

Sec. $\frac{21066}{1919}$.

17th April, 1919.

PREVENTIVE OFFICERS AND PREVENTIVE MEN.
IMPROVEMENTS OF SALARY AND OVERTIME.

1. The following Memorandum of Agreement has been issued by the Conciliation and Arbitration Board on the claims submitted to them for increased remuneration on behalf of Preventive Officers and Preventive Men:—

No. A49.—MEMORANDUM OF SETTLEMENT BY AGREEMENT.

The Conciliation and Arbitration Board for Government Employees have had submitted to them claims for increased remuneration made to the Board of Customs and Excise by the Waterguard Federation on behalf of Preventive Officers and Preventive Men.

The claims submitted to the Board were (a) for payment for overtime at the rate of time-and-a-half after an eight-hour day, instead of at flat rates after a 48 hour week, and for payment for Sunday duty at the rate of double time, instead of at ordinary overtime rates, together with certain other changes in the system of payment for extra duty, and (b) for an alteration in the method of calculating "seizure rewards."

The Board heard the parties by their respective representatives.

The parties took the opportunity of bringing under review other conditions of service of the classes in question and the case was adjourned for further discussion between them.

The parties have reported that the matters in difference have been settled by mutual agreement and that a settlement has been arrived at as follows, viz.:—

Subject.	Settlement.
1. 8-hour day. 2. Night allowance. 3. London allowance. 4. Rates of overtime	} These are general Civil Service questions and must stand over for the decision of the general question. ... This is a general Civil Service question, but pending the general settlement, the present rates for Preventive Men are to be 8d. an hour up to 30s. (saving vested interests to 9d.) and 1s. above 30s.

Subject.	Settlement.
5. Second attendance	3 hours' minimum to be raised to 4 hours.
6. Split attendance	1 hour extra for second spell.
7. Absences, including travelling, not expected ordinarily to exceed 24 hours, for the performance of some specific duty at another port	For each period (or part period) of 24 hours of absence from home ports, credit attendance as follows;— 1st 8 hours (if so many) count in full. Next 4 hours " " one half. Remaining hours " " one quarter. No addition is to be made for night hours which have been taken into account in fixing this calculation.
8. Sundays and Public Holidays	All attendance to be paid at 1½ flat rate of overtime, with 4 hours' minimum. To be retrospective to 7th July, 1918.
9. Salaries	Scale for Preventive Officers to be —120 <i>l</i> .—7½ <i>l</i> .—150 <i>l</i> .—10 <i>l</i> .—200 <i>l</i> ., with efficiency bar at 150 <i>l</i> . Scale for Preventive Men to be 20 <i>s</i> . a week for two years, then 2 <i>s</i> .—40 <i>s</i> . with 2 stars after 15 and 19 years' service respectively. These scales to be retrospective to 1st April 1917.
10. War work allowances	To continue, pending alterations of conditions of work and pay.
11. Small Port Allowances and On call duty.	No change.
12. Seizure Rewards	Reward in conviction cases to be two-fifths of treble duty paid value. In non-conviction cases, scales in force previous to 23rd May 1918, to be restored Maximum limits as at present.

The foregoing conditions to be accepted "without prejudice" as a temporary settlement of all the various subjects referred to, pending the forthcoming general reconsideration of the position.

Dated this Sixth day of March, 1919.

Countersigned on behalf of the Board—

F. GORE-BROWNE.
R. TURNBULL.
HARRY GOSLING.
E. A. GOWERS, *Secretary*.

Signed on behalf of the Treasury—
E. W. H. MILLAR.

Signed on behalf of the Board of Customs and Excise—
F. S. PARRY.
E. H. HODGSON.

Signed on behalf of the Applicants—
J. HALL.
T. HOUGHTON.
T. O. HUGHES.
A. EDWARD HOWELL.

Sanctuary Buildings,
Great Smith Street, S.W. 1.
6th March, 1919.

2 (*headings 4 to 6*). **Rates of overtime. Second attendance. Split attendance.**—The concessions shown under these headings will be operative from the 6th March, 1919, inclusive, i.e., the date of the agreement. Claims for overtime involved are to be made out accordingly, observing that:—

(a) Preventive Men actually in the service on the 6th March, 1919, will continue to be paid at the existing 9*d*. rate until they become entitled to the 1*s*. rate under the new conditions;