

(1285-2)

G

G.W.R.

Reference No. *F 965*

Subject *Rates of Pay of
Junior Workshop Staff
working in Adult positions*

1347

RW/JH

Divisional Engineer's Office,
Oswestry.

Inspector Edwards.

23rd June, 1948.

B.905.

Rates of Pay of Railway Workshop Staff.

Agreement has been reached between the Railway Executive and the Trade Unions through the medium of the Railway Shopmen's National Council in regard to settlement of the recommendations of the Court of Inquiry of June, 1947, also the claim in regard to consolidation of War Advance into base rates of pay, for Workshop staff.

A copy of the Agreement is enclosed and, in connection with the implementation of the Agreement, attention is called to the following points:-

1. Rates of Pay.

As will be seen a new structure has been agreed for the rates of pay of Railway Workshop staff and revised base and composite rates of pay have been agreed for the various grades.

2. Labourer, Grade 1.

One grade of Labourer only is now provided for.

3. Application of revised arrangements.

Pending further instructions the arrangements set out in the Agreement are to be applied to plain timeworkers.

4. Welders.

The question of the rates of pay of Welders is to receive further consideration and no rates for the welding grades are

further consideration and no rates for the welding grades are included in the attached Agreement.

5. Chargehands' Differentials.

No change is to be made in the existing basis of differentials paid to Chargehands pending further consideration which is being given to this question by the Railway Shopmen's National Council.

6. Sunday Duty, Overtime and Night Duty.

Payment for Sunday duty, overtime and night duty for timeworkers is to be calculated on the revised rates of pay.

7. Date of Operation.

As indicated in the Agreement the revised rates of pay are to apply with effect from 1st February 1948.

Payment at the revised rates for plain timeworkers is to be entered currently for the paybill week ending 26th June, 1948. Arrears from the 1st February 1948, are to be entered in the paybills for the following week.

for C.A. Neale
E.G.B.

In reply to your

THE RAILWAY EXECUTIVE (WESTERN REGION) Your reply please quote

~~C.W.R. MEMORANDUM~~

(45-1)

F.005

From DIVISIONAL ENGINEER'S OFFICE,
OSWESTRY.

To ¹³⁶⁷ ~~Inspector Rose, Evans, Harris,~~

~~5th February,~~

19

~~Lewis, George, Thomas, Edwards,~~

~~P.M. Inspector, Snells~~

100 pads, 100 lvs. — B.M. 15. 1947. (8)

Rates of Pay of Junior Workshop Staff working
in Adult positions.

Consideration has been given to the rates of pay of junior workshop staff working in adult positions in the light of the increase of 7/6d. per week granted by the Court of Inquiry, and I enclose copy of Railways Staff Conference Min.No.6, 399, 7.1.48, giving details of the arrangements which it has been agreed should operate with effect from 30th June 1947.

FOR C. A. NEALE *ccB*

COPY.

EXTRACT FROM MINUTES OF MEETING OF
R.S.C. held on 7th January, 1948.

(Min.No.6,399 - 7/1/48).

RATES OF PAY AND CONDITIONS OF SERVICE OF
RAILWAY STAFF - COURT OF INQUIRY REPORT.

(d) Workshop Staff - Rate of pay of juniors
working in adult positions.

With reference to Min.No.20 of Special Meeting of
R.S.C. - 4/11/47; submitted - report of Sub-Committee dated
18th December, 1947 (Item2).

The arrangements in operation prior to 30th June 1947, for
the payment of junior workshop staff working in adult male posts
(as set out in R.E.C. Staff Committee Min.NO.2,027(2), 18 & 19/9/45)
are as follows:-

"(i) Junior Males Working in adult male positions.

Apprentices, boys or youths employed on work which,
before the War, was performed by adult male labour
to be paid the adult composite weekly rate for the
adult post less 7/6d. whether employed on timework
or piecework.

(ii) Junior females working in adult male positions.

Junior female Workshop staff employed in adult male
positions to be paid in accordance with the following

- (1) 8 weeks at the adult female basic rate plus the appropriate junior female War Wage (under 18 years - 4/-; 18 to 20 years - 8/-) and War Advance of the following amounts :-

Under 18 years of age 7/-
18 and under 21 years of age 14/-

- (2) After 8 weeks and for a further period of 12 weeks the basic rate and War Wage to be increased by one-third of the difference between the adult female basic rate plus the appropriate War Wage of 4/- or 8/- and the adult male composite rate less War Advance of 28/-; to which should be added the junior female War Advance of 7/- or 14/- as under Clause (1).

- (3) At the end of 20 weeks and after a further period of 12 weeks to be paid at a rate equal to 75 per cent. of the adult male composite rate less War Advance of 28/-; to which should be added the appropriate junior female War Advance of 7/- or 14/- as under Clause (1).

- (4) Thereafter and until the age of 21 years is attained, if they are able to carry out the work of the men they replace without additional supervision or assistance, to be paid at the composite rate of the men they replace less 7/6d.

- (5) (a) On attaining age 21 years after having completed 32 weeks' probationary period, to be paid as an adult female employed in place of an adult male;

- (5) (b) If they attain 21 years of age during the probationary period of 32 weeks, to be dealt with for purposes of rate of pay on attaining 21 years of age under the adult dilution scale as though they had commenced as adults."

The recommendations of the Court of Inquiry provide for an increase of 7/6d. per week for all adult workers and, in view of the fact that the junior staff concerned are working in adult posts, it was AGREED they should be dealt with as follows, with effect from 30th June, 1947 :-

Junior males working in adult male posts.

Increase of 7/6d. to be applied, and this is effected by the application of the formula set out above.

Junior females working in adult male posts.

Increase of 7/6d. to be applied. To effect this 7/6d. to be added to the appropriate junior female War Advance as shown at stages (1), (2) and (3) above. The increase is effected by the application of the formula at the further stages.

- (3) (b) If they attain 21 years of age during the probationary period of 32 weeks, to be dealt with for purposes of rate of pay on attaining 21 years of age under the adult dilution scale as though they had commenced as adults."