

Clause 21.—Shift Wages.

The following shall be the minimum rate of wages per shift for men employed on shift work, viz.:—

	Per Shift.	
	s.	d.
Blacksmith	11	0
Striker	9	0
Carpenter	11	0
Engine-drivers, winding or first-class stationary... ..	11	4
„ second-class stationary	10	9
Ordinary shiftmen	10	6
Timbermen and leading shiftmen	11	0
Firemen at boilers	10	0
Foreman platelayer underground	11	0
Timbermen at mine-mouth	10	0
Bushmen	10	0
Bushmen in charge of horses	10	6
Man on tippler and banksman	10	0
Men on picking-belt and other general work	9	0
Men under bins	10	0
Miners working on shift wages	12	0
Rope set rider, if adult	11	0
(If youth, to be paid according to truckers' scale for youths.)		
Wharfinger, free house and £3 per week, and when not engaged on wharf to do any other work required by the Manager.		
Boys on surface, 18 to 19 years of age	8	0
Boys on surface, 17 to 18 years of age	7	0
Boys on surface, 16 to 17 years of age	5	0
Boys on surface, under 16 years of age... ..	3	6
Boys underground, according to truckers' scale of wages.		
Adult surface labour not specified, 9s. 6d. per shift.		

Clause 22.—Under-rate Workmen.

If any worker is from any cause unable to gain the minimum wage provided by this agreement for any class of work for which he may desire employment, such worker may be employed at such lesser wage as may be agreed upon in writing by the President of the Union and the Mine-manager. The term "worker" shall mean either a man or a youth, as occasion may arise.

Clause 23.—Tools.

The Company to provide all shiftmen with tools, excepting miners engaged at 12s. per shift. The Company to sharpen all tools free of cost. All workers for whom the Company provide tools will be held responsible for same.

Clause 24.—Work to be done by Wages-men.

Any workman employed on wages at so-much per day or shift shall perform any class of work he may be desired to do in or about the mine, and, if requested by the Manager or his Deputy, shall remove from one place to another where his services are for the time being required. If he shall remove from work for which a higher payment is provided by this agreement than for the work to which he is removed, he shall nevertheless be paid the wage he was receiving for the work from which he was removed. If the work to which he is removed is paid for at a higher rate than that from which he was removed, then he shall be paid the rate provided for the work to which he is removed.

Clause 25.—Nothing in Agreement to prevent Additional Rates being fixed.

Nothing in the hewing and trucking rates fixed by this agreement shall prevent additional rates being arranged between the Company and the Union in the event of the Management deciding to change the system of working the seam or a portion of the same —i.e., from pillar and stall into longwall or some modification of longwall.

Clause 26.—Travelling-time.

No workman shall take more than the allotted time to travel between his working-place and the mine-mouth. The travelling-time to be arranged between the Mine-manager and the President of the Union, and notices posted at the various necessary places informing workmen of travelling-time.