



F CO4/F/11 (a)

**Coal Mines (Minimum Wage) Act, 1912.**

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**NORTH STAFFORDSHIRE DISTRICT.**

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**MINIMUM RATES**

**AND**

**RULES.**

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**NEWCASTLE :**

**MANDLEY AND UNETT, PRINTERS.**

## Coal Mines (Minimum Wage) Act, 1912.

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TO THE MEMBERS OF THE NORTH STAFFORDSHIRE  
JOINT DISTRICT BOARD.

Gentlemen,

I have handed to the Joint Secretaries of the Board my decision on the matters submitted to me, and desire to add a few words thereto.

In fixing the minimum wage for the different classes of workmen I have acted mainly on the direction given in the Act, viz: "The Board shall in settling any minimum rate have regard to the average daily rate of wages paid to workmen of the class for which the minimum rate is being settled."

A table was put in showing the actual daily rate of wages paid to 95 per cent. of the workmen employed in the Collieries in the District. From such table the actual daily average earnings of the men in each class were computed and the figures are set out in the Schedule hereto. If the general average figures are dissected, it appears that the rates of wages vary somewhat in different parts of the District, being generally highest in the East District and lowest in the Cheadle District. The latter is an isolated district comprising only 5 Collieries and is very exceptional, the mines are much poorer and access to markets is costly and difficult, and the mines generally are unremunerative. For these reasons the average rates of wages paid have been much lower than in other parts of the District, and it was proved that any considerable increase in the working cost would probably result in the closing of these mines. Under these circumstances special minimum rates have been fixed for this district. The average rates paid to certain classes of workmen are also slightly lower in the Ironstone Mines and the minimum rates have been varied accordingly.

In two important particulars the general rule of fixing the minimum for a class at about the average daily earnings of the class has been departed from and the minimum has been fixed above the existing average.

The Joint Board unanimously fixed the minimum wage for Boys at a rate varying from 2/- a day at 14 to 4/6 a day at 21, and the minimum wage for the lowest paid classes of workmen has been fixed by myself, in default of agreement by the Board, at 5/- per day, except in the 5 Collieries in the Cheadle District. In my opinion, unless very exceptional circumstances exist, a rate of 5/- a day is not too high to fix as the minimum wage for an able-bodied man working underground with all the special difficulties and risks appertaining to work in a coal mine.

The District Rules were, after discussion at three Meetings of the full Board, passed unanimously. The main objects in passing the Rules have been (1) To encourage regularity and efficiency on the part of the workmen, (2) To protect them against loss of wages from causes for which they are not responsible, (3) To protect the Employers against possible "shirkers."

"Output" has been made the test of "efficiency" of the piece work collier, but if the required output has been prevented by causes for which he is not responsible he is to receive the minimum wage.

The tribunal for settling questions arising under the Act is a purely "domestic" one with a final appeal to the Chairman on general questions of construction and application of the Rates and Rules.

In conclusion, I desire to thank all the Members of the Board for the great assistance I received from them. Each side presented its case with absolute fairness, the utmost goodwill prevailed, and the proceedings throughout were of the most pleasant character.

J. K. BRADBURY.

10th May, 1912.

## SCHEDULE.

	Present average Wage	MINIMUM RATES FIXED.		
		East & West District	Cheadle District	Ironstone Mines Special Rates
1. Contract Colliers	—	7/-		
2. Other Colliers ...	6/7.08	6/6	6/-	6/3
3. Loaders ...	6/0.29 } W. 5/7 }	E. 6/- } W. 5/6 }	5/6	5/9
4. Crutters ...	6/6.73	6/6	—	
5. Assistant Crutters	5/8.61	5/9	—	
6. Datallers ...	5/8.83	5/6	5/3	
7. Assistant Datallers	4/6.45	5/-	4/6	
8. Packers working under supervision	4/8.11	5/-	—	
9. Coal Cutter Attendants	5/10.03	5/9	5/6	
10. Assistant Coal Cutter Attendants ...	4/9.6	5/-	4/6	
11. Onsetters ...	5/8.08	5/6	4/6	
12. Motor & Enginemen	4/4.75	5/-	4/6	
13. Roadmen ...	5/5.49	5/-	5/-	
14. Boys ...	1/10½ to 4/- at 20.	2/- to 4/6 at 21.	2/- to 4/6 at 21.	

The Rates for Colliers are in all cases nett rates, that is, free from any deductions for explosives or tools.

# Coal Mines (Minimum Wage) Act, 1912.

NORTH STAFFORDSHIRE DISTRICT.

## MINIMUM RATES.

A.—The Joint District Board for the above District has recognised the following classes of workmen as being those to whom the Act applies in the said District :—

- CLASS 1. Colliers employing other Colliers to work under them and hereinafter called Contracting Colliers.
- .. 2. Colliers other than Contracting Colliers.
- .. 3. Loaders.
- .. 4. Crutters.
- .. 5. Assistant Crutters.
- .. 6. Datallers and Timberers.
- .. 7. Datallers' Assistants.
- .. 8. Packers working under supervision.
- .. 9. Coal Cutters' Attendants.
- .. 10. Assistants to Coal Cutters' Attendants.
- .. 11. Onsetters.
- .. 12. Motormen and Enginemen.
- .. 13. Roadmen.
- .. 14. Boys aged 14 to 21 and until transferred into one of the Classes numbered 1 to 13.

The said Board has resolved that the Act does not apply to the following Classes of persons :—

Overmen,  
Firemen,  
Examiners,  
Shot Lighters,  
Horsekeepers, and  
Others having Statutory duties under the  
Coal Mines Regulation Act, 1911.

B.—The said Board has fixed the Minimum Wage in the said District for workmen included in Class 14 at the following Rates :—

AGE.		BASIS RATE Per Day.	MINIMUM WAGE Per Day.
Years	Months		
14		1/4 + 50%	2/-
15		1/5 ..	2/1½
15	4	1/6 ..	2/3
15	8	1/7 ..	2/4½
16		1/8 ..	2/6
16	4	1/9 ..	2/7½
16	8	1/10 ..	2/9
17		1/11 ..	2/10½
17	4	2/- ..	3/-
17	8	2/1 ..	3/1½
18		2/2 ..	3/3
18	4	2/3 ..	3/4½
18	8	2/4 ..	3/6
19		2/5 ..	3/7½
19	4	2/6 ..	3/9
19	8	2/7 ..	3/10½
20		2/8 ..	4/-
20	6	2/10 ..	4/3
21 and until transferred to one of the Classes numbered 1 to 13 ...		3/- ..	4/6

Boys starting over 14 may be commenced at the 2/- rate, and after one year's service they shall, if competent, be paid at the Minimum Rate applying to their actual age.

Service at any Colliery to be reckoned in.

## Coal Mines (Minimum Wage) Act, 1912.

NORTH STAFFORDSHIRE DISTRICT.

### VARIATION OF MINIMUM RATES.

On 21st January, 1916, the Joint District Board resolved that the Minimum Rates fixed under the Award of the 10th May, 1912, be varied by adding the following provision at the end of the Minimum Rates specified in the Award, after the paragraph :—

“The **above** Rates for Classes 1 to 13 shall not be applicable to boys under the age of 21 working in the said classes or any of them.”

Namely :—

“ALL the before-mentioned Minimum wages per day shall be varied from time to time by adding thereto or taking therefrom such percentages of increase or reduction of miners' wages as the Conciliation Board for the Coal Trade in the Federated area, or the independent Chairman of the said Conciliation Board, shall from time to time declare shall be applicable to Minimum Wage Rates.”

The above rates shall not in any case involve the reduction of the present wages rate of any boy now employed.

Contract wages to rise and fall with Conciliation Board decisions.

C.—The said Board has settled General District Rules for their District, and a copy of such Rules is appended hereto.

D.—The said Board having within three weeks after the time at which it was recognised under the above Act for the said District failed to settle the first Minimum Rates of Wages except as hereinbefore contained, the Chairman of the Joint District Board has settled the Rates as follows :—

1.—GENERAL MINIMUM RATES of Wages to apply to ALL COAL MINES in the District and to ALL THE WORKMEN employed therein, OTHER than those Mines to which, and Workmen to whom, special Minimum Rates are applied as hereinafter provided.

*Delete all after the word herein*

	<i>Delete all</i> Minimum Wage per Day.	
Class 1. Contracting Colliers ...	Seven Shillings	<i>Insert 7/7</i>
.. 2. Colliers other than Contracting Colliers...	Six Shillings and Sixpence	<i>7/7</i>
.. 3. Loaders ...	Six Shillings	<i>7/1</i>
.. 4. Crutters ...	Six Shillings and Sixpence	<i>7/7</i>
.. 5. Assistant Crutters ...	Five Shillings & Ninepence	<i>6/10</i>
.. 6. Datallers & Timberers...	Five Shillings and Sixpence	<i>6/7</i>
.. 7. Datallers' Assistants ...	Five Shillings	<i>6/1</i>
.. 8. Packers working under supervision ...	Five Shillings	<i>6/1</i>
.. 9. Coal Cutters' Attendants	Five Shillings & Ninepence	<i>6/10</i>
.. 10. Assistants to Coal Cutters' Attendants ...	Five Shillings	<i>6/1</i>
.. 11. Onsetters ...	Five Shillings and Sixpence	<i>6/7</i>
.. 12. Motormen & Enginemen	Five Shillings	<i>6/1</i>
.. 13. Roadmen ...	Five Shillings	<i>6/1</i>

*That grade 7 be transferred and paid the rate of grade 6 after two years in grade seven*

*Delete all to Red line*

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2.—The following SPECIAL MINIMUM RATES shall apply to all Collieries in the CHEADLE DISTRICT :—

	Minimum Wage per Day.
Class 2. Colliers other than Contracting Colliers...	Six Shillings <i>6/6</i>
.. 3. Loaders ...	Five Shillings and Sixpence <i>6/-</i>
.. 6. Datallers & Timberers...	Five Shillings & Threepence
.. 7. Datallers' Assistants ...	Four Shillings & Sixpence
.. 9. Coal Cutters' Attendants	Five Shillings and Sixpence
.. 10. Assistants to Coal Cutters' Attendants ...	Four Shillings & Sixpence
.. 11. Onsetters ...	Four Shillings & Sixpence
.. 12. Motormen & Enginemen	Four Shillings & Sixpence
.. 13. Roadmen ...	Five Shillings

3.—The following SPECIAL MINIMUM RATES shall apply to all Mines, that is to say, Seams, of STRATIFIED IRONSTONE within the District and to all Workmen employed in the said Seams :—

	Minimum Wage per Day.
Class 2. Colliers other than Contracting Colliers...	Six Shillings & Threepence
.. 3. Loaders ...	Five Shillings & Ninepence

4.—The following SPECIAL MINIMUM RATE shall apply to the WEST DISTRICT, that is to say, the District to the West of the Blue line drawn on the Ordnance Map hereto annexed :—

	Minimum Wage per Day.
Class 3. Loaders ...	Five Shillings and Sixpence

In all cases the above Minimum Rates for Colliers are nett rates, that is to say free from all deductions for explosives or sharpening tools.

The above Rates for Classes 1 to 13 shall not be applicable to boys under the age of 21 working in the said classes or any of them.

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## Coal Mines (Minimum Wage) Act, 1912.

DISTRICT: NORTH STAFFORDSHIRE.

### DISTRICT RULES

AS SETTLED BY THE BOARD.

1. For the purposes of Sub-section 2 of Section 1 of the Act, there shall be local Joint Committees, consisting of two representatives of the Employers and two representatives of the Workmen (selected from time to time as occasion may arise from the Joint District Board by the President and Vice-President), who in case they disagree shall call in a Chairman, whose decision shall be final. Such Chairman shall be selected by the local Joint Committee from a panel of persons chosen by the Joint District Board and may if he thinks fit submit any question of construction or application of the rules to the Chairman of the Joint District Board, whose decision thereon shall be final.

2. No question shall be submitted to the local Joint Committees unless the workman and an authorised official of the mine have discussed and have endeavoured to settle the point in dispute, and in the event of their having failed to agree, the Manager of the mine and the District Miners' Agent (or other person nominated by the Workman and approved by the Employer) have also discussed and endeavoured to agree thereon.

Where an agreement is come to a Certificate to that effect shall forthwith be signed by the workman and authorised official, or the Manager and the District Miners' Agent as the case may be.



3. The expenses and charges of the Chairman of such local Joint Committees shall be paid by the Joint District Board and apportioned in the same manner as the expenses of the Joint District Board.

4. A local Joint Committee shall, when reference is made to it, decide (a) whether a workman is one to whom the minimum rate is applicable, (b) whether the workman has complied with the conditions laid down by the Rules, and (c) whether he has or has not forfeited his right to wages at the minimum rate.

5. Each local Joint Committee, or if it fails to agree, its Chairman, shall give a Certificate of every decision. Any decision of a local Joint Committee may be varied by that Committee on the application of either party after the expiration of three months from the date of the Certificate. A Certificate of forfeiture of the minimum wage rate under this Act, if signed by an authorised Official of the Colliery and the Workman, or alternatively by the Manager and the District Miners' Agent shall be valid and shall be substituted for a reference to the local Joint Committee.

6. An aged or infirm workman or one partially disabled by illness or accident shall be excluded from the right to wages at the minimum rate.

7. A Workman who fails in any week to duly attend 80 per cent. of his available working days shall forfeit for that week the right to wages at the minimum rate (unless his attendance is prevented by illness or accident) and be paid at his existing contract rate.

If any workman voluntarily ceases work, or leaves his working place before the proper time at the end of his shift, the proportion of the payment for the time so lost shall be deducted from the amount of his minimum wage for that shift.

8. If a workman working at contract rates, in consequence of his own disregard of instructions, breach of Colliery Rules or other wilful act or default is prevented

from earning an amount equal to his minimum wage, he shall forfeit the right to the minimum wage until any defect arising from such act or default has been remedied.

9. (a) If a workman when he presents himself for work at the pit bottom or at a station within 300 yards therefrom, is informed that something has happened in or about the mine to prevent his working, he shall return to the surface (reasonable facilities being given) and not be entitled to claim any wage in respect of that shift. Provided that if the emergency was known or might reasonably have been known to the management at the surface before the workman descended, and the workman was not informed thereof before descending the pit this rule shall not apply.

(b) If a workman has travelled to his working place and finds that there is no work for him, he shall be entitled to the minimum wage for the proportion of the shift, unless he is offered other work and refuses it.

(c) In the event of any interruption of work due to an emergency, as for example, shortness of tubs, the workman shall only be entitled to the proportion of the minimum wage up to the time at which he was informed of such an emergency, but in such case he shall be entitled to leave his working place.

(d) If from any cause, e.g., shortness of waggons on the surface, it should become necessary to "knock off" the whole or a portion of the mine at an earlier hour than that at which the shift would ordinarily terminate, a workman shall only be entitled to a like proportion of the minimum wage, as the case may be, for that shift.

10. Where a Contractor or a piece worker does not perform the amount of work which calculated at the agreed rates would amount to the minimum wage he shall not receive the minimum unless the deficiency is due to any cause for which he is not responsible, as for example, faults, bad roof, falls, water or other unusual conditions.

~~Delete~~

14

*more than one*

11. A period of not less than two weeks shall be taken for the purpose of ascertaining the earnings of a Contractor or a piece worker.

12. In the case of a piece worker or a Contractor employing other workmen, the Owners shall only be responsible for the payment of the amount of wages at the minimum rates to the Contractors and workmen employed by them, but this is without prejudice to the right of the workman to be paid by the Contractor the agreed rates.

13. In any case where causes of a temporary nature (as for example holing up new drifts, or driving of cruts or tunnels) reduce the amount payable to a Contractor to a sum below the minimum rate, any sums paid to bring the earnings up to the minimum shall be treated as advances or payments on account, to be deducted from subsequent earnings when such earnings are in excess of the minimum. Provided always that such deductions shall not exceed the amount of the advances made and shall not during any week reduce the daily wage below the minimum rate.

This rule shall not be held to cover any exceptional conditions such as faults or defects of a similar nature.

14. Overmen, firemen, examiners, shot lighters, horse keepers and others having statutory duties under the Coal Mines Regulation Act, 1911, are not workmen to whom this Act applies.

*A period of not more than one week shall be taken for the purpose of ascertaining the earnings of a contractor or a piece worker.*

*Providing that in the event of any emergency ~~whereby~~ over which he has no control, he is not enabled to earn the Minimum Wage on any day of the week, such Minimum Wage shall be paid for that particular day or days*

CO4/F/17(b)

**Coal Mines (Minimum Wage) Act, 1912.**

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**NORTH STAFFORDSHIRE DISTRICT.**

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**MINIMUM RATES**

**AND**

**RULES.**

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**NEWCASTLE :**

**MANDLEY AND UNETT, PRINTERS.**

## Coal Mines (Minimum Wage) Act, 1912.

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TO THE MEMBERS OF THE NORTH STAFFORDSHIRE  
JOINT DISTRICT BOARD.

Gentlemen,

I have handed to the Joint Secretaries of the Board my decision on the matters submitted to me, and desire to add a few words thereto.

In fixing the minimum wage for the different classes of workmen I have acted mainly on the direction given in the Act, viz: "The Board shall in settling any minimum rate have regard to the average daily rate of wages paid to workmen of the class for which the minimum rate is being settled."

A table was put in showing the actual daily rate of wages paid to 95 per cent. of the workmen employed in the Collieries in the District. From such table the actual daily average earnings of the men in each class were computed and the figures are set out in the Schedule hereto. If the general average figures are dissected, it appears that the rates of wages vary somewhat in different parts of the District, being generally highest in the East District and lowest in the Cheadle District. The latter is an isolated district comprising only 5 Collieries and is very exceptional, the mines are much poorer and access to markets is costly and difficult, and the mines generally are unremunerative. For these reasons the average rates of wages paid have been much lower than in other parts of the District, and it was proved that any considerable increase in the working cost would probably result in the closing of these mines. Under these circumstances special minimum rates have been fixed for this district. The average rates paid to certain classes of workmen are also slightly lower in the Ironstone Mines and the minimum rates have been varied accordingly.

In two important particulars the general rule of fixing the minimum for a class at about the average daily earnings of the class has been departed from and the minimum has been fixed above the existing average.

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The District Rules were, after discussion at three Meetings of the full Board, passed unanimously. The main objects in passing the Rules have been (1) To encourage regularity and efficiency on the part of the workmen, (2) To protect them against loss of wages from causes for which they are not responsible, (3) To protect the Employers against possible "shirkers."

"Output" has been made the test of "efficiency" of the piece work collier, but if the required output has been prevented by causes for which he is not responsible he is to receive the minimum wage.

The tribunal for settling questions arising under the Act is a purely "domestic" one with a final appeal to the Chairman on general questions of construction and application of the Rates and Rules.

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J. K. BRADBURY.

10th May, 1912.

## SCHEDULE.

	Present average Wage	MINIMUM RATES FIXED.		
		East & West District	Cheadle District	Ironstone Mines Special Rates
1. Contract Colliers	—	7/-		
2. Other Colliers ...	6/7.08	6/6	6/-	6/3
3. Loaders ...	6/0.29 } W. 5/7 }	E. 6/- } W. 5/6 }	5/6	5/9
4. Crutters ...	6/6.73	6/6	—	
5. Assistant Crutters	5/8.61	5/9	—	
6. Datallers ...	5/8.83	5/6	5/3	
7. Assistant Datallers	4/6.45	5/-	4/6	
8. Packers working under supervision	4/8.11	5/-	—	
9. Coal Cutter Attendants	5/10.03	5/9	5/6	
10. Assistant Coal Cutter Attendants ...	4/9.6	5/-	4/6	
11. Onsetters ...	5/8.08	5/6	4/6	
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13. Roadmen ...	5/5.49	5/-	5/-	
14. Boys ...	1/10½ to 4/- at 20.	2/- to 4/6 at 21.	2/- to 4/6 at 21.	

The Rates for Colliers are in all cases nett rates, that is, free from any deductions for explosives or tools.

# Coal Mines (Minimum Wage) Act, 1912.

NORTH STAFFORDSHIRE DISTRICT.

## MINIMUM RATES.

A.—The Joint District Board for the above District has recognised the following classes of workmen as being those to whom the Act applies in the said District :—

- CLASS 1. Colliers employing other Colliers to work under them and hereinafter called Contracting Colliers.
- .. 2. Colliers other than Contracting Colliers.
- .. 3. Loaders.
- .. 4. Crutters.
- .. 5. Assistant Crutters.
- .. 6. Datallers and Timberers.
- .. 7. Datallers' Assistants.
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- .. 11. Onsetters.
- .. 12. Motormen and Enginemen.
- .. 13. Roadmen.
- .. 14. Boys aged 14 to 21 and until transferred into one of the Classes numbered 1 to 13.

The said Board has resolved that the Act does not apply to the following Classes of persons :—

Overmen,  
Firemen,  
Examiners,  
Shot Lighters,  
Horsekeepers, and  
Others having Statutory duties under the  
Coal Mines Regulation Act, 1911.

B.—The said Board has fixed the Minimum Wage in the said District for workmen included in Class 14 at the following Rates :—

AGE.		BASIS RATE Per Day.	MINIMUM WAGE Per Day.
Years	Months		
14		1/4 + 50%	2/-
15		1/5 ..	2/1½
15	4	1/6 ..	2/3
15	8	1/7 ..	2/4½
16		1/8 ..	2/6
16	4	1/9 ..	2/7½
16	8	1/10 ..	2/9
17		1/11 ..	2/10½
17	4	2/- ..	3/-
17	8	2/1 ..	3/1½
18		2/2 ..	3/3
18	4	2/3 ..	3/4½
18	8	2/4 ..	3/6
19		2/5 ..	3/7½
19	4	2/6 ..	3/9
19	8	2/7 ..	3/10½
20		2/8 ..	4/-
20	6	2/10 ..	4/3
21 and until transferred to one of the Classes numbered 1 to 13 ...		3/- ..	4/6

Boys starting over 14 may be commenced at the 2/- rate, and after one year's service they shall, if competent, be paid at the Minimum Rate applying to their actual age.

Service at any Colliery to be reckoned in.

The above rates shall not in any case involve the reduction of the present wages rate of any boy now employed.

Contract wages to rise and fall with Conciliation Board decisions.

C.—The said Board has settled General District Rules for their District, and a copy of such Rules is appended hereto.

D.—The said Board having within three weeks after the time at which it was recognised under the above Act for the said District failed to settle the first Minimum Rates of Wages except as hereinbefore contained, the Chairman of the Joint District Board has settled the Rates as follows :—

1.—GENERAL MINIMUM RATES of Wages to apply to ALL COAL MINES in the District and to ALL THE WORKMEN employed therein, OTHER than those Mines to which, and Workmen to whom, special Minimum Rates are applied as hereinafter provided.

Minimum Wage per Day.

Class 1. Contracting Colliers ...	Seven Shillings
.. 2. Colliers other than Contracting Colliers...	Six Shillings and Sixpence
.. 3. Loaders ...	Six Shillings
.. 4. Crutters ...	Six Shillings and Sixpence
.. 5. Assistant Crutters ...	Five Shillings & Ninepence
.. 6. Datallers & Timberers...	Five Shillings and Sixpence
.. 7. Datallers' Assistants ...	Five Shillings
.. 8. Packers working under supervision ...	Five Shillings
.. 9. Coal Cutters' Attendants	Five Shillings & Ninepence
.. 10. Assistants to Coal Cutters' Attendants ...	Five Shillings
.. 11. Onsetters ...	Five Shillings and Sixpence
.. 12. Motormen & Enginemen	Five Shillings
.. 13. Roadmen ...	Five Shillings

2.—The following SPECIAL MINIMUM RATES shall apply to all Collieries in the CHEADLE DISTRICT :—

	Minimum Wage per Day.
Class 2. Colliers other than Contracting Colliers...	Six Shillings
.. 3. Loaders ...	Five Shillings and Sixpence
.. 6. Datallers & Timberers...	Five Shillings & Threepence
.. 7. Datallers' Assistants ...	Four Shillings & Sixpence
.. 9. Coal Cutters' Attendants	Five Shillings and Sixpence
.. 10. Assistants to Coal Cutters' Attendants ...	Four Shillings & Sixpence
.. 11. Onsetters ...	Four Shillings & Sixpence
.. 12. Motormen & Enginemen	Four Shillings & Sixpence
.. 13. Roadmen ...	Five Shillings

3.—The following SPECIAL MINIMUM RATES shall apply to all Mines, that is to say, Seams, of STRATIFIED IRONSTONE within the District and to all Workmen employed in the said Seams :—

	Minimum Wage per Day.
Class 2. Colliers other than Contracting Colliers...	Six Shillings & Threepence
.. 3. Loaders ...	Five Shillings & Ninepence

4.—The following SPECIAL MINIMUM RATE shall apply to the WEST DISTRICT, that is to say, the District to the West of the Blue line drawn on the Ordnance Map hereto annexed :—

	Minimum Wage per Day.
Class 3. Loaders ...	Five Shillings and Sixpence

In all cases the above Minimum Rates for Colliers are nett rates, that is to say free from all deductions for explosives or sharpening tools.

The above Rates for Classes 1 to 13 shall not be applicable to boys under the age of 21 working in the said classes or any of them.

## Coal Mines (Minimum Wage) Act, 1912.

DISTRICT: NORTH STAFFORDSHIRE.

### DISTRICT RULES

AS SETTLED BY THE BOARD.

1. For the purposes of Sub-section 2 of Section 1 of the Act, there shall be local Joint Committees, consisting of two representatives of the Employers and two representatives of the Workmen (selected from time to time as occasion may arise from the Joint District Board by the President and Vice-President), who in case they disagree shall call in a Chairman, whose decision shall be final. Such Chairman shall be selected by the local Joint Committee from a panel of persons chosen by the Joint District Board and may if he thinks fit submit any question of construction or application of the rules to the Chairman of the Joint District Board, whose decision thereon shall be final.

2. No question shall be submitted to the local Joint Committees unless the workman and an authorised official of the mine have discussed and have endeavoured to settle the point in dispute, and in the event of their having failed to agree, the Manager of the mine and the District Miners' Agent (or other person nominated by the Workman and approved by the Employer) have also discussed and endeavoured to agree thereon.

Where an agreement is come to a Certificate to that effect shall forthwith be signed by the workman and authorised official, or the Manager and the District Miners' Agent as the case may be.



3. The expenses and charges of the Chairman of such local Joint Committees shall be paid by the Joint District Board and apportioned in the same manner as the expenses of the Joint District Board.

4. A local Joint Committee shall, when reference is made to it, decide (a) whether a workman is one to whom the minimum rate is applicable, (b) whether the workman has complied with the conditions laid down by the Rules, and (c) whether he has or has not forfeited his right to wages at the minimum rate.

5. Each local Joint Committee, or if it fails to agree, its Chairman, shall give a Certificate of every decision. Any decision of a local Joint Committee may be varied by that Committee on the application of either party after the expiration of three months from the date of the Certificate. A Certificate of forfeiture of the minimum wage rate under this Act, if signed by an authorised Official of the Colliery and the Workman, or alternatively by the Manager and the District Miners' Agent shall be valid and shall be substituted for a reference to the local Joint Committee.

6. An aged or infirm workman or one partially disabled by illness or accident shall be excluded from the right to wages at the minimum rate.

7. A Workman who fails in any week to duly attend 80 per cent. of his available working days shall forfeit for that week the right to wages at the minimum rate (unless his attendance is prevented by illness or accident) and be paid at his existing contract rate.

If any workman voluntarily ceases work, or leaves his working place before the proper time at the end of his shift, the proportion of the payment for the time so lost shall be deducted from the amount of his minimum wage for that shift.

8. If a workman working at contract rates, in consequence of his own disregard of instructions, breach of Colliery Rules or other wilful act or default is prevented

from earning an amount equal to his minimum wage, he shall forfeit the right to the minimum wage until any defect arising from such act or default has been remedied.

9. (a) If a workman when he presents himself for work at the pit bottom or at a station within 300 yards therefrom, is informed that something has happened in or about the mine to prevent his working, he shall return to the surface (reasonable facilities being given) and not be entitled to claim any wage in respect of that shift. Provided that if the emergency was known or might reasonably have been known to the management at the surface before the workman descended, and the workman was not informed thereof before descending the pit this rule shall not apply.

(b) If a workman has travelled to his working place and finds that there is no work for him, he shall be entitled to the minimum wage for the proportion of the shift, unless he is offered other work and refuses it.

(c) In the event of any interruption of work due to an emergency, as for example, shortness of tubs, the workman shall only be entitled to the proportion of the minimum wage up to the time at which he was informed of such an emergency, but in such case he shall be entitled to leave his working place.

(d) If from any cause, *e.g.*, shortness of waggons on the surface, it should become necessary to "knock off" the whole or a portion of the mine at an earlier hour than that at which the shift would ordinarily terminate, a workman shall only be entitled to a like proportion of the minimum wage, as the case may be, for that shift.

10. Where a Contractor or a piece worker does not perform the amount of work which calculated at the agreed rates would amount to the minimum wage he shall not receive the minimum unless the deficiency is due to any cause for which he is not responsible, as for example, faults, bad roof, falls, water or other unusual conditions.

11. A period of not less than two weeks shall be taken for the purpose of ascertaining the earnings of a Contractor or a piece worker.

12. In the case of a piece worker or a Contractor employing other workmen, the Owners shall only be responsible for the payment of the amount of wages at the minimum rates to the Contractors and workmen employed by them, but this is without prejudice to the right of the workman to be paid by the Contractor the agreed rates.

13. In any case where causes of a temporary nature (as for example holing up new drifts, or driving of cruts or tunnels) reduce the amount payable to a Contractor to a sum below the minimum rate, any sums paid to bring the earnings up to the minimum shall be treated as advances or payments on account, to be deducted from subsequent earnings when such earnings are in excess of the minimum. Provided always that such deductions shall not exceed the amount of the advances made and shall not during any week reduce the daily wage below the minimum rate.

This rule shall not be held to cover any exceptional conditions such as faults or defects of a similar nature.

14. Overmen, firemen, examiners, shot lighters, horse keepers and others having statutory duties under the Coal Mines Regulation Act, 1911, are not workmen to whom this Act applies.

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CO4/F/2

**Coal Mines (Minimum Wage) Act, 1912.**

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**NORTH STAFFORDSHIRE DISTRICT.**

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**MINIMUM RATES**

**AND**

**RULES.**

---

**NEWCASTLE :**

**MANDLEY AND UNETT, PRINTERS.**

## Coal Mines (Minimum Wage) Act, 1912.

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TO THE MEMBERS OF THE NORTH STAFFORDSHIRE  
JOINT DISTRICT BOARD.

Gentlemen,

I have handed to the Joint Secretaries of the Board my decision on the matters submitted to me, and desire to add a few words thereto.

In fixing the minimum wage for the different classes of workmen I have acted mainly on the direction given in the Act, viz: "The Board shall in settling any minimum rate have regard to the average daily rate of wages paid to workmen of the class for which the minimum rate is being settled."

A table was put in showing the actual daily rate of wages paid to 95 per cent. of the workmen employed in the Collieries in the District. From such table the actual daily average earnings of the men in each class were computed and the figures are set out in the Schedule hereto. If the general average figures are dissected, it appears that the rates of wages vary somewhat in different parts of the District, being generally highest in the East District and lowest in the Cheadle District. The latter is an isolated district comprising only 5 Collieries and is very exceptional, the mines are much poorer and access to markets is costly and difficult, and the mines generally are unremunerative. For these reasons the average rates of wages paid have been much lower than in other parts of the District, and it was proved that any considerable increase in the working cost would probably result in the closing of these mines. Under these circumstances special minimum rates have been fixed for this district. The average rates paid to certain classes of workmen are also slightly lower in the Ironstone Mines and the minimum rates have been varied accordingly.

In two important particulars the general rule of fixing the minimum for a class at about the average daily earnings of the class has been departed from and the minimum has been fixed above the existing average.

The Joint Board unanimously fixed the minimum wage for Boys at a rate varying from 2/- a day at 14 to 4/6 a day at 21, and the minimum wage for the lowest paid classes of workmen has been fixed by myself, in default of agreement by the Board, at 5/- per day, except in the 5 Collieries in the Cheadle District. In my opinion, unless very exceptional circumstances exist, a rate of 5/- a day is not too high to fix as the minimum wage for an able-bodied man working underground with all the special difficulties and risks appertaining to work in a coal mine.

The District Rules were, after discussion at three Meetings of the full Board, passed unanimously. The main objects in passing the Rules have been (1) To encourage regularity and efficiency on the part of the workmen, (2) To protect them against loss of wages from causes for which they are not responsible, (3) To protect the Employers against possible "shirkers."

"Output" has been made the test of "efficiency" of the piece work collier, but if the required output has been prevented by causes for which he is not responsible he is to receive the minimum wage.

The tribunal for settling questions arising under the Act is a purely "domestic" one with a final appeal to the Chairman on general questions of construction and application of the Rates and Rules.

In conclusion, I desire to thank all the Members of the Board for the great assistance I received from them. Each side presented its case with absolute fairness, the utmost goodwill prevailed, and the proceedings throughout were of the most pleasant character.

J. K. BRADBURY.

10th May, 1912.

## SCHEDULE.

		MINIMUM RATES FIXED.			
		Present average Wage	East & West District	Cheadle District	Ironstone Mines Special Rates
1.	Contract Colliers	—	7/-		
2.	Other Colliers ...	6/7.08	6/6	6/-	6/3
3.	Loaders ...	6/0.29 } W. 5/7 }	E. 6/- } W. 5/6 }	5/6	5/9
4.	Crutters ...	6/6.73	6/6	—	
5.	Assistant Crutters	5/8.61	5/9	—	
6.	Datallers ...	5/8.83	5/6	5/3	
7.	Assistant Datallers	4/6.45	5/-	4/6	
8.	Packers working under supervision	4/8.11	5/-	—	
9.	Coal Cutter Attendants	5/10.03	5/9	5/6	
10.	Assistant Coal Cutter Attendants ...	4/9.6	5/-	4/6	
11.	Onsetters ...	5/8.08	5/6	4/6	
12.	Motor & Enginemen	4/4.75	5/-	4/6	
13.	Roadmen ...	5/5.49	5/-	5/-	
14.	Boys ...	1/10½ to 4/- at 20.	2/- to 4/6 at 21.	2/- to 4/6 at 21.	

The Rates for Colliers are in all cases nett rates, that is, free from any deductions for explosives or tools.

# Coal Mines (Minimum Wage) Act, 1912.

NORTH STAFFORDSHIRE DISTRICT.

## MINIMUM RATES.

A.—The Joint District Board for the above District has recognised the following classes of workmen as being those to whom the Act applies in the said District :—

- CLASS 1. Colliers employing other Colliers to work under them and hereinafter called Contracting Colliers.
- .. 2. Colliers other than Contracting Colliers.
- .. 3. Loaders.
- .. 4. Crutters.
- .. 5. Assistant Crutters.
- .. 6. Datallers and Timberers.
- .. 7. Datallers' Assistants.
- .. 8. Packers working under supervision.
- .. 9. Coal Cutters' Attendants.
- .. 10. Assistants to Coal Cutters' Attendants.
- .. 11. Onsetters.
- .. 12. Motormen and Enginemen.
- .. 13. Roadmen.
- .. 14. Boys aged 14 to 21 and until transferred into one of the Classes numbered 1 to 13.

The said Board has resolved that the Act does not apply to the following Classes of persons :—

Overmen,  
Firemen,  
Examiners,  
Shot Lighters,  
Horsekeepers, and  
Others having Statutory duties under the  
Coal Mines Regulation Act, 1911.

B.—The said Board has fixed the Minimum Wage in the said District for workmen included in Class 14 at the following Rates :—

AGE.		BASIS RATE Per Day.	MINIMUM WAGE Per Day.
Years	Months		
14		1/4 + 50%	2/-
15		1/5 ..	2/1½
15	4	1/6 ..	2/3
15	8	1/7 ..	2/4½
16		1/8 ..	2/6
16	4	1/9 ..	2/7½
16	8	1/10 ..	2/9
17		1/11 ..	2/10½
17	4	2/- ..	3/-
17	8	2/1 ..	3/1½
18		2/2 ..	3/3
18	4	2/3 ..	3/4½
18	8	2/4 ..	3/6
19		2/5 ..	3/7½
19	4	2/6 ..	3/9
19	8	2/7 ..	3/10½
20		2/8 ..	4/-
20	6	2/10 ..	4/3
21 and until transferred to one of the Classes numbered 1 to 13 ...		3/- ..	4/6

Boys starting over 14 may be commenced at the 2/- rate, and after one year's service they shall, if competent, be paid at the Minimum Rate applying to their actual age.

Service at any Colliery to be reckoned in.

The above rates shall not in any case involve the reduction of the present wages rate of any boy now employed.

Contract wages to rise and fall with Conciliation Board decisions.

C.—The said Board has settled General District Rules for their District, and a copy of such Rules is appended hereto.

D.—The said Board having within three weeks after the time at which it was recognised under the above Act for the said District failed to settle the first Minimum Rates of Wages except as hereinbefore contained, the Chairman of the Joint District Board has settled the Rates as follows :—

1.—GENERAL MINIMUM RATES of Wages to apply to ALL COAL MINES in the District and to ALL THE WORKMEN employed therein, OTHER than those Mines to which, and Workmen to whom, special Minimum Rates are applied as hereinafter provided.

Minimum Wage per Day.

Class 1. Contracting Colliers ...	Seven Shillings
.. 2. Colliers other than Contracting Colliers...	Six Shillings and Sixpence
.. 3. Loaders ...	Six Shillings
.. 4. Crutters ...	Six Shillings and Sixpence
.. 5. Assistant Crutters ...	Five Shillings & Ninepence
.. 6. Datallers & Timberers...	Five Shillings and Sixpence
.. 7. Datallers' Assistants ...	Five Shillings
.. 8. Packers working under supervision ...	Five Shillings
.. 9. Coal Cutters' Attendants	Five Shillings & Ninepence
.. 10. Assistants to Coal Cutters' Attendants ...	Five Shillings
.. 11. Onsetters ...	Five Shillings and Sixpence
.. 12. Motormen & Enginemen	Five Shillings
.. 13. Roadmen ...	Five Shillings

2.—The following SPECIAL MINIMUM RATES shall apply to all Collieries in the CHEADLE DISTRICT :—

	Minimum Wage per Day.
Class 2. Colliers other than Contracting Colliers...	Six Shillings
.. 3. Loaders ...	... Five Shillings and Sixpence
.. 6. Datallers & Timberers...	Five Shillings & Threepence
.. 7. Datallers' Assistants ...	Four Shillings & Sixpence
.. 9. Coal Cutters' Attendants	Five Shillings and Sixpence
.. 10. Assistants to Coal Cutters' Attendants ...	Four Shillings & Sixpence
.. 11. Onsetters ...	... Four Shillings & Sixpence
.. 12. Motormen & Enginemen	Four Shillings & Sixpence
.. 13. Roadmen ...	... Five Shillings

3.—The following SPECIAL MINIMUM RATES shall apply to all Mines, that is to say, Seams, of STRATIFIED IRONSTONE within the District and to all Workmen employed in the said Seams :—

	Minimum Wage per Day.
Class 2. Colliers other than Contracting Colliers...	Six Shillings & Threepence
.. 3. Loaders ...	... Five Shillings & Ninepence

4.—The following SPECIAL MINIMUM RATE shall apply to the WEST DISTRICT, that is to say, the District to the West of the Blue line drawn on the Ordnance Map hereto annexed :—

	Minimum Wage per Day.
Class 3. Loaders ...	... Five Shillings and Sixpence

In all cases the above Minimum Rates for Colliers are nett rates, that is to say free from all deductions for explosives or sharpening tools.

The above Rates for Classes 1 to 13 shall not be applicable to boys under the age of 21 working in the said classes or any of them.

## Coal Mines (Minimum Wage) Act, 1912.

DISTRICT: NORTH STAFFORDSHIRE.

### DISTRICT RULES

AS SETTLED BY THE BOARD.

1. For the purposes of Sub-section 2 of Section 1 of the Act, there shall be local Joint Committees, consisting of two representatives of the Employers and two representatives of the Workmen (selected from time to time as occasion may arise from the Joint District Board by the President and Vice-President), who in case they disagree shall call in a Chairman, whose decision shall be final. Such Chairman shall be selected by the local Joint Committee from a panel of persons chosen by the Joint District Board and may if he thinks fit submit any question of construction or application of the rules to the Chairman of the Joint District Board, whose decision thereon shall be final.

2. No question shall be submitted to the local Joint Committees unless the workman and an authorised official of the mine have discussed and have endeavoured to settle the point in dispute, and in the event of their having failed to agree, the Manager of the mine and the District Miners' Agent (or other person nominated by the Workman and approved by the Employer) have also discussed and endeavoured to agree thereon.

Where an agreement is come to a Certificate to that effect shall forthwith be signed by the workman and authorised official, or the Manager and the District Miners' Agent as the case may be.



3. The expenses and charges of the Chairman of such local Joint Committees shall be paid by the Joint District Board and apportioned in the same manner as the expenses of the Joint District Board.

4. A local Joint Committee shall, when reference is made to it, decide (a) whether a workman is one to whom the minimum rate is applicable, (b) whether the workman has complied with the conditions laid down by the Rules, and (c) whether he has or has not forfeited his right to wages at the minimum rate.

5. Each local Joint Committee, or if it fails to agree, its Chairman, shall give a Certificate of every decision. Any decision of a local Joint Committee may be varied by that Committee on the application of either party after the expiration of three months from the date of the Certificate. A Certificate of forfeiture of the minimum wage rate under this Act, if signed by an authorised Official of the Colliery and the Workman, or alternatively by the Manager and the District Miners' Agent shall be valid and shall be substituted for a reference to the local Joint Committee.

6. An aged or infirm workman or one partially disabled by illness or accident shall be excluded from the right to wages at the minimum rate.

7. A Workman who fails in any week to duly attend 80 per cent. of his available working days shall forfeit for that week the right to wages at the minimum rate (unless his attendance is prevented by illness or accident) and be paid at his existing contract rate.

If any workman voluntarily ceases work, or leaves his working place before the proper time at the end of his shift, the proportion of the payment for the time so lost shall be deducted from the amount of his minimum wage for that shift.

8. If a workman working at contract rates, in consequence of his own disregard of instructions, breach of Colliery Rules or other wilful act or default is prevented

from earning an amount equal to his minimum wage, he shall forfeit the right to the minimum wage until any defect arising from such act or default has been remedied.

9. (a) If a workman when he presents himself for work at the pit bottom or at a station within 300 yards therefrom, is informed that something has happened in or about the mine to prevent his working, he shall return to the surface (reasonable facilities being given) and not be entitled to claim any wage in respect of that shift. Provided that if the emergency was known or might reasonably have been known to the management at the surface before the workman descended, and the workman was not informed thereof before descending the pit this rule shall not apply.

(b) If a workman has travelled to his working place and finds that there is no work for him, he shall be entitled to the minimum wage for the proportion of the shift, unless he is offered other work and refuses it.

(c) In the event of any interruption of work due to an emergency, as for example, shortness of tubs, the workman shall only be entitled to the proportion of the minimum wage up to the time at which he was informed of such an emergency, but in such case he shall be entitled to leave his working place.

(d) If from any cause, *e.g.*, shortness of waggons on the surface, it should become necessary to "knock off" the whole or a portion of the mine at an earlier hour than that at which the shift would ordinarily terminate, a workman shall only be entitled to a like proportion of the minimum wage, as the case may be, for that shift.

10. Where a Contractor or a piece worker does not perform the amount of work which calculated at the agreed rates would amount to the minimum wage he shall not receive the minimum unless the deficiency is due to any cause for which he is not responsible, as for example, faults, bad roof, falls, water or other unusual conditions.

11. A period of not less than two weeks shall be taken for the purpose of ascertaining the earnings of a Contractor or a piece worker.

12. In the case of a piece worker or a Contractor employing other workmen, the Owners shall only be responsible for the payment of the amount of wages at the minimum rates to the Contractors and workmen employed by them, but this is without prejudice to the right of the workman to be paid by the Contractor the agreed rates.

13. In any case where causes of a temporary nature (as for example holing up new drifts, or driving of cruts or tunnels) reduce the amount payable to a Contractor to a sum below the minimum rate, any sums paid to bring the earnings up to the minimum shall be treated as advances or payments on account, to be deducted from subsequent earnings when such earnings are in excess of the minimum. Provided always that such deductions shall not exceed the amount of the advances made and shall not during any week reduce the daily wage below the minimum rate.

This rule shall not be held to cover any exceptional conditions such as faults or defects of a similar nature.

14. Overmen, firemen, examiners, shot lighters, horse keepers and others having statutory duties under the Coal Mines Regulation Act, 1911, are not workmen to whom this Act applies.

# North Stafford Miners' Federation.

## Minimum Wage Rate, per day, on the Basis of 1911, plus percentages up to date.

The first column gives the class, the second the basis rate, the third 23 $\frac{1}{3}$ % added to the basis, the fourth the 23 $\frac{1}{3}$ % and 18% War Bonus.

CLASS	1911 Basis		23 $\frac{1}{3}$ %		23 $\frac{1}{3}$ % & 18% War Bonus	
	s.	d.	s.	d.	s.	d.
1. Contracting Colliers ... ..	7	0	8	7 $\frac{1}{2}$	10	2 $\frac{1}{4}$
2. Colliers, other than Contracting Colliers ... ..	6	6	8	0 $\frac{1}{4}$	9	5 $\frac{1}{2}$
3. Loaders ... ..	6	0	7	4 $\frac{3}{4}$	8	8 $\frac{3}{4}$
4. Crutters ... ..	6	6	8	0 $\frac{1}{4}$	9	5 $\frac{1}{2}$
5. Assistant Crutters ... ..	5	9	7	1	8	4 $\frac{1}{2}$
6. Datallers and Timberers ... ..	5	6	6	9 $\frac{1}{2}$	8	0
7. Datallers' Assistants ... ..	5	0	6	2	7	3 $\frac{1}{4}$
8. Packers under supervision ... ..	5	0	6	2	7	3 $\frac{1}{4}$
9. Coal Cutters' Attendants ... ..	5	9	7	1	8	4 $\frac{1}{2}$
10. Coal Cutters' Assistants ... ..	5	0	6	2	7	3 $\frac{1}{4}$
11. Onsetters ... ..	5	6	6	9 $\frac{1}{2}$	8	0
12. Motormen and Enginemen ... ..	5	0	6	2	7	3 $\frac{1}{4}$
13. Roadmen ... ..	5	0	6	2	7	3 $\frac{1}{4}$

### Cheadle District.

CLASS	1911 Basis		23 $\frac{1}{3}$ %		23 $\frac{1}{3}$ % & 18% War Bonus	
	s.	d.	s.	d.	s.	d.
2. Colliers, other than Contracting Colliers ... ..	6	0	7	4 $\frac{3}{4}$	8	8 $\frac{3}{4}$
3. Loaders ... ..	5	6	6	9 $\frac{1}{2}$	8	0
6. Datallers and Timberers ... ..	5	3	6	5 $\frac{3}{4}$	7	7 $\frac{3}{4}$
7. Datallers' Assistants ... ..	4	6	5	6 $\frac{1}{2}$	6	6 $\frac{1}{2}$
9. Coal Cutters' Attendants ... ..	5	6	6	9 $\frac{1}{2}$	8	0
10. Assistants to Coal Cutters' Attendants ... ..	4	6	5	6 $\frac{1}{2}$	6	6 $\frac{1}{2}$
11. Onsetters ... ..	4	6	5	6 $\frac{1}{2}$	6	6 $\frac{1}{2}$
12. Motormen and Enginemen ... ..	4	6	5	6 $\frac{1}{2}$	6	6 $\frac{1}{2}$
13. Roadmen ... ..	5	0	6	2	7	3 $\frac{1}{4}$

### Special Minimum Rates, Stratified Ironstone.

CLASS	1911 Basis		23 $\frac{1}{3}$ %		23 $\frac{1}{3}$ % & 18% War Bonus	
	s.	d.	s.	d.	s.	d.
2. Colliers, other than Contracting Colliers ... ..	6	3	7	8 $\frac{1}{2}$	9	1
3. Loaders ... ..	5	9	7	1	8	4 $\frac{1}{2}$

### Special Minimum Rate for Loaders in West District.

CLASS	1911 Basis		23 $\frac{1}{3}$ %		23 $\frac{1}{3}$ % & 18% War Bonus	
	s.	d.	s.	d.	s.	d.
3 Loaders ...	5	6	6	9 $\frac{1}{2}$	8	0

### Horsekeepers.

	1911 Basis		23 $\frac{1}{3}$ %		23 $\frac{1}{3}$ % & 18% War Bonus	
	s.	d.	s.	d.	s.	d.
Horsekeepers ...	5	0	6	2	7	3 $\frac{1}{4}$
Assistant Horsekeepers ...	4	6 $\frac{1}{2}$	5	7 $\frac{1}{4}$	6	7 $\frac{1}{4}$

### Scale of Minimum Wage Rates per day for Underground Employees of this District from the age of 14 years up to the age of 21 years.

Age		1911 Basis		23 $\frac{1}{3}$ %		23 $\frac{1}{3}$ % & 18% War Bonus	
Years	Months	s.	d.	s.	d.	s.	d.
14	0	2	0	2	5 $\frac{1}{2}$	2	11
15	0	2	1 $\frac{1}{2}$	2	7 $\frac{1}{2}$	3	1
15	4	2	8	2	9 $\frac{1}{4}$	3	3 $\frac{1}{4}$
15	8	2	4 $\frac{1}{2}$	2	11	3	5 $\frac{1}{2}$
16	0	2	6	3	1	3	7 $\frac{1}{2}$
16	4	2	7 $\frac{1}{2}$	3	2 $\frac{3}{4}$	3	9 $\frac{3}{4}$
16	8	2	9	3	4 $\frac{3}{4}$	4	0
17	0	2	10 $\frac{1}{2}$	3	6 $\frac{1}{2}$	4	2 $\frac{1}{4}$
17	4	3	0	3	8 $\frac{1}{2}$	4	4 $\frac{1}{2}$
17	8	3	1 $\frac{1}{2}$	3	10 $\frac{1}{4}$	4	6 $\frac{1}{2}$
18	0	3	3	4	0	4	8 $\frac{3}{4}$
18	4	3	4 $\frac{1}{2}$	4	2	4	11
18	8	3	6	4	3 $\frac{3}{4}$	5	1
19	0	3	7 $\frac{1}{2}$	4	5 $\frac{3}{4}$	5	3 $\frac{1}{2}$
19	4	3	9	4	7 $\frac{1}{2}$	5	5 $\frac{1}{2}$
19	8	3	10 $\frac{1}{2}$	4	9 $\frac{1}{4}$	5	7 $\frac{1}{2}$
20	0	4	0	4	11 $\frac{1}{4}$	5	9 $\frac{3}{4}$
20	6	4	3	5	3	6	2 $\frac{1}{4}$
21	0	4	6	5	6 $\frac{1}{2}$	6	6 $\frac{1}{2}$

### Scale of Minimum Wage Rates per day for the Surface Workers manipulating Coal as indicated below:—

Age		1911 Basis		23 $\frac{1}{3}$ %		23 $\frac{1}{3}$ % & 18% War Bonus	
Years	Months	s.	d.	s.	d.	s.	d.
14	0	1	6	1	10 $\frac{1}{4}$	2	2 $\frac{1}{4}$
15	0	1	7 $\frac{1}{2}$	2	0	2	4 $\frac{1}{4}$
16	0	2	0	2	5 $\frac{1}{2}$	2	11
17	0	2	4 $\frac{1}{2}$	2	11	3	5 $\frac{1}{2}$
18	0	2	9	3	4 $\frac{3}{4}$	4	0
19	0	3	1 $\frac{1}{2}$	3	10 $\frac{1}{4}$	4	6 $\frac{1}{2}$
20	0	3	6	4	3 $\frac{3}{4}$	5	1
21	0	3	10 $\frac{1}{2}$	4	9 $\frac{1}{4}$	5	7 $\frac{1}{2}$

# North Stafford Miners' Federation.

## Minimum Wage Rates, per day, on the Basis of 1911, plus percentages, up-to-date.

The first column gives the class, the second the basis rate, the third 20% added to the basis, the fourth 20% with 14·2% War bonus, the fifth 23½% and 13·8% War bonus.

CLASS	1911 Basis		20%		20% & 14·2% Bonus		23½% & 13·8% Bonus	
	s.	d.	s.	d.	s.	d.	s.	d.
1. Contracting Colliers . . . . .	7	0	8	4½	9	7	9	9¾
2. Colliers, other than Contracting Colliers . . . . .	6	6	7	9½	8	11	9	1½
3. Loaders . . . . .	6	0	7	2½	8	2¾	8	5
4. Crutters . . . . .	6	6	7	9½	8	11	9	1½
5. Assistant Crutters . . . . .	5	9	6	10¾	7	10½	8	0¾
6. Datallers and Timberers . . . . .	5	6	6	7¼	7	6½	7	8½
7. Datallers Assistants . . . . .	5	0	6	0	6	10¼	7	0¼
8. Packers under supervision . . . . .	5	0	6	0	6	10¼	7	0¼
9. Coal Cutters' Attendants . . . . .	5	9	6	10¾	7	10½	8	0¾
10. Coal Cutters' Assistants . . . . .	5	0	6	0	6	10¼	7	0¼
11. Onsetters . . . . .	5	6	6	7¼	7	6½	7	8½
12. Motormen and Enginemen . . . . .	5	0	6	0	6	10¼	7	0¼
13. Roadmen . . . . .	5	0	6	0	6	10¼	7	0¼

### Cheadle District.

CLASS	1911 Basis		20%		20% & 14·2% Bonus		23½% & 13·8% Bonus	
	s.	d.	s.	d.	s.	d.	s.	d.
2. Colliers, other than Contracting Colliers . . . . .	6	0	7	2½	8	2¾	8	5
3. Loaders . . . . .	5	6	6	7¼	7	6½	7	8½
6. Datallers and Timberers . . . . .	5	3	6	3½	7	2¼	7	4½
7. Datallers' Assistants . . . . .	4	6	5	4¾	6	2	6	3¾
9. Coal Cutters' Attendants . . . . .	5	6	6	7¼	7	6½	7	8½
10. Assistants to Coal Cutters' Attendants . . . . .	4	6	5	4¾	6	2	6	3¾
11. Onsetters . . . . .	4	6	5	4¾	6	2	6	3¾
12. Motormen and Enginemen . . . . .	4	6	5	4¾	6	2	6	3¾
13. Roadmen . . . . .	5	0	6	0	6	10¼	7	0¼

### Special Minimum Rates, Stratified Ironstone.

CLASS	1911 Basis		20%		20% & 14·2% Bonus		23½% & 13·8% Bonus	
	s.	d.	s.	d.	s.	d.	s.	d.
2. Colliers, other than Contractors Colliers . . . . .	6	3	7	6	8	6¾	8	9¼
3. Loaders . . . . .	5	9	5	10¾	7	10½	8	0¾

### Special Minimum Rate<sup>o</sup>for Loaders in West District.

CLASS	1911 Basis		20%		20% & 14·2% Bonus		23 $\frac{1}{8}$ % & 13·8% Bonus	
	s.	d.	s.	d.	s.	d.	s.	d.
3. Loaders . . . . .	5	6	6	7 $\frac{1}{4}$	7	6 $\frac{1}{2}$	7	8 $\frac{1}{2}$

### Scale of Minimum Wage Rates per day for Surface Workers manipulating Coal as indicated below :—

Age		1911 Basis	20%	20% & 14·2% Bonus	23 $\frac{1}{8}$ % & 13·8% Bonus				
Years	Months	s.	d.	s.	d.	s.	d.		
14	0	1	6	1	9 $\frac{1}{2}$	2	0 $\frac{1}{2}$	2	1 $\frac{1}{4}$
15	0	1	7 $\frac{1}{2}$	1	11 $\frac{1}{2}$	2	2 $\frac{3}{4}$	2	3 $\frac{1}{4}$
16	0	2	0	2	4 $\frac{3}{4}$	2	8 $\frac{3}{4}$	2	9 $\frac{3}{4}$
17	0	2	4 $\frac{1}{2}$	2	10 $\frac{1}{4}$	3	3	3	4
18	0	2	9	3	3 $\frac{1}{2}$	3	9 $\frac{1}{4}$	3	10 $\frac{1}{4}$
19	0	3	1 $\frac{1}{2}$	3	9	4	3 $\frac{1}{2}$	4	4 $\frac{3}{4}$
20	0	3	6	4	2 $\frac{1}{2}$	4	9 $\frac{1}{2}$	4	11
*21	0	3	10 $\frac{1}{2}$	4	7 $\frac{3}{4}$	5	3 $\frac{3}{4}$	5	5 $\frac{1}{4}$

\*The minimum for able-bodied adults when wages are in accordance with the above scale.

These rates do not involve the reduction of any rate of wages now paid.

Old and disabled workmen to be excluded from the scale.

**Scale of Minimum Wage Rates Underground Employees  
of this District from the age of 14 years up to the age  
of 21 years, according to the Award of Judge Bradbury  
(1912) and Conciliation Board (April 28th) Agreements  
(1915 and 1916).**

Age		1911 Basis	20%	20% & 14'2% Bonus	23 $\frac{1}{2}$ % & 13'8% Bonus
Years	Months	s. d.	s. d.	s. d.	s. d.
14	0	2 0	2 4 $\frac{3}{4}$	2 8 $\frac{3}{4}$	2 9 $\frac{3}{4}$
15	0	2 1 $\frac{1}{2}$	2 6 $\frac{1}{2}$	2 11	2 11 $\frac{3}{4}$
15	4	2 3	2 8 $\frac{1}{2}$	3 1	3 1 $\frac{3}{4}$
15	8	2 4 $\frac{1}{2}$	2 10 $\frac{1}{4}$	3 3	3 4
16	0	2 6	3 0	3 5	3 6
16	4	2 7 $\frac{1}{2}$	3 1 $\frac{3}{4}$	3 7 $\frac{1}{4}$	3 8 $\frac{1}{4}$
16	8	2 9	3 3 $\frac{1}{2}$	3 9 $\frac{1}{4}$	3 10 $\frac{1}{4}$
17	0	2 10 $\frac{1}{2}$	3 5 $\frac{1}{2}$	3 11 $\frac{1}{4}$	4 0 $\frac{1}{2}$
17	4	3 0	3 7 $\frac{1}{4}$	4 1 $\frac{1}{4}$	4 2 $\frac{1}{2}$
17	8	3 1 $\frac{1}{2}$	3 9	4 3 $\frac{1}{2}$	4 4 $\frac{1}{4}$
18	0	3 3	3 10 $\frac{3}{4}$	4 5 $\frac{1}{2}$	4 6 $\frac{3}{4}$
18	4	3 4 $\frac{1}{2}$	4 0 $\frac{1}{2}$	4 7 $\frac{1}{2}$	4 8 $\frac{3}{4}$
18	8	3 6	4 2 $\frac{1}{2}$	4 9 $\frac{1}{2}$	4 11
19	0	3 7 $\frac{1}{2}$	4 4 $\frac{1}{4}$	4 11 $\frac{1}{2}$	5 1
19	4	3 9	4 6	5 1 $\frac{3}{4}$	5 3
19	8	3 10 $\frac{1}{2}$	4 7 $\frac{3}{4}$	5 3 $\frac{3}{4}$	5 5 $\frac{1}{4}$
20	0	4 0	4 9 $\frac{1}{2}$	5 5 $\frac{1}{4}$	5 7 $\frac{1}{2}$
20	6	4 3	5 1 $\frac{1}{4}$	5 10	5 11 $\frac{1}{2}$
*21	0	4 6	5 4 $\frac{3}{4}$	6 2	6 3 $\frac{3}{4}$

\*and until transferred to one of the classes numbered 1 to 13, as per Judge Bradbury's Minimum Wage Award.

Boys over 14 starting may be commenced at the 1911 rate plus percentages as above, and after one year's service they shall, if competent, be paid at the rate applying to their actual age. Service at any Colliery to be reckoned in.

The above rate shall not in any case involve the reduction of the present wages rate of any boy now employed.

Contract wages to rise and fall with Conciliation Board decisions.

(Signed) JOHN COOPER, *President.*

*Miners' Offices,  
Burslem,  
May 22nd, 1916.*

SAMUEL FINNEY, *Sec. & Agent.*