per pair extra.

(*c*) Where the top piece has a quarter rubber tip already attached when the top piece is given out:

(i) For solutioning on the quarter rubber tip in the process of fixing the top piece to the heel 1d. per pair extra.

(ii) For attaching any additional leather to the top piece to make up the difference between the thickness of the quarter rubber tip and the top piece ... ... ½d. per pair extra.

(2) No extra is payable for affixing the top piece which has a quarter rubber tip already attached.

Paragraph 37

ELONGATED HEELS

Repairing elongated heels (where waists already filled in):

Men's (all sizes) and youths' (sizes *2 to* 5½)		1¾d. per pair extra to the rates for benching.
All other sizes	...	¾d. per pair extra to the rates for benching.

Paragraph 38

LONG WORK—HEELING

(*a*) Repairing men's and youths' Napoleon, jockey or riding boots, long Wellingtons, short Wellingtons, field boots or sea boots which reach to the knee or above—

(i) Heeling or half heeling:
1d. per pair extra to the rates for benching;

(ii) Toe bits, side bits, underlays, and cross pieces or any of them:
1d. per pair extra to the rates for benching.

(*b*) Repairing ladies' long work—

(i) Heeling or half heeling:

½d. per pair extra to the rates for benching;

(ii) Heeling or half heeling when done together with toe bits, side bits, underlays, and cross pieces or any of them:

¾d. per pair extra to the rates for benching;

(iii) Toe bits, side bits, underlays, and cross pieces or any of them:
½d. per pair extra to the rates for benching.

Paragraph 39

TOE PIECES (SHAPED)

Shaped toe pieces (as defined in paragraph 84 (*c*) of this Schedule):

Hand sewn and benched, 3½d. per pair extra;

Riveted, 1d. per pair extra.

Paragraph 40

WOOD PEGGING BY HAND

Heeling, 1¾d. per pair extra to the rates for benching riveted work.

Paragraph 41

FINISHING (PART ONLY), EXCLUDING LEATHER SUBSTITUTES

Finishing edges only, bottoms not touched, 25 per cent. less.

Paragraph 42

FINISHING (PART ONLY), LEATHER SUBSTITUTES

Finishing edges only by hand 12½ per cent. less.

C.—PIECE RATES FOR SEPARATE OPERATIONS OF BENCHING SOLES

Paragraph 43

(1) Subject to the provisions of paragraphs 44 and 45 of this Schedule and to the provisions as to extras set out in paragraphs 48 to 51 of this Schedule, the piece rates for separate operations of benching soles set out in the following Table apply to male or female workers employed on repairing.

(2) If benching throughout (as defined in paragraph 17 of this Schedule) is not performed by a single worker, the piece rates for any of the separate operations of benching specified in the said Table are the rates for the individual operations or, where more than one of these operations is performed by a single worker, the sum of the appropriate rates for the individual operations involved.

	RIVETED WORK								SEWN OR STITCHED WORK							
	Men's	Ladies'	Youths'	Boys'		Girls' and infants'			Men's	Ladies'	Youths'	Boys'		Girls' and infants'		
Size ...	6–11	2–8	2–5½	11–1½	7–10½	11–1½	7–10½	Under 7	6–11	2–8	2–5½	11–1½	7–10½	11–1½	7–10½	Under 7
Column ...	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.
(*a*) HALF SOLE (other than pumps and slippers):—																
1. *Stripping and levelling, including filling*	2¾	2¼	2½	2¼	1¾	1¾	1¾	1¾	2½	2	2¼	2¼	1¾	1¾	1¾	1¾
2. *Skiving old soles at waist* ...	1	½	¾	½	½	½	½	½	1	½	¾	½	½	½	½	½
3. *Tacking on new soles*	½	½	½	½	½	½	½	½	½	½	½	½	½	½	½	½
4. Rolling or moulding	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼
5. Skiving new soles by hand or machine	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼
6. Riveting across waist by hand...	¼	¼	¼	¼	¼	¼	¼	¼	½	½	½	¼	¼	¼	¼	¼
7. Rounding by hand	¾	¾	¾	¾	½	½	½	¼	1	1	1	1	¾	¾	½	¼
8. Riveting round soles by hand...	1¼	1¼	1¼	1¼	1	1	1	¾	—	—	—	—	—	—	—	—
9. Hammering down rivets ...	½	½	½	½	½	½	½	¼	—	—	—	—	—	—	—	—
10. Cutting channels by hand ...	—	—	—	—	—	—	—	—	½	½	½	½	½	½	½	½
11. Opening channels by hand ...	—	—	—	—	—	—	—	—	¼	¼	¼	¼	¼	¼	¼	¼
12. Laying channels by hand ...	—	—	—	—	—	—	—	—	¾	¾	¾	¾	½	½	½	¼
13. Hammering down bottoms ...	—	—	—	—	—	—	—	—	½	½	½	½	½	½	½	¼

	RIVETED WORK								SEWN OR STITCHED WORK							
	Men's	Ladies'	Youths'	Boys'		Girls' and infants'			Men's	Ladies'	Youths'	Boys'		Girls' and infants'		
Size ...	6–11	2–8	2–5½	11–1½	7–10½	11–1½	7–10½	Under 7	6–11	2–8	2–5½	11–1½	7–10½	11–1½	7–10½	Under 7
Column ...	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.	Per pair d.
(*b*) SOLE UNDER HEEL (other than pumps and slippers):—																
1. *Stripping and levelling, including filling*	4½	3½	4	3½	3	3	2½	2¼	4½	3½	4	3½	3	3	2½	2¼
2. *Tacking on*	1¼	1¼	1¼	1¼	1¼	1¼	1¼	1¼	1¼	1¼	1¼	1¼	1¼	1¼	1¼	1¼
3. Removing old heels	1¾	1¾	1¾	1¾	1¼	1¼	1¼	1¼	1¾	1¾	1¾	1¾	1¼	1¼	1¼	1¼
4. Rolling or moulding	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼
5. Fitting new sole to seat ...	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼
6. Securing seat by hand riveting	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼	¼
7. Rounding by hand	1½	1½	1½	1½	1	1	1	¾	1¾	1¾	1¾	1¾	1¼	1¼	1¼	¾
8. Riveting round soles by hand	1¾	1¾	1¾	1¾	1¼	1¼	1¼	1	—	—	—	—	—	—	—	—
9. Hammering down rivets ...	¾	¾	¾	¾	¾	¾	¾	½	—	—	—	—	—	—	—	—
10. Replacing old heels by hand ...	1¾	1¾	1¾	1¾	1¼	1¼	1¼	1¼	1¾	1¾	1¾	1¾	1¼	1¼	1¼	1¼
11. Cutting channels by hand ...	—	—	—	—	—	—	—	—	¾	¾	¾	¾	½	½	½	½
12. Opening channels by hand ...	—	—	—	—	—	—	—	—	¾	¾	¾	¾	½	½	½	½
13. Laying channels by hand ...	—	—	—	—	—	—	—	—	1	1	1	1	1	1	1	¾
14. Hammering down bottoms ...	—	—	—	—	—	—	—	—	¾	¾	¾	¾	¾	¾	¾	½

Paragraph 44

(1) The piece rates for stripping and levelling *including filling* set out at (*a*) and (*b*) of the last foregoing Table shall be increased by 1d. per pair where nails have to be removed from full nailed or bradded work.

(2) Where new lifts are required, the piece rate for replacing old heels by hand set out at (*b*) of the said Table shall be increased as if paragraph 35 of this Schedule applied.

(3) The piece rates for riveting round soles by hand, hammering down rivets, laying channels by hand and hammering down bottoms set out at (*a*) and (*b*) of the said Table, shall be increased as follows:—

(*a*) where the operation of riveting round soles is performed by hand, by the appropriate rate for hammering down rivets,

(*b*) where the channels have not been laid by machine and hammering down bottoms is performed, by the appropriate rate for laying channels by hand.

Paragraph 45

The piece rates for benching set out in paragraphs 43 and 44 of this Schedule do not include payment for:—

(*a*) Pegging the waists,
(*b*) Repairing insoles of welted work,
(*c*) In the case of sole under heel, the sewing or repairing of hand sewn or welted seats,

Where the benchman performs any of these operations, he shall be paid in respect of such work the piece rates specified in paragraph 1 (1) (*b*) (ii) of this Schedule.

(*d*) *Fitting ladies' breasted through soles—see paragraph 46 of this Schedule.*

Paragraph 46

FITTING LADIES' BREASTED THROUGH SOLES

(*a*) *Where splitting and butting is completed by benchman by hand and cemented to heel breasts ... ... 1s. per pair.*

(*b*) *Where splitting and butting is completed by benchman by machine and cemented to heel breasts ... ... 6d. per pair.*

Paragraph 47

LADIES' PLATFORM THROUGH SOLES

	By Hand s. d.	*Machine only* s. d.
1. *Stripping and levelling, including securing and filling ...*	4¾	4¾
2. *Roughing upper ... ...*	2¼	1¼
3. *Roughing new soles ... ...*	2	1¼
4. *Cementing uppers ... ...*	1½	1
5. *Cementing soles ... ...*	1½	1
6. *Attaching bottoms (including use of activator) ... ...*	2½	2
7. *Rounding ... ...*	1½	¾
	1 4	1 0

Paragraph 48

SOLEING MATERIAL NOT CUT TO SHAPE

The piece rates for stripping and levelling *including filling* set out in paragraph 43 of this Schedule apply where soleing material is cut into separate soles shaped rights and lefts. If the soleing material is not given out in this form, an addition of 1d. per pair is payable.

Paragraph 49

OUTSIZES

For men's work over size 11, the piece rates provided in paragraph 43 of this Schedule for soleing men's work size 6–11 and for ladies' work over size 8 the piece rates provided in paragraph 43 of this Schedule for soleing ladies' work size 2–8 shall be payable respectively, with the following addition:—

Riveted work, machine sewn work or machine stitched work:

For stripping, levelling and tacking-on ... ... ½d. per pair

Paragraph 50

RIVETING SOLES ON WELTED BOOTS OR SHOES

Riveting soles by hand on welted boots or shoes—

1d. per pair extra to the appropriate rate for riveting round soles.

This extra does not apply when the new sole is riveted on the top of the old sole or middle sole

Paragraph 51

SOLEING WITH LEATHER SUBSTITUTES

Soleing with leather substitutes, but excluding the work for which rates are provided in paragraphs 68 and 69 of this Schedule:—

(*a*) Where the worker has to prepare or roughen or prepare and roughen both the new sole and the bottom and to apply an adhesive for the purpose of fixing the new sole before sewing or riveting,

4d. per pair extra.

(*b*) Where the worker has no preparatory work to perform to the new sole but prepares or roughens or prepares and roughens the bottom and applies an adhesive for the purpose of fixing the new sole before sewing or riveting,

2d. per pair extra.

D.—PIECE RATES FOR OTHER REPAIRS TO SOLES

Paragraph 52

(1) INSOLES OR HALF INSOLES—SHAPING AND SLIPPING IN (excluding welted insoles).

Men's (all sizes) and youths' (sizes *2 to* 5½)	4d. per pair.
Ladies'	3d. per pair.
Boys' and girls' (up to size *1½*)	2d. per pair.

(2) Where either the whole or half of the present insole has to be removed and a new insole (either whole or half) is fitted and the upper is lasted in, the above piece rates do not apply, and a piece worker doing such work shall be paid the piece rates specified in paragraph 1 (1) (*b*) (ii) of this Schedule.

Paragraph 53

MIDDLES (TOE TO JOINT) *SECURELY ATTACHED BY EITHER GRINDERY OR SOLUTION, AND ROUNDING BY HAND*

Men's (all sizes) and youths' (sizes *2 to* 5½)	4d. per pair.
Ladies'	3d. per pair.
Boys' and girls' (up to size *1½*)	2d. per pair.
Fitting of press cut slip middles, being a reinforcement and not separately attached or rounded, by hand	*1d. per pair.*

Paragraph 54

HALF MIDDLES (slotted and fitted)

Where half middles are slotted and fitted into the old middles:—

Men's (all sizes) and youths' (sizes *2 to* 5½)	2d. per pair.
Ladies'	1½d. per pair.
Boys' and girls' (up to size *1½*)	1d. per pair.

Paragraph 55

TOE PLATES OR TOE TIPS (separate job)

Nailed on	1d. per pair.
Nailed on and sunk or inserted	3½d. per pair.
Screwed on	2d. per pair.
Screwed on and sunk or inserted...	4½d. per pair.

Provided that these rates shall not apply to toe plates or toe tips when combined with nailing to which the rates in paragraph 56 of this Schedule apply.

Paragraph 56
NAILS OR BRADS
(1) (*a*) Nailing or bradding foreparts (with or without toe plates or toe tips nailed on): the piece rates specified in the following Table:—

Column 1	Column 2	Column 3	Column 4	Column 5
—	Men's	Youths' (sizes *2 to 5½*)	Ladies'	Children's (i.e., all under size 2)
	Per pair	Per pair	Per pair	Per pair
NAILS:	d.	d.	d.	d.
Full rows round, each row ...	1¾	1½	1¼	1
Rows up middle, each row ...	¾	½	½	¼
Toe and joint:—One row ...	1¼	1	1	—
Two rows ...	2	1¾	1¾	—
BRADS:				
Full rows round, each row ...	2	1¾	1½	1¼
Rows up middle, each row ...	1	1	¾	¾
Toe and joint:—One row ...	1½	1¼	1	—
Two rows ...	2½	2¼	2	—

If toe plates or toe tips screwed on, 1d. per pair extra.
If toe plates or toe tips sunk or inserted, 2½d. per pair extra.
(*b*) Nailing waists:—1¾d. per pair.

(2) The rates for nailing or bradding foreparts and for nailing waists set out in this paragraph do not include payment for fitters, clinkers, ice, climbing, cricket or golf nails, the removing of old nails or the filling up of old holes with wood pegs. If the benchman performs any of these operations, he shall be paid in respect thereof the piece rates specified in paragraph 1 (1) (*b*) (ii) of this Schedule.

Paragraph 57
RE-SEWING
(*a*) Re-sewing old soles or waists:—
Up to 4 inches, 3d.; ¾d. per inch thereafter.
(*b*) Re-sewing old pumps:—
Joint to joint:—
Men's (all sizes) and youths' (sizes *2 to 5½*), 1s. 6d. per pair.
Ladies' and other sizes, 1s. 2d. per pair.
Turning and re-turning, 6d. per pair extra.
Heel to heel:—
8d. per pair additional to the rates for re-sewing from joint to joint set out above.
Part re-sewing only:—
Sewing, 2d. per inch with a minimum of 2d.
Turning and re-turning, 6d. per pair extra.

Paragraph 58
LINK STITCHING OR LOOPING:—
1½d. per inch with a minimum of 3d.

Paragraph 59
STIFFENERS (NEW)
New stiffeners (Blake or riveted work) lasted in:
Men's (all sizes) and youths' (sizes *2 to 5½*), 1s. 6d. per pair.
Ladies' and boys' and girls' (sizes *11 to 1½*), 1s. 3d. per pair.
Boys' and girls' (sizes *7 to 10½* and 4 to 6), 10d. per pair.
If welted:
With tingled or braced seats, 6d. per pair extra.
With sewn seats, 1s. 0d. per pair extra.

Paragraph 60
WELTS

(*a*) Re-welting (including taking out old welts).

Heel to heel—	
Men's (all sizes)	3s. 0d. per pair.
Youths' (sizes *2 to 5½*)	2s. 6d. per pair.
Ladies' and other sizes	2s. 0d. per pair.
Joint to joint—	
Men's (all sizes)	2s. 0d. per pair.
Youths' (sizes *2 to 5½*)	1s. 9d. per pair.
Ladies' and other sizes	1s. 8d. per pair.
New pieces of welt on a job (that is on one boot or shoe or on a pair of boots or shoes)	Up to one inch 3¼d., with 1¼d. per inch thereafter.

(*b*) Re-sewing of old welts.

Joint to joint—	
Men's (all sizes)	1s. 8d. per pair.
Youths' (sizes *2 to 5½*)	1s. 4d. per pair.
Ladies' and other sizes	1s. 2d. per pair.
Re-sewing old welts whether of one boot or shoe or of a pair of boots or shoes	Up to 2 inches 2d., with 1d. per inch thereafter.

E.—PIECE RATES FOR OTHER REPAIRS TO HEELS

Paragraph 61
HAND FINISHING NEW HEELS

Ladies' French	5½d. per pair.
Ladies' Cuban	4d. per pair.
Ladies' Square	3d. per pair.
Men's	3½d. per pair.

Paragraph 62
HEEL SUPPORTS

Metal or other ready made heel breast supports, 2d. per pair.

Paragraph 63
HEELING WITH LEATHER SUBSTITUTES

The piece rates appropriate under paragraphs 68 and 69 of this Schedule.

Paragraph 64
NAILING HEELS

(1) Nailing heels when boots are not heeled or when performed as a job additional to complete heeling:
Less than two rows, 1d. per pair.
Two or more rows, 2d. per pair.

(2) The rates for nailing heels set out in this paragraph do not include payment for fitters, clinkers, ice, climbing, cricket or golf nails, the removing of old nails or the filling up of old holes with wood pegs. If the benchman performs any of these operations, he shall be paid in respect thereof the piece rates specified in paragraph 1 (1) (b) (ii) of this Schedule.

Paragraph 65
(1) REBUILDING HEELS AND HEELING (BENCHING)

(i)

Ladies' French	1s 2d.	per pair up to 2 inches.
Ladies' Cuban	10½d.	per pair up to 1½ inches.
Ladies' Square	7d.	per pair up to 1¼ inches.
Men's	9d.	per pair up to 1¼ inches.

The measurement of the height of the heel is to be taken from the upper at the breast of the heel.

(ii) For every quarter inch or part thereof higher, 1d. per pair extra.
(iii) When sole seat piece is required, 2d. per pair extra.

(2) The above rates do not apply to sewn seats.

Paragraph 66

REFASTENING HEELS

Refastening heels with pieced insoles and nailing through seat by hand, 3d. each.

Paragraph 67

WOOD HEELS

Turning back covers and lowering heels, 1d. per pair.

Replacing covers, 1d. per pair.

F.—PIECE RATES FOR FIXING COMPLETE RUBBER SETS, RUBBER FOREPARTS AND RUBBER OR LEATHER SUBSTITUTE HEELS

Paragraph 68

(1) The piece rates for fixing complete rubber sets, rubber foreparts, and rubber or leather substitute heels are set out in the following Table.

Col. 1	Col. 2	Col. 3	Col. 4
—	Men's (all sizes)	Ladies'(all sizes) and youths' (sizes *2 to 5½*)	Children's (i.e., all sizes under 2)
	Per pair d.	Per pair d.	Per pair d.
(*a*) REMOVING RUBBER SETS			
Removing old rubber sets and plugging holes:			
(i) Forepart	2	1½	1½
(ii) Heels	1	1	1
(*b*) FIXING COMPLETE RUBBER SETS			
(i) Solutioning complete rubber sets (when nails or screws also used) additional to the rates in (ii) below	2	2	2
(ii) Fixing complete rubber sets (that is, heels and two or more parts or sections on each sole) by screwing or nailing	6	4	4
(*c*) FIXING RUBBER FOREPARTS			
(i) Solutioning rubber foreparts (when nails or screws also used) additional to the rates in (ii) and (iii) below	1	1	1
(ii) Fixing rubber foreparts (one piece) by screwing or nailing	3	2	1½
(iii) Fixing rubber foreparts (two or more parts or sections on each sole) by screwing or nailing	4	3	3
(*d*) FIXING RUBBER FOREPARTS BY SOLUTION (with or without screws or nails) where the new or old soles are roughened by the worker in preparation for fixing by any adhesive process	8	6	4
(*e*) RUBBER OR LEATHER SUBSTITUTE HEELS			
(i) Where rubber shaped to the heels or leather substitute is used in conjunction with heeling and no lift is placed underneath, the piece rates for heeling shall apply	(see paragraph 30)		
(ii) Fixing rubbers or leather substitute already shaped to the heel when there is no removal of lift or top piece and no building up	2	1½	1½
(iii) Solutioning rubber or leather substitute heels (when nails or screws also used), additional to the rates for the work specified in (i) and (ii) above	1	1	1
(iv) Attaching revolving rubber heels without removing lifts or top piece	1	1	1
(v) Finishing heels when fixing of rubbers or leather substitute is not combined with heeling	1	1	1

(2) The rates set out in this paragraph do not apply to (*a*) other rubber soles for which the worker shall be paid the piece rates specified in paragraph 1 (1) (*b*) (ii) of this Schedule, or (*b*) rubber tips, the rates for which are set out in paragraph 36 of this Schedule.

G.—PIECE RATES FOR CREPE WORK

Paragraph 69

The piece rates for crepe work are set out in the following Table.

	Men's	Ladies'	Youths' 2–5½	Boys' and Girls' 11–1½	Boys' and Girls' 7–10½
Column ...	1	2	3	4	5
	s. d.	s. d.	s. d.	s. d.	s. d.
(1) THROUGH SOLE					
(a) Stripping, levelling and filling ...	6	5	5	3¾	3½
(b) Preparing and solutioning bottoms ...	3	3	3	2¼	2
(c) Solutioning new middle soles ...	2	1½	1½	1¼	1
(d) Fixing and hammering down middles	3	2	2	1½	1¼
(e) Solutioning outsoles and middles ...	3	2½	2½	1¾	1½
(f) Fixing and hammering down outsoles	3	2½	2½	2	1¾
(g) Rounding both middles and outsoles	4	3½	3½	2½	2
	2 0	1 8	1 8	1 3	1 1
(2) HALF-SOLE					
(a) Stripping, levelling, filling and skiving	5	4	4	3	2½
(b) Preparing and solutioning bottoms ...	2	1½	1½	1	1
(c) Solutioning crepe middle soles ...	1	1	1	1	¾
(d) Fixing and hammering down middles	2	1½	1½	1½	1¼
(e) Solutioning outsoles and middles ...	3	2	2	1¼	1¼
(f) Fixing and hammering down outsoles	2	2	2	1¼	1¼
(g) Rounding outsoles and middles ...	3	3	3	2½	2
	1 6	1 3	1 3	1 0	10
(3) HEEL					
(a) Scouring and levelling old heel ...	2¾	2	2	1½	1¼
(b) Solutioning old heel	1	¾	¾	¼	¼
(c) Solutioning new top pieces	1	¾	¾	½	¼
(d) Fixing and hammering down top pieces	½	½	½	½	½
(e) Rounding by hand	¾	¾	¾	¾	¾
	6	4¾	4¾	3¾	3
(4) TOE PIECES OR SIDE PIECES					
(a) Stripping, levelling and skiving old soles	3	2½	2½	2¼	1¾
(b) Fitting piece of new middle sole ...	1½	1¼	1¼	1¼	1
(c) Attaching toe or side piece	2	1¾	1¾	1½	1½
(d) Rounding by hand	¾	¾	¾	½	½
(e) Hammering down by hand	¾	¾	¾	½	½
	8	7	7	6	5

(5) EXTRAS ON CREPE WORK	Per pair s. d.
(a) Rands, joint to joint, solutioned, fixed and pared to sole	8
(b) Rands, joint to joint, frictioned, fixed and pared to sole	4
(c) Rands, full, solutioned, fixed and pared to sole	1 0
(d) Rands, full, frictioned, fixed and pared to sole	8
(e) All round welts, solutioned, turned down and pared to sole	1 0
(f) Building heels by single press cut lifts	2
(g) Wedge shape lifts	2½
(h) Attaching ready-built heels (solutioned)	2

H.—REPAIRS TO UPPERS

Paragraph 70

BACK STRAPS

(*a*) Completed work machined:

(i) When not put under seat:

Up to 4 inches, 2½d. each.

Over 4 inches, 1d. each per inch or part thereof extra.

(ii) When put under seat:

Up to 4 inches, 4d. each.

Over 4 inches, 1d. each per inch or part thereof extra.

(iii) When stabbed to seat:

Up to 4 inches, 5d. each.

Over 4 inches, 1d. each per inch or part thereof extra.

(*b*) Completed work solutioned:

2d. each additional to the rates for machined work set out in (*a*) of this paragraph.

Paragraph 71

The piece rates for PATCHES (other than seat patches) are set out in the following Table:—

	Each
	d.
(*a*) Patches machined (when not soled):	
(i) If neither sewn to sole nor put under	4
(ii) If put under sole...	6
(iii) If sewn down to sole or welt	7
(*b*) Patches machined (when to be soled):	
(i) If neither sewn to sole nor put under	4
(ii) If put under sole...	4½
(iii) If sewn down to sole or welt	7
(*c*) Patches solutioned: to be paid at the rates for machined work in (*a*) and (*b*) of this Table with the addition of ...	2
(*d*) Lasted in or put under (when to be soled)	1
(*e*) Put under (when not soled)	2
(*f*) Sewn down to sole or welt only	3

(*g*) Hand stabbed on, 2½d. each extra to the rates for machined work set out in this Table.

(*h*) Saddle or cross patches to be paid for as two patches.

Paragraph 72

The piece rates for SEAT PATCHES are set out in the following Table:—

Col. 1	Col. 2	Col. 3
——	Men's (all sizes) and youths' (sizes *2 to* 5½)	Ladies' and other sizes
Completed work:	Each s. d.	Each s. d.
(*a*) Machined and lasted in:		
(i) Half way round heel or less	7	6
(ii) Over half way round heel	1 1	11
(*b*) Machined and sewn down to seat:		
(i) Half way round heel or less	9	7
(ii) Over half way round heel	1 4	1 1
(*c*) Solutioned on and lasted in:		
(i) Half way round heel or less	9	8
(ii) Over half way round heel	1 5	1 3
(*d*) Solutioned on and sewn down to seat:		
(i) Half way round heel or less	11	9
(ii) Over half way round heel	1 8	1 5
Separate operations:		
(*e*) Shaping, fitting and machining:		
(i) Half way round heel or less	3½	3½
(ii) Over half way round heel	6	6
(*f*) Shaping, fitting and solutioning:		
(i) Half way round heel or less	6	6
(ii) Over half way round heel	10	10
(*g*) Lasting-in:		
(i) Half way round heel or less	4	4
(ii) Over half way round heel	8	7
(*h*) Sewing down to seat:		
(i) Half way round heel or less	6	4
(ii) Over half way round heel	1 3	1 0

Hand stabbed on, 5d. each extra to the rates for machined work set out in this Table.

Paragraph 73

The piece rates for TOE CAPS are set out in the following Table:—

Col. 1	Col. 2	Col. 3
——	Men's (all sizes) and youths' (sizes *2 to* 5½)	Ladies' and other sizes
	Per pair s. d.	Per pair s. d.
(*a*) Toe caps machined and lasted in:		
(i) When boots are soled	10	8
(ii) When boots are not soled	1 3	1 0
(iii) When boots are made longer (including piecing the insoles)	1 10	1 6
(*b*) Toe caps, solutioned: to be paid at the rates for machined work in (*a*) of this Table with the addition of...	2	2
(*c*) Lasted in only:		
(i) When boots are soled	6	4½
(ii) When boots are not soled	1 2	9
(iii) When boots are made longer (including piecing the insoles)	1 6	1 0
(*d*) When sewn down to sole or welt, machined ...	1 0	10
(*e*) When sewn down to sole or welt, solutioned ...	1 5	1 2
(*f*) Sewn down only	9	6

(*g*) When caps are sewn in under welt, the appropriate rates specified in paragraph 60 of this Schedule are to be paid in addition to the rates in (*a*), (*b*) and (*c*) of this Table.

(*h*) Toe caps fitted and machined only, 3½d. per pair; if solutioned only, 5½d. per pair.

(*i*) All work when uppers are pulled up to joint for re-capping is to be paid for as lasting vamps with caps as set out in paragraph 75 of this Schedule.

(*j*) Toe caps of waxed kips, waxed splits and heavy chrome leathers, 2d. each extra.

Paragraph 74

TOE PUFFS

(*a*) Toe puffs when not re-capped to be paid for as toe caps.

(*b*) When toe puffs are put in and the material is not prepared for the worker, an extra of 2d. per pair shall apply in addition to the rates for toe caps.

Paragraph 75

The piece rates for VAMPS (re-vamping) are set out in the following Table:—

Col. 1	Col. 2	Col. 3	Col. 4
—	Men's (all sizes) and youths' (sizes *2 to* 5½)	Ladies'	Other sizes
	Per pair s. d.	Per pair s. d.	Per pair s. d.
(*a*) Vamps machined and fitted ...	11	9	7
If solutioned, extra	6	6	5
(*b*) Lasting	11	10	8
(*c*) Sewing down to sole or welt ...	1 4	1 2	1 0

(*d*) When vamps are sewn in under welt, the appropriate rates specified in paragraph 60 of this Schedule are to be paid in addition to the rates in (*a*), (*b*) and (*c*) of this Table.

(*e*) Toe capped vamps:
Machined and fitted, 1d. per pair ...
Lasted in, 1d. per pair ... ...
Sewn down through welt, 2½d. per pair ...
} extra to the rates in (*a*), (*b*) and (*c*) of this Table.

(*f*) Lasting vamps of single soled boots, when being soled, 2½d. per pair less.

I.—SURGICAL REPAIRING AND EXTRAS

Paragraph 76

The piece rates for repairing set out in this Part of this Schedule apply to surgical repairing. The additional extras provided in paragraphs 78 and 79 of this Schedule for bespoke hand sewn surgical making apply also to bespoke hand sewn surgical repairing.

PART X

PIECE RATES FOR MALE OR FEMALE WORKERS EMPLOYED ON BESPOKE MAKING BESPOKE HANDSEWN WORK (INCLUDING BESPOKE HANDSEWN SURGICAL WORK)

Paragraph 77

(1) Subject to the provisions of this Part of this Schedule, the piece rates applicable to male or female workers employed on the bespoke making of bespoke handsewn work (including bespoke handsewn surgical work) are set out in the following Table.

(2) Where surgical work is not finished by the maker, the rates for ground work shall be reduced by an amount equal to the appropriate rate for " finishing by hand alone " specified in Column 8 of the said Table.

(3) In this Part of this Schedule, the expression " groundwork " includes the making of all boots and shoes of black leathers (other than patent) whether made with or without toecaps, puffs, or box, block or stiffened toes.

GROUND WORK

—	Completed work	Work on sectional system					
		Lasting-up (tacking on, rounding and holeing insoles, including preparing stiffeners and toe puffs and trimming uppers out for sewer)	Hand sewing (including preparing and setting up of welts and seats)	Rounding (fill up bottom, round sole, channel)	Hand stitching	Heeling, closing channels, building heel—sewn on or otherwise—getting ready for finishing	Finishing by hand alone
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8
	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.
(*a*) MEN'S LONG WORK:—							
(1) Napoleon, jockey or riding boots ...	22 0½	5 4½	4 0	2 9	3 0	4 1	2 10
(2) Long Wellingtons	21 0	4 11	3 7	2 7	3 0	4 1	2 10
(3) Short Wellingtons	19 1	4 5	3 2	2 6	2 7	3 7	2 10
(4) Field boots	19 11	4 7	3 6	2 7	2 8	3 9	2 10

(*b*) MEN'S SHORT WORK:—							
(1) Boots and shoes made of kips or split hides, whether waxed or not...	15 10½	3 10½	3 0	1 8	1 11	3 0	2 5
(2) Boots and shoes made of materials other than those specified in item (1)	18 3½	4 2½	3 5	1 11	2 5	3 6	2 10
(*c*) YOUTHS' SHORT WORK (sizes *2 to 5½*) Boots and shoes	14 3	3 5	2 9	1 4	1 11	2 8	2 2
(*d*) LADIES' LONG WORK. — Jockey, riding or Wellington boots or other long work	18 3½	4 3½	3 2	1 11	2 4	3 9	2 10
(*e*) LADIES' SHORT WORK.—Boots and shoes	16 5	4 1	3 1	1 8	1 8	3 4	2 7
(*f*) BOYS' BOOTS AND SHOES:—							
(1) Sizes *11 to 1½*	12 8	3 0	2 4	1 4	1 6	2 7	1 11
(2) „ *7 to 10½*	11 10	2 10	2 2	1 2	1 5	2 6	1 9
(*g*) GIRLS' BOOTS AND SHOES:—							
(1) Sizes *11 to 1½*	11 0½	2 5½	2 0	1 0	1 4	2 5	1 10
(2) „ 10 and under	10 3	2 3	1 11	11	1 2	2 4	1 8
(*h*) Chrome leather soles in handstitched work, extra	11	—	—	2	5	2	2
(*i*) Outsizes (i.e., men's size 11 and over, ladies' size 8 and over), extra	11	—	—	—	—	—	—

EXTRAS TO GROUND WORK

Paragraph 78

The extras set out in the following Table apply to the piece rates specified in paragraph 77:—

—	Completed work	Work on sectional system					
		Lasting	Hand sewing	Rounding	Hand stitching	Heeling	Finishing by hand
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8
	Per pair s. d.	Per pair s. d.	Per pair d.	Per pair s. d.	Per pair d.	Per pair s. d.	Per pair d.
(*a*) MEN'S LONG WORK:—							
(1) Ham or thigh boots	1 3½	4½	3	2	2	2	2
(2) Patent uppers or fronts:							
When patent calf used	1 11	1 2	5	—	—	—	4
When patent leathers other than patent calf used	1 8½	1 0½	5	—	—	—	3
(3) Spur boxes	2 8½	—	—	—	—	2 1½	7
(4) Stabbing seats	1 3½	—	—	—	—	—	—
(5) Middles to field boots	11	—	—	3	7	—	1
(6) Stiff leg	1 1	—	—	—	—	—	—
(7) White, coloured or velvet finished leathers whether covers are used or not (employer to find material for covers)	1 11	4½	2½	2½	5½	2½	5½
(8) Other extras as set out in paragraphs 79 and 82 of this Schedule.							
(*b*) MEN'S SHORT WORK:—							
(1) Patent uppers:							
When patent calf used	1 7½	5½	3	1½	4	1½	4
When patent leathers other than patent calf used	1 4½	5	3	1	3½	1	3
(2) Crupp uppers	6½	1½	1	½	2	½	1

(3) Patent golosh:							
When patent calf used	1 4½	5½	2	1½	3	1½	3
When patent leathers other than patent calf used	1 1	4	2	1½	2	1½	2
(4) Patent vamp:							
When patent calf used	9	5	2	—	2	—	—
When patent leathers other than patent calf used	8	4	2	—	2	—	—
(5) Patent toe cap:							
When patent calf used	6½	3½	1½	—	1½	—	—
When patent leathers other than patent calf used	4½	2½	1	—	1	—	—
(6) Patent back golosh:							
When patent calf used	6½	3½	1	—	1	—	1
When patent leathers other than patent calf used	4½	1½	1	—	1	—	1
(7) Cloth leg	6½	1½	1	1	1	1	1
(8) Wing toe cap	6½	4½	2	—	—	—	—
(9) Middle soles, through	1 3½	—	—	5	7½	—	3
(10) Middle soles to joint	9	—	—	3	5	—	1
(11) Welts from ¼ inch to ⅜ inch in width ...	6½	—	2½	1	1	—	2
(12) Welts over ⅜ inch in width	1 1	—	5	2	2	—	4
(13) Bevel clumps	1 7½	—	—	1 1	—	—	6½
(14) Square clumps	1 3½	—	—	10	—	—	5½
(15) Heels, for each ¼ inch over and above 1¼ inches per pair	3½	—	—	—	—	2½	1
(16) Seats welted	1 5½	—	6½	3	5	—	3
(17) Seats randed	1 5½	—	6½	3	5	—	3
(18) German seats (as defined in paragraph 84 (a))	1 4½	—	6½	—	3	5	2
(19) Spur boxes	2 8½	—	—	—	—	2 1½	7
(20) Sock linings sewn in	1 3½	8½	7	—	—	—	—
	Each boot d.	Each boot d.					
(21) Arched insoles	6½	6½	—	—	—	—	—

Col. 1	Completed work	Work on sectional system					
		Lasting	Hand sewing	Rounding	Hand stitching	Heeling	Finishing by hand
	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8
	Per pair s. d.	Per pair s. d.	Per pair d.	Per pair s. d.	Per pair d.	Per pair s. d.	Per pair d.
(*b*) MEN'S SHORT WORK—*cont.*							
(22) Inserted rubberettes or iron tips	3½	—	—	—	—	2½	1
(23) Stitching aloft and bunked	8	—	—	—	4	—	4
(24) French corks	3 9½	3 3½	6	—	—	—	—
(25) Mock corks	3 3	2 9	6	—	—	—	—
(26) Inside corks, not surgical (as defined in paragraph 84 (b) of this Schedule)	1 4½	1 4½	—	—	—	—	—
(27) White, coloured or velvet finished leathers whether covers are used or not (employer to find material for covers)	1 1	3	1	1	3	2	3
(28) Full bradding or nailing	8	—	—	—	—	—	—
(29) Bradding or nailing toe and joint	4	—	—	—	—	—	—
(30) Clinkered round	8	—	—	—	—	—	—
(31) Clinkered round toes	4	—	—	—	—	—	—
(32) Other extras as set out in paragraphs 79 and 82 of this Schedule.							
(*c*) YOUTHS' SHORT WORK (sizes *2 to 5½*):— Extras three-quarters of those for "Men's short work" as set out in this paragraph and in paragraphs 79 and 82 of this Schedule.							
(*d*) LADIES' LONG WORK:—							
(1) Patent uppers or fronts:							
When patent calf used	1 5½	1 0½	2½	—	—	—	2½
When patent leathers other than patent calf used	1 3½	10½	2½	—	—	—	2½
(2) Other extras the same as for "Men's long work" as set out in this paragraph and in paragraphs 79 and 82 of this Schedule.							

(*e*) LADIES' SHORT WORK:—							
(1) Cloth leg up to 7 inches	6½	1½	1	1	1	1	1
(2) Cloth leg over 7 inches	10	2	2½	1	1	1	2½
(3) Middle soles	6½	—	—	2	3½	—	1
(4) Welts above ¼ inch in width	6½	—	2½	1	1	—	2
(5) Heels above 1⅜ inches in height, for each ¼ inch or part of ¼ inch	3½	—	—	—	—	2½	1
(6) French corks	3 3	2 9	6	—	—	—	—
(7) Mock corks	2 6½	2 2½	4	—	—	—	—
(8) Inside corks, not surgical (as defined in paragraph 84 (*b*) of this Schedule)	1 1	1 1	—	—	—	—	—
(9) White, coloured or velvet finished leathers whether covers are used or not (employer to find material for covers)	9	2	1	1	2	1	2
(*f*) BOYS' WORK (sizes *7 to 10½* and *11 to 1½*):— Extras one-half of those for " Men's short work " as set out in this paragraph and in paragraphs 79 and 82 of this Schedule.							
(*g*) GIRLS' WORK (sizes *10½* and under, and *11 to 1½*):— Extras one-half of those for " Men's short work " as set out in this paragraph and and in paragraphs 79 and 82 of this Schedule.							

Paragraph 79

(1) Additional extras to ground work for bespoke handsewn surgical work (including repairing) are set out in the following Table.

(2) For the purposes of (*a*) to (*f*) all measurements of the heights of corks are to be taken from the centre of the heel base or under the joint, whichever is the greater.

—	Completed work	Work on sectional system				
		Preparing work ready for lasting (excluding covering)	Covering	Lasting	Sewing	Finishing by hand
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7
	Each s. d.	Each s. d.	Each d.	Each s. d.	Each s. d.	Each d.
(*a*) Outside through cork (box randed as defined in paragraph 84 (*f*) of this Schedule):—						
(1) Rising to 1 inch	10 3	3 9	—	2 6	4 0	—
(2) For every additional half-inch or part thereof	11	7	—	2	2	—
(3) Bridge or arched waists, add	8	—	—	—	6	2
(4) Steel bridge plate, fixing	3	—	—	—	—	—
(*b*) Outside through cork (randed other than box randed):—						
(1) Rising to 1 inch	7 6½	2 6½	—	1 6	3 6	—
(2) For every additional half-inch or part thereof	11	7	—	2	2	—
(3) Bridge or arched waists, add	8	—	—	—	6	2
(4) Steel bridge plate, fixing	3	—	—	—	—	—
(*c*) Outside cork forepart:—						
(1) Rising from joint to 1 inch	5 9	1 9	—	1 2	2 10	—
(2) For every additional half-inch or part thereof	6½	4½	—	1	1	—
(*d*) Outside heel cork, cased:—						
(1) Rising to 1 inch	1 11	11	—	5	7	—
(2) For every additional half-inch or part thereof	4½	2½	—	1	1	—

(*e*) Through inside corks, covered:—						
(1) Rising to 1 inch:						
(i) Loose	3 9½	2 0½	6	1 0	3	—
(ii) Sewn in	5 1½	2 1½	6	1 6	1 0	—
(2) For every additional half-inch or part thereof	11	5	1	3	2	—
(*f*) Inside heel cork, covered:—						
(1) Rising to 1 inch:						
(i) Loose	3 3	1 9	5	11	2	—
(ii) Sewn in	3 9½	1 9½	5	1 1	6	—
(2) For every additional half-inch or part thereof	6½	2½	1	2	1	—
(*g*) Extra heel, loose cork fitted inside up to joint	1 11	—	—	—	—	—
(*h*) Cork fillers for Chopart's boots or false toe parts:—						
(1) 2 inches long and over	1 5½	9½	8	—	—	—
(2) Under 2 inches long	10	5	4½	—	—	—

	Each s. d.
(*i*) Fitting heel round fixed iron heel stop (exclusive of riveting)	6½
(*j*) Stiffeners:	
(1) High stiffeners carried above ankle	8
(2) Double high stiffeners to cover each side of ankle	11½
(3) Long stiffeners	3
(*k*) Completely filled in waist from heel to joint, completed job (If not finished by maker, 7d. each less.)	1 11
(*l*) (1) Meta bars (outside)	5½
(2) „ „ (concealed)	8
(*m*) (1) Wedges or layers (either forepart or heel), sewn in	3
(2) „ „ „ riveted on or sewn in made-up boot, on forepart, when not soled	5½
(3) „ „ „ in made-up boot, on heel, when not heeled	4
(4) Through wedges or layers from forepart to heel (including making up waist on stock boots)	1 5½
(5) Where the wedge or layer sewn in is over ⅓ inch thick at the thickest point, 2½d. additional to above rates.	
(*n*) (1) "T" straps	3
(2) „ „ if stabbed on to finished boot	5½
(*o*) "D" straps	3
(*p*) Buckles	2½

	Each s. d.
(*q*) (1) Sponge rubber pads, fixing	9
(2) „ „ insoles, cut, cemented to sock, inserted and, if required, cemented to leather insole	11½
(*r*) Valgus rubber pads with socks, fixing	5½
(*s*) Mechanical appliances:—	
(1) Concealed ankle support springs (exclusive of riveting, see item (6) below)	11½
(2) Inserted metal arch supports (exclusive of riveting, see item (6) below)	11½
(3) Single or double sockets and fixed shoe pieces (exclusive of riveting, see item (6) below)	11½
(4) Sole or foot springs (exclusive of riveting, see item (6) below)	5½
(5) Fixing to heel and building round undetachable leg appliance	1 11
(6) For the work of riveting referred to in items (1) to (4) above, the worker must be paid the piece rates specified in paragraph 1 (1) (*b*) (ii) of this Schedule.	
(*t*) Shaped oblique or elongated heels:—	
(1) For an elongation up to and including ¼ inch	(No extra)

	Benching Each s. d.	Finishing Each d.
(2) „ „ exceeding ¼ inch but not exceeding 1 inch	2½	1
(3) „ „ exceeding 1 inch but not extending more than half-way from the position of the ordinary heel to the joint	7	2
(4) „ „ extending more than half-way from the position of the ordinary heel to the joint	1 2	4
(*u*) For any extra work involved in the building or re-building of a heel from the seat which is necessitated by the floating out of the heel above ¼ inch from the ordinary contour of the heel	2½	1

(*v*) Converting stock boot into surgical boot to be paid for on the basis of new work.

BESPOKE PEGGED WORK

Paragraph 80

The piece rates for all completed bespoke pegged work are 2s. 0d. per pair less than the rates for completed bespoke hand sewn work as set out in paragraph 77 of this Schedule. The piece rates for extras to bespoke pegged work are the same as those set out in paragraphs 78 and 79 of this Schedule for the extras to hand sewn work.

BESPOKE RIVETED WORK

Paragraph 81

The piece rates for bespoke riveted work are set out in the following Table:—

—	Men's	Ladies' and youths'	Boys' and girls', sizes *11 to 1½*	Boys' and girls', sizes *7 to 10½*
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5
	Per pair s. d.	Per pair s. d.	Per pair s. d.	Per pair s. d.
(*a*) Benched (stuff cut by machinery)	2 4	2 1	1 9	1 6
(*b*) Finished by hand throughout	1 4	10	7	6
(*c*) Finished by hand (edges and heels only)...	10	7	5	4½
(*d*) Extras:—				
(i) Nailing or bradding soles by hand ...	7	7	5	5
(ii) Stuff not press cut ...	4½	4½	3½	3½

(*e*) Light Bluchers (no cap):—

(i) Putting-up	1s. 9d. per pair
(ii) Nailing or bradding	5d. per pair
(iii) Finishing by hand (edges and heels only)	9½d. per pair

PART XI

GENERAL

Paragraph 82

(1) For each try on, or re-try on, outworkers shall be paid 1s. 4d. extra for one boot or shoe or pair of boots or shoes, and indoor workers, 8d. extra for one boot or shoe or pair of boots or shoes. These rates do not include bracing. Alterations (other than operations to which general minimum piece rates are applicable) are to be paid at the piece rates specified in paragraph 1 (1) (*b*) (ii) of this Schedule.

(2) Scafe or similar soles, 2s 6d. per pair extra to the rates for completed work set out in paragraphs 77, 78 and 79 of this Schedule.

(3) The minimum rates of wages specified in this Schedule do not include the cost of grindery as defined in sub-paragraph 84 (*e*) of this Schedule.

Paragraph 83

Rates per pair—where a piece rate is specified in this Schedule as a rate per pair one-half of such rate shall be payable where only one boot or shoe is involved.

DEFINITIONS

Paragraph 84

(*a*) " German seat " is a piece of butt leather sewn round the heel.

(*b*) " Inside corks " are extra insoles of cork which are made with the boot.

(*c*) " Shaped toe piece " is a toe piece that is larger than the ordinary toe bit and extends along the side up to the joint.

(*d*) " Underlays " are inserted and slotted toe bits or side bits.

(*e*) " Grindery " is all material apart from tools used by the worker in the making or repairing of leather footwear.

(*f*) " Box randed "—a box rand is a rand which is made from a piece of bend, butt, fore-end, shoulder or belly leather.

EXPLANATORY NOTE

(This Note is not part of the Order, but is intended to indicate its general purport.)

This Order which has effect from the 9th November, 1951, sets out the statutory minimum remuneration payable to workers in relation to whom the Boot and Shoe Repairing Wages Council (Great Britain) operates.

It supersedes Order D (97) and Order D (100) which are revoked.

New provisions in the Schedule are printed in italics.

The Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951

1951 No. 778

Made - - - - 2*nd May*, 1951

Coming into Operation 21*st May*, 1951

D. (101)

Whereas the Minister of Labour and National Service (hereinafter in this Order referred to as " the Minister ") has received from the Boot and Shoe Repairing Wages Council (Great Britain) (hereinafter in this Order referred to as " the Council ") the wages regulation proposals set out in the Schedule hereto, being proposals for requiring workers in relation to whom the Council operates to be allowed holidays by their employers and for fixing holiday remuneration to be paid by their employers to those workers in substitution for the holidays provided for, and the holiday remuneration fixed, by the Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1946(a) (hereinafter in this Order referred to as " Order D. (85) ") as amended by the Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation Order, 1950(b) (hereinafter in this Order referred to as " Order D. (97) ");

Now, therefore, the Minister, by virtue of the powers conferred on him by section 10 of the Wages Councils Act, 1945(c), and of all other powers in that behalf, hereby makes the following Order:—

Short title and interpretation

1.—(1) This Order may be cited as the Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1951.

(a) S.R. & O. 1946 (No. 297) I, p. 1753. (b) S.I. 1950 (No. 1253) II, p. 1260.
(c) 8 & 9 Geo. 6. c. 17.