

In connection with the Second Division, other than members of the Locomotive-running, it was recommended that the bonuses granted by Mr. Justice Stringer be cancelled as from the 1st April, 1920, and a bonus at the rate of 3s. per day be granted to all members of the Second Division as from the 1st April, 1920, inclusive.

In respect to the Locomotive-running, a revised scale of pay was recommended, and the Board reported that in fixing the rates they had given special consideration to the following three main factors: (1) Increased cost of living; (2) present standard of living; (3) supply of and demand for labour.

Any appreciable alteration, therefore, in any or all of these factors may necessitate further increases or decreases in wages.

In February, 1921, another Board was set up, at the instance of the Amalgamated Society of Railway Servants, to inquire into and report as to what increase, if any, had taken place in the cost of living since the 1st April, 1920, and what allowance, if any, by way of bonus, in addition to the ordinary rates of pay, should be made to the members of the Second Division of the staff in respect of any such increase.

The Board recommended that an increase of 1s. per day be granted to tradesmen, and the forty-four-hour week be made applicable to other members of the Second Division in grades specified in the schedule, corresponding reduction in hours of work being made in the case of those members employed in certain capacities to which the forty-eight-hours week had not applied; the alterations in rates of pay and conditions recommended in the report to be considered as being in full settlement of any claims made by the Amalgamated Society of Railway Servants for any increases in wages in respect of any advance in the cost of living to date (3rd February, 1921), and to be operative from the 6th March, 1921. The forty-four hours were extended to the members of the Locomotive-running Branch.

Full effect was given to all the recommendations of the respective Boards, with the distinct understanding that they shall be revised as the cost of living rises or falls. In addition to granting a direct monetary payment by way of bonus, recommendations were made which materially altered the conditions of employment, and incidentally added greatly to the cost of salaries and wages.

On the 11th November, 1920, the statutory rates of pay were amended to embody the 3s. bonus, and became operative from 1st April, 1920.

The following figures show the effect on the wages for the year ending 31st March, 1921, as compared with the previous year :—

	Year ending 31st March, 1921.	Year ending 31st March, 1920.	Increase.
	£	£	£
For time worked between 6 a.m. and 10 p.m. ..	3,694,565	2,914,681	779,884
For time worked between 10 p.m. and 6 a.m. ..	173,112	97,962	75,150
For departmental holidays and Sundays ..	49,712	12,522	37,190
For night allowances paid to members of Second Division ..	37,693	19,332	18,361
	<u>3,955,082</u>	<u>£3,044,497</u>	<u>£910,585</u>

The extent to which wages have advanced since 31st March, 1914, is shown by the following figures :—

Wages, exclusive of additions to open lines and railway improvement authorization works—

						£
1914 .. .. .	..	..	..	..	..	1,966,868
1921 .. .. .	..	..	..	..	..	3,606,343
Increase .. .. .	..	..	..	..	..	<u>£1,639,475 = 83 %</u>

The following is a review of the advances in pay made by way of bonuses granted to meet the rise in the cost of living since 1916 :—

#### *War Bonuses paid to Members of Division I.*

Up to £315 per annum :—

From the 1st April, 1916—

Married men and widowers with children dependent, £15.

Single men and widowers with no children dependent, £7 10s.

Not exceeding £220 per annum :—

From the 9th December, 1917—

Married men and widowers with children dependent, £15 per annum.

All cadets £7 10s. per annum from the 1st April, 1918.

Up to £330 per annum :—

From the 1st October, 1918—

Married men and widowers with children, £15 per annum.

Single men and widowers without dependants, £7 10s. per annum.

1st April, 1919 : Bonuses added to salary.

From the 1st January, 1920 (Stringer bonus) :—

Up to £500 per annum—

Married men and widowers with children dependent, £15 per annum.

Single men and widowers without dependants, £7 10s. per annum.

1st April, 1920 : 1s.-per-day bonus granted 1st January, 1920 dropped, and salaries increased by £50 per annum.