



**IN THE MATTER OF THE TRADES DISPUTES
(ARBITRATION AND INQUIRY) ORDINANCE, 1941**

AND IN THE

MATTER OF A TRADE DISPUTE

BETWEEN THE

GOLD COAST MINES EMPLOYEES UNION

AND THE

GOLD COAST CHAMBER OF MINES

AWARD OF ARBITRATOR

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WHEREAS the existence of a trade dispute between employers and workmen in the Gold Mining Industry of the Gold Coast, in regard to the matters set out hereunder, has been reported to His Excellency the Officer Administering the Government of the Gold Coast, namely:—

- (1) minimum and maximum wages for unskilled underground and surface labourers,
- (2) wages and increments of other categories of workmen,
- (3) retrospective payment of increased wages,
- (4) hours of work,
- (5) rates of payment for overtime work,
- (6) recognition of public holidays,
- (7) annual holidays with pay,
- (8) General:
 - (i) sick pay,
 - (ii) gratuities on retirement or retrenchment or on discharge on medical grounds,
 - (iii) deduction of Trade Union contributions from wages,
 - (iv) joint negotiating machinery,
 - (v) revision of clerical staff gradings,
 - (vi) establishment of senior employees on annual rates of salary.

AND WHEREAS the endeavours to promote a settlement of the dispute firstly by means of conciliation conducted by the Labour Department and secondly by direct negotiation between the Gold Coast Chamber of Mines and the Gold Coast Mines Employees Union have proved unsuccessful;

AND WHEREAS His Excellency the Officer Administering the Government has deemed it necessary in the general interests of the country as a whole to refer the matters, with the consent of both parties to the dispute, to an arbitration tribunal for settlement:

AND WHEREAS HIS EXCELLENCY THE OFFICER ADMINISTERING THE GOVERNMENT OF THE GOLD COAST, IN EXERCISE OF THE POWERS CONFERRED UPON HIM BY THE TRADES DISPUTES (ARBITRATION AND INQUIRY) ORDINANCE, 1941 HAS APPOINTED ME WILLIAM GORMAN, ONE OF HIS MAJESTY'S COUNSEL, TO BE THE ARBITRATOR WITH ALL DUE AUTHORITY FOR THE PURPOSE OF SUCH ARBITRATION TRIBUNAL.

AND WHEREAS HIS EXCELLENCY THE OFFICER ADMINISTERING THE GOVERNMENT OF THE GOLD COAST HAS FURTHER APPOINTED THE HONOURABLE GEORGE E. MOORE, MR. KOBINA SEKYI AND MR. O'NEIL CROMWELL (ALL OF WHOM WERE NOMINATED BY THE WORKMEN) MR. R. M. PARK, MR. R. T. DICKS AND MR. G. CHAD NORRIS (ALL OF WHOM WERE NOMINATED BY THE EMPLOYERS) TO ASSIST ME;

NOW I, THE SAID WILLIAM GORMAN, HAVING TAKEN UPON MYSELF THE BURDEN OF THE SAID REFERENCE, HAVE DULY HEARD AND CONSIDERED ALL THE ALLEGATIONS AND EVIDENCE OF THE SAID GOLD COAST MINES EMPLOYEES UNION AND OF THE SAID GOLD COAST CHAMBER OF MINES RESPECTIVELY OF AND CONCERNING THE SAID DISPUTES, DIFFERENCES AND QUESTIONS SO REFERRED TO ME AS AFORESAID, AND FURTHER AT THE REQUEST OF BOTH THE PARTIES TO THE DISPUTE HAVE VISITED AND INSPECTED MINES, AND, AT THE REQUEST OF THE SAID CHAMBER OF MINES—AGREED TO BY THE SAID TRADE UNION—HAVE VISITED AND INSPECTED THE GRAIN STORE AT TARKWA, AS HEREINAFTER SET OUT.

DURING THE COURSE OF THE SAID ARBITRATION I WAS REQUESTED BY THE SAID GOLD COAST CHAMBER OF MINES, IN MAKING MY AWARD, TO ENTER INTO GREATER DETAIL THAN IS USUAL IN AN AWARD OF THIS KIND, AS THIS MIGHT BE HELPFUL TO THE PARTIES TO THE DISPUTE. THIS I AGREED TO DO.

THE MEETINGS OF THE ARBITRATION TRIBUNAL WERE HELD IN PUBLIC AT TARKWA ON THE 20TH, 21ST, 22ND, 23RD, 24TH, 25TH, 27TH, 28TH AND 29TH DAYS OF OCTOBER, 1947, AND THE SIX ASSESSORS WERE PRESENT AT EACH OF SUCH MEETINGS. I VISITED AND WENT DOWN THE HUNI SHAFT OF THE TARQUAH AND ABOSSO MINES, AND INSPECTED THE ABOSSO MAIN INCLINE ON THE 30TH OCTOBER, 1947. ON THE SAME DAY, I INSPECTED THE HOUSES PROVIDED BY THE COMPANY AT ABOSSO AND VISITED THE TOWN OF ABOSSO. I ALSO WENT TO NSUTA AND INSPECTED THE AFRICAN CLUB, THE NEW CANTEEN IN COURSE OF ERECTION AND SAW THE TOWN GENERALLY. I FURTHER VISITED AND INSPECTED THE CHAMBER OF MINES GRAIN STORE AT TARKWA. I WAS ACCOMPANIED THROUGHOUT BY THE ASSESSORS AND REPRESENTATIVES OF THE EMPLOYERS AND WORKERS. THE ASSISTANT INSPECTOR OF MINES MR. F. J. RYELAND ALSO ACCOMPANIED ME.

Meetings of
tribunal.

I met the six Assessors privately, on the 31st October, 1947.

THE WORKMEN WERE NOT LEGALLY REPRESENTED BEFORE ME, BUT THEIR SPOKESMAN WAS MR. J. N. SAM, THE GENERAL PRESIDENT OF THE GOLD COAST MINES EMPLOYEES UNION.

Representa-
tion.

THE EMPLOYERS WERE REPRESENTED BY SIR ROLAND BURROWS, K.C. AND MR. D. E. GWIRA, BARRISTER-AT-LAW.

IN THE COURSE OF HIS OPENING SPEECH—ON BEHALF OF THE WORKMEN—MR. J. N. SAM MADE CLAIMS ON BEHALF OF THE WORKMEN AS HEREINAFTER SET OUT, AND THE FOLLOWING CONTENTIONS, *inter alia*, WERE ADVANCED BY HIM IN SUPPORT OF THE RESPECTIVE CLAIMS:

Opening
speech of
Mr. J. N.
Sam.

(1) (a) *Underground Labourers:*

A minimum rate of wages of 2s. 6d. per day with increments to a maximum of 3s. 6d. per day; the increments to be monthly increments of 1d.

(1) Claims
of workmen.

THE WORK WAS ATTENDANT WITH GREAT RISKS AND DANGERS, AND WAS MUCH MORE RISKY THAN ON THE SURFACE. THE KORSAH REPORT HAD LAID DOWN MINIMUM AND MAXIMUM RATES.

(b) *Surface Labourers:*

A minimum rate of wages of 2s. per day with increments—at the same rate as in the case of underground labourers—to a maximum of 3s. per day.

(2) *The Rest of the Workers:*

To be paid at the rate recommended by the Korsah Committee; the corresponding grades in the mines should get equivalent grades to those in Government service; the mine workers should be paid as were Government employees, and those in the service of other Companies.

(3) *Retrospective payment:*

All workers should be paid the difference between the new rates and the old rates retrospectively to 1st July, 1945.

The mine workers had suffered during the war in the same way as everybody else in the country; they had all paid their shares to various funds, etc., but were the lowest-paid. They had been told, and believed, that their fellow-workers, the Europeans in the mines, had got increases in the form of bonus owing to the cost of living. They worked together with the Europeans in digging the gold; the miners, in fact, dug more of it and they felt that they were entitled to increased bonuses. The letter from the Gold Coast Mines Employees Union to the Gold Coast Chamber of Mines SETTING out the demands of the workmen was dated 11th July, 1947. The Europeans were getting £5 a month extra bonus. The miners had not been granted any cost-of-living allowance.

(4) *Working Hours:*

The hours of work for both surface and underground workers should be 42 hours a week:—

Monday to Friday—7 a.m. to 12 noon and 2 p.m. to 4.30 p.m.;

Saturday—7 a.m. to 11.30 a.m.

The present working hours were too long; they were adversely affecting the health of the workers, and they asked for the reduction in hours to allow for a period of leisure and rest.

(5) *Overtime:*

All overtime to be paid at the rate of time and one-half on a daily basis.

(Later, in the course of the Arbitration, Mr. Sam made the claim for Overtime as follows:—

Underground Workers:

(a) *Workers other than those on Task-work.*—The three 8-hour shifts to remain as at present viz.: 7 a.m. to 3 p.m.; 3 p.m. to 11 p.m. and 11 p.m. to 7 a.m.: One hour in each shift to be regarded as overtime.

(b) *Task-workers.*—If a task-worker completed his task and did nothing beyond this then no overtime be paid; if the task-worker worked beyond the task, that should be regarded as overtime.

Surface Workers:

All work over and above normal shifts to be paid for at the rate of time and one-half).

Overtime was inevitable in the Industry; a refusal to work overtime would result in loss. Accidents happened mostly after the usual day's work when a man was naturally tired and hungry and wanted to go home. If he continued to work in these conditions, he often sustained accidents. Overtime wasted flesh and strength.

All time worked on Sunday to be paid at the rate of double time. It was often found necessary for work to be done before Monday morning; if the worker did not work, much damage might be caused and, if he did work, he sacrificed his Sunday rest. Men who failed to work on Sunday were dismissed; this also applied to overtime.

(6) *Public Holidays:*

All work done on Public Holidays should be paid at the rate of double time. As an alternative claim, five hours' work on Public Holidays should constitute a full day's work; that is, work up to noon should constitute a full day's work.

They were all living under the Flag; if their brothers in other industries, whose work was less arduous and risky, were allowed Public Holidays with pay therefor, the mine workers should be allowed the same privilege.

(7) *Annual Leave:*

An Annual Holiday with full pay be allowed as follows:—

To all workers of 10 years' service and under, *two weeks.*

To all workers of more than 10 years' service, *four weeks.*

The workers to be permitted to accumulate their leave for two years.

The workers to be paid by the employers the cost of travelling to their homes, and back to their work after the holiday. The workers came from very long distances—French Coast, Northern Territories, Togoland, Nigeria, etc., and it took a long time to travel to their homes; they were not able to accumulate money for travel to their homes.

(8) *General:*

(1) *Payment during sickness.*—A worker who was admitted to hospital, either as the result of an accident at his work or from sickness, should be paid wages as follows:—

For the first month of absence—*full pay.*

For second and third months of absence—*half pay.*

At the end of the third month, the doctor to decide whether the worker was to be repatriated because of his condition. If the doctor decided that the worker was not to be repatriated, the worker was to continue to be paid at the rate of half pay.

If the doctor decided that the worker was to be repatriated, he was to be repatriated.

(ii) *Gratuity*.—Every worker, on leaving his employment, after five years' service, due to his retirement, or to retrenchment through no fault of his own, or to being invalided from his work, to be paid a gratuity at the rate of £2 for each year of service. If the worker had less than five years' service the rate of gratuity to be £1 for each year of service.

Some of the employers were now paying gratuity at the rate of £1 for every year's service to a worker, who was invalided, and was being repatriated. The rate of wages, being paid in the industry, did not allow a worker to save any money before he left his employment.

(iii) *Trade Union Contributions*.—Trade Union contributions of the workers to be paid through the Wages Bill at the end of each month; the employers to deduct the Trade Union contributions from the wages paid to the workmen, and to pay them to the Bank to the account of the Trade Union.

The Trade Union was beneficial to both sides of industry, as it was much better for employers to deal with organised workers than with individuals. The Trade Union had been effective, in past instances, in Industrial Disputes. The employers were being asked to co-operate in a beneficial course. The Trade Union told the Chamber, at a meeting with them, that, if it were desired, they would defray half the cost incurred in making these deductions. In the case of the Gold Coast Railway, the Trade Union contributions were paid through the Wages Bill.

(iv) *Wages Board*.—There should be established a Wages Board, on which there should be representatives of Government, the Employers, and the Trade Union; this should meet periodically to discuss and revise wages.

Matters which would normally result in disputes could be settled by the Board, rather than by individuals.

(v) *Clerical Staff*.—The salaries of Clerical Staffs to be reviewed, in view of the revision of the salaries of Government and Mercantile employees generally.

The clerical staff were able to do all that the clerks in the service of Government and Mercantile Companies could do: the claim was for pay, which was commensurate with the work of these workers.

(vi) *Salaried Employees*.—To be made Salaried Employees and paid monthly salaries:—

(a) First Grade Workers,

(b) Headmen,

(c) Clerks earning at present 5s. a day and upwards. These employees should be paid on the Harragin and Korsah scales.

These men were recognised by the employers as very important people: they were performing jobs which European supervisors might not be able to do. The number of workers stated to be employed in the mines was 38,000; there were, in fact, 40,000 to 45,000. Of this number, not more than 200 were salaried staff: the employers undervalued their work.

(ii) *History of Dispute:*

(ii) History of Dispute.

Since 1944 the Trade Union had been able to meet the Managers of the Mines. On 7th June, 1946, the Executive of the Trade Union met, and discussed their grievances in respect of conditions of employment in the Mines, and they drafted a Petition which they submitted to the Chamber of Mines (appended hereto and marked "A"). A Meeting of the Chamber, under the Presidency of Mr. Park of the Amalgamated Banket Areas, was held on 9th August, 1946 and, at this meeting, the General President (Mr. J. N. Sam), and the General Secretary (Mr. S. M. Bissah), of the Trade Union were asked to explain the points raised in their Petition. On 25th September, 1946, the Chamber informed the Trade Union that they had discussed their demands, but were unable to meet them, although they were prepared to consider the wages of the labourers—the lowest-paid workers. The Trade Union were very disappointed at this, but they decided to accept the position with patience. The Annual Conference of the Trade Union was held on the 22nd and 23rd March, 1947, when a Resolution was passed asking Government to appoint a Commission of Inquiry into the wages and conditions in the Mines. Government replied that, since negotiating machinery had been established by the Trade Union, Government thought it fitting that the Executive of the Mines Employees Union should use this machinery before Government interfered. The Executive of the Trade Union met again and, on 11th July, 1947, the General Secretary of the Trade Union wrote a letter to the Secretary of the Gold Coast Chamber of Mines (appended hereto marked "B") setting out the claims made on behalf of the workers in the mines, and requesting the Chamber of Mines to meet Delegates from the various mines. On 31st July, 1947, representatives of the Trade Union met the Chamber of Mines. Mr. Jackson was the Chairman of the meeting, and he asked the Trade Union to explain the points in their Petition. He promised to send the Petition to the Directors of the mines in London. On 15th August, 1947, there was a further meeting between the Chamber of Mines and the representatives of the Trade Union, with Mr. Jackson again in the chair. He informed the representatives of the Trade Union that the Chamber had hoped to be able to make a decision on the Petition, but, owing to negotiations which were then taking place in London on the question of taxation, they were unable, at that time, to make a final decision on the claims of the Trade Union, and the Trade Union were asked to await the result of the tax negotiations. The workers were very angry when they heard this report of the meeting. On 5th September, 1947, there was a further meeting between the Chamber of Mines and the representatives of the Trade Union. Mr. White, of the African Manganese Company, was in the Chair, and he read a statement to the representatives (copy appended hereto marked "C") and he also gave to the representatives a Schedule of Wages (copy appended hereto and marked "D"). The representatives informed Mr. White that the Schedule of Wages would not be acceptable to the workers, and that there would be trouble: they asked him if the decision, which he had announced, had been made by the Chamber locally or by the Directors in London. He replied that it had been made by the Chamber but had been forwarded to the Directors for approval. The representatives informed Mr. White that they would let him know the reaction of the workers to the decision of the Chamber. This decision was announced to the workers, who were very angry, and said that the Trade Union should give 21 days' notice to the Chamber that, if the demands of the workers were not met by the Chamber, the workers would go on strike at the expiry of that time. On 8th September, 1947, the General Secretary of the Trade Union served on the Chamber a letter of that date (appended hereto and marked "E") giving notice

that the workers would come out on strike on the 29th September, 1947, failing compliance by the Chamber with the terms of such letter. Copies of this letter were served on the Colonial Secretary, the Labour Officers of the Government, and the Press. The Chamber did not comply with the terms of this letter of 8th September, 1947, and on 29th September, 1947 the workers came out on strike.

Complaints
by workers.

During the course of the Arbitration, complaints were made, on behalf of the Trade Union, that in some of the Mines, there had been instances of victimisation against prominent members of the Trade Union and that, in cases, threats had been made in connection with the strike. Sir Roland Burrows, on behalf of the employers, while denying that there was any justification for the complaints, immediately undertook that, if notice of specific instances were given to him, or to the employers for whom he appeared, a full investigation of each such case would be made. A small number of such complaints were made to me in writing, and I passed them over to the Labour Officer to bring to the notice of the employers concerned.

Witnesses
on behalf
of the
workers.

In support of the claims of the Trade Union, a number of witnesses were called and gave sworn evidence. They included: Moulding-Shop Headman in the employment of Tarquah & Abosso Mines, Foreman to European Chief Electrical Engineer in the employment of Tarquah & Abosso Mines, Headman in the fitting shop in the employment of Tarquah & Abosso Mines, Head Fitter in the employment of Tarquah & Abosso Mines, Head Fitter in the crusher department of the mill in the employment of Tarquah & Abosso Mines, Underground Headman in the employment of the Ariston Gold Mines, Truck and Loco. Headman in the employment of Amalgamated Banket Areas, Machine Headman in the employment of Amalgamated Banket Areas, Section Headman, underground, in the employment of Gold Coast Banket Areas, Fitter in the Power House of Amalgamated Banket Areas, Shaft Headman in the employment of Gold Coast Banket Areas, Section Headman in the employment of Tarquah & Abosso Mines, Hammer Boy in the employment of Tarquah & Abosso Mines, Firewood Master in the employment of Tarquah & Abosso Mines, Car and Lorry Fitter in the employment of the Amalgamated Banket Areas, Draughtsman and Clerk in the Office of the Chief Engineer in the employment of Amalgamated Banket Areas, Time Office and Pay Roll Clerk in the employment of the Konongo Gold Mines, Roasting Plant Shift Headman in the employment of the Ashanti Goldfields, Telephone Mechanic in the employment of Ariston Gold Mines, Carpenter in the employment of the Bremang Gold Dredging Company, Ledger Clerk in the Mine Store in the employment of African Manganese Company, General Headman in Shovel Department in the employment of the Marlu Gold Mining Areas. Some of these witnesses were officials of the Gold Coast Mines Employees Union.

Evidence of
witnesses on
behalf of
workers.

The evidence of the witnesses was directed to the following considerations, *inter alia*:—

The contentions advanced by Mr. J. N. Sam in his Opening Speech; their experience in the Gold Mining Industry; their skill and qualifications; a copy Certificate of Trade Qualification and Competency was produced (appended hereto marked "F"); the nature of their work; the dangers and risks of their work; the effect of their work upon their general health. The contact with the European Employees of the Mining Companies; their ability to perform their duties without the assistance of the European Supervisors; the occasions when they had performed the duties of their European Supervisors, during the period of their leave or other absence; the part played by them in initiating Europeans into the work upon their first arrival in the country. The rate of remuneration paid to them; the variations in the rates, and increments; the Eonus Systems and the difficulty of earning extra money by means of bonus—"the-do-and-die" Bonus System; the increases in wages already granted were wholly insufficient; the increment granted in September, 1947 was not granted generally—this was the increase paid in accordance with the schedule—Exhibit "D". The reasonableness of their demand for higher wages; the cost of maintaining mine workers and their families—the cost of food for their families varied, but was generally between 2s. 6d. and 3s. 6d. a day; the cost of educating their children; the deductions made from the wages of the mine workers by the employers for rent and sanitation—this was about 5s. a month; the cost of housing accommodation when the mine workers did not have a company house—generally speaking this was in excess of the rent paid to the employers; the insufficiency of the wages to meet the demands of a normal life. The provision of steel helmets (cost 7s. 6d. to 25s.), carbide lamps (cost 10s.), and mining boots (cost 25s. to 30s.) by the mine workers. Comparison of the remuneration of the mine workers with that of the Europeans employed in the Gold Mines; contention that the payments made to Europeans were much higher than to Africans. The difficulty of the work of the mine worker, as compared with that of employees of Government, Mercantile Companies and Native Authorities.

The payments made by way of increase in wages and "back pay" by Government, Trading Firms and other Industrial Companies; the knowledge of this increased the discontent of the mine workers. The competition of the mine workers in the market for food and clothing with others, who were receiving higher wages.

The canteens provided by the companies were not used by some of the workers, and for various reasons. In some cases, they did not like the food provided; in others, they were not satisfied with the manner of cooking and preparing the food; in other cases, the workers were unable to pay the cost of the food in the canteens, in addition to providing money for food for their wives and families. The contributions made by the mine workers in order to "help to win the war"—contributions made from time to time. The increased, and increasing, cost of living which had affected mine workers in common with all other persons in the country; the hours worked by the mine workers; the shifts were too long and gave no time for leisure and recreation.

The methods of calculating, and the amounts paid for overtime. Public holidays—with pay—were enjoyed by employees of Government and Trading Firms. The different parts of the country from which the mine workers came and where their homes were, and the necessity for longer periods of leave in order that the mine workers, who lived a long way from their work, might visit their homes. The provisions made for the treatment of mine workers who were suffering from sickness, or the effects of accidents sustained at their work. The payments made by the employers by way of gratuity on repatriation; the payment was insufficient.

The reasonableness of the demand that the employers should deduct the amount of Trade Union Contributions from the wages of the mine workers, and that there should be established a Wages Board, on which Government, Employers and the Trade Union could co-operate for the settlement of disputes. The small number of salaried employees in the Gold Mining Industry; the reasonableness of the demand that First Grade Workers, Headmen and Superior Clerks should be so classified, in order that they might not suffer by reason of a temporary absence from work in cases where such absence was necessary. There had been no decline in production; the mine workers were working just as before. The same kind of machines were being worked underground as in 1941—if the ore was not "coming forth" it was not the fault of the mine worker but it was because, either the company had not the most modern machinery, or the surveyors had made a miscalculation. Belief of the mine workers in the prosperity of the company, and their ability to meet the demands of the mines workers; the signs of prosperity in the eyes of the mine workers—new bungalows, cars, offices, etc. Correspondence between the Trade Union and the African Manganese Company on the subject of increase of pay and "back pay" (copies are appended hereto marked "G", "H" and "I").

In the course of his Opening Speech—on behalf of the employers—Sir Roland Burrows, K.C. dealt with the following matters, *inter alia*:—

Opening
speech of
Sir Roland
Burrows, K.C.

This Arbitration was concerned with the Gold Mining Industry—a very important industry—and it would be his endeavour to obtain a mutual understanding between the Trade Union and the employers, and the support of the Trade Union. This was not the usual type of Industrial Arbitration which dealt with matters of detail, and where endeavours were made to secure accommodation between the parties. The issues in this Arbitration were larger; the future of the Industry as a whole was at stake. The Industry could not stand any of the increases asked for by the Trade Union, unless, at least, one of the following conditions was fulfilled:—

- (i) The price of gold raised.
- (ii) The weight of taxation lessened.
- (iii) The output from the mines substantially increased.

The Chamber of Mines represented the employers in the whole Mining Industry in the Gold Coast. There were mines of gold, bauxite and diamonds in the Gold Coast, but his remarks, in the main, would be concerned with the Gold Mining Industry. The employers were anxious to give a square deal to the mine workers, but they expected a square deal in return. He did not propose to deal with particular grievances, which some of the witnesses for the Trade Union had put forward; these were appropriate to be referred to the managers or the Labour Officers. The real issues involved in this Arbitration were very great.

The Gold Coast had always been known for gold and it was found in many places, but not always in payable quantities. The obtaining of gold had gone on from three sources: reef, banket and dredging. Until recent years, greater depths could not be reached, as great engineering skill was required to go to depths, and special methods were needed if the gold was enclosed in sulphides or other refractory minerals. A large expenditure of money was necessary for this work and this was lost if the attempts to get the gold were unsuccessful. Modern methods had resulted in a large increase in the production of gold in the Gold Coast. Estimates of annual output about 1850 varied, but they ranged from 20,000 to 60,000 ounces. After the arrival of Europeans, gold mining went on under new methods, and the output was greatly increased, and now was about 600,000 ounces a year. There was produced a report, *Gold in the Gold Coast* by N. R. Junner, Director, Gold Coast Geological Survey (appended hereto marked "J"). Modern conditions first operated about 1878, and, since that time, many companies had been formed, and some had ceased to exist. Up to 1889, no companies had been able to pay a dividend; large amounts of money had, of necessity, to be invested in a mine before any production was reached. There was heavy expenditure on prospecting, proving and preparing a site, organisation work, etc. The work of development must be for several years ahead; it was essential that the Company should know what ore was in prospect, and it was usually considered that four to five years should be known in advance, and that development should go on from year to year, so that the ore extracted in one year could be replaced by ore discovered in that year. This heavy expenditure on development should be part of the annual expenditure of the mine.

There had been interruptions in gold production by three wars: 1898, 1914 and 1939. Even though a mine was out of production, large sums of money had to be spent on maintenance. During the last war, there had been a Scheme of Concentration, and some of the mines had gone out of production; one Company had accumulated a debt of £100,000. Expenditure had been curtailed as much as possible, and very large capital sums were needed to catch up the "war lag". The present position was that, apart from one Dredging Company, there were some 12 companies which could carry on mining in a large degree: 12 left out of 150, and of these seven only showed a profit. Since the war, the companies had been making schemes for development, which necessitated large expenditure of capital. The companies provided houses, canteens, medical attention and recreation schemes, and all these formed a real addition to wages. The existence of mines had led to improvements in communications, which was of general advantage.

A mine was a wasting asset, and the fact that the mines would work out meant that all the capital sunk in the mines would be lost ultimately. The returns from the mines must replace capital, as well as pay interest on such capital. There must be some time before capital was able to raise any income. Capital must be attracted to the Industry if the Industry was to continue, and the 31,000 workers in the gold mines continue to be employed, and Government continue to obtain revenue from the Industry. The number of people in the other mines made up the total to about 35,800.

The Government taxed the Industry both before and after the profits were struck.

The burden of taxation on the Gold Mining Industry was very seriously affecting the industry. The Income Tax was, in fact, a tax on capital, and Government must materially reduce taxation if the Industry was to meet the demands made on it. Particulars of the Export Duty and Tax on the Industry were set out in a Memorandum (appended hereto marked

"K"). (It was pointed out to me, at a later stage that the Ashanti Goldfields Corporation, Limited did not, in fact, pay the Profits Tax of 1s. in £1, but this Company did pay the Gold Coast Government Royalty of 5 per cent on the value of the gold produced). The Export Duty at present was about 10.1 per cent of the value of the Bullion produced. The total burden of taxation on the profits in the Gold Mining Industry was at present 12s. 10½d. in £1. The Industry could not ask for any further concession on taxes on profits—not to be sought by other Industries—except the profits tax of 1s. in £1 which was imposed on mining companies only. The Industry for more than a year had been pressing on Government its case for relief, but so far without success.

If the cost of administration, together with labour and taxes, exceeded the money from the sale of gold coming to the company, then, unless increased production was possible, the only thing to do was to close down the mines. The difference between Government and industrial finance was, in the main, that Government decided on expenditure, and then decided how revenue was to be raised; expenditure determined the revenue to be extracted from the taxpayer. Commercial concerns had to consider revenue in the first instance; expenditure depended upon the revenue it could reasonably be hoped to obtain. Commercial concerns had been able to pass on their increased costs by raising the selling price of their product. It was agreed, on all sides, that the cost of living was greater than before the war. The Gold Mining Industry could not raise the price of its product; it was the only Industry, in the world, which had only one customer, and that customer fixed the price. The output could not produce more than the fixed official rate for gold. The Industry could not pay out what it did not receive. If Government did not abate its demands, the Industry, with all possible goodwill towards the workers, would have to say: "We cannot do it." For these reasons, he asked the workers to join with the employers to bring pressure upon Government to reduce taxation, which was higher on the Gold Mining Industry than on any other Industry in the country. A list produced (appended hereto marked "L") showed the variations in the price of gold between 1938 and 1947. The total increase since 1938 was 14.83 per cent. From 1945 to 1947 the increase was from 170.48 shillings to 172.25 shillings per ounce—there had been a much greater increase in the cost of production.

The Trade Union had stated that they had not been provided by the employers with particulars of the profits made by the Gold Mining Companies. The companies were compelled, by law, to publish their Annual Reports and Balance Sheets, and the financial position could easily be ascertained. Reports and Balance Sheets of some of the Companies for the last three completed years were produced (appended hereto and marked "M").

Particulars were produced in regard to ten companies, for the years 1939 to 1946, showing the amount of capital employed, the gross earned income, the total taxes paid and the net income (appended hereto and marked "N"). Between 1939 and 1946, the gross earned income had fallen from £2,938,665 to £1,780,013—representing a fall of from 20.99 per cent to 11.35 per cent of the capital employed. The total taxes paid, in this period, had fallen from £1,211,575 to £1,065,291 only, showing a rise of from 41.22 per cent to 59.84 per cent on the gross earned income. The net income, in 1939, was £1,727,090 which was 12.36 per cent of the capital employed, whereas in 1946 it was only £714,722 which was 4.58 per cent of the capital employed. The document (Exhibit "N") also showed a summarised profit and loss account for nine companies for the last three years.

Since 1939, there had been a rise in the principal items of working costs. The principal stores had increased in price; the cost of wages had risen considerably and particulars of such increased costs were shown in the case of five companies. The output per man shift had been falling for some time. These factors had had a most severe effect upon the working costs of the mines, and particulars of the costs per ton milled were given in respect of five companies for the years 1940 and 1947. (List appended hereto and marked "O"). The list showed that, in all the five companies, there had been an increase in such costs—the lowest increase was 25 per cent and the highest was 73.7 per cent. A graph was produced (appended hereto marked "P") showing the percentage increase or decrease in the unit cost of consumable stores since 1938: and a further graph (appended hereto marked "Q") was produced showing, *inter alia*, the variation since 1940 in production, and the African wages per shift and per ton milled.

Immediately before the war, a number of long-term schemes had been put in hand, but had not been completed at the time of the outbreak of war. During the war, the whole activities of the Industry were directed to producing as much gold as possible. The result was that all such schemes were sacrificed, and had to be "picked up" again at the end of the war. The details of the schemes showed that several millions of pounds would be needed. Several of the companies had started to sink shafts and start on development. They had not yet reached a stage of production, but expenditure on them was extremely heavy, and would be imperilled by any increase in items of expenditure. So far as development was concerned, they were now struggling to get back into the position as from 1939. A Memorandum was produced (appended hereto marked "R"), on the Industry's continual need for new capital for exploration and expansion, with an outline of such schemes at present in course of execution, or in contemplation for the next few years. This showed that large amounts of capital would be needed.

With reference to general labour conditions in the companies, the conditions as to housing, medical attention, welfare, feeding and leave were compared with those enjoyed by other commercial undertakings, Railways and Public Works Department (List appended hereto marked "S"); the list showed that the mine workers were more favourably placed than in either the other commercial undertakings or the Public Works Department.

The miners' demand for public holidays and leave was in excess of that recommended in the Korsah Report (*vide* Korsah Report, page 13, paragraph 65).

The Industry had schemes on hand for the provision of better housing accommodation for the workers. They were well abreast of, if not ahead of, other sections of Industry in the provision of houses. The charge made by the companies for such accommodation was considerably less than that which the mine workers would have to pay for accommodation elsewhere.

The medical services provided by the companies were wider in their scope than in places outside the Gold Coast, and large schemes were in project, including the provision of a central hospital with special services.

Schemes in hand for the better ventilation of mines would be carried out when materials were available.

Canteens had now been established at all the mines, and the increasing use that was being made of them showed that they were being appreciated by those for whom they were primarily intended. Table produced showing the growth in the use of canteens (appended hereto marked "T"). The meals cost the companies about 8d. to 11d. each, and were supplied to the workers for 4d. Food was also provided free to underground workers. The Korsah Report commented favourably on the canteens at the mines (*vide* Korsah Report, page 10, paragraphs 43 to 46).

A Memorandum was produced (appended hereto marked "U") on the health, housing and welfare policy of the employers. In the cases of Bibiani (1927) Ltd. and Amalgamated Banket Areas, Ltd., details were given of the welfare work carried out or in contemplation and the very large expenditure of capital involved.

There was produced a table (appended hereto marked "V") giving the actual cost of welfare services and leave pay for 11 companies for the quarter ended 31st March, 1947. The average cost of these services, related to the actual labour strength, was 11.20 shillings per month per man.

Statements were produced showing, from 1940 to 1947, the value of gold produced in the country and the disbursements (excluding Income Tax and Profits Tax) (appended hereto marked "W"). In 1940, the companies had to pay out 65.08 per cent of the value of the gold produced, whereas in 1947 they had to pay out 89.57 per cent of the value of gold produced. While the value of gold produced had fallen from £6,587,504 in 1940 to £5,202,056 in 1947, the disbursements had increased from £4,287,498 to £4,659,688.

A Memorandum was produced setting out the history of the dispute from the 7th of June, 1946 to 23rd March, 1947 (appended hereto marked "X").

The claims made by the Trade Union, in their letter of 11th July, 1947 (Exhibit "B") were examined in detail:—

Paragraph 2 (1) (2) (3). Wages and Retrospective Payment.—A Schedule (appended hereto marked "Y") was produced. This had been prepared by representatives of the Trade Union and the employers, in consultation, with a view to the formulation of the Trade Union's claim for workers other than labourers. A difference had arisen, between the parties, as to the correct method of interpreting the Korsah Report in relation to the various grades of mine workers, having regard to the scope of the Korsah Report, and the grades of employees covered by such Report. The third column of this Schedule showed the rates claimed by the Trade Union, on their interpretation of the Report, whilst the second column showed the rates which, on the employers' interpretation, the Trade Union were claiming. It was agreed, between the parties, that the first column of the Schedule showed correctly the rates paid as at September, 1947, and, further, that the workers marked "L" in the Schedule were in fact labourers.

(In the said Exhibit "Y", there were included a number of grades of workers—Nos. 79-88 (inclusive) which were not included in Exhibit "D". I was asked by the Trade Union to consider all these, and to deal with them in the light of the Korsah and Harragin Reports. The Trade Union produced a Memorandum of notes on the Schedule (appended hereto marked "Z").

So far as the labourers were concerned, the employers had agreed to the minimum rate claimed by the Trade Union, with an increment of 3d. per day at the end of a year, and had paid these rates since 1st September, 1947. The cost to the industry of these increases, paid from 1st September, 1947, was £173,000 per annum. The employers were unable to grant the maximum asked for by the Trade Union. The Korsah Report provided no increment (*vide* Korsah Report, page 8, paragraph 27). A worker generally came into the industry as a labourer, and the higher grades were recruited from the labourers. The chances of promotion were greater than in any other industry in the Colony.

As to the other grades of workers, the Korsah Report should not be applied. The Report applied to different grades of workers, and to a labour force that was not constantly employed as were the mine workers (*vide* Korsah Report, page 15, paragraphs 17 and 19). Private employers were in a different position from Government. The rate paid to underground labourers could be taken as the minimum cost of living; anything above this, was what it was worth in the circumstances. There was no justification for a demand for a rate which was more than the economic rate in the circumstances of the industry.

The amount spent on wages for the year ended 31st March, 1947, was approximately £1,200,000. If the demands of the Union were met, on the employers' interpretation of the Korsah Report, the increased cost of wages, including the cost already incurred of £173,000 by the increases made on 1st September, 1947, would be approximately £600,000 per annum. It was estimated that of this sum of £600,000, £265,000 would be in respect of the wages of labourers, and £335,000 in respect of the wages of other workers. The cost of the demands made in this Arbitration would be about £420,000; on the Trade Union interpretation of the Korsah Report, the claim would mean a further increase of about 10 per cent.

The Trade Union had asked for the increase of pay to be made retrospective to 1st July, 1945. (Over two years). If the increases were made retrospective for 18 months (the period in the Korsah Report) the cost to the industry, based on the employers' interpretation of the Korsah Report, was estimated to amount to £482,000; this would be increased by 10 per cent on the Trade Union's interpretation of the Korsah Report. By relation to the figures for 1946 shown in Exhibit "N", if the gross earned income remained at those figures for 1947, the net income would be reduced by approximately £1,000,000, the taxes would be approximately £420,000, and thus the net income would be reduced to about £300,000.

A Memorandum was produced (appended hereto marked "I") showing that, without some taxation relief, and increase in efficiency and output, the Banket Mines would find it difficult to continue operations by paying the present wage-rates, and impossible, if the claim of the Trade Union had to be met.

There had been a decrease in the return made by labour with very large amounts of absenteeism. A list was produced showing the amount of absenteeism in the Banket Areas for the quarter ending August, 1947—a monthly absenteeism of 24.6 per cent (appended hereto marked "II"); this list also gave particulars of the work of the workers employed by Banket Areas.

A Memorandum (appended hereto marked "III") was produced on the Bonus Schemes in force in some of the mines. These schemes were designed within the capacity of the workers. If the workers took advantage of the Bonus Scheme, their earnings would, in many cases, approximate to the wages now demanded by the Trade Union.

A Schedule was produced (appended hereto marked "IV") giving statistical particulars of the mining companies concerned in this Arbitration.

A Schedule was produced (appended hereto marked "V") showing the rates of wages which were being paid to the various grades of workers before the increase of 1st September, 1947 (Exhibit "D").

Paragraph 2 (4). Hours of Work.—The work in the Mines was so organised that work went on continuously with shifts of eight hours; this was the only convenient method, based on 48 hours week, and it was essential to maintain it. The present working week was a six-day week with eight hours a day. Surface workers worked a shift of eight hours, in which was included half an hour for breakfast; there was a break of one and half hours for lunch, which was not included in the eight hours. Underground workers, at present, worked eight hours continuously. The demand of the Trade Union for a 42-hour week was impracticable; it went beyond the Korsah Report (*vide Korsah Report*, page 13, paragraphs 63 and 64).

Paragraph 2 (5). Overtime.—Employers agreed that overtime should be paid, and on a daily basis. The present position was: plain time rate for week-days and Sundays, but, in principle, if a worker worked overtime, and put in a good piece of work, he would get extra time on his docket. The demand of the Trade Union went beyond the Korsah Report (*vide Korsah Report*, page 12, paragraph 62). At present, a six-day week was not the general system in the mines. Employers would agree to a policy that no man should work more than six days in seven: if a man worked on Sunday, as part of his six days, he should have another day off in lieu thereof, but should get paid at the ordinary rate for the Sunday. If a man worked on Sunday, as an extra day, he should get paid a special rate for Sunday, but he should not have another day off. Employers would not be aggrieved at having to make payment, at the rate of one and a quarter time, for overtime on week-days, and slight increase in this for Public Holidays and Sundays. (Mr. Gale, Acting Chairman of the Chamber of Mines stated, in his evidence, that all the employers tried to eliminate Sunday work because of their principle of "one day off in seven". Some work was necessary on Sunday, as certain of the production processes were continuous processes, and further, as Sunday was generally the day when repairs were carried out. These men worked a seven-day week on a plain time rate. The effect of a six-day week would make it necessary to have a larger labour force to do this work).

Paragraph 2 (6) (7). Public Holidays and Annual Leave.—If Public Holidays were treated separately from Annual Leave, the Trade Union was asking for more than the Korsah Report (*vide Korsah Report* page 13, paragraph 65). Four weeks were more than anything granted in England. At present, Public Holidays were not observed; observance would interfere with continuous working of mines. At present, a holiday of 14 days with pay was allowed. If Public Holidays were worked, some special concession might be made to those who worked them. Workmen, now working on Christmas Day, got paid at double time rate. Christmas Day and Good Friday should be treated as Sundays. Employers were content to grant 14 days' leave with pay, including Public Holidays: to earn his leave, the worker should have a qualifying period of two years (no leave granted until the third year), and a requisite percentage of attendances in the year preceding his leave (at present this is 95 per cent); shorter period of qualification might be granted to underground workers. Employers had no objection to accumulation of leave for two or three years. It was not the custom for travelling expenses to be allowed and fares paid. The demand for fares went beyond the Korsah Report (*vide Korsah Report*, page 13, paragraph 70).

Paragraph 2 (8) (i). Sickness Payments.—The employers did not desire to make any distinction between accidents (not covered by Workmen's Compensation Ordinance) and sickness. There should be no payment if the absence were less than three days, but, if it exceeded three days, then payment should be made for the first three days. The employers would agree that sick pay be paid, at the rate of half pay up to a maximum of 30 days in any year, subject of the qualification that sickness should not be due to the worker's own fault or negligence. They were prepared to waive the qualification as to 60 per cent regular attendance. There was no present provision for such pay.

Paragraph 2 (8) (ii). Gratuities.—The employers would agree that, where a worker was invalided out of service by accident or sickness, not attributable to his own fault or negligence, he should receive a gratuity of £1 per year of service, provided that he had been in the service for a year; he should not get both gratuity and Workmen's Compensation payments. If a worker retired voluntarily, the employers would agree to pay gratuity at the same rate provided that he had served for a period of not less than five years. The employers were not willing to pay any gratuity on retrenchment. In all cases, where a man qualified for gratuity, the employers were prepared to pay his fare back to his home if in the Colony; if his home were not in the Colony, the employers were prepared to pay his fare to a coast port or border town, *en route* to his home.

Paragraph 2 (8) (iii). Deduction of Trade Union Contributions from Wages.—It was not the practice to do this, either here or in England; it would cut across the contract with the workers; the employers were not willing to make these deductions.

Paragraph 2 (8) (iv). Wages Board.—The establishment of a Wages Board was an innovation, and there was no evidence that a Wages Board was needed. The Chamber of Mines were always willing to discuss matters with the Trade Union.

Paragraph 2 (8) (v). Clerical Staff.—The revised Schedule, which came into force on 1st September, 1947 (Exhibit "D") contained a revision in respect of Clerical Staffs.

Paragraph 2 (8) (vi). Salaried Workers.—Some employees were on the Salaried Staff. There was a two-fold difference: Non-forfeiture of pay, where absence was not due to default of worker, and status. The classification into salaried workers was really a matter for the management.

In support of the case for the employers, a number of witnesses were called and gave sworn evidence. They included Mr. O. G. H. Gale, General Manager of the Ashanti Goldfields and Acting President of the Gold Coast Chamber of Mines, Mr. E. W. Morgan, Chartered Accountant, Secretary of the Ashanti Goldfields, Ltd. and Bibiani (1927), Ltd., Mr. G. Keith Allen, Consulting Engineer to the West African Gold Corporation, Mr. R. Coward, Manager of the African Manganese Company, Mr. C. M. Richardson, Acting Manager of the Amalgamated Basket Areas, Ltd., Mr. H. E. Allen, Manager of Gold Coast Basket Areas, Ltd., Mr. A. T. Climas, General Manager of Marlu Gold Mining Areas, Ltd., Mr. Hugh W. Thomas, c.m.g., Secretary of the Chamber of Mines.

Witnesses on behalf of the employers.

The evidence of the witnesses was directed to the following considerations, *inter alia*:—

The matters referred to by Sir Roland Burrows, k.c. in his opening speech.

The main policy as to wages was to be certain that workmen were graded as to wages according to their relative merits. Schedules of wages constantly being revised. In 1941 and 1944 wages were permanently raised; in each case an additional 3d. was given almost generally; this was better than COLA; there was no question of the withdrawal of these increases. The Schedule of 1st September, 1947 (Exhibit "D") was as far as the industry could go. More "would be disastrous round about where we are now".

Evidence of witnesses on behalf of the employers.

General policy as to welfare work: endeavour to supply workers with goods so as to prevent them having to pay in the market increased prices which had followed increased wages, housing, sanitation and education.

Position of Europeans in relation to African workers: reason for employing Europeans; Europeans had received bonus of £5 a month, could not say if still being paid. One European employed to fifty Africans here—in South Africa one European to ten Africans. In engaging Europeans, employers had to make contract which would induce them to come out here; no Manager wanted to introduce more Europeans than could be avoided.

Some of the mines were able to meet the demands; the effect of granting the demands would, however, mean that a few only of the mines would survive. (The Trade Union called attention to the Report of the General Meeting of Ariston Gold Mines (1929) Ltd., which reported a year of satisfactory working, *vide* supplement to *West Africa* dated 21st August, 1947) (appended hereto marked "VI").

The constitution of the Chamber of Mines and its functions.

The policy of the employers in budgeting for the year; the employers recognised wages as a charge upon industry.

Information and materials upon which the Schedules, produced in support of their case, had been based.

The use of machinery in the Mines, and its replacement and repair; since 1941, Ariston Gold Mines (1929) Ltd. had purchased 57 drilling machines and, of these, 43 had been put into use, and the remainder were in store and available for use. During the war, this Company had aimed at a standard of not less than 80 per cent efficiency in their machinery.

The arrangements made to get satisfactory service in the canteens; at the African Manganese Company, Nsuta, in addition to the African cooks, they employed a female African Supervisor.

A Schedule was produced showing the number of treatments given to children at the African Hospital at Nsuta from January, 1945 to end of September, 1947; a total of more than 31,000 (appended hereto marked "VII").

The particulars of the Bonus System. The workers were given a certain minimum amount of work above which they could earn a bonus. In no cases, was the completion of the minimum work necessary before the worker received a day's pay. In many cases, if not within the scheme, the workers received a bonus on the ore drawn. The employers were attempting to produce a Bonus System for Surface Workers. At Amalgamated Basket Areas, Ltd., £217 bonus had been paid on a month's wage bill of about £4,000. In the Ashanti Goldfields, on a wage bill of £8,000, a bonus of £700 was paid. Very important in the interests of production and of the earnings of the workers that they should give the Bonus Scheme a fair trial. A Schedule was produced (appended hereto marked "VIII") showing the bonus earned at the Ariston Gold Mines, Ltd. for the week ended 19th September, 1947: 1,254 of the 1,694 workers in the various categories had received £230 in bonus payments.

In the course of his closing speech, Sir Roland Burrows dealt with the following matters, *inter alia*:—

Closing speech of Sir Roland Burrows.

The mines were owned by the shareholders who had advanced capital, and the Companies were entitled to say who should manage their property. The Europeans were expensive, and the Companies did not desire to incur unnecessary expense; there were not as many Europeans in Gold Coast Mines as elsewhere. No gold mine had been established by Africans living here; if they had, then the Africans would be entitled to say who should manage their property.

The employers had agreed to take part in this Arbitration and, by that, they understood that the Award should be binding upon all parties, but he wished to guard against being taken as having said that the employers should not close down mines, or that there should not be retrenchment.

The Chamber of Mines had considered the demands with sympathy and understanding; they did not give a blank refusal; they granted increases which came into force on 1st September, 1947 (Exhibit "D") and of which the workers had taken advantage.

The demand of the Trade Union for labourers had been granted in excess of the Korsah Report; the maximum demanded by the Trade Union is above the Korsah Report. The Chamber of Mines had met the demands with reference to the majority of workers in the mines.

With reference to the demands in respect of Hours of Work, Overtime, Holidays and Annual Leave, these were never discussed between the Chamber and the Trade Union. He had put forward proposals in respect of these claims, which met the demands made and exceeded the demands.

They had heard very little about "Back Pay"; the only argument advanced was that, "as others had got it why should not they." The Korsah Report was wrong in principle. The Harragin Report dealt with people who had made the Civil Service their life's work and could not leave it. The Korsah Report dealt with people who were free to leave their employment, and offer their services in the open market. Whether the Korsah Report was right or wrong in making retrospective payments—and it did so reluctantly—it did so for reasons which had no application to the Mining Industry. The demands for retrospective pay had no substance or justification.

With reference to the main claim, that was for the more highly-paid workers, the employers had met the cost of living entirely—the test of that was the pay of the lowest-paid worker: anything beyond that depended upon what was fair and reasonable in the circumstances. The Korsah Report contained the words: "Municipalities will have to pay less than Government rates for their labour"; the reason for this was that the Municipalities could not afford it, and this applied exactly to the present case.

Mere increase in wages did not increase output; they had given particulars of Bonus Schemes under which workers could largely increase wages if they did more work. The increases made on 1st September, 1947 were the utmost the Industry could go. These payments put a very severe strain on various mines, so severe as to make them "marginal enterprises"; this meant that they were concerns, whose owners should seriously consider whether they should continue them at all. Anything more would threaten the existence of most of the mines, subject to what he had said before as to the increase in price of gold, the lessening of taxation, and the increase of output. Any Award, such as was asked for, would mean the end of the Banket mines and some of the other mines. Ore of similar quality was worked at a profit in other parts of the world; that was because the output was so much higher. The Trade Union had said that the employers had plenty of money. Money, which was capital, had to be spent so that revenue could come in, but expenditure, which had to be met month by month, could only come out of revenue. If money was not forthcoming, then wages could not be paid. He was stating, in all seriousness, that, as matters stood, if an award were made exceeding the increases which were paid on 1st September, 1947, that would mean the end of nearly every mine in the Gold Coast, and there would be no wages then at all for the men. The employers were willing to pay the men the rates asked for, but if these wages were asked for, then they must be earned.

In the course of his closing speech, Mr. J. N. Sam dealt with the following matters *inter alia*:—

The evidence had proved that they had good grounds for making their demands, and that their work was more difficult than that of persons employed in Government and Trading Firms. They had proved that their pay was insufficient, and the employers had admitted, with sympathy, that their pay was not sufficient to meet the cost of living. The employers had tried to prove they had no money, but the Trade Union did not accept the mere word of the employers on this matter. The employers contended that they were unable to pay higher wages and give back pay, but they had been paying cost-of-living bonus to Europeans since the War began.

They did not regard the 3d. increases, which had been made, as cost-of-living bonus, but as an increase in their basic pay, in view of increased proficiency.

The employers admitted that the cost of living had increased; school fees had increased, as had the price of imported goods and foodstuffs. The workers were suffering from this increased price in common with others.

The canteens had been established as a pretext to cover low wages in the mines; they felt the same thing in relation to the other welfare services which the employers had provided.

In respect of the demands made by the Trade Union for overtime, holidays, leave, sick pay and gratuity, he summarized the points already made by him and his witnesses in the course of the Arbitration. On the question of the payment by the employers of Trade Union contributions, he called attention to the remarks made by Mr. Kitching, the Labour Officer, on 31st July, 1947, who had said that this deduction had been made on the Railways in this country, and in many mines in England. On the question of Wages Boards, the wages of clerks and the making of more salaried officials, he called attention to the remarks which he had previously made.

Now I, the said WILLIAM GORMAN, having duly heard and considered all the allegations and evidence of the said Gold Coast Mines Employees Union and of the said Gold Coast Chamber of Mines respecting of and concerning the said disputes, differences and questions so referred to me as aforesaid and further having visited the said Gold Mines as aforesaid DO HEREBY MAKE AND PUBLISH THIS MY AWARD in writing as to all the disputes, differences and questions so referred to me as aforesaid:—

Wages.—In considering the claim of the Trade Union for an increase of wages, I am very conscious of the present difficulties of the Industry, as brought to my notice by the employers, and I have also had regard to the contentions made on behalf of the Trade Union that, both absolutely and relatively to the wages paid in other industries, the present rates of wages are inadequate, notwithstanding the increases in wages, which have already been made, and which are referred to elsewhere in the record of proceedings of the Arbitration.

I have been impressed by the scope of the welfare work carried out by the employers, much of which is not ordinarily done by employers. This is undoubtedly of great benefit to the workers, and I hope that the workers will avail themselves of this to the fullest possible extent, and that the Trade Union will co-operate by all the means in their power. This welfare work results in a heavy expenditure—both capital and revenue—by the companies, and the projected schemes of the companies will greatly increase such expenditure, when the schemes are put into operation. Such work does, in its result, confer upon the workers a financial benefit, but this, viewed from the workers' standpoint, may not amount to the same thing as the cost to the employers of such schemes. For instance, the expenditure by the employers on houses, resulting in the provision of accommodation at a lower price to the worker than he would have to pay to a private owner of houses, does not benefit the worker who is not able to secure such accommodation from his employers. Again, while the provision of a canteen meal costs the employers 8d. to 11d. (for which the worker pays 4d.) the worker, having regard to the general expenditure in food in his own household, does not measure this benefit to him at the rate of 8d. to 11d. per day. There is, in the expenditure by the employers on welfare services, an intangible element which does not actually find its way into the wage packet of the worker, and which, therefore, is not always appreciated by him as being real wages. I recognise, to the full, the general welfare work which the employers have undertaken and, as I have said, I hope that nothing will be done to prevent the continuance of this beneficent influence, but it is to be borne in mind that there is this difference in appreciation, and in value, between the employers and the workers.

Of course, there is always to be considered the maintaining of a balance, which is fair and equitable, between the different items of expenditure by the companies, and I appreciate that this is rendered more difficult, when the employers are subject, either to fixed prices for their production, or to fixed charges against such production or the profits on the sale thereof.

I have formed the view that certain increases of wages are proper to be granted.

I AWARD that the wages to be paid shall be as set out in the Schedule appended hereto marked "Schedule of Wages Rates".

I AWARD, in cases where increments in wages appear in the said Schedule, that the rates of increment shall be at the rate of threepence per day for each half year of service, in respect of the first increment of threepence, and at the rate of threepence per day for each quarter year of service in respect of increments beyond the first threepence.

I FURTHER AWARD that, in calculating the period of service for entitlement to increment, the whole of the service of the worker shall be taken into account.

Retrospective Payment of Increase in Wages.—The Trade Union claimed that any increases in wages awarded should be made retrospective to 1st July, 1945. This date was taken as being approximately two years before the date (11th July, 1947) of the letter—Exhibit "B"—from the Trade Union to the Gold Coast Chamber of Mines. In the course of the Arbitration, reference was frequently made to the Harragin and Korsah Reports in connection with the claim for retrospective payments. I have considered these Reports, and the reasons set out therein for making Retrospective Payments. At page 9, paragraph 25, of the Harragin Report, it is stated: "As is evident from this Report, the Commission feels that the Civil Services are, and have been for some time past, inadequately paid even when the cost of living and other allowances are taken into account. It must be remembered, however, that the proposal to hold a salaries enquiry was announced a long time before this Commission was appointed and commenced its investigation. The Commission is fully satisfied that there is a strong case for the grant of retrospective benefits. It is recommended that the improvement in terms of service proposed in the Report should be introduced with effect from 1st January, 1946". The Harragin Enquiry began towards the end of 1945, and the Report was signed on 12th September, 1946, and it was an Enquiry held into the terms and conditions of service of the Civil Services (with the exception of unestablished and daily-paid staff) of the four West African Colonies. The Korsah Report was the result of an enquiry into the grading and remuneration of the unestablished and daily-paid subordinate staff of the Central Government of the Gold Coast (excluding the Police and the Customs Preventive Service). At page 9, paragraph 30, of the Report it is stated: "We have considered seriously whether retrospective payments could reasonably be made to date so far back as 1st January, 1946, but we find ourselves to all intents and purposes committed by existing factors, for example the recommendations made in the Harragin Commission's Report and accepted by the Government; we feel that we have no option but to recommend this date in respect of the employees covered by our terms of reference." The Korsah Committee commenced its Enquiry in February, 1947, and the Report was signed on 9th June, 1947.

Terms of reference paragraph (3).

The date to which Retrospective Payment of Increases in Wages is claimed by the Trade Union, in this Arbitration, is earlier than the date which was fixed in either the Harragin or the Korsah Reports. I do not see any justification for the making of the increases of payment retrospective to 1st July, 1945. In my view, the circumstances operating in the employments, which were considered by the Harragin Commission, were very different from those operating in the employments which I am considering. (It would appear, too, that the decision of the Korsah Committee on the question of Retrospective Payments was influenced, to some extent at least, by the decision of the Harragin Commission on the same subject). I am afraid that some misunderstanding has arisen, in the present case, owing to the fact that the differences between the conditions, operating in the employments considered by the Harragin Commission, and those in the mines, were not fully appreciated. This however, is quite understandable. It is not therefore, possible to make an Award for the Retrospective Payment of the Wage Increases *merely* on the grounds that Retrospective Payment was recommended in these two Reports.

Having regard to the history of the present dispute, the negotiations between the parties, as given to me at the hearing of the Arbitration, the evidence which has been given to me, and to the decision at which I have arrived on the various claims of the Trade Union, I AWARD that the Increases in Wages made by this Award shall be paid as from 1st April, 1947.

Hours of Work.—I AWARD that the normal working week be a week of 45 hours worked on six days.

I FURTHER AWARD that the shift of *Continuous Shift Workers*, both underground and on the surface, be of eight hours a day as follows:—

7 a.m. to 3 p.m.

3 p.m. to 11 p.m.

11 p.m. to 7 a.m.,

AND that one-half hour of each such shift be paid for at overtime rates.

I FURTHER AWARD that the shift of *Underground Workers*—other than *Continuous Shift Workers*—be of seven and one-half hours a day as follows:—

7 a.m. to 2.30 p.m.

3 p.m. to 10.30 p.m.

11 p.m. to 6.30 a.m.

I FURTHER AWARD that the hours of work of *Surface Workers*—other than *Continuous Shift Workers*—be as follows:—

7 a.m. to 12 noon

2 p.m. to 4.30 p.m.

Overtime.—I AWARD that Overtime be paid for on a daily basis.

I FURTHER AWARD that Overtime, worked on week-days, be paid for at the rate of time and a quarter.

I FURTHER AWARD that Overtime, worked on Sundays and Public Holidays, be paid for at double-time rates.

I FURTHER AWARD that, if a Task Worker works beyond the length of the shift of seven and one-half hours owing to his performing work, other than his Task, such extra time is to be paid for at overtime rates.

I FURTHER AWARD that, if a worker works on a Sunday, as part of his normal six-day week, he is to have another day off in lieu thereof but payment for the Sunday is to be at ordinary rates; if a worker works on a Sunday, and not as part of his normal six-day week, he is to be paid for his work on the Sunday at double-time rates.

Public Holidays and Annual Leave.—I AWARD that 14 days' Annual Leave—inclusive of not more than seven Public Holidays—with pay be granted to a worker who has been continuously employed for not less than one year, and who has, in the year preceding the year of leave, completed not less than 95 per cent of 312 attendances at work. (Absence from work, due to duly authenticated sickness or to other causes outside the control of the worker, or with the permission of the employers, are to be excluded in calculating the worker's eligibility for leave).

I FURTHER AWARD that a worker be allowed to accumulate his leave for a period up to three years.

I FURTHER AWARD that, if a worker works on a Public Holiday, at the request of his employers, he be paid therefor at double-time rates.

I MAKE NO AWARD in respect of that part of the claim of the Trade Union for the payment of travelling expenses to a worker's home for his holiday, and back to his work thereafter.

Sick Pay.—I AWARD that, if a worker is absent from work, due to sickness, or the effects of accident (to which the provisions of the Workmen's Compensation Ordinance do not apply), and such sickness, or accident, is not due to his own default or negligence, and his absence is duly authenticated by a certificate of a Registered Medical Practitioner, he be paid sickness benefits as follows:—

Payment at the rate of full pay up to a maximum of 30 days in any year; provided that no payment is to be made for the first three days of absence, unless the absence is for a longer period than three days.

Gratuities.—I AWARD that, where a worker is invalidated out of service by reason of sickness or accident, where such sickness or accident is not attributable to his own default or negligence, and he has completed one year's service, he be paid a gratuity at the rate of one pound for each completed year of service, or part thereof.

I FURTHER AWARD that, where a worker voluntarily leaves his service, and he has completed five years' service, he be paid a gratuity at the rate of one pound per annum for each completed year of service or part thereof.

I FURTHER AWARD that, where a worker qualifies for gratuity as above, and he desires to return to his home, he be paid his fare back to his home.

The Deduction of Trade Union Contributions by the Employers from the Wages of the Workers.—Before this deduction could be made from a worker's wages, the worker concerned would have to give his consent to the making of such deduction. While it might result in the more regular payment of contributions by the members of the Trade Union, and would simplify, to some extent, the work of the Trade Union, this is not a duty which ought to be imposed upon the employers, unless they are willing to undertake it, nor will it in the long run be of advantage to the Trade Union, whose real influence must depend upon the intimacy of their contact with their members.

I MAKE NO AWARD upon this part of the claim.

Terms of
reference
paragraph
(4).

Terms of
reference
paragraph
(6).

Terms of
reference
paragraphs
(6) and (7).

Terms of
reference
paragraph
(8) (1).

Terms of
reference
paragraph
(8) (11).

Terms of
reference
paragraph
(8) (11).

Joint Negotiating Machinery (Wages Board).—The demand of the Trade Union was that there should be set up a Wages Board, on which there would be representatives of Government, the Employers, and the Trade Union, which would meet, periodically, in order to discuss and revise wages.

Terms of reference paragraph (8) (iv).

I MAKE NO AWARD on this part of the claim, in view of all the circumstances which have been brought to my notice.

I RECOMMEND that it be carefully considered whether there should not be set up a body, in the nature of a Conciliation Council, with an Independent Chairman, and members representative of the employers and the workers, in order that each side of the Industry might bring to the Council any matter affecting the terms and conditions of employment of the workers.

I DO NOT RECOMMEND that such Council have statutory sanction, nor that there should be representatives of Government thereon.

I FURTHER RECOMMEND that it be a condition of reference to such Council that direct negotiations between the parties had not been successful.

Revision of Clerical Staff Gradings.—MY AWARD in respect of salaries of Clerical Staff is contained in the appended "Schedule of Wage Rates".

Terms of reference paragraph (8) (v).

Establishment of Senior Employees on Annual Rates of Salary.—I appreciate the increase in status which would be given to workers, who are made salaried employees. This is, however, essentially a matter for the employers themselves. The class of headmen, for instance, includes workers of varying work and ability, and this also applies to the other classes in respect of which this claim is made.

Terms of reference paragraph (8) (vi).

I MAKE NO AWARD on this part of the claim. Nevertheless, I was impressed by the very small percentage of workers who are on the salaried staff, and I recommend that the employers consider the making of their workers into salaried employees in appropriate cases. This would have a stimulating effect upon the workers concerned, and upon workers generally, and, in the particular circumstances of this Industry, employing both Africans and Europeans, it would help to create the feeling that both sections of workers had a real interest in the Industry, and that the services of both were alike appreciated by the employers.

As I write this, there comes to me from the distance, beyond the trees, and through the heavy early morning mist, the welcome sound of the "Buzzer" at one of the mines. It is my earnest hope that, whatever differences may arise, in the future, between the employers and the workers in this great Industry, the "Buzzer" will not be silent again.

Conclusion.

I cannot conclude this Award without putting on record my sincere appreciation of the help which has been given to me by so many, and, without which, the difficulties and anxieties of my work would have been tremendously increased.

The officials of the Government, with whom I have come into contact, have unstintingly placed their services at my disposal, and everything has been done to make my stay here happy, and I am very grateful.

I should like—although it may be somewhat invidious, when so many have helped me—to refer particularly to those whose work has brought them into the closest contact with me during this Arbitration.

The Assessors, at no time, allowed consideration of their personal comfort, or convenience, to interfere with their work and, at all times, they gave to me the greatest assistance and the benefit of their experience—I am proud to have been associated with them.

Mr. J. N. Sam's advocacy of the case for the Trade Union gave me the satisfaction of feeling that nothing had been omitted which ought to have been brought to my notice, and Sir Roland Burrows, k.c., helped me enormously by his detailed presentation of the case for the Employers.

I was filled with admiration at the skill of the Interpreter, Mr. Richard Quarshie: I am sure that I am not alone in this.

I was indeed fortunate that I was able to have with me my own clerk—Mr. E. W. J. Willoughby. The help which he gave to me during the actual sittings of the Tribunal and, even more, the work which he did away from the actual sittings, has been invaluable to me, and I should be indeed ungrateful, if I did not here record my sincere appreciation of his services to me.

IN WITNESS WHEREOF, I, the said above-named WILLIAM GORMAN have hereunto set my hand, at Tarkwa, this 3rd day of November, 1947.

(Sgd.) WILLIAM GORMAN.

Signed and Published
the 3rd day of November, 1947,
in the presence of

E. W. J. WILLOUGHBY,
clerk to MR. WILLIAM GORMAN, k.c.

SCHEDULE OF WAGE RATES

	<i>Minimum</i>	<i>Maximum</i>
	<i>s. d.</i>	<i>s. d.</i>
1. Labourers—including		
(a) Gutter boys		
Grease boys		
Chop boys		
Sump cleaning boys	... .. 2 6	3 0
Transport boys		
(b) Chute boys		
Pass drill boys		
Sweepers		
2. Shovel boys and filling boys	... .. 2 6	3 0
3. Truck—trammings boys	... .. 2 6	3 0
4. Machine drivers	... .. 3 6	4 0
5. Spanner boys	... .. 3 0	3 3
6. Main pump boys	... .. 3 0	3 9
7. Subsidiary pump boys	... .. 2 6	3 0
8. Cage or skip boys	... .. 2 6	3 0
9. Blast boys	... .. 3 6	4 6
10. Tracklayers	... .. 2 6	3 0
11. (a) Timber boys	... .. 2 6	3 0
(b) Square set timber boys	... .. 2 9	3 3
12. Shaftsmen	... .. 3 3	4 6
13. Latrine boys	... .. 2 6	3 0
14. Hoist drivers, licensed, but uncertificated.		
(Hoist drivers are uncertificated but licensed to hoist rock from a vertical or inclined winze or shaft)	... .. 2 9	3 3
15. Winding Engine Drivers.		
(A Winding Engine is either a single or a double drum hoisting engine which is licensed for raising or lowering men, a certificate for which has been granted by the Chief Inspector of Mines). (Quarterly examination by a doctor necessary).		
CLASS 1.—Single drum, steam or air :		
(a) Up to and including 50 h.p.	... ..	3 9
(b) 51 to 100 h.p.	... ..	4 0
(c) 101 to 150 h.p.	... ..	4 6
(d) 151 to 300 h.p.	... ..	5 3
(e) Over 300 h.p.	... ..	6 0
CLASS 2.—Single drum, electric :		
(a) Up to 100 h.p.	... ..	4 0
(b) 101 to 150 h.p.	... ..	4 3
(c) 151 to 300 h.p.	... ..	4 9
(d) Over 300 h.p.	... ..	4 9
CLASS 3.—Double drum, steam or air :		
(a) Up to 100 h.p.	... ..	5 0
(b) 101 to 150 h.p.	... ..	6 0
(c) 151 to 300 h.p.	... ..	6 0*
(d) Over 300 h.p.	... ..	8 3
CLASS 4.—Double drum, electric :		
(a) Up to 100 h.p.	... ..	4 9
(b) 101 to 150 h.p.	... ..	5 3
(c) 151 to 300 h.p.	... ..	6 3
(d) 301 to 450 h.p.	... ..	6 9
(e) 451 to 600 h.p.	... ..	7 9

* Both parties have agreed that this should read 7s. 0d.

SCHEDULE OF WAGE RATES—*contd.*15. **Winding Engine Drivers—*contd.***

MONTHLY BONUS.—At the rate of 10 per cent of the daily rate paid. Qualification for payment of this bonus is subject to there being no complaint, nor absenteeism without leave. This is not to include the Annual Leave. Where there is only one driver, a 25 per cent increase plus the 10 per cent bonus will be paid in any and every class.

Minimum Maximum

s. d. s. d.

16. Winch drivers (scraper, tuggerhoist, etc.)	2 6	3 0
17. Loco. drivers	3 0	4 0
18. Boss boys: (Blasting Certificate) (African Assistant to Shiftboss or Mine Captain, with general mining experience)	4 0	5 9
19. Bell boys	2 6	3 0
20. Hammer boys, including grizzley boys	2 6	3 0
21. Pipe boys	2 6	3 0
22. General maintenance (shaker, truck, etc., etc.)	2 6	3 0

SURFACE MINING :

23. Shovel drivers—under one yard capacity	3 9	5 6
24. Shovel drivers—over one yard capacity and under 2½ yards	5 6	8 0
25. Shovel firemen	2 6	3 3
26. Loco. drivers—below 65 h.p.	3 9	5 6
27. Loco. drivers—65 h.p. and over	5 6	7 0
28. Loco. firemen	2 6	3 3
29. Lorry drivers, including dumper drivers	3 0	5 6
30. Surface platelayers	2 3	2 9
31. Point boys	2 0	2 6
32. (a) Blast boys	2 9	4 3
(b) Surface machine drivers	2 9	3 9
(c) Surface Spanner boys	2 3	2 9
33. Truck boys	2 0	2 6

REDUCTION PLANT :

34. (a) Mill labourers	2 0	2 6
(b) Operators	2 6	3 3
(c) Attendants	3 0	3 6

ENGINEERING :

35. Boiler firemen	3 0	3 9
36. Greasers	2 0	2 6
37. Engine attendants (Diesel or Steam)	2 6	4 6
Engine attendants (where no European shiftsman and no engine rating over 120 h.p.)	3 3	4 6
Engine attendants (where no European shiftsman and where engine or engines rate over 120 h.p.)	4 3	6 0
38. Compressor attendants (electric or portable)	3 0	3 9
39. (a) Switchboard attendants	3 0	4 0
(b) Switchboard attendants whose duty it is to synchronise engines	4 0	7 0

s. d.

40. Apprentices—1st year ... ..	...	2 3
2nd year ... ..	...	2 6
3rd year ... ..	...	3 0
41. Improvers—1st year ... ..	...	3 6
2nd year ... ..	...	3 9

s. d.

s. d.

42. Carpenters and Sawyers	4 0	6 6
43. Pattern-makers	4 0	6 6
44. Masons and Bricklayers	4 0	6 6
45. Painters	4 0	6 6
46. Blacksmiths and Boilermakers	4 0	6 6

SCHEDULE OF WAGE RATES—*contd.*ENGINEERING—*contd.*

	Minimum	Maximum
	s. d.	s. d.
47. Blacksmith strikers	2 3	2 6
48. Turners and Machinists	4 0	6 6
49. Drill shop operators—Sharpeners	2 9	5 0
Hot millers	2 6	3 6
Hardeners	3 3	5 0
50. Fitters	4 0	6 6
51. Moulders	4 0	6 6
52. Welders	4 0	6 6
53. Rivetters	2 6	3 3
54. Tinsmiths	3 9	6 0
55. Electricians	4 0	6 6
56. Riggers	4 0	6 6
57. Telephone operators	2 6	4 3
58. Engineer labourers	2 0	2 6

MISCELLANEOUS

59. Surface labour	2 0	2 3
60. Mines Police—Constable	2 6	3 6
Corporal	3 9	4 6
Sergeant	4 9	5 9
61. Grass cutters	2 0	2 6
62. Latrine boys	2 3	2 9
63. Assay office	2 0	3 9
64. Survey and Sample boys	2 0	3 9
65. Dressers	2 3	4 9
66. Messengers	2 0	2 6
67. Washermen	2 0	3 3
68. Clerks, underground stores	2 6	6 0
69. Clerks, magazines	2 6	6 0
70. Labour checkers	2 6	6 0
71. Time office and pay roll clerks	2 6	6 6
72. Issue clerks	2 6	6 0
73. Ledger clerks	2 6	6 6
74. Typists	3 3	6 6
75. Stenographers	6 6	10 0
76. General clerks	2 6	6 0
77. Fire patrols	3 0	3 6
78. Sanitary Inspectors	2 9 4 0	5 3
79. Nurses (Male and Female) : {	The Government Scale to be applied : Subject to the same	
80. Dispensers	standard of efficiency.	
81. Clerks with School Certificates : £72 x £6 p.a. to £84 p.a. ; after which they must qualify as Book-keepers in order to obtain further increases in salary.		
82. Book-keepers : £90 x £6 p.a. to £180 p.a. ; subject to the following qualifications :—		
(a) A complete knowledge of double entry book-keeping.		
(b) Able to keep accurately the various books of accounts and to make all routine Journal entries.		
(c) Able to extract a Trial Balance.		
83. Head Book-keeper or Head Clerk : £180 x £12 p.a. to £300 p.a.		
84. Surveyors : £180 x £12 p.a. to £300 p.a. ; subject to the following qualifications :—		
(a) Theoretical and practical knowledge of chain surveying and of measuring distances with a steel tape and correcting for slope, etc.		
(b) Ability to carry out theodolite and compass traversing, tacheometrical surveying and instrumental levelling both on surface and underground. Closing error in latitude or departure of a theodolite traverse not to exceed L/3000 and of a level traverse L/15000 where L is the length in feet of a surround.		
(c) Thorough knowledge of computing co-ordinates and calculation of areas both by logarithms and by calculation of machine.		
(d) The ability to plot by co-ordinates and protractor and to make a fair finished plan and to keep field books in such a way that they can be checked both in field and office by any other surveyor.		

SCHEDULE OF WAGE RATES—*contd.*MISCELLANEOUS—*contd.*

		<i>Minimum</i>	<i>Maximum</i>	
		<i>s. d.</i>	<i>s. d.</i>	
84a.	Assistant Surveyors	3 6	8 0	
85.	Draughtsmen, mechanical	£12	£20 month	
85a.	Draughtsmen, survey	£12	£20 month	
		<i>Minimum</i>	<i>Maximum</i>	
		<i>s. d.</i>	<i>s. d.</i>	
85b.	Tracers	2 3	5 6	
86.	Laboratory Assistants	5 6	8 0	
87.	Hospital and Canteen cooks {	Male	3 9	4 9
		Female	2 0	2 9
88.	<i>Diamond Drillers :</i>			
	(a) Drill setter	4 9	6 6	
	(b) Drill runner	3 9	5 0	
	(c) Drill helper	2 9	3 3	

Note.—The Rates are Daily Rates unless otherwise stated.

EXHIBITS

EXHIBIT B

GOLD COAST MINES EMPLOYEES UNION (REGISTERED)
HEAD OFFICE, ABOSO

SECRETARY'S OFFICE,
P.O. Box No. 1,
ABOSO,
11th July, 1947.

THE SECRETARY,
THE GOLD COAST CHAMBER OF MINES,
TAREWA.

DEAR SIR,

I am directed by the Executive Council of this Union to refer to their letter dated 3rd August, 1946, in which we raised some points and respectfully asked you to receive a deputation to meet your Chamber. In your letter dated 25th September, 1946, we noted that with the exception of the possibility of discussing the lowest-paid labourers, you could not agree to any of the points in the appeal. As no consideration was given even to the reasonable request to meet our delegates, we appealed to the Governor, who has assured us that your Chamber is prepared to meet our representatives to discuss the various anomalies obtaining in the working conditions in the Mines.

2. It is therefore the humble appeal of this Executive to ask you to let us know when it will be possible for delegates of the various Mines to meet your Chamber on the following points :—

- (1) To raise the minimum rate of wages of—
 - (a) Underground labourers to 2s. 6d. a day with increments to a maximum of 3s. 6d.
 - (r) Surface labourers to 2s. a day with increments to a maximum of 3s.
- (2) That a general increment based on the lines of the Korsah Commission and accepted by Government be adopted for all workers, other than those covered by (1) above.
- (3) That in view of the non-introduction of the COLA allowance in the Mines during the war, and in consideration of the high cost of living, as a result of which most of the Miners have run into debt, the Chamber may be pleased to consider a retrospective payment of the difference of the new rates of pay and the old rates for two years. (That is to pay all workers the difference between the suggested new pay and the old one back two years).
- (4) Hours of work.—That 42 hours a week for both surface and underground workers be allowed, i.e.

MONDAYS TO FRIDAYS	...	...	...	7.0 a.m. to 12 noon.
				2.0 p.m. to 4.30 p.m.
SATURDAYS	...	...	...	7.0 a.m. to 11.30 a.m.
- (5) Overtime.—That after the standard working hours a day are completed, every hour worked be paid for as overtime at time and half. SUNDAY work be paid for at double time.
- (6) Holidays.—That days declared by the Government as holidays be recognised in the Mines, and work done be paid for at double time or as alternative to work up to noon for a full day's work be considered.
- (7) Annual leave.—That an annual leave with full pay be allowed as follows :—
 - 4 weeks to all workers over 10 years' service.
 - 2 weeks to all workers under 10 years' service.
 To allow accumulation of leave for at least two years to enable employees to visit their homes and other places, and that travelling expenses to employees visiting their homes on leave be paid by the Company.

- (8) General.—That an employee of 60 per cent regular attendance when certified by the Medical Officer as sick be treated with full pay for the first month, after that he is placed on half pay for two months to be reviewed at the end of the third month for final decision.
 - (i) That the future of the employees be reviewed in that after five years' service, every employee on retirement, retrenchment through no fault of his own and/or invalided be paid a gratuity worked at £2 per year for the number of years in the service.
 - (ii) That deduction of Trade Union contribution from Wages Sheets be considered.
 - (iv) That Wages Board be introduced to comprise representation of the Chamber, the Employees, and Government to meet occasionally to discuss Wages.
 - (v) That in view of the recent revision of the salaries of Clerical Staff and most of the Mercantile Houses, a general revision of the old Clerical Schedule be made.
 - (vi) That the Chamber may be pleased to consider the present appointment as Salaried Employees, the following workers :—
 - (a) First Grade Workers.
 - (b) Headmen.
 - (c) Recognised Clerks.

Thanking you for your kind attention.

Yours obediently,

S. M. BISSAH,
General Secretary.

EXHIBIT C

STATEMENT READ BY MR. C. N. WHITE, CHAIRMAN OF THE WAGES COMMITTEE OF THE GOLD COAST CHAMBER OF MINES, TO THE DELEGATES OF THE GOLD COAST MINES EMPLOYEES UNION, AT A MEETING HELD AT THE CHAMBER HEAD-QUARTERS ON FRIDAY, SEPTEMBER 5TH, 1947, IN REPLY TO THE UNION'S PETITION OF JULY 11TH, 1947

We have asked you to meet us again to-day to discuss a certain aspect of your petition to the Chamber: as we felt that you would be anxious to hear further news from us.

First of all, I want to tell you that Mr. Jackson, Mr. Menzies and Mr. Thomas went to Accra last week to ascertain from Government exactly the position regarding taxation, and there they learnt that it was proposed to introduce new legislation. Nevertheless, the Government have not informed us of what their proposals are, so that it is not possible for us to tell you, whether it is in favour of, or opposed to mining interests. The London Directors are having a preliminary meeting with the Colonial Office next Tuesday, September 9th, but as it is quite obvious that these meetings are likely to spread over a long period of time, we thought that we should see you in the meanwhile, and tell you how things are.

Now we have received permission to discuss with you the question of the increase of wages as asked by you, but as yet we have no authority to deal with any other question apart from 1 and 2 of your letter.

Regarding paragraph 2 (2) of your letter, we are unable to accept the principle that the recommendations of the Korsch Commission are applicable to the Mining Industry, as there can be no comparison between conditions of service, and type of work between us and Government and commercial firms. Furthermore it must be remembered that in 1941, and in 1944, certain increases to wages were given by the Mining Industry to offset the cost of living.

Now, coming to your letter of July 11th which I will deal with—

Paragraph 2 (1): To raise minimum rate of wages:

- (a) Underground.
- (b) Surface.

The Chamber agrees to raise the minimum rates of wages for underground labourers to 2s. 6d. a day as you have requested, with an increment to a maximum of 2s. 9d. after a year. You will no doubt realize that this is the minimum wage *per diem*. On the gold mines there is a system of bonus payments to these underground workers directly engaged in the production of ore, and total earnings can be increased up to 50 per cent of the rate ruling for the particular class of work engaged. It is to the mutual benefit of both employee and mine that the highest bonus be paid for the reason that an increased bonus means higher efficiency and greater output to the mines. In due course, each mine will put up on a notice board a notice showing how much bonus can be earned in a day.

We wish to stress the point that this rate of 2s. 9d. is really not a maximum but a minimum, because workmen if they are keen to get on can reach a stage higher in the wages scale by qualifying for a higher grade.

(b) *Surface Labourers*.—In the same way, we have granted your request of a minimum wage of 2s. a day, with an increase to 2s. 3d. after a year. It will then be a matter for the individual to obtain a higher wage by qualifying for a job commanding a higher rate of pay. In connection with these rates, workers at present not on the minimum rates shown on the existing Schedule will be above minimum rates on the Revised Schedule. As an example, a man on the maximum of the old schedule will be on the maximum of the new schedule. Correspondingly, in respect of the other labour we have increased their pay proportionately.

In the artisan class, the rates of pay have been increased and now start at 3s. 9d. and go to 6s. with a bar at 5s. The artisan classes are to be found under numbers 42, 44, 45, 46, 48, 50 to 52, 54 to 56.

The Clerical Staff are included in Nos. 68 to 74. They have been put into one classification because it was thought Mines Managers might have more opportunity to recognise good and faithful service of those clerks who in the old schedule have to stop at a certain figure: though all clerks of course will not go to 6s.

Now in connection with your wages, it is as well to remember that the Industry provides many of you, and the number is growing daily, with free quarters, although a sanitation charge is made. Not more than 5s. is overcharged. It would not be possible for you to obtain quarters in a town at this rate. Moreover it must be remembered that no other Company, or the Government in general, with the possible exception of the Railway, make this provision for their labour, with the result that the employees have to rent houses at a cost of 15s. to £1 a month. The mines have a big building programme on hand, and will not be satisfied until 75 per cent of their labour is housed.

Again the canteens provide a well-cooked meal for 4d., which actually costs the mine between 7d. and 10d. a day. This also is a great saving and benefit to you which employees in Government and companies other than the mines do not enjoy. In addition to these advantages, the mines provide free medical attention to all its employees and their wives and children.

The other remaining matters we cannot discuss at this stage.

EXHIBIT C—*contd.*

With this increase of wages you must realize that it is more difficult than ever for some mines to keep their heads above water: It will cost the Industry as a whole £150,000 per annum based on these increases we are giving you. Individually, for example, on A.B.A. mine, it is estimated that these concessions will cost, with the present staff 1,500 a month extra—roughly equivalent to 200 ounces of gold extra, or 1,500 tons of ore extra to be produced, or mining $1\frac{1}{2}$ tons a month extra by each man.

We do realize your difficulty in maintaining contentment in the Union, and we have advised the London Advisory Committee that we should introduce this new schedule in view of the increase of wages by the Government and other companies which incidentally you and I will have to reimburse indirectly. The Government obtains this extra money by means of taxation, and a commercial firm by an increase in the price of its commodities.

You in your turn must help us by insisting on higher efficiency, with resultant substantial increase of output per man. We therefore want your support in backing any measures the managements take which they think necessary. In this connection, it will be necessary, I am afraid, to reduce the number of surface employees, and some of the labour will become redundant. This is inevitable if some of the mines are not to be closed down.

There is one other point which we might mention under paragraph 8 (iv) in which you ask for a Wages Board. We think that it will be of considerable assistance to you as well as to the Mine Manager if you had a monthly meeting with the Manager to discuss any problems which may crop up during the month. In addition, the Chamber would agree to meet your delegates twice yearly when any outstanding matters might be considered and settled. This would be a far better method than exists at present, when you wait till you have a complaint before approaching the Chamber. A half-yearly meeting say in March and September would be of great help and benefit to both parties, whether you have any complaint or not to put before the Chamber.

TARKWA,

5th September, 1947.

EXHIBIT D

SCHEDULE OF WAGES

Alterations to the Schedule of Wages Rates, 1947

I—UNDERGROUND

	Starting Rate	Maximum Rate
L. 1. Labourers—including :		
(a) Gutter boys	2/6	2/9 after 1st year
Grease boys		
Chop boys		
Sump cleaning boys		
Transport boys		
(b) Chute boys	2/6	2/9 do.
Pass drill boys		
Sweepers		
Scaling down boys		
L. 2. Shovel boys and filling boys	2/6	2/9 do.
L. 3. Truck—trammings boys	2/6	2/9 do.
4. Machine drivers	3/-	4/- 3d. increase per quarter.
4a. Jack Hammer drivers	3/3	4/- do.
5. Spanner boys	2/6 1st year	2/9 2nd year
6. Main Pump boys	2/9	3/6
L. 7. Subsidiary Pump boys	2/6	2/9
8. Cage or skip boys	2/6	2/9
9. Blast boys	3/-	4/-
10. Tracklayers	2/6	2/9
L. 11. (a) Timber boys	2/6	2/9
(b) Square set timber boys	2/9	3/-
12. (a) Shaft Timber boys	2/6	3/-
(b) Shaftsmen	3/3	4/-
L. 13. Latrine boys	2/6	2/9
14. Hoist Drivers, licensed but uncertificated (Hoist drivers are uncertificated but licensed to hoist rock from a vertical or inclined winze or shaft).	2/6	2/9
15. <i>Winding Engine Drivers.</i> —(A Winding Engine is either a single or a double drum hoisting engine which is licensed for raising or lowering men, certificate for which has been granted by the Chief Inspector of Mines). (Quarterly examination by a doctor necessary).		

Maximum
Rate

CLASS 1.—Single Drum Steam or Air :

(a) Up to and including 50 h.p.	3/-
(b) 51 to 100 h.p.	3/3
(c) 101 to 150 h.p.	3/9
(d) 151 to 300 h.p.	4/6
(e) Over 300 h.p.	5/3

CLASS 2.—Single drum, electric :

(a) Up to 100 h.p.	3/3
(b) 101 to 150 h.p.	3/6
(c) 151 to 300 h.p.	4/-
(d) Over 300 h.p.	4/-

CLASS 3.—Double drum, steam or air :

(a) Up to 100 h.p.	4/3
(b) 101 to 150 h.p.	5/3
(c) 151 to 300 h.p.	6/3
(d) Over 300 h.p.	7/6

EXHIBIT D—contd.

	Maximum Rate
CLASS 4.—Double drum, electric :	
(a) Up to 100 h.p.	4/-
(b) 101 to 150 h.p.	4/6
(c) 151 to 300 h.p.	5/6
(d) 301 to 450 h.p.	6/-
(e) 451 to 600 h.p.	7/-

MONTHLY BONUS.—At the rate of 10 per cent of the daily rate paid. Qualification for payment of this bonus is subject to there being no complaint, nor absenteeism without leave. This is not to include the Annual leave. Where there is only one driver, a 25 per cent increase plus the 10 per cent bonus will be paid in any and every class.

	Starting Rate	Maximum Rate
16. Winch drivers (scraper, tiggerhoist, etc.) ...	2/6	2/9
17. Loco. drivers	2/9	3/6
18. Bossboys (Blasting certificate) (African Assistant to Shiftboss or Mine Captain, with general mining experience).	3/3	5/-
L. 19. Bell boys	2/6	2/9
L. 20. Hammer boys, including grizzly boys ...	2/6	2/9
21. Pipe boys	2/6	2/9
22. General maintenance (shaker, truck, etc., etc.)	2/6	2/9

II—SURFACE MINING

23. Shovel drivers—under one yard capacity ...	3/6	5/-
24. Shovel drivers—over one yard and under 2½ yards	5/-	8/-
25. Shovel firemen	2/6	3/-
26. Loco. drivers—below 65 h.p.	3/6	5/-
27. Loco. drivers—65 h.p. and over	5/-	7/-
28. Loco. firemen	2/6	3/-
29. Lorry drivers—including dumper drivers ...	3/-	3/6
30. Surface Platelayers	2/-	2/9
L. 31. Point boys	2/-	2/3
32. Blast boys	2/6	4/-
L. 33. Truck boys	2/-	2/6

III—REDUCTION PLANT

L. 34. (a) Mill labourers	2/-	2/3
(b) Operators	2/3	2/6
(c) Attendants	2/6	3/-

IV—ENGINEERING

35. Boiler firemen	2/6	3/3
L. 36. Greasers	2/-	2/3
37. (a) Engine attendants (diesel or steam) ...	2/3	3/6
(b) Engine attendants (where no European shiftsman)	3/-	5/-
38. Compressor attendants (electric or portable) ...	2/6	3/3
39. (i) Switchboard attendants	2/6	3/6
(ii) Switchboard attendants capable of synchro- nising engine	3/6	7/-
40. Apprentices—1st year	2/-	—
2nd year	2/3	—
3rd year	2/9	—
41. Improvers — 1st year	3/3	—
2nd year	3/6	—
42. Carpenters and Sawyers	3/9	6/- bar at 5/-
Tool allowance for Carpenters :		
Apprentice—1st to 3rd years	3d. a shift	
Improver—1st to 2nd years	3d. a shift	
Carpenter	1d. a shift	

Note.—Allowance is given on credit basis only and purchases of tools must be made through the Company.

43. Pattern-makers	3/9	6/- bar at 5/-
44. Masons and bricklayers	3/9	6/- do.

EXHIBIT D—contd.

IV—ENGINEERING—contd.

	Starting Rate	Maximum Rate
45. Painters	3/9	6/- bar at 5/-
46. Blacksmiths and Boilermakers	3/9	6/- do.
47. Blacksmith strikers	2/3	2/6
48. Turners and machinists	3/9	6/- do.
49. Drill shop operators :		
(i) Sharpeners	2/6	4/6
(ii) Hot millers	2/3	3/-
(iii) Hardeners	3/-	4/6
50. Fitters	3/9	6/- bar at 5/-
51. Moulders	3/9	6/- do.
52. Welders	3/9	6/- do.
53. Rivetters	2/6	3/-
54. Tinsmiths	3/9	6/- bar at 5/-
55. Electricians	3/9	6/- do.
56. Riggers	3/9	6/- do.
57. Telephone operators	2/6	4/-
L. 58. Engineer labourers	2/-	2/3

V—MISCELLANEOUS

L. 59. Surface labour	2/-	2/3
60. Mines Police	2/-	2/3
(i) Constable	2/-	2/6
(ii) Corporal	3/-	3/9
(iii) Sergeant	4/-	5/-
<i>Increment.</i> —1d. a day per month after the first three months' probation.		
L. 61. Grass cutters	2/-	2/3
L. 62. Latrine boys	2/3	2/6
63. Assay Office	2/-	3/6
64. Survey and Sample boys	2/-	3/6
65. Dressers	2/3	4/-
L. 66. Messengers	2/-	2/3
67. Washermen	2/-	2/9
68. Clerks, underground	2 -	6 -
69. Clerks, magazines		
70. Labour checkers		
71. Time Office and pay roll clerks		
72. Issue Clerks		
73. Ledger Clerks	(To be left to Manager to classify).	
74. General clerks		
75. Typists	3/-	6/-
76. Stenographers	6 -	10 - bar at 7 9
77. Fire patrols	3/-	3/6
78. Sanitary Inspectors	2/6 to 3/9 during a probationary period of three years. On confirmation as Sanitary Inspector 4s. 9d. a day.	

Note.—No headmen are included in the above rates.

General Incremental Rates.—Where the difference is only 3d. one increase per year as under categories 1-3 will be given. In all other cases, where the difference is more than 3d., 3d. per shift per quarter will be given, provided that the requirement of efficiency, as well as that of time and attendance, has been fulfilled.

August, 1947.

EXHIBIT E

GOLD COAST MINES EMPLOYEES UNION

SECRETARY'S OFFICE,
P.O. Box 1,
ABOSO

8th September, 1947

REF. No MU/8/47

SIR,

This serves to intimate you that, the delegates who represented at the Gold Coast Chamber of Mines at Tarkwa, the various groups of the African Employees employed in the various mines on the Gold Coast, having considered your new schedule of wages and having concluded that it falls far too short of all that was demanded on the Gold Coast Chamber of Mines in the memorandum to the Chamber dated the 11th of July, 1947, section one of which is in respect of the Underground and Surface Labourers to be raised from the minimum of 2s. 6d. to 3s. 6d. maximum, and 2s. minimum to 3s. maximum respectively.

2. AND that section two is in respect of a general increment based on the Korsah's Report accepted and adopted by the Government for all workers within the category of daily-paid subordinate staff and having further concluded that the Gold Coast Chamber of Mines is determined to perpetuate the injustice done to the African Mine Workers by refusing in principle to act according to the rules laid down in the Korsah's Report.

3. WE the said delegates hereunder undersigned having this day the 8th of September, 1947, under the Mandate unanimously granted us by the various groups of Mine Workers we represent constitute ourselves into executive Council under the Presidency of the African Mines Employees Union, RESOLVED:—

- (a) THAT in view of the inequitable policy on the part of the Management of the various mines to always deprive the African Mine Workers of some fairly great part of their wages which operates as hardship upon the said Africans, this Council, therefore beg to intimate the Chamber that the said hardship has now stretched itself beyond human patience and endurance.
- (b) THAT in view of the fact that the Chamber has refused to dispense justice to the Africans by accepting and adopting the Korsah's Report as authority under which any general adjustments of African economics existing in the mines should be guarded, the Chamber therefore be intimated that the confidence of all Mine African Workers in their Managers is grievously impaired.
- (c) THAT in view of the fact that labour has a different meaning altogether from capital and since the policy of the capitalists is such that they cannot share their surplus profit with their employees, the postponement of the discussion of section three of the Memorandum of the demands in respect of retrospective payments commonly known as "BACK PAY" is to say the least, an uncalled-for postponement, for since labour has a different meaning from capital, such postponement on the score of London Advisory Board pursuing Taxation Negotiations has no bearing whatever on the African Mine Workers.

WE THEREFORE HEREBY NOTIFY the Gold Coast Chamber of Mines very seriously that, if at the EXPIRATION of (21) Twenty-one days from date hereafter of September, 1947, the Gold Coast Chamber of Mines finds not its way clear as to grant the Demands in our Memorandum, chiefly, the increments and the retrospective payments as come under the sections 1, 2 and 3 of the Memorandum of Demands as hereinabove mentioned, then the African Mine Workers will consider the action of the Gold Coast Chamber of Mines as a definite determination to drive the said African Mine Workers to desperate actions, which however much we deprecate, shall be accepted in no uncertain terms by laying down "OUR TOOLS" as a "STRIKE OUT" starting from the midnight of the 29th of September, 1947.

We are,

Yours faithfully,

S. M. BISSAH
General Secretary.

THE SECRETARY,
GOLD COAST CHAMBER OF MINES,
POST OFFICE BOX No. 73,
TARKWA, GOLD COAST

EXHIBIT E—*contd.*

SIGNATORIES TO THE RESOLUTION :

Tarquah and Abosso Mines	...	...	...	...	...	Saido Dağomba	his X mark	} Abosso
						Timothy Rapheal Turkson		
Ariston Gold Mines	...	...	...	...	...	Isaac K. Manful, Prestea		
Amalgamated Banket Areas	...	...	...	...	...	J. E. Thompson, Tarkwa		
Gold Coast Main Reef Ltd.	...	...	...	...	...	John W. K. Ampiah, Bondaye		
Konongo Gold Mines	...	...	...	...	...	Kwesi O. Boateng, Konongo		
Ashanti Goldfields Co.	...	...	...	...	...	S. E. K. Cleland, Obuasi		
African Manganese Co.	...	...	...	...	...	Willie B. Arthur, Nsuta		
Marlu Gold Mining Areas	...	...	...	...	...	Daniel K. Foevil, Bogoso		
Bremang Gold Dredging Co.	...	...	...	...	...	J. B. Borquaye, Bremang		
Bibiani (1927) Ltd.	...	...	...	...	...	Charles D. Arthur, Bibiani		
Gold Coast Banket Areas	...	...	...	...	...	C. B. Kwofie, Fanti Mines		
South Banket Areas	...	...	...	...	...	J. A. Dick, Tamso		
Ashanti Adowsena	...	...	...	...	...	J. W. K. Yohuno, Ntronang		
Kwahu Mining Co.	...	...	...	...	...	C. E. Cobbinah, Enchi		
British Alluminium Co.	...	...	...	...	...	J. W. B. Aidoo, Awaso.		

S. M. BISSAH
General Secretary

J. N. SAM
General President.

EXHIBIT F

CERTIFICATE OF TRADE QUALIFICATION

AND

COMPETENCY

CERTIFICATE No.....

THIS IS TO CERTIFY THAT.....

of..... was

examined on..... and passed the

test for trade qualification in.....

Grade.....

..... Mine }
 Foreman } Examiners
 Head of Department }
 General Manager }

Name of Company	Mine No.	Period of Employment		Remarks	Signature of Manager
		From	To		
.....
.....
.....
.....
.....
.....
.....

ENDORSEMENTS

Particulars	Date	Signature of Manager
.....
.....
.....
.....

EXHIBIT G

THE AFRICAN MANGANESE COMPANY LIMITED

P.O. Box 2,
 NSUTA,
 GOLD COAST.
 4th October, 1947

THE SECRETARY,
 NSUTA BRANCH,
 GOLD COAST MINES EMPLOYEES UNION,
 P.O. Box 1,
 NSUTA.

DEAR SIR,

In accordance with the notice issued by this Company to all Departments on 27th September, 1947, a copy of which is attached hereto, I would like to enquire whether it is understood by your Executive that in view of a strike having taken place, the offer to pay "back pay" from 1st January, 1946 no longer applies.

Yours faithfully,

for THE AFRICAN MANGANESE CO. LTD.

REGINALD COWARD
Manager.

EXHIBIT H

27th September, 1947

To ALL DEPARTMENTS,

Will you please note that the recent offer by the Company to pay "back pay" will be withdrawn in the event of a Strike at Nsuta.

It is intended to pay out the "back pay" sometime after the middle of October as it is not possible to calculate the various amounts before that time.

There seems to be some misunderstanding regarding the increases. In general, the increases are as follows:—

Apprentices, Labourers, etc.	3d.
Improvers, Operators, Attendants	6d.
Artisans and Clerks	6d.

Will you please inform all staff that individual complaints should be put forward through the Department Heads for consideration after the 30th September.

Owing to the different position of this Company, we are taking an independent line of action from the Gold Mining Industry.

N. C. WHITE
Acting Manager,
African Manganese Co. Ltd.

EXHIBIT I

THE AFRICAN MANGANESE COMPANY LIMITED

P.O. Box 2,
 NSUTA,
 10th September, 1947

THE PRESIDENT
 NSUTA BRANCH,
 GOLD COAST MINES EMPLOYEES UNION,
 NSUTA

DEAR SIR,

I wish to inform you and the Executive Committee to Nsuta Branch of the Gold Coast Mines Employees Union that the Company proposes to make the recent increases granted to the African Employees retrospective to January 1st, 1946, this will apply to present employees at both Takoradi and Nsuta.

I understand from you that the question of back pay was the reaction for the proposed strike and should be glad to hear from you as soon as possible that the strike will not take place at Nsuta and Takoradi.

Yours faithfully,

for THE AFRICAN MANGANESE CO. LTD.

N. C. WHITE
Acting General Manager.

EXHIBIT J

Report: GOLD IN THE GOLD COAST, by N. R. Junner, formerly Director, Gold Coast Geological Survey Department. Published by the Geological Survey Department by authority, 1935, price 8/- (printed by Benham and Company Limited, 24 High Street, Colchester); not reproduced.

EXHIBIT K

CHAMBER OF MINES MEMORANDUM ON TAXATION

TAXATION

Export Duty on Gold.—A Duty of 20 per cent is imposed on the so called "Premium" on Gold. This is defined as the difference between the price given per ounce, at present 172/3 and the old par value 84/11½. On these values the present charge is 17/5½ per ounce or about 10.1 per cent of the value of bullion produced. There is relief given to the charge where it can be proved that a loss had been made before bringing the Premium into account. A refund is then made of 15 per cent of the amount of the loss but must not exceed the Duty paid.

It will be seen that a Company making a loss without the Premium is charged 20 per cent of the Premium but recovers only 15 per cent of the loss. To recover all the duty paid the loss would have to be insupportable and the Company would be paying Duty to Government though making losses itself.

The principle of the Duty is bad in that it is a charge on Output and not on Earnings. Thus it takes no account of operating costs and is a particularly heavy burden in the case of Mines working with a low margin of profit.

On Profits.—The total burden of taxation on the profits of the Mining Industry is unduly onerous being calculated to be about 13s. in the £. This is made up as follows:—

In the Gold Coast

Income Tax	7/6 in the £
Profits Tax (imposed on Mining Companies only)	1/- ..

In the United Kingdom

Income Tax (less reciprocal relief)	1/10½ ..
Profits Tax	2/6 ..

Total (Shillings) ... 12/10½

General.—It is obvious that the burden of taxation is very heavy and must affect seriously the return on money invested. Yet the return received has to cover not only an amount to provide for the extra element of risk inherent in mining but also the return of the investor's capital during the life of the Mine, the Mine being a wasting asset.

To justify an investment in a Mining Property both these factors must be considered in addition to the normal rate of interest expected in any venture of capital.

It is submitted that when considering the heavy load of taxation the industry must be considered as a whole and that the position should be eased by relieving taxation and not merely transferring the burden from the low grade to the more prosperous mines, e.g. Ashanti Goldfields, African Manganese and Consolidated African Selection Trust.

It cannot be emphasized too strongly that the producing mines which now contribute to the Revenue of the Colony are the residue of successful enterprises out of a far greater number on which large sums have been expended without any return.

It is an essential feature of the mining industry that this expenditure on purely exploratory work must be made in order to find new deposits to counterbalance the current rate of exhaustion of the producing mines. If this is not done the industry will die out.

Moreover the mining investor must depend on dividends during the life of the property for the return of his capital as well as interest. It follows, that if the return on successful enterprises is unduly restricted by taxation, the investment becomes unattractive and the incentive to risk capital in exploration is destroyed. It is inherent in the business that the successful mine must recoup the losses in unproductive exploration as well as the investment in the successful properties themselves. A high return is therefore necessary on mining investments if the necessary capital is to be forthcoming.

Only twelve mines are now equipped for substantial production and of these only seven are at present earning profits. These are the survivors of over 150 companies which have actually been engaged in the development of gold mining in the Colony.

Taxation had now reached a point where there was no inducement for the introduction of fresh capital owing to the low return offered. Any imposition of a tax which involved discrimination against the successful enterprises, the success of which was the best incentive to the investment of new capital, would aggravate this position and not relieve it.

EXHIBIT L

A. I.

PRICE OF GOLD

	<i>Date of Change</i>					<i>Per Troy Oz.</i>
	1938	...	...	...	...	150/-
September	1939	...	...	...	...	168/-
June	1945	...	...	...	...	172/3d.

AVERAGE PRICES AND INCREASES 1938-47

<i>Calendar Year</i>	<i>Price Shillings/Oz.</i>	<i>Increase over 1938 Shillings</i>	<i>Percentage</i>
1938	150.00	0	0
1939	156.00	6.00	4
1940	168.00	18.00	12
1941	168.00	18.00	12
1942	168.00	18.00	12
1943	168.00	18.00	12
1944	168.00	18.00	12
1945	170.48	20.48	13.65
1946	172.25	22.25	14.83
1947	172.25	22.25	14.83

EXHIBIT M

These consist of published Annual Reports for the last three completed years of Mining Companies operating in the Gold Coast; *not reproduced.*

EXHIBIT N

THE FOLLOWING ARE PARTICULARS IN REGARD TO TEN COMPANIES FOR THE YEARS 1939 TO 1947

Year	Capital Employed	Gross Earned Income	Percentage to Capital Employed	Total Taxes Paid*	Percentage to Earned Income	Net Income	Percentage to Capital Employed	Price of Gold
	£	£	%	£	%	£	%	s. d.
1939	14,000,000	2,938,665	20·99	1,211,575	41·22	1,727,090	12·36	154 4
1940	14,267,000	3,785,156	26·53	2,200,620	58·13	1,584,536	11·11	168 0
1941	14,306,000	3,487,853	24·38	2,374,086	68·06	1,113,767	7·78	168 0
1942	14,173,000	2,874,335	20·28	1,871,937	65·12	1,002,398	7·07	168 0
1943	14,410,000	2,211,917	15·36	1,283,768	58·03	928,149	6·44	168 0
1944	14,381,000	1,861,011	12·94	1,117,093	60·02	743,918	5·17	168 0
1945	14,428,000	1,911,829	13·25	1,121,357	58·65	790,472	5·48	170 4 average
1946	15,594,000	1,780,013	11·35	1,065,291	59·84	714,722	4·58	172 3

* Including Export Duty, Income Tax and Excess Profits Tax.

Note.—The rate used to assess Standard Profits for the Gold Mines in respect of Excess Profits Tax was 12%.

EXHIBIT N--*contd.*

CAPITAL EMPLOYED AND PERCENTAGE OF GROSS PROFIT OF NINE COMPANIES

	CAPITAL EMPLOYED			Gross Profit or loss as a percentage of Capital Employed before charging Income Taxes and Profit Tax.		
	1943-44	1944-45	1945-46	1943-44	1944-45	1945-46
Amalgamated Banket Areas	2,416,847	2,416,847	2,416,847	<i>Loss</i> 1·72%	—	—
Ariston Gold Mines	1,195,496	1,259,047	1,268,912	10·5%	14·6%	16·3%
Ashanti Goldfields Corporation	2,618,514	2,551,231	2,769,100	30·7%	28·4%	26·2%
Bibiani (1927) Limited	1,085,353	1,187,260	1,200,713	15·5%	14·8%	13·5%
Bremang Gold Dredging Company	1,022,669	1,047,259	1,054,420	<i>Loss</i> 2·8%	1·4%	1·3%
Gold Coast Main Reef	901,937	897,691	898,818	9·04%	9·6%	10·8%
Konongo Gold Mines	671,913	727,743	752,073	15·8%	15·0%	12·9%
Marlu Gold Mining Areas	2,000,000	2,000,000	2,000,000	—	—	<i>Loss</i> 1·61%
Tarquah & Abosso Mines	832,558	826,290	816,751	10·9%	9·9%	10·6%
Totals ... £	12,745,287	12,913,368	13,177,637	—	—	—

EXHIBIT N—*contd.*

YEAR I

SUMMARISED PROFIT AND LOSS ACCOUNTS FOR LAST THREE YEARS

		Value of Bullion	Sundry Revenue	Total Revenue	Working Costs	Depreciation	Development	Sundry Charges	Total Charges	Profit or Loss
Amalgamated Basket Areas ...	Sept. 1943	167,306	3,860	171,166	127,454	41,667	24,754	18,933	212,808	Loss 41,642
Ariston Gold Mines Limited ...	Sept. 1944	603,461	466	603,927	383,517	30,681	31,522	31,918	477,638	126,289
Ashanti Goldfields Corporation	Sept. 1944	1,674,453	41,826	1,716,279	709,666	112,172	In working costs	89,226	911,064	805,215
Bibiani (1927) Limited ...	Sept. 1944	631,146	4,470	635,616	397,286	61,654	Ditto.	8,029	466,969	168,647
Bremang Gold Dredging Co. ...	Dec. 1943	97,076	6,612	103,688	93,535	33,170	—	5,790	132,495	Loss 28,807
Gold Coast Main Reef ...	June 1944	322,262	398	322,660	175,945	16,732	27,724	20,720	241,121	81,539
Konongo Gold Mines ...	Sept. 1944	407,987	807	408,854	252,808	18,128	13,019	18,520	302,475	106,379
Marlu Gold Mining Areas Ltd.	Sept. 1944	No mining operations.		—	—	—	—	—	—	—
Tarquah & Abosso Mines ...	March 1944	604,335	—	604,335	401,079	33,086	44,250	34,934	513,349	90,986
Totals ...	£	4,508,026	58,499	4,566,525	2,541,290	347,290	141,269	228,070	3,257,919	1,308,606

EXHIBIT N—contd.

YEAR II

SUMMARISED PROFIT AND LOSS ACCOUNTS FOR LAST THREE YEARS

	Value of Bullion	Sundry Revenue	Total Revenue	Working Costs	Depreciation	Development	Sundry Charges	Total Charges	Profit or Loss
Amalgamated Banket Areas ... Sept. 1944	No mining operations.		—	—	—	—	—	—	—
Ariston Gold Mines Ltd. ... Sept. 1945	651,980	6,239	658,219	375,080	27,186	34,025	37,666	473,957	184,262
Ashanti Goldfields Corporation Sept. 1945	1,694,285	53,191	1,747,476	815,837	104,281	In working costs	100,382	1,021,500	725,976
Bibiani (1927) Ltd. ... Sept. 1945	648,754	5,327	654,081	388,387	57,083	Ditto.	33,242	478,712	175,369
Bremang Gold Dredging Co. ... Dec. 1944	143,658	5,472	149,130	99,296	29,515	—	5,366	134,177	14,953
Gold Coast Main Reef ... June 1945	340,175	283	340,458	189,775	14,687	28,945	21,168	254,575	85,883
Konongo Gold Mines ... Sept. 1945	430,451	1,322	431,773	265,306	21,020	15,111	21,450	322,887	108,886
Marlu Gold Mining Areas ... Sept. 1945	No mining operations.		—	—	—	—	—	—	—
Tarquah & Abooso Mines ... March 1945	606,691	—	606,691	419,121	29,501	44,700	31,825	525,147	81,544
Totals ... £	4,515,994	71,834	4,587,828	2,553,802	283,273	122,781	251,099	3,210,955	1,370,873

EXHIBIT N—*contd.*

SUMMARISED PROFIT AND LOSS ACCOUNTS FOR LAST THREE YEARS

		Value of Bullion	Sundry Revenue	Total Revenue	Working Costs	Depreciation	Development	Sundry Charges	Total Charges	Profit or Loss
Amalgamated Banket Areas ...	Sept. 1945	No mining operations.		—	—	—	—	—	—	—
Ariston Gold Mines Ltd. ...	Sept. 1946	659,682	5,023	664,705	365,162	29,798	23,009	39,358	457,327	207,378
Ashanti Goldfields Corporation	Sept. 1946	1,686,976	57,473	1,744,449	830,046	87,199	In working costs Ditto.	102,086	1,019,331	725,118
Bibiani (1927) Ltd. ...	Sept. 1946	664,305	5,625	669,930	420,994	52,353	—	34,256	507,603	162,327
Bremang Gold Dredging Co. ...	Dec. 1945	154,631	4,505	159,136	110,058	29,649	—	5,268	144,975	14,161
Gold Coast Main Reef ...	June 1947	348,647	79	348,726	178,261	14,895	33,400	25,171	251,727	96,999
Konongō Gold Mines ...	Sept. 1947	434,143	1,477	435,620	269,610	18,790	24,896	25,403	338,699	96,921
Marlu Gold Mining Areas ...	Sept. 1947	61,828	4,476	66,304	97,042	—	—	1,448	98,490	Loss 32,186
Tarquah & Abosso Mines ...	March 1946	621,182	—	621,182	425,629	25,756	45,000	38,424	534,809	86,373
Totals ...	£	4,631,394	78,658	4,710,052	2,696,802	258,440	126,305	271,414	3,352,961	1,357,091

EXHIBIT O

A. 6.

INCREASES IN WORKING COSTS

Since 1939 there has been a general and serious rise in the principal items of Working Costs. The following table shows the increases in the landed cost of the principal items of stores :—

		1939		1946		Percentage Rise
		£	s. d.	£	s. d.	
Gas Oil	per ton	...	...	4 3 7	9 5 0	121%
Dynamite	do.	...	...	117 6 8	146 16 11	25%
Carbide	do.	...	...	13 17 10	24 7 9	75%
Steel Balls	do.	...	...	14 10 1	33 9 2	131%
Lime	do.	...	...	4 16 7	9 15 3	101%
Drill Steel	do.	...	...	37 7 8	63 18 11	71%
Cyanide	do.	...	...	60 18 4	71 16 2	18%

In addition there has been a considerable rise in the cost of wages per shift worked. This is shown by the following table showing the cost per shift of African Wages from 1940 to 1947 for five companies which were not closed under the war-time Concentration Scheme :—

African Wages per Shift :									Percentage Increase		
	1940	1941	1942	1943	1944	1945	1946	1947	1940-47		
Ariston	2/0-9	2/1-6	2/3-6	2/3-5	2/3-7	2/4-9	2/6-5	2/8-6	30-76
Ashanti	1/8-8	1/8-3	1/8-8	1/9-4	1/11-4	2/0-7	2/0-7	2/6-4	46-1
Bibiani	1/6-7	1/5-9	1/6-7	1/7-6	1/8-2	1/8-8	1/10-8	2/1-2	34-7
Konongo	1/8-5	1/9	1/11-4	1/11-7	2/0	2/1-1	2/2-8	2/4-9	41-0
Tarquah and Abosso	1/10	1/9-4	1/10-8	2/1-7	2/2-8	2/3-2	2/4-4	2/5-9	2/5-9	35-9	

Not only has the cost of Wages per shift risen considerably but the output per man shift already low, has been falling for some time past. Figures for the same companies are given below, and are in respect of Underground Labour only. Surface men have been excluded to give a fair comparison as many of them are engaged on Construction work.

Comparison per Ton Milled per Man Shift Underground :

									Percentage Increase		
	1940	1941	1942	1943	1944	1945	1946	1947	1940-47		
Ariston	0-43	0-42	0-38	0-45	0-36	0-41	0-45	0-44	+2-3%
Ashanti	0-32	0-34	0-42	0-42	0-37	0-31	0-31	0-29	-9-4%
Bibiani	0-68	0-49	0-52	0-53	0-52	0-50	0-48	0-46	-32-4%
Konongo	0-41	0-40	0-42	0-48	0-50	0-43	0-34	0-33	-19-5%
Tarquah and Abosso	0-40	0-39	0-43	0-50	0-48	0-44	0-43	0-43	0-43	0-43	-7-5%

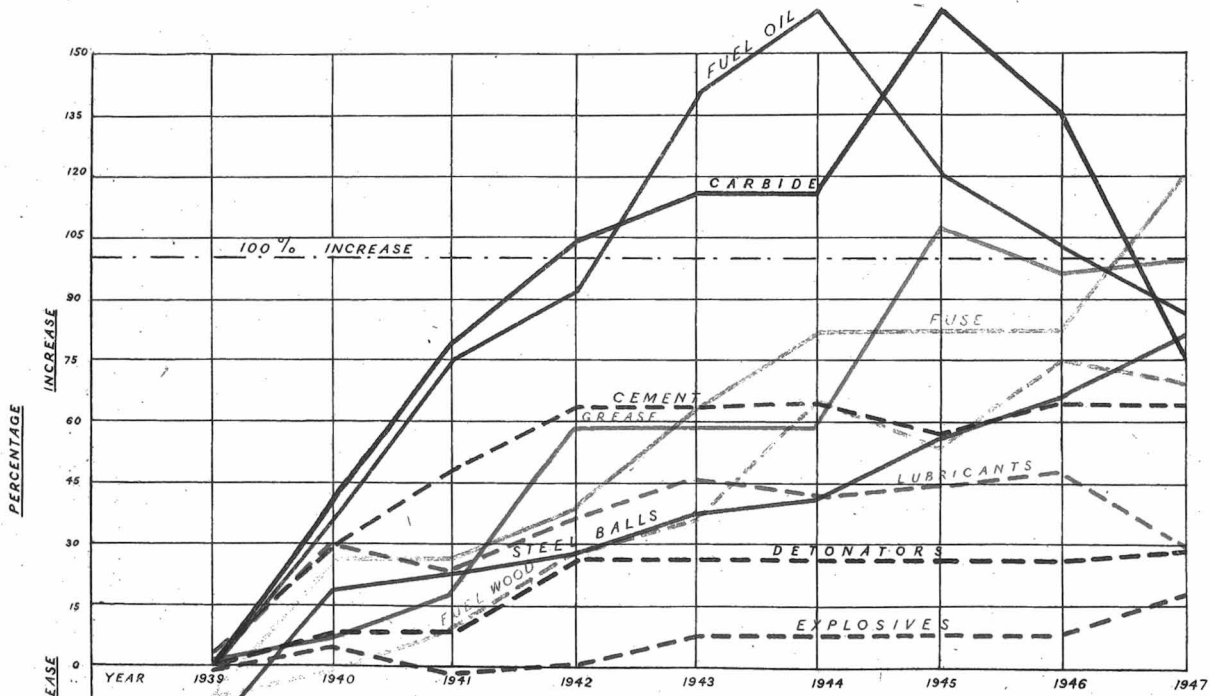
It will be noticed from these figures that there has been a steady decline since 1943.

These factors have inevitably had a most severe effect upon the Working Costs of the Mines. This is disclosed by figures set out below comparing the Cost per ton of Ore Milled in 1940 and 1947.

Cost per Ton Milled (Shillings) :

			Percentage Increase		
	1940	1947			
Ariston	26-4	33-0	25-0%
Ashanti	35-3	61-3	73-7%
Bibiani	19-7	26-0	31-9%
Konongo	31-0	47-8	54-2%
Tarquah and Abosso	21-5	29-2	35-8%

Against these large rises in Costs the price of Gold has risen from 168s. to 172s. 3d. per ounce, an increase of 2-5 per cent only.



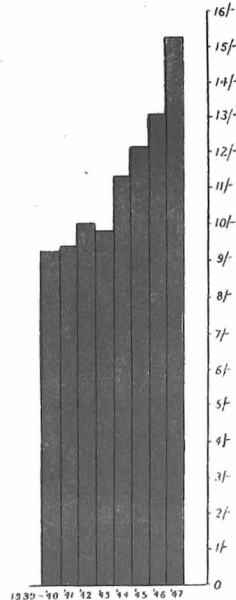
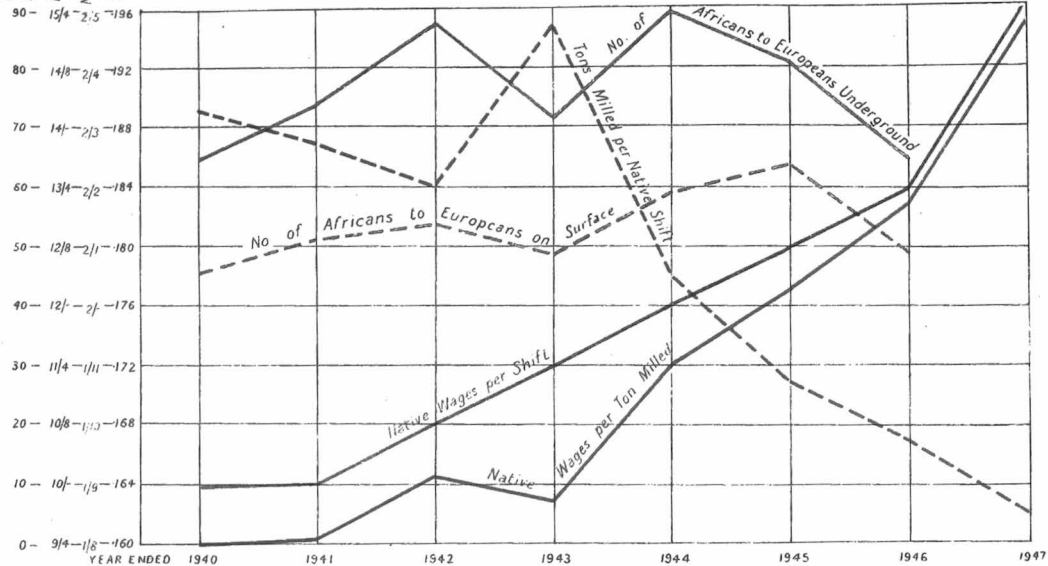
PERCENTAGE INCREASE OR DECREASE IN
UNIT COST OF CONSUMABLE STORES OVER 1938.

No. of Africans to Each
European U/Ga on Surface
Native Wages per Ton Milled
Native Wages per Shift
Tons Milled per Native Shift

THE CONSOLIDATED FIGURES OF

- ARISTON GOLD MINES (1929) LTD.
- ASHANTI GOLD CORPORATION LTD.
- BIBIANI (1927) LTD.
- GOLD COAST MAIN REEF LTD.
- KONONGO GOLD MINES LTD.
- TAQUAH & ABOBO MINES LTD.

FOR THE YEARS 1940 - 1947.



Scale showing cost/ton milled of Native wages. 1939-1947.

PRODUCTION AND WAGE COSTS

EXHIBIT R

E14 and 15.

MEMORANDUM ON THE INDUSTRY'S CONTINUAL NEED FOR NEW CAPITAL FOR EXPLORATION AND EXPANSION WITH OUTLINE OF SUCH SCHEMES AT PRESENT IN COURSE OF EXECUTION OR CONTEMPLATED DURING THE NEXT FEW YEARS

The life of the mining industry is determined by the lives of its individual mines and as old mines become worked out, or closed down owing to economic conditions making it unpayable to extract the mineral from its ore, new mines or new orebodies must be discovered to take their places if the life and prosperity of the industry is to be maintained.

In course of time, naturally, all mines become worked out, i.e. the last ton of mineable ore has been mined and treated, but this end, in most instances, can be postponed greatly to the extent that new ore is discovered. In other words, a producing mine is doomed to cease production if new ore is not added to the ore reserves at a rate at least equal to the rate of ore extracted from the mine.

Thus, throughout the life of a mine it is necessary to maintain an active search for extensions both laterally and in depth of known ore shoots, or for new orebodies.

This work is expensive, involving the sinking of shafts, driving of lateral openings, diamond drilling—in most cases preceded by or in conjunction with geological investigations, which may include aerial surveys.

Further, treatment plants and surface works erected when the mine is new are seldom adequate in later years, for they have been provided before the full potentialities of the mine have been determined and the proper scale of operations arrived at.

Also, treatment processes become out of date owing to advance in technical knowledge, or perhaps changes in the character or nature of the ore; machinery and equipment become obsolete or worn out and thus new plant and equipment must be provided in an ever-flowing stream.

As a mine grows so does the number of its employees and here again is new capital continually required for the provision of additional quarters and medical and other services.

Thus, throughout the life of a mine the demand for new capital expenditure is continuous, falling rapidly in amount during the last years of its life.

The years immediately prior to the war were years in which most of the Gold Mines of the Colony were actively engaged in shaft sinking, intensive exploration development and erection of new plants.

Long-term policies of increasing production had been outlined and were being put into effect and none was fully completed by the end of 1939.

Reduction plants at Amalgamated, Banket Areas and Marlu (to name two) were only partially erected and only by strenuous efforts were these plants completed during 1940.

Then followed difficult years during which efforts were directed to the maximum production of gold with the resources of labour, supplies and equipment that were then available. Naturally all long-term schemes of expansion were sacrificed on the altar of expediency and the end of the war left most companies in the position of then having to take up the threads where they had been broken and revise and complete their programmes.

Besides a large "back-log" of housing and medical services, which is dealt with elsewhere, there remained and has since been planned, an enormous amount of construction and erection of new plant, augmented by shaft sinking and increased exploration and development to maintain and increase ore reserves so that the increased production of gold desired can be attained.

Gold production, at present at the rate of 640,000 ounces per annum, was 882,241 ounces in 1941 and should, on completion of these programmes, reach a figure of about 1,000,000 ounces in 1951.

The capital cost of the work which is now in progress amounts to some £4,000,000 but a considerable additional amount of new capital will have to be provided to bring these plans to fruition.

The following is a brief summary of the work of this nature in progress or contemplated at various Mines:—

ASHANTI GOLDFIELDS LTD

The sinking of a shaft to provide for adequate ventilation on a large scale for proposed extensions to the present workings and a modern hoisting shaft and equipment to ensure the continuance of the mine for a long future in depth. A further scheme is in hand for the exploration, development and probable opening of another large mine to the south of the existing workings.

EXHIBIT R—*contd.*

ARISTON-GOLD MINES (1929) LTD.

The programme at the Ariston Mine is to increase productive capacity from 25,000 to 40,000 tons per month.

In order to accomplish this the following is being undertaken :—

Underground.—The central shaft will be deepened 1,000 feet from a depth of 3,000 feet to 4,000 feet below the surface.

To provide adequate hoisting capacity two new large electric winders will be installed.

For proper ventilation of the workings a new downcast ventilation shaft is being sunk from the surface to the 24th level, a depth of 3,000 feet, new return airways underground are being driven and two large electric fans have been ordered.

To ensure a sufficient supply of waste rock for stope filling a large opencast mining scheme is being laid out, requiring the provision of mechanical shovels, diesel lorries for transport of the rock to a lowering incline, the sinking of a shaft 600 feet in depth and installation of a conveyor 2,000 feet in length on the 6th level for the transfer of the waste rock to the workings.

Jointly with the Marlu Gold Mining Areas and Gold Coast Selection Trust Companies, the exploration of the ground underlying the old Broomasi Mine is being carried out, entailing a drive with crosscutting of approximately 15,000 feet in length.

Surface.—To treat the increased production of ore large additions are being made to the Reduction Plant and to supply the additional power needed two 1,500 K.W. diesel electric generators will be installed at the Ankobra Power Station.

TARQUAH AND ABOSSO MINES LTD.

Plans are in hand to increase productive capacity from 25,000 to 50,000 tons per month, and for this purpose the following is in progress or contemplated :—

Underground.—Preparation for installation of three large ventilation fans are on hand, and a large sum is being expended in providing diesel locomotives and other mechanical equipment.

Surface.—Considerable additions are being made to the Reduction Plant and two 750 K.W. diesel electric generators are being installed in the Power Station.

GOLD COAST MAIN REEF LTD.

It is planned to increase production from 9,000 to 15,000 tons per month. The Main Shaft is being deepened and a new hoist is being installed.

For exploratory purposes a comprehensive diamond drilling programme will be carried out and a considerable increase in exploration both in depth and laterally is contemplated as soon as extra labour and equipment becomes available.

The Reduction Plant is being extended and a duplicate Transmission Line from Ankobra Power Station has been ordered to ensure an adequate and constant supply of power.

NON-PRODUCING MINES

Several of the non-producing properties have active shaft sinking and development programmes in progress and at Lyndhurst Deep Levels (Gold and Silver) Ltd. an aerial survey for geological purposes will be undertaken shortly.

From the above outline it will be seen that the mining industry is struggling to recover from the setback of the war to regain the position it occupied as a producer of gold in 1941 and to reach an even higher position within the next few years. This it can do, but only if working costs can be reduced below their present uneconomic level, if it be relieved of the burden of all forms of crippling taxation and if it receives the co-operation and assistance of its African employees.

EXHIBIT S

GENERAL LABOUR CONDITIONS IN COMPARABLE FIELDS OF EMPLOYMENT (DAILY-PAID)

Field	Mining	Commercial	Railways	P.W.D.
<i>Housing</i>	Yes for majority	In General—No	Yes for majority	No
<i>Medical attention</i>				
Employees	Yes	Only under Workmen's Compensation.	Yes	Yes
Families	Yes	No	Yes	Yes
<i>Feeding</i>	Yes	No	No	No
<i>Welfare</i>				
Clubs	In majority of cases	No	No	No
Cinemas	Yes	No	No	No
Playing fields	Yes	No	No	No
Dry Canteens	Yes	—	No	No
<i>Leave</i>				
Annual	14 days (subject to attendance qualification).	7 days	14 days	(14 days after three years.)
<i>Travelling Expenses</i>	No fares	No fares	Fares	No fares.

See Korsah Report p. 13 Cap. III (65) Recommends: "Employees on daily rates of pay be allowed either 7 consecutive days' leave per annum in addition to 7 Public Holidays or 14 days consecutive leave."

EXHIBIT T

C. 19.

MEALS SERVED AT MINE CANTEENS OVER SEVEN CONSECUTIVE MONTHS

THIS SCHEDULE SHOWS THE STEADY GROWTH IN POPULARITY OF THE CANTEENS

Month	1s	2nd	3rd	4th	5th	6th	7th	Cost/Meal <i>d.</i>
African Manganese	9,040	13,936	20,727	23,953	30,467	31,584	34,267	11·100
A.B.A.	—	28,875	31,182	30,908	27,077	32,033	28,984	8·430
Ariston	9,297	10,693	14,904	31,957	51,111	52,802	40,019	8·230
Ashanti Goldfields	20,100	30,000	25,080	26,580	22,860	36,530	31,920	8·250
Bibiani	4,062	9,635	18,614	21,886	22,820	21,461	22,325	8·250
G.C. Main Reef	—	15,508	22,576	22,730	28,018	26,137	27,677	8·220
Marlu	10,722	12,103	12,602	12,148	14,212	14,202	14,409	9·656
Totals and Average	53,221	120,750	145,685	170,162	196,565	214,749	199,601	8·876

Properties where the establishment of canteens was delayed so that records cover less than six months, have not been included.

EXHIBIT U

C. 10.

HEALTH, HOUSING AND WELFARE POLICY

If there is one misconception more than any other which needs dispelling, it is that the mining industry lags behind any other section of the colonial community in its practical contribution to the health and social and general welfare of the African community and in the services it plans still to render.

The present state of progress, which has been as great as in any other field of employment of comparable size in the Colony, must be viewed against the background of the immediate past. The departure of Britain from the Gold Standard in 1931 was followed soon after by a revival of interest in gold prospects in the Gold Coast, and the period 1933 to the outbreak of war in 1939, a period during which large sums of new capital were ploughed into the industry, was one of active prospecting and development out of which emerged several new gold-producing enterprises and also the resuscitation and expansion of activities at most of the older properties.

During the war the industry functioned under the handicaps of the concentration scheme, a period of arrested development in all spheres of operation including social services.

Health Services.—Despite the handicaps of the war period both in maintaining staff and securing supplies, a comparatively high standard of health services was maintained throughout. It is not generally known that these services are extended free of charge to the families of employees, a service which operates, more often than not, in areas not reached by Government or Missionary efforts, with both of which it is comparable both in scope and efficiency. This extension of services to the families of all African employees is a charge on operations not borne by mining enterprises in other fields such as South Africa and the Rhodesias. In many areas the Government avails itself of the medical services of resident mine doctors.

It is of importance that the very substantial contribution being made by the industry to the general health of the African community should be justly assessed, and not merely taken for granted.

The non-productive labour forces maintained on grass-cutting, anti-malarial and similar health services is, at all properties, considerable.

Further development of the industry's health programme, held up during the war years, contemplated the establishment of a Central Hospital with specialist staff for dealing with more serious cases, the several mines continuing to operate and in some cases extend their own hospitals. Policy also envisaged the appointment of a Principal Medical Officer attached to the Chamber of Mines under whose supervision would fall the co-ordination of health services and administration of the mines hospitals and the Central Hospital.

As soon as practicable after the cessation of hostilities, the Chamber approached the Ross Institute which arranged for the secondment of a specialist in tropical medicine to conduct a general survey of health conditions and services on the mines. Dr. Tredre accordingly visited the Colony in 1946 and has since reported comprehensively, submitting recommendations for the expansion of these services. These recommendations have in the main been approved and it is to be emphasized that their execution will involve the industry in substantial additional charges upon its revenues, charges directly designed for the further benefit of employees.

Health policy has also been directed to the improvement of underground ventilation and in 1946 the industry secured the secondment from the Transvaal Chamber of Mines of Mr. J. P. Rees, head of that Chamber's Ventilation Department, a department which leads the world in this branch of applied science. The problem at each of the mines was carefully studied and Mr. Rees has reported in detail his recommendations, for the execution of which the necessary fans and ancillary equipment have, in many cases, already been ordered.

Housing.—In the post-war period there has been considerable progress in the provision of new housing for African employees despite mounting difficulties in securing building materials. The most casual observer will appreciate that, with few exceptions, the housing being provided for African employees at the larger mining properties is incomparably better than that of the majority of Africans living in adjacent townships and villages. Even so the industry's policy is directed to further steady progress, which must inevitably be handicapped by additional burdens imposed on the revenues of individual companies.

Welfare.—General African Welfare has featured prominently in policy for the post-war period and, while difficulty has been experienced in recruiting competent officials with the desired qualifications as Welfare Officers, much progress has been achieved at certain properties. So much importance is attached to this aspect of the relationship between management and employee that efforts to develop these services is in no way to be slackened.

Feeding.—At all properties canteens have been established for the provision of well-balanced meals prepared under hygienic conditions. The Chamber has gone to considerable expense in setting up a Central Store for the bulk purchase of foodstuffs for supply to the Canteens. The average meal supplied to employees is valued at 1,500 calories, costs the companies from 8d. to 11d. and for it the employee has been charged 4d.

That the canteens have been popular with the rank and file of the employees is clearly demonstrated by the attached tabulation of number of meals supplied at Mine Canteens. The meals have been generous in amount, in the opinion of many employees questioned too generous for one individual. At many canteens it has been a not infrequent occurrence for two individuals to purchase and share one meal.

In addition to the above, underground workers receive daily a free issue of hot cocoa and dry food such as biscuit, peanuts or kenky.

EXHIBIT U—contd.

At all properties Medical Officers have recorded marked improvement in the general standard of health of the labour force following the institution of the canteens.

Individual managements are unanimous in their conviction that the experiment in feeding has been so successful as to justify further development, and that in the provision of this one hot meal per day a large proportion of the labour force, particularly single men and men working away from their homes, have benefitted from a service the value of which they quickly came to appreciate. In the circumstances the action of the Mine Workers Union Executive in ordering a boycott of the canteens as part of a campaign to secure wage increases, can only be deplored as misguided and even petulant.

In addition the mines operate for the benefit of their employees dry canteens, at which can be purchased such essential items as sugar, flour, rice, meat, kerosene and quotas of cotton cloth, the only alternative source of supply for which is an extortionate black market. These canteens are economically run to cover cost of operation and are patronised by all sections of employees. The industry has had under consideration extension of the range of goods to be stocked whereby the cost of living to the African employee might be still further reduced.

General.—These matters are referred to in the Korsah Report Chapter II. Reference is specifically made now to Sections 43, 44, 46 and 47 on page 10 of the Report from which it will be apparent that the mining industry has taken the lead in matters relating to the welfare of its African employees, the Commission recommending the extension to other fields of employment practices already established in the mining field.

Further information regarding general social welfare of African employees is embodied in the following annexures:—

A. Examples of African Welfare—

1. at Bibiani (1927) Limited.
2. at Amalgamated Banket Areas Ltd.

B. A list indicating future benefits planned on which declarations have been made by the Boards of the Companies concerned.

C. A tabulation of meals served at Mine Canteens over seven months, the purpose of which is to illustrate the growth in popularity of the Canteens.

D. Miscellaneous notes on General Welfare.

BIBIANI (1927) LIMITED

NOTES ON AFRICAN WELFARE

The welfare of the African employees of the Company has been the unceasing and untiring concern of the Directors and Management since the inception of the Company. Even before Development indicated the presence of an orebody of considerable magnitude warranting an expansion of plant and monthly output, it was realised that the future prosperity of the Company depended on a happy and contented African labour force.

In 1934 the Company embarked on an ambitious African Housing Scheme to replace, at low rental, the squalid quarters provided in the African-owned old Bibiani and Zongo. It procured Surface Rights for the New Township, part of which later was given to Government for housing Bibiani residents not employed by us. We constructed approximately 1,000 rooms with adequate kitchens, baths, wash-houses and latrines, and the rent charged per room was 4s. per month, sanitation included. No change has been made in this charge despite rising costs of living or for the installation and running costs of street and house lighting. We then constructed superior quarters for Senior Africans at a rental of 12s. per month, the quarters, containing three main rooms with verandah, being self-contained with bath, latrine, store, kitchen, etc. Again, there has been no increase in the monthly rental and no charge is made for sanitation.

In 1938 we constructed an African Hospital of 41 beds, with Male, Female and Maternity Wards, Operating Theatre and Out-patients Departments, where employees and dependants are treated free of charge. We retain the services of permanent and relieving Medical Officers who, with their competently trained African Staff of Male and Female Nurses and Dressers, afford a service that is comparable with the best to be found in the Tropics. Free Ante- and Post-Natal care is afforded wives of employees, and mothers are encouraged to visit regularly with their children. It should be noted that the Company also provides hospitalisation and treatment for the Bibiani community not employed by us: the Company's Medical Officer being permitted to perform the duties of Acting Medical Officer for the Colonial Government. This is necessary, as there is no Government Hospital or Dispensary.

The Male and Female Staff of the African Hospital are accommodated in adjoining semi-detached self-contained Bungalows situated in pleasant gardens.

We may justly claim to be the originators of an African Club, a well-appointed building where employees forgather for social intercourse. The Club is equipped with refrigerator, wireless, library and a spacious verandah for dancing, and adjoins hard tennis courts and the Company-constructed football field. The Management of the African Club is vested in the hands of Senior Africans and generally speaking our trust has not been abused. There has always been the happiest of relationship between the European and African Clubs, it being the privilege of the former to encourage their efforts in providing sportsgear, trophies, books and periodicals, and we enjoy competitive sport.

Again, we have encouraged education facilities by the granting of plots, free of charge, to the three Ecclesiastical denominations—there is no Government School in Bibiani—we assisted their ambitious building programmes and subsidize their Evening Classes for Adults.

EXHIBIT U—contd.

With regard to Welfare, we consider this aspect in its truest sense has been our constant care and much good work was done by the Village Master up to the time of his death at Bibiani.

In April, a Welfare Officer was appointed and a Welfare Department created further to extend the scope of African Welfare. The Welfare Officer's duties were to act as Liaison Officer between the Management and African employees, to attend and advise at the monthly meetings between Africans and Departmental Heads, to provide meals at or below cost, to obtain and retail without profit local and imported foodstuffs, meat, fish, kerosene, matches, cover cloths, clothing etc. Food was distributed at the Mine and at a well-constructed canteen in the Village and involved the Company in an average loss of £250 monthly. He also looked after their social activities and organised football matches, away and at home, dances, boxing matches, and took an active part in the formation of a local band with instruments provided by the Company. It was realised the Mine Canteen was inadequate for feeding on a large scale and we have almost completed the construction of a modern canteen situated on the Mine, and provided with steam pressure cookers, bakery, provision store and covered restaurant where it will be possible to provide 2,000 cooked meals daily.

With regard to annual expenditure, this has been analysed for the financial year ended 30th September, 1947 and is divided into Capital Expenditure and Expenditure charged to Working Costs. It should be unnecessary to stress the difficulty in obtaining supplies of building materials, but these have been obtained with little or no regard as to their landed cost. It is accurate to say that African Welfare has enjoyed top priority to the exclusion of European Welfare.

CAPITAL EXPENDITURE FOR YEAR ENDED 30-9-47

	£
10 Blocks Senior African Quarters (completed)	5,700
3 " " " " (expenditure to date)	1,400
Additions to African Club	732
New Mine Canteen (expenditure to date)	2,636
Duns Memorial Park	742
Band Instruments	550
New Main Drains	
Two new Latrines	
Extensions to Bath Houses	
Alterations to existing African (Senior) Quarters, (Storerooms and verandahs) four blocks	2,138
Corrnmill, motor and building	65
Service piping renewed from Mine to Village	500
	14,463

EXPENDITURE CHARGED TO WORKING COSTS FOR YEAR ENDED 30-9-47

Hospital and Medical (proportion)	9,143
Native Employees Benevolent Payments	694
African Welfare (proportion)	4,649
New Village Maintenance	2,319
Camp Upkeep (proportion)	1,243
Electricity and Water Supplies	1,024
Police (proportion)	559
Roads, Mines Day and Sundries	631
	£20,262

We have not included the annual depreciation of the Village and African Hospital against which would be offset the item of rents collected.

From its commencement in 1934, Capital Expenditure on African Welfare to date totals upwards of £70,000 and this, despite the war years when construction virtually was at a standstill. It will be shown in subsequent paragraphs that we hope to construct a further 1,500 rooms with attendant sanitary services, in the course of the next few years at a cost exceeding £125,000.

Our future programme includes the following:—

Additional quarters for 1,500 Africans complete with services, roads, drains, canteens, shops and cinema to seat 600 at say £100 per room inclusive	£150,000
Duns Memorial Park for African Employees	3,000

AMALGAMATED BANKET AREAS LIMITED

The following notes have been prepared on *Welfare Work at Amalgamated Banket Areas Ltd.*

In assessing the amount of work done it should be remembered that this company has not paid a dividend since 1938. Bearing this in mind, the following figures given below are of interest.

In the six years ending 30th September, 1947, £19,233 was spent on *African medical services*, including three years while the Mine was on a care and maintenance basis. During the same period £14,664 was spent on African sanitation. The current yearly costs are £4,400 and £3,700 respectively.

The capital expenditure on *African housing* to date has been £33,000, while an additional £2,300 has been spent on the *African hospital*.

EXHIBIT U—*contd.*

Since the Canteen started in October, 1946, the operating loss has been £8,970.

It is the policy of the Company to provide, as far as it can, the best working and living conditions for its African employees.

All African welfare work is under the direct charge of a Welfare Manager and an Assistant Welfare Manager, whose full-time jobs are the looking after, in the widest sense, the African staff and workmen.

The following are details of some of the work they do and a brief description of our Welfare Work in general.

Housing.—At present some 70 per cent of the company's employees are housed in company rooms. All applications for rooms have to be made to the Welfare Manager to avoid any favouritism being shown by Compound Clerks. Rent of new type "block" houses is, per room, 2s. 6d. per month: of old type with swish walls, 1s. per room per month. A sanitation fee of 2s. 6d. per month is also charged. Electric light, where installed in Akoon, is charged for at 1s. 3d. per lamp per month.

Where rooms were available employees with two wives and children were given two rooms, one Headman, Blighton, having four rooms and John Yong Hoi, three rooms. Several of the Clerks also have two or three rooms—the majority of these men being old employees of the Company.

Owing to the increase in number of African employees recently it has not been possible to allocate more than one room each. There is a considerable waiting list for room, especially, the new rooms at the Akoon Compound.

Clubs.—Cinema projection huts were erected at Akoon Compound, A. V. S. and Mantraim and, until rains prevented the films being shown, performances were given in rotation on Sunday evenings at 7 p.m. and were well attended and appeared to be appreciated.

An African Welfare Circle was organised in December, 1946 and membership was about thirty. This was run by the African employees under the guidance of the Welfare Manager.

Discussions, Spelling Bees, Talks and various entertainments were organised and football matches, etc., arranged. Papers, books were donated by the various Europeans and games such as Ludo, Darts and Cards were provided and, recently, a Table Tennis outfit was given to the Circle. A fee of one penny per week was charged.

Interest in this project was on the increase until about July when it was obvious that some influence was abroad against the Welfare Circle, as the attendance gradually fell off. The Akoon Town Hall was made available for the African Welfare Circle and meetings were held on Tuesdays and Thursdays. Card tables and stools were provided by the Company. Several Europeans were asked and agreed to give talks on various subjects.

Night School.—This project was started early in 1947. The Roman Catholic School, Tarkwa, having submitted a very good programme, the formation of classes and curriculum was entrusted to the Priest-in-Charge, the Rev. Sevrien. Text-books were provided by the Company and the teachers paid by the Company, note-books and pencils being the only articles the Company employees obtained for themselves.

Between forty and fifty boys were on the roll of the Night School at the R. C. School, Tarkwa and the average nightly attendance was about thirty, some of the pupils being on shift work. The only complaint was the distance some of the employees had to travel to school.

Employees wishing to attend Night School could obtain the necessary "chit" from the Akoon Village Office, Mondays to Fridays from 7 a.m. to 12 noon and 1 p.m. to 4.30 p.m. The hours of instruction at the Night School were 6.45 p.m. to 9 p.m., and several of the employees were making good progress.

Canteens :

	<i>Cooks</i>	<i>Labourers</i>
Staff, A.V.S.	10	8
Staff, M.V.S.	6	4
Staff, Pepe	2	1
One Canteen Clerk.		

Free issue daily : 6 oz. kenky : 4 oz. roasted groundnuts : 10 oz. cocoa, with sugar when obtainable : recently sugar had been used regularly.

Women cooks were provided with overalls, caps and aprons, khaki.

Canteen labourers were provided with blue overalls.

The daily issue of food was taken by lorry to the several Canteens at 7.30 a.m., by the Canteen Clerk and a second trip between 8 and 9 a.m. by the Canteen Clerk and the Assistant Welfare Officer, who thoroughly inspected canteens and utensils. Visits were made by the Welfare Manager at different times to the Canteens while meals were being served and any complaints, which were usually trivial ones, were investigated and dealt with. Complaints were usually that someone had been given more for his money and that the chop was not sufficient, but invariably the latter complaints were made-jokingly.

At Mantraim and Pepe strict watch had to be kept to prevent non-Company employees, i.e. Stewards, Cooks and people from nearby villages coming to the Canteen to buy the chop, in spite of the fact that the food is alleged not to have been good.

At A.V.S. in particular, watch had to be kept to prevent Company employees obtaining more than one ration of the free issue of kenky, groundnuts and cocoa : on one occasion an underground employee was found with six pieces of kenky and five issues of roasted groundnuts.

EXHIBIT U—contd.

Meals were issued in accordance with the Standard Menu, the most popular being groundnut soup, bilpong and rice or yam. Fish, soup and garri were also popular but cassava was not so popular as this food was easily obtained elsewhere. Visitors have commented favourably on the chop and the Canteens.

Provision Store.—Rice, sugar, corned beef, tinned fish, garri, corn, a certain amount of beef and pork, jam, meat and vegetable ration could be obtained by coupon and articles were rationed as fairly as possible.

In addition, cover cloths, headkerchiefs, cloth and linen material by the yard and khaki when available could be purchased. Articles such as underground boots, sweaters, raincoats, pullovers, hats and caps, hurricane lamps, belts, enamel plates and bowls, buckets, leaf tobacco, cigarettes, matches, candles and a variety of other articles could be obtained likewise. Kerosene (half a gallon per man) could be obtained from the main mine store and prices of all goods kept as low as possible. There was also a big demand for soap, white and carbolic.

The Welfare Manager is always accessible in the Village Office during working hours and, in cases of emergency, African employees have been seen and their requests attended to at his bungalow after working hours.

Compounds were regularly and frequently visited and any complaints re repairs to houses, water supply, latrines, etc., were put in hand as soon as possible. Any sick children or adults observed were advised to be taken, or go, to the Medical Officer, A. B. A., for advice and treatment. The school boys were permitted to use the tables, stools and electric light in the Town Hall to do their home work if they so desired and could also listen to the rediffusion when the Town Hall was not otherwise required.

Advice and help has frequently been requested by employees and, where possible, has been willingly given by the Welfare Manager and many disputes between employees have been settled in the Village Office and errors and misunderstanding over pay have been referred to the Paymaster for investigation and necessary adjustment. Until just prior to the stoppage of work, relations between African employees and their families in the Company Compounds were very good.

C. 12.

FUTURE PLANS FOR FURTHER EXTENSIONS OF BENEFITS

The following Schemes have been the subject of declarations by the Companies concerned :—

(1) *Chamber of Mines.*—The erection of a Training School for mine employees to equip suitable candidates for filling positions of responsibility in the industry. This undertaking would be with the co-operation of the Gold Coast Government.

(2) *Amalgamated Banket Areas Limited.*—An extension to the housing scheme already in progress.

A new hospital is planned jointly with Tarkwa & Aboso Mines and Gold Coast Banket Areas Limited.

(3) *Ariston Gold Mines (1929) Limited.*—Plans have been made and sites chosen for a new African Hospital jointly with Gold Coast Main Reef Limited.

Houses for African employees.

(4) *Ashanti Goldfields Corporation Limited.*—A complete new township planned on modern lines. The first panel has been commenced.

(5) *Bibiani (1927) Limited.*—A further increase in housing facilities.

(6) *Tarkwa & Aboso Mines Limited.*—Improved housing for employees.

From the above statements it is obvious that the future policy of the Mining Companies is to continue to give every consideration to the welfare of their employees. Without a prospect of continued success in mining operations it will undoubtedly mean that some of these schemes may be curtailed and others, now under consideration, abandoned.

MISCELLANEOUS NOTES ON GENERAL WELFARE

It has been agreed among the Mining Companies that the combined rent and sanitation fee per month for a single room should not exceed 5s. per month. On some Mines a sanitation fee of only 1d. per day worked is charged, i.e. if the employee does not work then no charge is made.

Gazette Notice 752 of 10th May, 1947 announced the Prestea, Bogosu and Tarkwa Common Mining Health Areas Rent Assessment Committee fixed the following rents for Bondaye :

Room constructed in mudbrick with ceiling	...	...	6/- per month.
Room with verandah in mudbrick with ceiling	...	...	8/- per month.
Room constructed in concrete and provided with ceiling	...	...	8/- per month.
Room with verandah in concrete and provided with ceiling	...	...	12/- per month.

Not only do employees living in the Mining Company's houses enjoy a lower rent than workers in other industries, but in many instances the type of accommodation is superior. In the Mining villages of Gold Coast Main Reef, the African Manganese Company, British Aluminium Company, Consolidated African Selection Trust, Bibiani (1927) Limited and Tarquah & Aboso Limited are to be found some of the best types of housing in the Colony.

In the year ended 31st March, 1947, the industry spent £119,972 on Medical Services, excluding cost of rebuilding and maintenance.

In the five years ended 30th September, 1947, Amalgamated Banket Areas spent £34,000 on African Medical Service and Sanitation and for the greater part of that period the Mine was closed down under the Concentration Scheme brought about by the war.

EXHIBIT U—contd.

Feeding

In March, 1946, the industry decided to attempt the supply of a daily hot meal to its African employees, although it had no delusions about the difficulties involved in such a scheme.

The expense was bound to be heavy and makeshift equipment would have to be used until such time as the real thing could be obtained from Britain, where most manufacturers were quoting at least 12 months for delivery.

Considerable opposition could be expected from women traders and their associates whose aim has always been to see that food is retailed at a price which takes most of the labourer's wage. In the past the single labourer has been entirely at the mercy of these people and the Companies had felt unable to move in the face of the traditional prejudices and immensely strong opposition against the supplying of meals. There had been earlier attempts but they had all failed. However, the industry thought that the experience of Africans in the armed services would most probably have diminished the prejudice and, above all, it was felt that something must be done to provide employees with at least one nourishing meal containing proteins and vitamins instead of the costly one largely composed of starch, which was the general rule for most of them.

Heavily handicapped by difficulties in getting delivery of equipment, the Companies have made progress and have looked forward to the time when their full equipment would be available and they would be able to expand the present service of a hot mid-day meal to one which would not only include provision for an evening meal, but also take care of the families of the employees.

Ariston Gold Mines have erected a canteen capable of providing 4,000 meals per day. This company is also preparing at least 1,000 acres of land for cultivation of foodstuffs so as to reduce their cost to employees.

Ashanti Goldfields have spent £2,020 in capital expenditure to date.

Bibiani (1927) Limited, after providing a temporary canteen, have gone on to the construction of a modern canteen with steam pressure cookers, bakery and covered restaurant where it will be possible to provide 2,000 cooked meals daily. The expenditure to date is £2,635.

The African Manganese Company, in addition to the temporary canteen which served 127,923 meals in nine months, rising from 3,964 to 34,267 per month in that time, has almost completed a canteen capable of seating 600 persons with a kitchen of the most modern type for which Aveling Barford equipment has been ordered. The total cost will probably be in the neighbourhood of £13,000 or more.

Taking the first seven months of operation the average cost of the present mid-day meal to the Companies is 8-876d. and the employee is charged 4d. for it. In addition, most of the Mines supply free cocoa at the start of work in the morning and some include a biscuit or other dry food.

In some cases the opponents of canteens have stated that if the cost of the meal were added to the wage-rates, the employees would feed themselves satisfactorily. In this connection, the Korsah Committee's reference to canteens is instructive.

CAP II (44)

"We consider however that the Government could and should in congested urban areas provide canteens for the supply of cooked meals to Government employees at reasonable prices. We learn that such canteens operate successfully on many of the Mines. The result has been a visible improvement in the health of the workers and we are informed that there has been a noticeable drop in the prices charged by market retailers and cateresses."

CAP. II (45)

"The only Canteen for Government employees of which we are aware is that at the Railway Workshops, Sekondi, which from its inception 18 months ago has been run by a Committee of the Railway Union. We are informed that the men have neither the time nor the training to undertake this task efficiently and that the institution is not the success it should be. We consider it essential that this and other similar establishments should be run by properly trained and experienced staff and in the first instance it would no doubt be necessary to recruit them from abroad."

Other Amenities

Besides the housing, medical services and sanitation, the Mining Companies have provided amenities connected with village life such as markets, cricket and football grounds, tennis courts and social clubs. Not only have the necessary buildings and equipment been provided, but a sincere effort is being made to assist the African employees to a fuller life by engaging welfare officers to advise and help them in social welfare matters.

Examples of social clubs are to be found at Bibiani, Konongo and Nsuta, which are run by the Africans themselves. The local branch of the Union holds its meetings in at least one Club.

Some mines subsidize meat and retail it below price to encourage their employees to eat it.

Since 1943, a mid-morning meal has been provided free for the children of Nsuta.

Ashanti Goldfields have provided a Domestic Science Building at a cost of £305.

Taqaah & Aboso have in course of construction Pithead Baths (£1,000) and Recreation Hall (£1,000).

From the above it is obvious that the future policy of individual Mining Companies is to continue to give every consideration to the welfare of their employees.

Without a prospect of future success in mining operations it will undoubtedly mean that some of these schemes may be curtailed and others now under construction abandoned.

EXHIBIT V

WELFARE—ACTUAL COST OF WELFARE SERVICES QUARTER ENDING 31st MARCH, 1947

Company	MEDICAL AND HOSPITAL		SANITATION AND HOUSING		FEEDING		LEAVE PAY	
	Total Quarterly	Monthly per African	Total Quarterly	Monthly per African	Total Quarterly	Monthly per African	Total Quarterly	Monthly per African
	£	s.	£	s.	£	s.	£	s.
Ariston	849	1·3	2,867	4·4	1,385	2·2	569	·9
A. B. A. A.	998	3·0	867	2·6	3,020	9·0	122	·4
Ashanti	1,334	1·4	2,314	2·4	2,400	2·4	1,245	1·30
Nsuta	709	3·1	2,771	12·0	4,190	18·3	164	·7
Bibiani	2,071	3·3	3,510	5·6	—	—	427	·3
Bremang	353	3·0	118	1·0	40	3·0	81	2·0
Konongo	214	0·6	1,176	3·4	261	0·8	370	1·1
Fanti	546	3·2	1,311	7·6	155	0·9	87	0·5
G.C.M.R.	344	1·1	1,483	4·8	1,076	3·4	142	0·5
Marlu	735	2·6	1,125	3·8	1,645	5·8	256	0·9
Abosso	1,205	2·0	1,855	3·0	657	1·1	565	0·9
Total Average ...	—	2·24	—	3·8	—	4·3	—	·8

The average cost of these services related to the actual labour strength is 11 20s. per month per man. As many men do not take advantage of the facilities offered, the cost per head of those who do would be considerably higher.

EXHIBIT W

STATISTICS RELATIVE TO THE GOLD MINING INDUSTRY OF THE COLONY

	1940	%	1941	%	1942	%	1943	%	1944	%	1945	%	1946	%	1947	%
<i>Revenue :</i>																
Value of Gold Produced	6,587,504	100	7,410,824	100	7,392,001	100	6,059,046	100	4,508,507	100	4,432,075	100	4,634,225	100	5,202,056	100
			<i>Disbursements by Gold Mining Companies (Including Capital Accounts)</i>													
<i>Government :</i>		%		%		%		%		%		%		%		%
Export duty, Customs duties, Rail and Harbour dues, Posts and Telegraphs (excluding Income Tax and Profits Tax)	851,028	12.92	1,089,682	14.70	1,045,633	14.15	863,044	14.24	651,734	14.45	663,680	14.97	1,190,002	25.68	711,159	13.67
Wages and Salaries ...	1,624,858	24.66	1,661,354	22.42	1,623,816	21.96	1,578,538	26.05	1,276,032	28.32	1,258,548	28.40	1,422,072	30.68	1,891,182	36.35
Stores purchased locally	381,645	5.79	490,757	6.62	489,290	6.62	446,236	7.37	463,771	10.28	466,537	10.53	429,923	9.28	714,936	13.74
Stores imported	1,361,123	20.66	1,440,380	19.44	1,172,673	15.86	765,140	12.63	547,860	12.15	530,312	11.96	751,803	16.22	1,241,987	23.88
Medical and Sanitation	68,844	1.05	89,794	1.21	85,860	1.16	76,009	1.25	63,664	1.41	62,386	1.41	74,421	1.61	100,424	1.93
	4,287,498	65.08	4,771,967	64.39	4,417,372	59.75	3,728,967	61.54	3,003,031	66.61	2,981,463	67.27	3,868,221	83.47	4,659,688	89.57

08
EXHIBIT X

MEMORANDUM

1. The Gold Coast Mines Employees Union state that they sent on *June 7th, 1946*, a letter to the Chamber asking for a deputation of delegates to discuss certain matters affecting wages. This letter was not received at the Chamber.

2. On *August 3rd*, they wrote a letter containing exactly the same contents of the letter of *June 7th* with one important omission which was in the letter of *June 7th* and that is a demand :-

“ Surface Rate minimum rate	1/9
Underground ,, ,, 	2/-”

at the end of Para. 1 wages (a).

The Secretary of the Chamber on *August 6th* wrote to the Union in reply to say that the President would be pleased to receive a delegation at *10 a.m.* on *Friday, August 9th*, as a preliminary meeting to ascertain what exactly were the demands made, as the letter of the Union was not clear. Mr. Park also wrote to Mr. Tachie-Menson, President of the Trades Union Congress, telling him of this. Full notes were taken of this meeting and circulated to the Union, who wrote on *August 30th* to thank the Chamber for the notes, saying it looked forward to a further meeting to discuss matters.

In the meanwhile, the Labour Officer was instructed to tour the various Mines and asked the Chamber not to arrange another meeting with the Union until he had completed his tour, as he hoped to convince the representatives of the Union that their attitude and demands were unreasonable.

3. On *September 25th* Mr. Park wrote to the Union to say that after careful consideration the Chamber regretted that it found it impossible to meet their demand as presented. The Chamber, however, was willing to discuss and consider any reasonable proposals in connection with the lowest-paid labourers.

4. On *October 15th* the General Secretary acknowledged the Chamber's letter of *September 25th*, and a further communication would be sent.

5. On *November 20th* the Chamber wrote to the Union to say that it proposed to adopt increased rates for the lower-paid workmen and that the Wages Committee would be prepared to meet representatives at *10.30 a.m.* on *November 25th*.

6. On *November 25th* the Labour Officer wrote to say that he had spoken to Mr. Sam on the telephone who stated that he could not make any decision on the proposed rates until the Executive Council met on *December 7th*. The Labour Officer in his letter, said :-

“ Whilst I would agree that there has been some delay in calling this meeting, it will be appreciated all the Mines Trade Union Branches have to be consulted to hold their separate meetings to discuss previous correspondence from the Chamber ”.

7. On *November 24th* the Secretary of the Union telegraphed acknowledging the Chamber's letter of *20th November* and regretted being unable to meet the Chamber, that the Executive Council Meeting would be held on *December 8th* and the Chamber would be advised of its decision.

8. This telegram was followed up by a letter dated *December 16th, 1946*, from the Union Secretary acknowledging the Chamber's letters of *September 25th* and *November 20th* and confirming their telegram of *November 24th*.

At the same time the Chamber was thanked for giving consideration to the lowest-paid labourers, the provisions of which, however, did not appear to have been put into force by all Mines and asking for “ a fair consideration to the demands in it's first Petition ” (presumably that of *August 3rd*.)

9. It should be mentioned that the Chamber prior to the receipt of this letter of *December 16th* wrote on *November 27th* to the Labour Officer saying “ that it would be willing to discuss any reasonable proposals with the Union . . . ”. “ Had the Union been able to attend on the *25th* instant certain points could have been made clear to them ”.

10. The next communication which the Chamber received from the Union was a telegram of greetings from the Secretary while the Union was in session at *Obuasi* on *March 23rd*. Then comes the present petition the subject of this Arbitration.

ENCLOSURES

1. Letter from Mines Union dated *7th June, 1946*.

THE GOLD COAST MINES EMPLOYEES UNION (REGISTERED)
HEAD OFFICE, ABOSO

SECRETARY'S OFFICE,
P.O. Box No. 1,
ABOSO
7th June, 1946

SIR,

I am directed by the Executive Council of this Union to inform you that it is their desire for a deputation of selected members to meet your Chamber on the following matters :-

(1) Wages.—(a) The maximum of the rates of wages of the Surface and Underground labourers to be raised to 3s. and 3s. 6d. per day respectively.

Surface Rate: Minimum rate	1/9
Underground ,, ,, 	2/-

EXHIBIT X—*contd.*

Letter from Mines Union dated 7th June, 1946—contd.

- (b) That a general increment of 1s. may be given to the employees to stand in substitute of the war bonus thus ignored the African Miners since the outbreak of the war.
- (2) *Hours of work.*—Forty-two hours a week for both surface and underground workers.
- (3) *Overtime.*—Government method and practice to be adopted.
- (4) *Holidays.*—(a) All public holidays so declared to be observed and enjoyed with full pay.
- (b) *Annual Leave.*—The following vacation leave should be granted with full pay:—
- 6 weeks to Headmen
4 " " skilled and clerical workers
2 " " to labourers.
- (c) The travelling expenses for employees going on leave be borne by the Company.
- (d) That an employee of regular attendance being temporary sick must be considered for pay provided the Medical Officer's certificate is available.
- (5) *Gratuities.*—After five years' continued service a worker be eligible for the award of gratuity calculated on the basis of one-twentieth of a month's pay for each completed month of service.
- (6) *Deduction of Trade Union Contributions from Wage Sheet* to be favourably considered.

BISSAH
General Secretary.

2. *Letter from Mines Union dated 3rd August, 1946.*

SIR,

I am directed by the Executive Council of my Union to inform you that it is their desire for a deputation of elected members to meet your Chamber on the following matters:—

- (1) *Wages.*—(a) The maximum of the rates of wages of the Surface and Underground labourers to be raised to 3s. and 3s. 6d. per day respectively.
- (b) That a general increment of 1s. may be given to the employees to stand in substitute of the war bonus thus ignored the African Miners since the outbreak of the war.
- (2) *Hours of work.*—Forty-two hours a week for both Surface and Underground workers.
- (3) *Overtime.*—Government method and practice to be adopted.
- (4) *Holidays.*—(a) All Public Holidays so declared to be observed and enjoyed with full pay.
- (b) *Annual Leave.*—The following vacation leave should be granted with full pay:—
- 6 weeks to Headmen
4 weeks to skilled and clerical workers
2 weeks to labourers.
- (c) That travelling expenses for employees going on leave be borne by the Company.
- (d) That an employee of regular attendance being temporarily sick must be considered for pay provided the Medical Officer's certificate is available.
- (5) *Gratuities.*—After five years' continuous service a worker be eligible for the award of a gratuity calculated on the basis of one-twentieth of a month's pay for each completed month of service.
- (6) *Deduction of Trade Union contributions from Wage Sheet* to be favourably considered.

I should be extremely grateful if your Chamber could arrange and fix a convenient time for the joint meeting.

It is further desired that your Chamber arrange for periodical meetings with a deputation of my Union. This procedure will, it is hoped, ensure good relations and promote efficiency in our work.

BISSAH.

3. *Letter from the Chamber of Mines dated 25th September, 1946.*

TO THE GENERAL PRESIDENT OF THE MINES UNION.

DEAR SIR,

Further to your letter of 3rd August, 1946, and our meeting on August 9th, the members of the Chamber after careful consideration, regret they find it impossible to meet your demands as presented. The Chamber is, however, willing to discuss and consider any reasonable proposals in connection with the lowest-paid labourers.

Yours faithfully,

J. W. PARK
President.

EXHIBIT X—*contd.*

4. Letter from Mines Union dated 15th October, 1946.

DEAR SIR,

We have for acknowledgment, receipt of your letter No. 600/T.17/46, dated 25th September, 1946, copies of which are being circulated to all branches.

It is believed the Executive Council of this Union will meet, when a further communication may be addressed to you, of its decision.

BISSAH
General Secretary.

5. Letter from Chamber of Mines dated 20th November, 1946.

To GENERAL SECRETARY OF UNION.

DEAR SIR,

The Chamber propose changing the rates of the low-paid labourers as under :—

<i>Underground</i>		<i>Present rates</i>	<i>New rates</i>
1. Labourers—including—			
(a) Gutter boys	}	1/6-1/9	1/9-2/6
Greaser boys			
Chop boys			
Sump cleaning boys			
Transport boys			
(b) Chute boys	}	1/6-1/9	1/9-2/3
Pass drill boys			
Sweepers			
Scaling down boys			
2. Shovel boys and filling boys	...	1/9-2/-	1/9-2/3
3. Truck—trammings boys	...	1/9-2/-	1/9-2/3
7. Subsidiary pump boys (150 gallons a minute or less)	...	1/9-2/-	1/9-2/3
8. Cage or skip boys	...	1/9-2/3	1/9-2/6
13. Latrine boys	...	1/9-2/3	1/9-2/6

Note.—Rates under 1 (b) 2, 3 and 7 are based on the assumption that bonus can be earned in addition to pay. In cases where this cannot be applied the rate will be 1s. 9d. to 2s. 6d.

<i>Surface</i>		<i>Present rates</i>	<i>New rates</i>
31. Point boys	...	1/6-1/9	1/6-2/-
58. Engineer labourers	...	1/6-1/9	1/6-2/-
59. Surface labour	...	1/6-1/9	1/6-2/-
61. Grass cutters	...	1/3-1/6	1/6-2/-
66. Messengers	...	1/3-1/9	1/6-2/-

In the event of your representatives wishing to discuss this with the members of the Chamber I have been instructed to inform you that the Committee will be prepared to meet you at 10.30 a.m. on the 25th instant.

If your representatives are not able to attend at the above time, I have to inform you that the new rates will be introduced as from the 1st December, 1946.

G. L. CLARK.

6. Letter from the Labour Department, Sekondi, dated 25th November, 1946.

To SECRETARY, CHAMBER OF MINES.

SIR,

I have to acknowledge and thank you for your letter No. 603, etc., dated 20th November, with a copy of a schedule of proposed changes in the wage-rates of mines unskilled labour.

2. I have discussed this on the telephone with Mr. Sam, President of the Mines Trades Union, and I gather he is unable to act or to make any decision on the new rates until his Executive Council have met on the 7th December, 1946.

3. Whilst I would agree there has been some delay in calling this meeting, it will be appreciated all the Mines Trades Union branches have had to be consulted, to hold their separate meetings to discuss previous correspondences from the Chamber. The Executive Council of the Trade Union may put forward further proposals in reply to your letter dated the 20th November, 1946. I trust your Chamber will be prepared to consider these and to meet representatives of the Union should they ask to do so.

4. On examining the new schedule it has occurred to me there is no clause to define the procedure to be adopted in the application of the new rates. The March 1946 schedule lays down the principle to be adopted in awarding increments. I imagine there will be a considerable number of boys now who qualified for and were paid their maximum rates some months ago. As it intended those boys will receive credit for their service and will be put on the appropriate higher rates (as laid down in your new schedule) as from the 1st December, 1946 ?

Labour Officer.

EXHIBIT X—*contd.*

7. *Telegram from Mines Union dated 25th November, 1946.*

TO SECRETARY, CHAMBER OF MINES.

ACKNOWLEDGE WITH THANKS FULLSTOP YOUR LETTER DATED 20TH NOVEMBER RECEIVED 23RD REGRET UNABLE TO MEET CHAMBER TO-DAY FULLSTOP EXECUTIVE COUNCIL MEETING DECEMBER 8TH WILL ADVISE YOU OF ITS DECISION.

SECRETARY.

8. *Letter from Mines Union dated 16th December, 1946.*

SECRETARY, CHAMBER OF MINES.

DEAR SIR,

The Executive Committee of this Union has met in council and has instructed me to acknowledge receipt of the following :

- (1) Your letter No. 600, etc., in response to our petition dated 3rd August, 1946, and reference to our letter of 15th October, in which we promised to communicate further with you when a decision has been taken by the Executive Council.
- (2) Your letter dated 20th November, 1946
We confirm our telegram of the 24th November, reading as follows:
" We acknowledge with thanks fullstop your letter dated 20th November, received 23rd. Regret unable to meet the Chamber to-day. Executive Council meeting 8th December. Will advise you of its decision."
- (3) I am directed also to thank you for giving consideration to the lowest-paid labourers as enumerated in your letter of the 20th November.
- (4) Apparently, it seems the provision laid down in your letter referred to has not been put into force in some mines and would greatly appreciate your assistance in this respect.
- (5) The Council further appeals very respectfully and will accordingly be grateful if the Chamber could most carefully and dispassionately give a fair consideration to the demands in its first petition.

Anticipating to learn from you favourably.

BISSAH

General Secretary.

9. *Letter from Chamber of Mines dated 27th November, 1946.*

TO LABOUR OFFICER, SEKONDI.

DEAR SIR,

In reply to your letter No. L.S., etc., of the 25th November, I am instructed to say that the Chamber would be willing to discuss any reasonable proposals in the future which the Union may wish to put forward.

Had the Union delegates been able to attend on the 25th instant certain points could have been made clear to them as to the method to be adopted in making the alteration to the rates of pay, and for your information I give the following details.

For the sake of clarity Schedule 1 is divided into two sections. The classes of labour shown in the first category, which includes Transport boys, are not, in the opinion of the Chamber, in a position to earn bonus and are therefore given a maximum of 2s. 6d. a day. Similarly classed are numbers 7, 8, 13, 58, 59 and 61 of the Schedule.

10. *Telegram from Mines Union dated 23rd March, 1947.*

TO SECRETARY, CHAMBER OF MINES.

GOLD COAST MINES EMPLOYEES UNION CONFERENCE IN SESSION GREETINGS.

SECRETARY.

EXHIBIT Y

EDULE OF WAGE RATES—24TH OCTOBER, 1947

I—UNDERGROUND

L. 1. Labourers—including :

	Rate as at Sept., 1947 with amend- ments		Chamber of Mines' inter- pretation of "Korsah"		Union's inter- pretation of "Korsah"	
	Min.	Max.	Min.	Max.	Min.	Max.
(a) Gutter boys ...	2/6	2/9	2/6	3/6	2/6	3/6
Grease boys ...						
Chop boys ...						
Sump cleaning boys Transport boys						
(b) Chute boys, Pass drill boys, Sweepers	2/6	2/9	2/6	3/6	2/6	3/6
					If bonus can be arranged the m a x i m u m should be 3s. 3d.	
L. 2. Shovel boys and filling boys	2/6	2/9	2/6	3/6	2/6	3/6
L. 3. Truck—tramming boys ...	2/6	2/9	2/6	3/6	2/6	3/6
					If bonus can be arranged the m a x i m u m should be 3s. 3d.	
4. Machine drivers ...	3/-	4/-	4/1	5/4	4/6	5/9
5. Spanner boys ...	2/9	3/-	3/4	3/7	3/6	4/6
6. Main pump boys ...	2/9	3/6	3/4	4/7	3/9	5/-
L. 7. Subsidiary pump boys ...	2/6	2/9	2/6	3/6	2/6	3/6
8. Cage or skip boys ...	2/6	3/-	2/10	3/7	2/6	3/6
9. Blast boys ...	3/-	4/-	4/1	5/4	4/9	5/9
10. Tracklayers ...	2/6	2/9	2/10	3/4	2/6	3/6
L. 11 (a) Timber boys ...	2/6	2/9	2/6	3/6	2/6	3/6
(b) Square set timber boys ...	2/9	3/-	2/10	4/7	3/6	4/-
12. Shaftsmen ...	3/3	4/-	3/1	5/10	3/6	6/3
L. 13. Latrine boys ...	2/6	2/9	2/6	3/6	2/6	3/6
14. Hoist drivers, licensed, but uncertificated ... (Hoist drivers are uncerti- ficated but licensed to hoist rock from a verti- cal or inclined winze or shaft).	2/6	3/-	3/1	3/7	3/6	4/6
15. <i>Winding Engine Drivers.</i> —(A Winding Engine is either a single or a double drum hoisting engine which is licensed for raising or lowering men, a certificate for which has been granted by the Chief Inspector of Mines). (Quarterly examination by a doctor necessary).						

CLASS I.—Single drum, steam or air :

	Rate as at Sept., 1947 with amend- ments	Chamber of Mines' inter- pretation of "Korsah"	Union's inter- pretation of "Korsah"
(a) Up to and including 50 h.p.	3/-	4/7	5/-
(b) 51 to 100 h.p. ...	3/3	4/10	5/-
(c) 101 to 150 h.p. ...	3/9	5/7	6/-
(d) 151 to 300 h.p. ...	4/6	6/8	6/9
(e) Over 300 h.p. ...	5/3	7/2	7/6

CLASS 2.—Single drum, electric :

(a) Up to 100 h.p. ...	3/3	4/10	4/9
(b) 101 to 150 h.p. ...	3/6	5/4	5/-
(c) 151 to 300 h.p. ...	4/-	5/10	5/9
(d) Over 300 h.p. ...	4/-	5/10	6/3

EXHIBIT Y—contd.

CLASS 3.—Double drum, steam or air :

	Rate as at Sept., 1947 with amend- ments	Chamber of Mines' inter- pretation of "Korsah"	Union's inter- pretation of "Korsah"
(a) Up to 100 h.p.	4/3	6/1	5/9
(b) 101 to 150 h.p.	5/3	7/2	6/9
(c) 151 to 300 h.p.	6/3	8/-	8/3
(d) Over 300 h.p.	7/6	9/2	9/9

CLASS 4.—Double drum, electric :

	Rate as at Sept., 1947 with amend- ments	Chamber of Mines' inter- pretation of "Korsah"	Union's inter- pretation of "Korsah"
(a) Up to 100 h.p.	4/-	5/10	5/6
(b) 101 to 150 h.p.	4/6	6/8	6/3
(c) 151 to 300 h.p.	5/6	7/5	7/6
(d) 301 to 450 h.p.	6/-	7/8	8/3
(e) 451 to 600 h.p.	7/-	8/10	8/3

MONTHLY BONUS.—At the rate of 10 per cent of the daily rate paid. Qualification for payment of this bonus is subject to there being no complaint, nor absenteeism without leave. This is not to include the Annual leave. Where there is only one driver, a 25 per cent increase plus the 10 per cent bonus will be paid in any and every class.

	Rate as at Sept., 1947 with amend- ments	Chamber of Mines' inter- pretation of "Korsah"	Union's inter- pretation of "Korsah"
16. Winch drivers (scraper, tuggerhoist, etc.)	2/6 3/-	2/10 3/4	3/3 3/9
17. Loco. drivers	2/9 3/6	3/4 4/10	3/9 5/6
18. Boss boys : (Blasting Certificate) (African Assistant to Shiftboss or Mine Captain, with general mining experience)	3/3 5/-	4/10 7/2	5/6 7/3
L. 19. Bell boys	2/6 2/9	2/6 3/6	2/6 3/6
L. 20. Hammer boys, including grizzley boys	2/6 3/-	2/6 3/6	2/6 3/6
21. Pipe boys	2/6 2/9	2/10 3/4	2/6 3/6
22. General maintenance. (shaker, truck, etc. etc.)	2/6 2/9	2/10 3/4	2/6 3/6

SURFACE MINING

23. Shovel drivers—under one yard capacity	3/6 5/-	4/7 6/8	5/- 6/9
24. Shovel drivers—over one yard capacity and under 2½ yards	5/- 8/-	6/8 8/10	6/9 9/3
25. Shovel firemen	2/6 3/-	3/1 3/7	3/6 4/6
26. Loco. drivers—below 65 h.p.	3/6 5/-	4/7 5/10	5/- 6/3
27. Loco. drivers—65 h.p. and over	5/- 7/-	6/1 7/8	6/6 8/3
28. Loco. firemen	2/6 3/-	3/1 3/7	3/6 4/6
29. Lorry drivers, including dumper drivers	3/- 5/6	3/7 6/8	4/6 6/9
30. Surface platelayers	2/- 2/9	2/8 3/4	2/- 3/-
L. 31. Point boys	2/- 2/3	2/- 3/-	2/- 3/-
32. Blast boys	2/6 4/-	3/7 4/7	4/6 5/-
(b) Surface machine drivers	2/6 3/6		
(c) Surface Spanner boys	2/- 2/6		
L. 33. Truck boys	2/- 2/6	2/- 3/-	2/- 3/-

REDUCTION PLANT

L. 34. (a) Mill labourers	2/- 2/3	2/- 3/-	2/- 3/-
(b) Operators	2/6 3/-	3/1 3/7	2/3 3/6
(c) Attendants	3/- 3/3	3/7 4/7	2/9 4/-

EXHIBIT Y—contd.

ENGINEERING

		Rate as at Sept., 1947 with amend- ments		Chamber of Mines' inter- pretation of "Korsah"		Union's inter- pretation of "Korsah"	
	35. Boiler firemen	2/6	3/3	3/4	4/7	3/9	5/-
L.	36. Greasers	2/-	2/3	2/-	3/-	2/-	3/-
	37. Engine attendants (Diesel or Steam)	2/3	3/6	3/4	5/4	3/9	5/9
	Engine attendants (where no European shiftsman and no engine rating over 120 h.p.)	3/-	3/6				
	Engine attendants (where no European shiftsman and where engine or engines rate over 120 h.p.) ...	3/-	5/-				
	38. Compressor attendants (elec- tric or portable) ...	2/6	3/3	3/7	4/7	3/6	5/-
	39. (a) Switchboard attendants	2/6	3/6	2/10	4/7	3/3	5/-
	(b) Switchboard attendants whose duty it is to synchro- nise engines ...	3/6	7/-	4/7	7/8	4/6	8/-
	40. Apprentices—1st year ...	2/-		2/8		2/6	
	2nd year ...	2/3		3/1		2/9	
	3rd year ...	2/9		3/7		3/-	
	41. Improvers—1st year ...	3/3		4/1		3/6	
	2nd year ...	3/6		4/7		4/9	
	42. Carpenters and Sawyers ...	3/9	6/-	4/10	7/5	5/6	7/9
	43. Pattern-makers ...	3/9	6/-	4/10	7/5	5/6	7/9
	44. Masons and Bricklayers ...	3/9	6/-	4/10	7/5	5/6	7/9
	45. Painters	3/9	6/-	4/10	7/5	5/6	7/9
	46. Blacksmiths and Boiler- makers	3/9	6/-	4/10	7/5	5/6	7/9
	47. Blacksmith strikers ...	2/3	2/6	2/10	3/1	2/-	3/-
	48. Turners and Machinists ...	3/9	6/-	4/10	7/5	5/6	7/9
	49. Drill shop operators :						
	Sharpeners ...	2/6	4/6	3/4	6/8	3/9	6/9
	Hot millers ...	2/3	3/-	3/1	4/7	3/6	5/-
	Hardeners ...	3/-	4/6	4/7	6/8	5/-	6/9
	50. Fitters	3/9	6/-	4/10	7/5	5/6	7/9
	51. Moulders	3/9	6/-	4/10	7/5	5/6	7/9
	52. Welders	3/9	6/-	4/10	7/5	5/6	7/9
	53. Rivetters	2/6	3/-	2/10	3/7	3/3	4/6
	54. Tinsmiths	3/9	6/-	3/4	5/10	3/9	6/3
	55. Electricians	3/9	6/-	4/10	7/5	5/6	7/9
	56. Riggers	3/9	6/-	4/10	7/5	5/6	7/9
	57. Telephone operators ...	2/6	4/-	2/10	4/10	3/3	5/6
L.	58. Engineer labourers ...	2/-	2/3	2/-	3/-	2/-	3/-

MISCELLANEOUS

L.	59. Surface labour	2/-	2/3	2/-	3/-	2/-	3/-
	60. Mines Police—Constable ...	2/6	3/6	3/1	3/7	2/-	3/-
	Corporal ...	3/9	4/6	4/7	5/7	3/-	4/-
	Sergeant ...	4/9	5/9	5/10	7/2	4/-	5/-
L.	61. Grass cutters	2/-	2/3	2/-	3/-	2/-	3/-
L.	62. Latrine boys	2/3	2/9	2/-	3/-	2/-	3/-
	63. Assay office	2/-	3/6	2/8	4/7	2/9	5/-
	64. Survey and Sample boys ...	2/-	3/6	2/8	4/7	2/9	5/-
	65. Dressers	2/3	4/6	2/8	5/10	2/9	6/3
L.	66. Messengers	2/-	2/3	2/-	3/-	2/-	3/-
	67. Washermen	2/-	2/9	2/8	4/1	2/9	4/9
	68. Clerks, underground stores	2/-	6/-	3/1	3/7	3/6	4/6
	69. Clerks, magazines ...	2/-	6/-	3/7	4/7	3/6	5/-
	70. Labour checkers	2/-	6/-	3/7	4/7	4/6	5/-
	71. Time office and pay roll clerks	2/-	6/-	3/7	7/2	4/6	7/3
	72. Issue clerks	2/-	6/-	3/7	5/4	4/6	5/9
	73. Ledger clerks	2/-	6/-	4/7	7/2	5/-	7/3
	74. Typists	3/-	6/-	4/7	7/2	5/-	7/3

EXHIBIT Y—contd.

MISCELLANEOUS—contd.

	Rate as at Sept.. 1947 with amend- ments		Chamber of Mines' inter- pretation of "Korsah"		Union's inter- pretation of "Korsah"	
	Min.	Max.	Min.	Max.	Min.	Max.
75. Stenographers	6/-	10/-	7/2	9/7	7/3	10/3
76. General clerks	2/-	6/-	3/1	4/7	3/6	5/-
77. Fire patrols	3/-	3/6	3/1	4/7	2/-	3/6
78. Sanitary Inspectors	2/6-3/9	4/9	3/1-5/7	6/11	3/6-6/-	7/-
79. Nurses (male and female).—	£60 x £6 to £84 p.a. £98 x £8 to £138 p.a. £154 x £10 to £208 p.a. £222 x £12 to 282 p.a. max.					
80. Dispensers	£180 x £12 to £282 p.a.					
81. Clerks with School Certificates	£72 X £6 p.a. to £84 p.a. after which must qualify as Book-keepers.					
82. Book-keepers	£90 p.a. x £6 to £180 p.a. subject to the following qualifications :—					
	(a) A complete knowledge of double entry book-keeping.					
	(b) Able to keep accurately the various books of accounts, and to make all routine Journal entries.					
	(c) Able to extract a Trial Balance.					
83. Head Book-keeper or Head Clerk :	£180 p.a. x £12 to £300 p.a.					
84. African Surveyors :	£180 p.a. x £12 to £300 p.a. subject to the following qualifications :—					
	(a) Theoretical and practical knowledge of chain surveying and of measuring distances with a steel tape and correcting for slope, etc.					
	(b) Ability to carry out theodolite and compass traversing, tacheometrical surveying and instrumental levelling both on surface and underground. Closing error in latitude or departure of a theodolite traverse not to exceed L/3000 and of a level traverse L/15000 where L is the length in feet of a surround.					
	(c) Thorough knowledge of computing co-ordinates and calculation of areas both by logarithms and by calculation of machine.					
	(d) The ability to plot by co-ordinates and protractor and to make a fair finished plan and to keep field books in such a way that they can be checked both in field and office by any other surveyor.					
	Rate as at September, 1947 with amendments					
	Min.	Max.				
84. (a) African Assistant Sur- veyors	3/3	7/6				
85. Draughtsmen, mechanical	£12-£20 month.					
85. (a) Draughtsmen, survey	£12-£20 month.					
85. (b) Tracers	2/-	5/-				
86. African Laboratory Assistants	5/-	7/6				
87. African Hospital and Can- teen Cooks	1/6	2/6				
88. Diamond Drillers :						
(a) Drill setter	4/6	6/-				
(b) Drill runner	3/6	4/6				
(c) Drill helper	2/6	3/-				

EXHIBIT Z

NOTES ON SUGGESTED SCHEDULE PREPARED BY MINES EMPLOYEES UNION

1, 2, 3.—These maxima should be 3d. less where bonus can be arranged.

15. *Class 1 and 4.*—The 1944 Schedule shows only four sub-grades. The suggested rates were based on these.

34. *Reduction Plant.*—The 1944 Schedule gives one rate, viz. 1s. 6d. for all classes of workers on the Reduction Plant. The 1946 Schedule, however, splits the workers into three : viz. :—

(a) Mill labourers	...	...	...	1/9
(b) Operators	...	...	...	2/-
(c) Attendants	...	...	...	2/6

their new rates have been worked out so as to maintain the differences in rates according to the 1946 Schedule.

39. *Switchboard Attendants.*—The 1946 Schedule splits this grade into :—

(a) Switchboard Attendants	...	...	...	...	1/9 - 3/-
and (b) Switchboard Attendants capable of synchronising engines	...	...	...	...	3/- - 6/-

The differences in rates have been observed in the suggested new rates.

40. *Apprentices.*—The 1944 Schedule gives apprentices' rates as follows :—

1st year	...	...	...	1/- - 1/3
2nd year	...	...	...	1/3 - 1/6
3rd year	...	...	...	1/6 - 1/9

The Korsah incremental differential for 1s. is 1s. 6d. and for 1s. 3d. is 1s. 3d. This would equal the rates of 1st year and 2nd year apprentices, viz. 2s. 6d. To avoid this we have suggested 2s. 6d., 2s. 9d., 3s. for 1st, 2nd, 3rd-year apprentices respectively.

60. The 1944 Schedule shows one grade, viz. watchmen 1s. 9d.—2s. The 1946 Schedule splits the grade into Constables, corporals and sergeants, receiving respectively 2s.—2s. 6d., 3s.—3s. 9d., 4s.—5s. Suggested rates are calculated with due regard to the differences in the rates of these sub-grades.

77. *Fire patrols.*—This grade is not in the 1944 Schedule. We have suggested the same rates as for Mines Police Constable with 6d. increase in the maximum.

UNION'S INTERPRETATION OF KORSAH

SCHEDULE OF WAGE RATES

I—UNDERGROUND

1. Labourers—including :—

	Starting Rate	Maximum Rate	
A. (a) Cutter boys	2/6
(b) Grease boys			
(c) Chop boys			
(d) Sump cleaning boys			
(e) Transport			
B. (a) Chute boys	2/6
(b) Pass drill boys			
(c) Sweepers			
(d) Scaling down boys			
2. Shovel boys and filling boys	2/6
3. Truck—trammings boys	2/6
4. Machine Drivers	4/6
5. Spanner boys	3/6
6. Main pump boys	3/9
7. Subsidiary pump boys	2/6
8. Cage or skip boys	2/6
9. Blast boys	4/9
10. Tracklayers	2/6
11. (a) Timber boys	2/6
(b) Square set timber boys	3/6
12. Shaftsmen	3/6
13. Latrine boys	2/6
14. Hoist drivers, licensed but uncertificated	3/6

(Hoist drivers are uncertificated but licensed to hoist rock from a vertical or inclined winze or shaft.)

If bonus cannot be arranged the maximum should be ...

If bonus cannot be arranged the maximum should be ...

EXHIBIT Z—contd.

15. *Winding Engine Drivers*.—(A Winding Engine is either a single or a double drum hoisting engine which is licensed for raising or lowering men, a certificate for which has been granted by the Chief Inspector of Mines.) (Quarterly examination by a doctor necessary).

CLASS 1—Single drum, steam or air :

	Starting Rate	Maximum Rate
(a) Up to and including 50 h.p.	5-
(b) 51-100 h.p.	5-
(c) 101-150 h.p.	6-
(d) 151-300 h.p.	6.9
(e) Over 300 h.p.	7.6

CLASS 2—Single drum, electric :

(a) Up to 100 h.p. ... ..	...	4.9
(b) 101-150 h.p. ... ..	...	5-
(c) 151-300 h.p. ... ..	...	5.9
(d) Over 300 h.p. ... ..	...	6.3

CLASS 3—Double drum, steam or air :

(a) Up to 100 h.p. ... ..	...	5.9
(b) 101-150 h.p. ... ..	...	6.9
(c) 151-300 h.p. ... ..	...	8.3
(d) Over 300 h.p. ... ..	...	9.9

CLASS 4—Double drum, electric :

(a) Up to 100 h.p. ... ..	...	5.6
(b) 101-150 h.p. ... ..	...	6.3
(c) 151-300 h.p. ... ..	...	7.6
(d) 301-450 h.p. } ... ..	...	8.3
(e) 451-600 h.p. }	...	

MONTHLY BONUS.—At the rate of 10 per cent of daily rate paid. Qualification for payment of this bonus is subject to there being no complaint, nor absenteeism without leave. This is not to include the Annual Leave. Where there is only one driver, a 25 per cent increase plus the 10 per cent bonus will be paid in any and every class.

	Starting Rate	Maximum Rate
16. Winch drivers (Scraper, tiggerhoist, etc.)	3.3	3.9
17. Loco. drivers	3.9	5.6
18. Boss boys : (Blasting Certificate)	5.6	7.3
(African Assistant to Shiftboss or Mine Captain, with general mining experience).		
19. Bell boys	2.6	3.6
20. Hammer boys, including grizzly boys	2.6	3.6
21. Pipe boys	2.6	3.6
22. General maintenance (shaker, truck, etc., etc.)	2.6	3.6

II—SURFACE MINING

23. Shovel driver—under one yard capacity	5-	6.9
24. Shovel driver—over one yard and under 2½ yards	6.9	9.3
25. Shovel firemen	3.6	4.6
26. Loco. drivers—below 65 h.p.	5-	6.3
27. Loco. drivers—65 h.p. and over	6.6	8.3
28. Loco. firemen	3.6	4.6
29. Lorry drivers, including dumper drivers	4.6	6.9
30. Surface platelayers	2-	3-
31. Point boys	2-	3-
32. Blast boys	4.6	5-
33. Truck boys	2-	3-

III—REDUCTION PLANT

34. (a) Mill labourers	2-	3-
(b) Operators	2.3	3.6
(c) Attendants	2.9	4-

Note.—The term "Operators" applies to all persons on conveyors, pumps, classifiers, etc., while the term "Attendants" applies to persons in charge of mills and crushers.

EXHIBIT Z—contd.

IV—ENGINEERING

	Starting Rate	Maximum Rate
35. Boiler firemen	3/9	5/-
36. Greasers	2/-	3/-
37. Engine Attendants (diesel or steam)	3/9	5/9
38. Compressor attendants (electric or portable)	3/6	5/-
39. (i) Switchboard attendants	3/3	5/-
(ii) Switchboard attendants capable of synchronising engines	4/6	8/-
40. Apprentices—1st year	2/6	
2nd year	2/9	
3rd year	3/-	
41. Improvers— 1st year	3/6	
2nd year	4/9	
42. Carpenters and Sawyers	5/6	7/9

TOOL ALLOWANCE FOR CARPENTERS :

Apprentice 1st to 3rd years	3d. a shift.
Improver 1st to 2nd years	3d. a shift.
Carpenter	1d. a shift.

Note.—Allowance is given on credit basis only and purchases of tools must be made through the Company.

43. Pattern-makers	5/6	7/9
44. Masons and bricklayers	5/6	7/9
45. Painters	5/6	7/9
46. Blacksmiths and Boilermakers	5/6	7/9
47. Blacksmith strikers	2/-	3/-
48. Turners and machinists	5/6	7/9
49. Drill shop operators :		
i. Sharpeners	3/9	6/9
ii. Hot Millers	3/6	5/-
iii. Hardeners	5/-	6/9
50. Fitters	5/6	7/9
51. Moulders	5/6	7/9
52. Welders	5/6	7/9
53. Riveters	3/3	4/6
54. Tinsmiths	3/9	6/3
55. Electricians	5/6	7/9
56. Riggers	5/6	7/9
57. Telephone operators	3/3	5/6
58. Engineer labourers	2/-	3/-

V—MISCELLANEOUS

59. Surface labour	2/-	3/-
60. Mines Police :		
i. Constable	2/-	3/-
ii. Corporal	3/-	4/-
iii. Sergeant	4/-	5/-

Increment.—1d. a day per month after the first three months' probation.

61. Grass cutters	2/-	3/-
62. Latrine boys	2/-	3/-
63. Assay office	2/9	5/-
64. Survey and sample boys	2/9	5/-
65. Dressers	2/9	6/3
66. Messengers	2/-	3/-
67. Washermen	2/9	4/9
68. Clerks, underground stores	3/6	4/6
69. Clerks, magazines	3/6	5/-
70. Labour checkers	4/6	5/-
71. Time office and pay roll clerks	4/6	7/3
72. Issue clerks	4/6	5/9

EXHIBIT Z—contd.

V—MISCELLANEOUS—contd.

								Starting Rate	Maximum Rate
73. Ledger clerks	...	...	...	...	...	...	...	5/-	7/3
74. Typists	...	...	...	...	...	...	...	5/-	7/3
75. Stenographers	...	...	...	...	...	...	...	7/3	10/3
76. General clerks	...	...	...	...	...	...	...	3/6	5/-
77. Fire patrols	...	...	...	...	...	...	...	2/-	3/6
78. Sanitary Inspectors.	—3s. 6d. to 6s. during a probationary period of three years. On confirmation as Sanitary Inspector 7s. a day.								

Note.—No headmen are included in the above rates.

GENERAL INCREMENT RATES :

Unskilled labour	...	...	...	...	...	...	...	1d. a month per working day, after a probationary period of three months, until the maximum is reached, provided that not more than three working days absent.
Clerks and skilled artisans	...	...	...	...	...	...	...	3d. per shift per quarter, provided that an attendance of 25 days per month is made, sickness and accident excepted.

METHOD OF PAYMENT :

One advance, cash or coupons per week. The balance of pay to be carried forward to the next ticket if the workmen so desire it.

RENT AND SANITATION FEES :

The combined rent and sanitation fee collected by a Company for its own reimbursement should not exceed 5s. per room per month. In the event of a workman living in the mining area only and not in the village the sanitation fee should be up to 1d. per shift

EXHIBIT I

MEMORANDUM SHOWING THAT WITHOUT SOME TAXATION RELIEF AND INCREASE IN EFFICIENCY AND OUTPUT THE BANKET MINES WILL FIND IT DIFFICULT TO CONTINUE OPERATIONS WHILE PAYING CHAMBER OF MINES SEPTEMBER, 1947 WAGE RATES, AND IMPOSSIBLE IF KORSAH OR SIMILAR RATES BE IMPOSED

Tabulation "A" attached to this memorandum sets out the estimated future production and operating results of Amalgamated Banket Areas Ltd., and Tarquah and Abosso Mines Ltd., assuming labour efficiency does not improve beyond its present standard and that—

- (1) Chamber of Mines Wage Rates September, 1947 (C), or
- (2) Rates equivalent to Korsah as demanded by Mine Workers Union (K) are awarded.

It assumes, also, that Amalgamated Banket Areas Ltd. will reach full output capacity, 720,000 tons per year, in the year ended September, 1950, and Tarquah and Abosso an output of 540,000 tons per annum in the year ended March, 1952, by which time plant extensions already planned might be installed. The figures include London Office expenses and Depreciation.

In the case of Amalgamated Banket Areas it must be noted that since operations were resumed in March, 1946, following the period of the Concentration Scheme the mine has incurred an operating cash loss as at 31st August, 1947 of £189,000 making no deductions for items such as Depreciation or over-burden removal. Taking into account London Office expenses and Depreciation during the period the total loss amounts to £353,000.

- (1) Assuming Chamber of Mines, September, 1947 Wage Rates are awarded.

AMALGAMATED BANKET AREAS LTD.

The table shows that the Company would incur a loss of £64,326 in 1948, £20,648 in 1949, and would not show a profit until full production was attained in 1950, the profit then being £13,034 only, 0.4 per cent return on Capital employed.

For the three years' operation the net result would be a loss of £71,940, to which must be added the £353,000 already incurred, including Depreciation.

Export Duty during this period amounts to £227,172.

TARQUAH AND ABOSSO MINES LTD.

A loss of £18,930 would be incurred in 1948, a profit of £2,856 in 1949 rising thereafter, to £7,734 in 1952, when full production was reached, equivalent to 0.7 per cent of Capital employed.

The total profit for this period of five years amounts to £80, in other words, there would be no profit during the next five years, full Export Duty for the same period amounting to £374,560, on which some rebate would be obtained eventually.

- (2) Assuming Korsah Wage Rates were awarded.

AMALGAMATED BANKET AREAS LTD.

During the next three years a total loss of £231,820 is incurred.

Even when operating at full productive capacity of 720,000 tons per annum, the loss amounts to £54,616 per annum.

At this output, Export Duty on the gold produced is £94,262, not allowing any rebate that might be received eventually.

TARQUAH AND ABOSSO MINES LTD.

On Korsah wage rates this mine also cannot make a profit.

For the five years estimated to reach full production if plans are proceeded with to increase the existing plant capacity, the total loss amounts to £356,720, the annual loss at maximum output being £86,166 per annum.

On the gold produced at maximum output full Export Duty would be £94,262.

Conclusions.—Even granting Chamber of Mines September, 1947 rates of wages the only chance of these mines, representative of the Banket Mines, continuing to operate is that substantial relief in taxation is given, that working efficiency can be considerably increased and present rates of production can be doubled.

Export Duty on Gold.—On the above calculations full Export Duty has been assumed as a rebate is only obtained at a later date and is dependent on many variables affecting profits.

Its effect is therefore immediate and as a deduction from gross revenue acts in the same way as an increase in working costs.

It thus increases the minimum grade of ore that can be profitably treated, i.e. reduces the amount of ore that can be profitably mined, and in consequence shortens the life of the mine.

On the Banket Mines it is equivalent to approximately 0.4 dwts. per ton increase in the minimum payable grade, and on the Lode Mines it varies from 0.64 at Bibiani to 1.0 dwts. per ton at Konongo, while at Ashanti Goldfields it amounts to 2.38 dwts. per ton.

TABULATION "A"

THE FIGURES SET OUT BELOW SHOW THE ESTIMATED EFFECT ON TWO BANKET MINES OF AN INCREASE IN WORKING COSTS CAUSED BY AN AWARD OF RATES OF PAY EQUIVALENT TO KORSAH RATES (K) AND ALSO THE EFFECT OF THE CHAMBER OF MINES' RATES OF SEPTEMBER, 1947. (C)

AMALGAMATED BANKET AREAS LTD.

CAPITAL EMPLOYED £3,220,000

Period	Tons milled	Ounces	Revenue	Depreciation and London Office Exps.	Working Costs	Total Costs	Profit or Loss	Export Duty (subject to Drawback)	Profit or Loss (subject to Drawback)	Difference
			£	£	£	£	£	£	£	£
1948	450,000	60,300	519,304	109,000	C 422,000	531,000	Loss 11,696	52,630	Loss 64,326 C	40,270
					K 462,270	571,270	.. 51,966		.. 104,596 K	
1949	630,000	91,980	792,132	109,500	C 623,000	732,500	Profit 59,632	80,280	Loss 20,648 C	51,960
					K 674,960	784,460	.. 7,672		.. 72,608 K	
1950	720,000	108,000	930,096	110,000	C 712,800	822,800	Profit 107,296	94,262	Profit 13,034 C	67,650
					K 780,450	890,450	.. 39,616		Loss 54,616 K	
Taquah and Abosso Mines Ltd.						Capital Employed £1,116,754				
1948	275,000	63,000	542,556	44,000	C 462,500	506,500	Profit 36,056	54,986	Loss 18,930 C	31,500
					K 494,000	538,000	.. 4,556		.. 50,430 K	
1949	330,000	75,900	653,651	47,000	C 537,550	584,550	Profit 69,101	66,245	Profit 2,856 C	68,950
					K 606,500	653,500	.. 151		Loss 66,094 K	
1950	390,000	83,850	722,116	52,000	C 593,750	645,750	Profit 76,366	73,184	Profit 3,182 C	75,750
					K 669,500	721,500	.. 616		Loss 72,568 K	
1951	480,000	98,400	847,421	53,000	C 703,300	756,300	Profit 91,121	85,883	Profit 5,238 C	86,700
					K 790,000	843,000	.. 4,421		Loss 81,462 K	
1952	540,000	108,000	930,096	53,000	C 775,100	828,100	Profit 101,996	94,262	Profit 7,734 C	93,900
					K 869,000	922,000	.. 8,096		Loss 86,166 K	

EXHIBIT II

GOLD COAST BANKET AREAS LIMITED

P.O. Box No. 10
 ABOSO,
 GOLD COAST COLONY,
 26th October, 1947

THE SECRETARY,
 THE GOLD COAST CHAMBER OF MINES,
 P.O. Box No. 73,
 TARKWA.

Ref. MEMORANDA TO BE SUBMITTED TO MR. GORMAN

DEAR SIR,

Further to our letter of the 21st instant, we furnish the following information:—

"E" OUTPUT FROM LABOUR EMPLOYED. (9)

The Authorised Capital of the Company was recently increased from £500,000 to £1,000,000, of which £820,000 had been issued at 30th June, 1946.

The last Dividend paid by the Company was an interim one of three and one-eighth per cent (3 $\frac{1}{8}$ %), in 1941.

The Mine was closed down under the Government Concentration Scheme, and was on a Care and Maintenance basis for three (3) years. It was not possible to resume production until January, 1947. Since this date, monthly working losses have been incurred, due to the fact that the tonnage milled has been considerably less than one-half the capacity of the plant.

We require more underground labour, but the position could be much improved given an increase per African employed underground.

The Banket Mines of the Tarkwa Area are all mining a narrow reef, averaging roughly 40 inches, and cheap efficient mining by the correct placing of holes and the number of the holes drilled in Stopping is essential to obtain reasonable costs.

To encourage efficiency, a Schedule of bonuses has been put into effect, applicable to all labour occupied in breaking and trammung the ore. An attendance qualification of 23 (twenty-three) shifts per working day month is necessary before the bonus may be earned, and in view of the fact that the Union is demanding increases in the daily wages of all Africans employed underground it is difficult to reconcile this with the high rate of absenteeism, which debar the majority of the miners from the opportunity of earning a bonus.

For the three (3) months, June, July and August, 1947, out of an average of 300 Africans directly employed in producing ore to the Mill, the average number absent was 74 or 24.6 per cent, and we attach here a Classified Table covering the three (3) months in question.

The high rate of absenteeism adversely affects the efficient working of all Stopes, as routine work is disorganised, thus penalising all working gangs.

On the 22nd October, 1947, a Section Headman, Abudu Yendi, stated that he drilled 16 holes a day in a Stope. Actually, the Headman does not drill, but supervises only, and it was quite incorrect to state that he or any of his workmen lose a mark for not completing 15 holes.

From a daily record of all holes drilled in Stopes, the numbers for June, July and August, 1947, averaged 13.6, 14.5 and 14.4 respectively.

Sixteen (16) holes is not a standard laid down by the Mine, but appears to be considered by the workers as a fair day's work. Actually, it is quite misleading, as the direction and depth of all holes is the deciding factor resulting in the amount of ore broken per hole blasted, and 16 holes of the average depth required occupies approximately half a shift under normal conditions.

The effect of the absenteeism described, and the limited number of holes drilled results in the fact that bonuses earned on Stopping are very few, but the fault lies with the African miners, and the remedy is in their hands.

For the three months quoted, the tons milled per total shift worked underground averaged 0.28.

Without a substantial increase in efficiency, especially from the underground workers, this Company cannot afford to pay any increase in wages under present conditions of high working costs.

Yours faithfully,
 for GOLD COAST BANKET AREAS LIMITED,

H. E. ALLEN
 General Manager.

EXHIBIT II—contd.

ABSENTEEISM AT GOLD COAST BANKET AREAS LTD.

Occupation	JUNE, 1947			JULY, 1947			AUGUST, 1947		
	No. on Pay Roll	No. Working	No. Absent	No. on Pay Roll	No. Working	No. Absent	No. on Pay Roll	No. Working	No. Absent
Blast Boys	16	14	2	15	13	2	15	12	3
Stope and Section Headmen	8	7	1	9	8	1	9	9	—
Machine Drivers	45	36	9	48	37	11	47	30	17
Spanner Boys	45	36	9	53	41	12	53	41	12
Truck and Shovel Headmen	20	18	2	22	19	3	22	18	4
Truck and Shovel Boys	116	80	36	131	88	43	125	88	37
Timber Headmen	9	8	1	10	8	2	10	8	2
Timber Boys	29	21	8	22	19	3	21	18	3
	288	220	68	310	233	77	302	224	78

Average Number on Pay Roll per month 300
 Average Number working per month 226
 Average Number absent per month 74
 Percentage absent per month (average) 24.6

(Total for 3 months 900)
 (Total for 3 months 677)
 (Total for 3 months 223)

For Gold Coast Banket Areas Limited.

EXHIBIT III

OUTLINE OF THE INDUSTRY'S INTENTIONS REGARDING THE MEANS TO BE ADOPTED BY BONUS SCHEMES TO ENABLE THE AFRICAN WORKMEN TO EARN HIGHER WAGES

As will be seen from the attached graphs there has been considerable increase in African wages per ton milled and the cost of supplies since 1939. The former have increased 66 per cent while many of the latter are 15 to 100 per cent above pre-war rates.

If many of the mines in the country are going to survive it is essential that costs are reduced and one way in which this can be done, both to benefit the employee as well as the employer, is by increasing the efficiency of our labour.

It is the policy of the industry to mechanise wherever possible. In many countries, Australia, Canada and the United States, as shown in the example below, gold mines, with grades similar to some of the Gold Coast mines, are being worked with all white labour receiving the same rates of pay ruling in these countries :-

				Tons milled per yr. (approx.)	Grade milled (approx.)
Lake View and Star	} Australia	... ..	... ..	383,000	5.0 dwts.
Great Boulder				350,000	5.3 "
Sons of Gwalla				76,000	5.7 "
Hollinger, Canada				1,000,000	5.3 "
Homestake, U.S.A.				600,000	4.0 "

In order to do this a high degree of mechanisation has been introduced. To enable this to be economically sound, the workmen must exercise a considerable amount of forethought, mechanical aptitude and skill. Provided our workmen are prepared to do this there is every chance that the industry will find it possible to increase wages above the present levels. It is not the policy of the industry to keep wages low, it is the policy of the industry to pay economic rates for the work done. Under present conditions of efficiency the wages now paid are the highest the industry can afford.

There is no doubt that the efficiency of our workmen compares unfavourably with the efficiency of the South African Workmen. The output per underground shift in the Gold Coast is, with the exception of one mine that is considerably lower, approximately 0.44 ton per shift worked, while in South Africa it is twice this. On the surface the number of men employed in the Gold Coast mines is far too large and if any increase in the rates of pay above those of August, 1947 are to be paid, the number of surface employees must be considerably reduced.

It is interesting to try and find the reason for this difference and the following are most likely to be the main causes :-

- (1) The better health and stamina of the South African workman.
- (2) The larger proportion of European supervisors in South Africa.

The effect of European supervision in the Gold Coast gold mines is indicated in curves D and E on Graph 1 attached. These curves show the number of Africans employed to each European supervisor for all work (curve D) : underground work only (curve E) (graphs not attached).

Two conclusions must be drawn from these curves when they are compared with curve C showing the tons milled per African shift. These are :-

- (1) The fewer Africans to each European supervisor the greater the efficiency, and
- (2) That there has been a steady fall in African efficiency.

The average number of Africans per European employed on the gold mines of the Gold Coast, at the date of the latest statistics (March, 1947) is 50, while in South Africa the comparable figure is seven for one large group of mines (New Consolidated Goldfields).

If the European supervisors could be increased on the Coast then efficiency would increase correspondingly. This, however, has not been the Industry's policy; rather has it been to encourage suitable Africans to take responsible positions. So far, the Industry has had little success in persuading educated Africans to adopt underground work as a career.

In order to encourage the increase in efficiency it is the policy of the mining industry that as many as possible of the workmen doing work that is regularly performed in the mine shall be paid a bonus on the quantity and quality of the work done. The amount of work required to be done in order to earn good bonus is in all cases well within the capabilities of any conscientious workman.

In the past, many Africans have been reluctant to work for bonus having preferred task-work task-work is the giving of a certain amount of work to a definite number of men and when this is completed they can go home.

The Mining Industry would like the African employees to place on increased wages a value similar to that they place on the extra leisure gained from task-work.

The Industry is prepared to co-operate with the local Branches of the Union in putting into operation bonus schemes and would welcome agreement on the subject of bonus payments for increased work so that the actual earnings of many workmen will be considerably above the present scales set out in the Chamber of Mines, Schedule of Wages that come into operation on September 1st, 1947.

EXHIBIT III—*contd.*

It must be appreciated by the workmen that the bonus is paid on a measurable quantity of work. Nearly all Mines have bonus schemes in operation—they vary from mine to mine due to varying conditions.

In order to operate a bonus scheme satisfactorily full co-operation of the men must be obtained and so far this condition has not been satisfied.

Provided that this condition is fulfilled the Chamber of Mines is confident that bonus systems can be introduced into the various mines of the country that will ensure for the employees an increase in their earnings and for the companies a decrease in their operating costs. It is by this means that the continuous future working of many of the mines can best be ensured.

As examples of the bonus that can be earned by conscientious work the attached tables give some actual results obtained at Ariston Gold Mines (1929) Limited for the week ended 24th September, 1947, and at Amalgamated Banket Areas Limited for the month of August, 1947.

The tables indicate that for extra effort the workmen can obtain an addition to their present wages, bringing their total earnings into line with what is being asked for by the Union. Provided that the workmen are prepared to co-operate fully in the operation of a bonus scheme most of the underground workmen will be able to earn similar additions to their basic rates of pay.

ARISTON GOLD MINES (1929) LIMITED

BONUS DETAILS FOR THE WEEK ENDED SEPTEMBER 24TH, 1947

Occupation	No. of Boys	DAILY RATES		
		Existing	Korsah (estimated)	Average Daily Bonus
Shovel Boys	377	2.6-2.9	2.6-3.6	7d.
Spanner Boys	98	2.9-3.-	3.4-3.7	6d.
Machine Drivers	133	3.0-4.-	4.1-5.4	11d.
Blast Boys	69	3.0-4.-	4.1-5.4	8d.
Truck Boys	185	2.6-2.9	2.6-3.6	7d.
Timber Boys	230	2.6-3.-	2.10-3.7	7d.
Skip and Shaft Boys	96	2.6-3.-	2.10-3.7	7d.
Sawyers	41	2.0-6.-	2.8-7.5	9d.

AMALGAMATED BANKET AREAS LIMITED

BONUS EXAMPLE—GANG No. 5, AUGUST, 1947

Occupation	No.	No. of Shifts	RATES		
			Daily	Korsah (estimated)	Bonus/Shift
			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Machine Headman	6073	26	5 0	6 3	1 6
Driver	6008	25	3 9	4 9	1 2
Driver	6012	26	3 3	4 6	1 2
Spanner Boy	6287	22	2 6	3 6	10
	6291	25	2 6	3 4	11
	6768	7	2 6	3 4	3
	6561	10	2 6	3 3	11
Pass Drill	6189	25	2 9	3 3	6
	6770	20	2 6	2 9	5
Blast Boy	6193	24	3 9	5 0	10
Scaling Boy	6623	24	2 6	2 11	7
	6309	24	2 9	3 6	7
Shovel Headman	6216	27	3 4	3 10	6
	6062	12	3 0	3 6	6
Shovel Boy	6502	25	2 6	2 9	4
	6482	23	2 6	2 9	4
	6485	26	2 6	2 9	4
	6744	26	2 6	2 9	4
	6121	20	2 6	2 9	3
	6094	24	2 6	2 9	3
	6002	20	2 6	2 9	4
	6033	23	2 6	2 9	4
	6410	20	2 6	2 9	4
	6484	15	2 6	2 9	4

EXHIBIT IV

LIST OF MINING COMPANIES, BEING MEMBERS OF THE GOLD COAST CHAMBER OF MINES, CONCERNED IN THE
GORMAN ARBITRATION PROCEEDINGS—OCTOBER, 1947

AFRICAN LABOUR EMPLOYED QUARTER ENDED 31st MARCH, 1947

DAILY AVERAGES

Company	Underground	Surface	Total	Remarks
PRINCIPAL GOLD MINING COMPANIES				
BANKET MINES				
Amalgamated Banket Areas Limited	907	1,337	2,244	Opencast and Underground. Producing (reopened March, 1946 after Care and Maintenance of Concentration Scheme).
Gold Coast Banket Areas Limited	580	565	1,145	Underground. Producing do.
South Banket Areas Limited	68	167	235	Underground. Developing do.
Taquah & Abosso Mines Limited	2,158	1,872	4,030	Producing.
Ashanti—Adowsena (Banket) Goldfields Limited	153	158	311	Closed down about February, 1943. Development resumed in 1946.
LODE MINES				
Ariston Gold Mines (1929) Limited	2,294	2,044	4,338	Producing.
Ashanti Goldfields Limited	2,302	4,362	6,664	Producing.
Bibiani (1927) Limited	1,593	2,551	4,144	Producing.
Gold Coast Main Reef Limited	919	1,131	2,050	Producing.
Marlu Gold Mining Areas Limited	26	1,902	1,928	Opencast Mine. Producing (reopened March, 1946 after Care and Maintenance of Concentration Scheme).
Konongo Gold Mining Areas Limited	1,213	1,060	2,273	Producing.
Nanwa Gold Mines Limited	92	213	305	Developing.
DREDGING				
Bremang Gold Dredging Company Limited ...	—	788	788	Producing.
	<u>12,305</u>	<u>18,150</u>	<u>30,455</u>	

EXHIBIT IV—*contd.*

Company	Underground	Surface	Total	Remarks
OTHER GOLD MINING COMPANIES				
Ashanti and Gold Coast Mining Corporation ...	—	—	No record	Finance Company.
Gold Coast Selection Trust	—	—	—	do.
Kwahu Mining Company (1925) Limited	—	140	140	do.
London & African Mining Trust Limited	—	—	No record	do.
Lyndhurst	—	(included in Konongo returns)	—	Prospecting.
Central Wassaw	31	89	120	Developing.
	31	229	260	
OTHER THAN GOLD MINING COMPANIES				
African Manganese	—	1,530	1,530	Producing Manganese Ore.
Consolidated African Selection Trust	—	1,647 (year 1946-47)	1,647	Producing Diamonds.
The British Aluminium Company	—	630	630	Producing Bauxite.
Offin River Gold Estate	—	—	No return	Producing Rubber.
West African Gold Corporation	—	6	6	Consulting Engineers.
Totals	—	3,813	3,813	
Grand Total	12,336	22,192	34,528	

EXHIBIT V

SCHEDULE OF WAGE RATES 1944
(Revised up to 1947)

I—UNDERGROUND

	Starting Rate s. d.	Maximum Rate s. d.	
1. Labourers—including—			
(a) Gutter boys	1 9	2 6	}
Grease boys			
Chop boys			
Sump cleaning boys			
Transport boys			
(b) Chute boys	1 9	2 3	}
Pass drill boys			
Sweepers			}
Scaling down boys			
2. Shovel boys and filling boys	1 9	2 3	}
3. Truck—trammings boys	1 9	2 3	
4. Machine drivers	2 9	3 6	}
5. Spanner boys	2 3	2 6	
6. Main pump boys	2 3	3 0	}
7. Subsidiary pump boys	1 9	2 6	
8. Cage or skip boys	1 9	2 6	}
9. Blast boys	2 9	3 6	
10. Tracklayers	1 9	2 3	}
11. (a) Timber boys	1 9	2 6	
(b) Square set timber boys	1 9	3 0	}
12. Shaftsmen	2 0	4 0	
13. Latrine boys	1 9	2 6	}
14. Hoist drivers, licensed but uncertificated (Hoist drivers are uncertificated but licensed to hoist rock from a vertical or inclined winze or shaft).	2 0	2 6	
15. Winding Engine Drivers.—(A winding Engine is either a single or a double drum hoisting engine which is licensed for raising or lowering men, a certificate for which has been granted by the Chief Inspector of Mines. (Quarterly examination by a doctor necessary).			

CLASS 1.—Single drum, steam or air :

	Maximum Rate s. d.
(a) Up to and including 50 h.p.	3 0
(b) 51 to 100 h.p.	3 3
(c) 101 to 150 h.p.	3 9
(d) 151 to 300 h.p.	4 6
(e) Over 300 h.p.	5 3

CLASS 2.—Single drum, electric :

(a) Up to 100 h.p.	3 3
(b) 101 to 150 h.p.	3 6
(c) 151 to 300 h.p.	4 0
(d) Over 300 h.p.	4 0

CLASS 3.—Double drum, steam or air :

(a) Up to 100 h.p.	4 3
(b) 101 to 150 h.p.	5 3
(c) 151 to 300 h.p.	6 3
(d) Over 300 h.p.	7 6

CLASS 4.—Double drum, electric :

(a) Up to 100 h.p.	4 0
(b) 101 to 150 h.p.	4 6
(c) 151 to 300 h.p.	5 6
(d) 301 to 450 h.p.	6 0
(e) 451 to 600 h.p.	7 0

MONTHLY BONUS.—At the rate of 10 per cent of the daily rate paid. Qualification for payment of this bonus is subject to there being no complaint, nor absenteeism without leave. This is not to include the Annual Leave. Where there is only one driver, a 25 per cent increase plus the 10 per cent bonus will be paid in any and every class.

EXHIBIT V—*contd.*I—UNDERGROUND—*contd.*

	Starting	Maximum
	Rate	Rate
	s. d.	s. d.
16. Winch drivers (scraper, tuggerhoist, etc.)	1 9	2 3
17. Loco. drivers	2 3	3 3
18. Boss boys : (Blasting Certificate) (African Assistant to Shiftboss or Mine Captain, with general mining experience)... ..	3 3	5 0
19. Bell boys	1 9	2 3
20. Hammer boys, including grizzly boys	1 9	2 9
21. Pipe boys	1 9	2 3
22. General maintenance : (shaker, truck, etc., etc.) ...	1 9	2 3

II—SURFACE MINING

23. Shovel drivers—under one yard capacity	3 0	4 6
24. Shovel drivers—over one yard and under 2½ yards ...	4 6	7 0
25. Shovel firemen	2 0	2 6
26. Loco. drivers—below 65 h.p.	3 0	4 0
27. Loco. drivers—65 h.p. and over	4 3	6 0
28. Loco. firemen	2 0	2 6
29. Lorry drivers—including dumper drivers	2 6	4 6
30. Surface platelayers	1 6	2 3
31. Point boys	1 6	2 0
32. Blast boys	2 6	3 0
33. Truck boys	1 6	2 0

III—REDUCTION PLANT

34. (a) Mill labourers	1 9	2 0
(b) Operators	2 0	2 6
(c) Attendants	2 6	3 0

Note.—The term " Operators " applies to all persons on conveyors, pumps, classifiers, etc., while the term " Attendants " applies to persons in charge of mills and crushers.

IV—ENGINEERING

	Starting	Maximum
	Rate	Rate
	s. d.	s. d.
35. Boiler firemen	2 3	3 0
36. Greasers	1 6	2 0
37. Engine attendants (diesel or steam)	2 3	3 6
38. Compressor attendants (electric or portable) ...	2 0	3 0
39. (i) Switchboard attendants	1 9	3 0
(ii) Switchboard attendants capable of synchronising engines	3 0	6 0
40. Apprentices — 1st year	1 6	—
2nd year	2 0	—
3rd year	2 6	—
41. Improvers — 1st year	2 9	—
2nd year	3 0	—
42. Carpenters and Sawyers	3 3	5 6 bar at 4/6.

TOOL ALLOWANCE FOR CARPENTERS

Apprentice 1st to 3rd years	3d. a shift
Improver 1st to 2nd years	3d. a shift
Carpenter	1d. a shift.

Note.—Allowance is given on credit basis only and purchase of tools must be made through the Company.

43. Pattern-makers	3 3	5 6	do.
44. Masons and bricklayers	3 3	5 6	do.
45. Painters	3 3	5 6	do.
46. Blacksmiths and Boltermakers	3 3	5 6	do.
47. Blacksmith strikers	1 9	2 0	
48. Turners and machinists	3 3	5 6	do.

EXHIBIT V—contd.

IV—ENGINEERING—contd.

	Starting Rate	Maximum Rate
	s. d.	s. d.
49. Drill shop operators :		
(i) Sharpeners	2 3	4 6
(ii) Hot millers	2 0	3 0
(iii) Hardeners	3 0	4 6
50. Fitters	3 3	5 6 bar at 4/6
51. Moulders	3 3	5 6 do.
52. Welders	3 3	5 6 do.
53. Rivetters	1 9	2 6
54. Tinsmiths	2 3	4 0
55. Electricians	3 3	5 6 do.
56. Riggers	3 3	5 6 do.
57. Telephone operators	1 9	3 3
58. Engineer labourers	1 6	2 0

V—MISCELLANEOUS

59. Surface labour	1 6	2 0
60. Mines Police :		
(i) Constable	2 0	2 6
(ii) Corporal	3 0	3 9
(iii) Sergeant	4 0	5 0

Increment.—1d. a day per month after the first three months' probation.

61. Grass cutters	1 6	2 0
62. Latrine boys	1 9	2 3
63. Assay office	1 6	3 0
64. Survey and sample boys	1 6	3 0
65. Dressers	1 6	4 0
66. Messengers	1 6	2 0
67. Washermen	1 6	2 9
68. Clerks, underground stores	2 0	2 6
69. Clerks, magazines	2 6	3 0
70. Labour checkers	2 6	3 0
71. Time office and pay roll clerks	2 6	5 0
72. Issue clerks	2 6	3 6
73. Ledger clerks	3 0	5 0
74. Typists	3 0	5 0
75. Stenographers	5 0	8 0
76. General clerks	2 0	3 0
77. Fire patrols	2 0	3 0

78. Sanitary Inspectors ... 2s. to 3s. 9d. during a probationary period of three years. On confirmation as Sanitary Inspector 4s. 9d. a day.

Note.—No headmen are included in the above rates.

GENERAL INCREMENTAL RATES

Unskilled labourer 1d. a month per working day, after a probationary period of three months, until the maximum is reached provided that not more than three working days absent.

Clerks and skilled artisans 3d. per shift per quarter provided that an attendance of 25 days per month is made. Sickness and accident excepted.

METHOD OF PAYMENT :

One advance, cash or coupons, per week. The balance of pay to be carried forward to the next ticket if the workman so desires it.

EXHIBIT V—*contd.*V—MISCELLANEOUS—*contd.*

RENT AND SANITATION FEES :

The combined rent and sanitation fee collected by a Company for its own reimbursement should not exceed 5s. per room per month. In the event of a workman living in the mining area only and not in the village the sanitation fee should be up to 1d. per shift.

79. Nurses (male and female)	... ..	£60 x £6 to £84 per annum. £98 x £8 to £138 per annum. £154 x £10 to £208 per annum. £222 x £12 to £282 per annum maximum. Bars at £84, £138 and £208.
80. Dispensers	... ..	£180 x £12 to £282 per annum.
81. Clerks with School Certificates	... ..	£72 x £6 per annum to £84 per annum, after which must qualify as Book-keepers.
82. Book-keepers	... ..	£90 per annum by £6 to £180 per annum, subject to the following qualifications :—

(a) A complete knowledge of Double Entry Book-keeping.

(b) Able to keep accurately the various books of accounts, and to make all routine Journal entries.

(c) Able to extract a Trial Balance.

83. Head Book-keeper or Head Clerk £180 per annum by £12 to £300 per annum.

84. African Surveyors £180 per annum by £12 to £300 per annum, subject to the
following qualifications :—

(a) Theoretical and practical knowledge of chain surveying and of measuring distances with a steel tape and correcting for slope, etc.

(b) Ability to carry out theodolite and compass traversing, tachometrical surveying and instrumental levelling both on surface and underground.

Closing error in latitude or departure of a theodolite traverse not to exceed $\frac{L}{3,000}$

and of a level traverse $\frac{L}{15,000}$ where L is the length in feet of a surround.

(c) Thorough knowledge of computing co-ordinates and calculation of areas both by logarithms and by calculation of machine.

(d) The ability to plot by co-ordinates and protractor and to make a fair finished plan and to keep field books in such a way that they can be checked both in field and office by any other surveyor.

EXHIBIT VI

The seventeenth ordinary general meeting of Ariston Gold Mines (1929), Ltd., was held on August 20, in London. Sir Joseph Ball, K.B.E. (deputy-chairman) presided.

The following is an extract from his speech, which was circulated with the report and accounts:—

With regard to dividends, we have already distributed 15 per cent, less tax, in respect of the year under review, and we are now recommending a final distribution of 5 per cent, less tax, thus maintaining the year's total dividend at 20 per cent, less tax.

We have also declared a first interim dividend of 5 per cent, less tax, on account of the current year ending September 30 next and, if members confirm our recommendation to pay the 5 per cent final dividend for the year under review, we shall post the dividend warrants for 10 per cent, less tax, on September 24, 1947. Finally, it will be noted that, after charging the year's dividends, we shall have a credit balance on profit and loss account of £118,912, which it is proposed to carry forward.

Passing now to the work in the field, I am pleased to report a year of satisfactory progress. Production was increased from 240,000 tons of ore to 253,500 tons, while working costs of 33/1-27d. per ton, including development, showed a reduction of 1/2d. per ton as compared with those of the previous year. This reflects the greatest credit on our management, since costs of mining supplies, etc., continue to rise, as also did the wages of the African employees, while at the same time, the general standard of efficiency of native labour has shown a tendency to deteriorate.

Members will be interested to learn that a great deal of attention is being paid to African welfare and feeding and that our African employees to-day are better paid and very much better fed than at any time in the past. Working on the sound principle that good food and healthy living conditions encourage happiness and efficiency in the staff, we hope to overcome, in course of time, many of the difficulties that face the West African mining industry to-day; and that principle has been adopted equally by all the mining companies with which we are associated.

EXHIBIT VII

NSUTA HOSPITAL,
27th October, 1947.

THE MANAGER,
AFRICAN MANGANESE CO. LTD.,
NSUTA

DEAR SIR,

With reference to statements made before the Court of Arbitration, I append herewith for your information, details of treatments given to children at the African Hospital, Nsuta from January, 1945 to the end of September, 1947.

	1945	1946	1947
January	838	859	1,066
February	845	842	952
March	952	1,020	1,157
April	1,014	968	1,013
May	800	1,018	1,066
June	1,032	913	954
July	897	1,018	957
August	922	1,035	975
September	835	945	952
October	942	1,091	—
November	901	1,011	—
December	929	1,045	—

The figures represent numbers of treatments given and do not, of course, give the actual numbers of children.

I also enclose a treatment card issued to Mr. Arthur's child on 10th March, 1947.

Yours faithfully,

A. D. HUTCHISON
Medical Officer.

EXHIBIT VIII

ARISTON GOLD MINES LIMITED

BONUS DATA FOR WEEK ENDED 19TH SEPTEMBER, 1947

Category	No. who worked in category	No. not receiving bonus for insufficient work	No. not receiving bonus for absenteeism	No. who received bonus	Total amount of bonus
Shovel Boys	501	—	124	377	£ s. d. 65 13 6
Spanner Boys	141	3	40	98	14 18 3
Machine Drivers	166	1	32	133	13 19 0
Blast Boys	93	2	22	69	32 16 0
Truck Boys	248	2	61	185	35 19 6
Timber Boys	326	8	88	230	15 19 6
Skip and Shaft Boys	136	6	34	96	9 12 0
Carpenters and Sawyers	44	—	3	41	4 14 0
Miscellaneous	39	6	8	25	...
Total	1,694	28	412	1,254	230 9 9



IN THE MATTER OF THE TRADES DISPUTES
(ARBITRATION AND INQUIRY) ORDINANCE, 1941

AND IN THE

MATTER OF A TRADE DISPUTE

BETWEEN THE

GOLD COAST MINES EMPLOYEES UNION

AND THE

GOLD COAST CHAMBER OF MINES

AWARD OF ARBITRATOR

PRICE—SIX SHILLINGS

PRINTED BY THE GOVERNMENT PRINTING DEPARTMENT, ACCRA, GOLD COAST