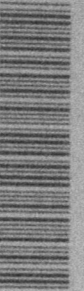


WASC 2107

Draft Remuneration  
Rules for Female  
Staff at RSPF  
1916 app.

DRAFT RULES FOR THE REMUNERATION OF THE UNDESIGNATED CLASSES OF WOMEN AND GIRLS IN THE ROYAL ORDNANCE FACTORIES AND INSPECTION DEPARTMENTS UNDER THE MINISTRY OF MUNITIONS EMPLOYED ON WORK WHICH PRIOR TO THE WAR WAS RECOGNISED AS WOMEN'S WORK IN DISTRICTS IN WHICH SUCH WORK WAS CUSTOMARILY CARRIED ON.

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NOTES:

1. These Rules apply only to women and girls employed on actual manufacture or inspection in the following Departments:-

- (1) Ordnance Factories, Woolwich Arsenal (Small Arms Cartridge Factory and R.L. Danger Buildings).
- (2) Royal Gunpowder Factory, Waltham Abbey.
- (3) Department of the Chief Inspector, Woolwich.

2. In these Rules "women" means females over 18; "girls" means females under 18; "men" means males over 21; "boys" means males under 21.

1. (a). Women employed on time upon productive work shall be rated at £1 per week of 48 hours, with overtime, night-shift, Sunday and holiday allowances in proportion.

(b). In certain shops, e.g. at Waltham Abbey, where special higher rates have obtained for male workers, the above rate of £1 may be advanced up to a maximum of 25/- per week at the discretion of the Chief Superintendent.

2. Women employed on time as examiners and gaugers in the Inspection Departments shall have a starting rate of £1 per week of 48 hours, advancing to 25/- per week at the discretion of the Chief Inspector, with overtime, night-shift, Sunday and holiday allowances in proportion.

3. Special rates will be arranged for overlookers, forewomen and charge-women.

4. Girls employed on time, whether on productive work or as examiners and gaugers in the Inspection Departments, shall be rated as under, with overtime, night-shift, Sunday and holiday allowances in proportion:-

Girls of 15 to 17 s from 10s. to 15s.  
Girls of 17 to 18 s from 15s. to 17s. 6d.

Individual girls may be advanced for merit within the limits assigned to their age at the discretion of the Chief Superintendent or Chief Inspector.

5. Women and girls employed at piece rates, whether on productive work or as examiners and gaugers in the Inspection Departments, shall have the same piece rates as male workers employed upon identical work, with overtime, night-shift Sunday and holiday allowances calculated on the time rates set forth in clauses 1, 2 and 4. No time rate is guaranteed to piece-workers; but women over 21 shall not be set to piece work customarily done by boys unless no other work is available for them and no girls or women under 21 are available for the boys' work.

6. When a group of female workers who require the services of a separate setter-up replaces a group of male workers who do their own setting-up, the wages of the setter-up shall be a charge upon the group which he serves.

7. Time lost through causes beyond the workers' control shall be paid for at the ordinary time rates, unless or until the workers are set free to go home, as provided in the Rules and Regulations of the Ordnance Factories.

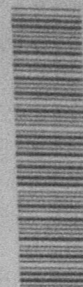
8. Piece-work prices, after they have been established, shall not be altered unless the means or method of manufacture are changed.

9. All wages shall be paid to women through the Office.

10. Subject to the special provisions of these Rules, the Rules and Regulations of the Ordnance Factories, with all amendments thereto, shall apply to female workers employed in the Royal Ordnance Factories and the Inspection Departments under the Ministry of Munitions.

11. Any question which arises as to the interpretation of these Rules shall be determined by the Minister of Munitions.

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