

PORT LABOUR  
IN  
ABERDEEN AND GLASGOW

MINISTRY OF LABOUR  
UNEMPLOYMENT INSURANCE ACT, 1935  
(Section 100 (3))

PORT LABOUR.  
IN  
ABERDEEN AND GLASGOW

Report of the Board of Inquiry



LONDON

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*Conclusions.*

66. We, on a consideration of the whole evidence, have reached the conclusions (1) that registration schemes, or other schemes, by whatever name they be called, under which preference in port employment is granted to selected workers whose number is determined on the basis of the local labour requirements and under which proper methods are taken to regulate and co-ordinate the engagement of labour, have proved of great advantage in promoting regularity of employment; (2) that, under existing circumstances, the workmen at the ports of Glasgow and Aberdeen are not prepared to assent to the adoption of any registration scheme which provides that the register of recognised port workers is to be compiled by, and under the sole control of, a joint committee representing the port employers and the dock workers and that the token of registration is to be an employment record book issued by that joint committee to each recognised port worker and withdrawable at any time by that joint committee; and (3) that the defects existing in the operation of the preference systems now obtaining in Glasgow and in Aberdeen—systems which have been long established at these ports and under which preference of employment is granted to members of the Trade Unions representing the workmen at these ports respectively—have arisen mainly from the methods in use for the engagement of labour. We consider that greater regularity of employment at the ports of Glasgow and Aberdeen would be attained by the organisations representing the employers and the organisations representing the workmen at these ports respectively agreeing to schemes on the following lines:—

(1) The Associations representing the employers and the Trade Unions representing the workmen at Glasgow and Aberdeen respectively to establish at each of these ports a joint committee for the purpose of promoting the more convenient engagement and the more regular employment of workmen at the port. The committee to consist of ..... representatives appointed by the Employers' Association and ..... representatives appointed by the Union. The committee to be formed on the basis of balanced panels of employers' and workmen's representatives.

(2) The committee to establish calling-on stances, appropriately distributed throughout the docks, where workmen would assemble for engagement. All workmen seeking engagement at a particular call-time—including workmen who had been previously notified that they would be engaged but are not under a binding engagement—to assemble for engagement at a calling-on stance. The committee may sanction arrangements under which workmen who are already under a binding engagement are not required to attend a calling-on stance during the subsistence

of that binding engagement. The calling-on stances to be as few in number as is practicable, having regard to the layout of the docks and the facilities for men reaching the place of work after engagement. The committee to arrange that all the calling-on stances be in telephonic communication and, as far as practicable, to adopt methods of co-ordination between the calling-on stances with a view to facilitating the effective distribution of the workmen to meet the day-to-day requirements at various points in the port.

(3) The Union to provide the committee with a list of the members of the Union as at the date of the establishment of the committee. That list, which would include weekly-paid men who are members of the Union, to be accepted by the committee as constituting for one year (or such longer period as may be thought desirable to afford experience as to the adequacy of the list to meet the normal requirements of the port) the list or register of recognised preference port workers. After the expiry of a year (or longer period) the committee to consider from time to time whether or not changes should be made in the number of men on the list or register. A decision of the committee that a specified number is to be added to the list shall determine the number of men to be added, and thereupon the Union will determine the individual men who are so to be added to the list and admitted to the membership of the Union. Membership of the Union to be a condition of enrolment on the list. The Union to give due consideration to representations made by the committee as to the suitability of men enrolled on the list or applying for enrolment on the list.

(4) The committee to co-operate with the employers, the Union and the Ministry of Labour in collecting information as to the extent of the employment obtained by individual men enrolled on the list or register. The Union and the committee shall take into consideration the information so collected.

(5) Employers to undertake not to engage any man unless he hold a current Union badge identifying him as being enrolled on the list or register, except that if at any calling-on stance there be a shortage of suitable enrolled men an employer may engage non-enrolled men on a daily basis. Employers to send in to the committee as full particulars as possible of all non-enrolled men employed by them on any day.

(6) There shall be co-ordination and co-operation as far as possible between the committee and the Ministry of Labour officials in the matter of unemployment insurance.

(7) Questions of discipline to continue to be dealt with on the same lines as hitherto.

(8) Any scheme now to be established shall be regarded as experimental and subject to alteration in the light of observation of its operation.

*Recommendation.*

67. By the Unemployment Insurance Act, 1935, Section 100 (1), the Minister of Labour is empowered, under certain conditions, to assist schemes for promoting greater regularity of employment in any industry. In the event of schemes, on the lines of our proposals, for promoting greater regularity of employment in the port transport industry at Glasgow and at Aberdeen being agreed on by the organisations representing employers and the organisations representing workpeople in that industry at these ports, we recommend that, on joint application by the organisations of employers and workpeople at these ports respectively, these schemes be approved by the Minister and that the Minister assist the administration of the schemes by attaching officers of the Ministry of Labour to help in the administration thereof and by such other means as he thinks fit.

68. We desire to express our appreciation of the assistance rendered to us by the written statements submitted to us and by the witnesses who gave oral evidence. In particular we are indebted to Mr. D. T. John, Secretary of the Standing Advisory Committee, whose extensive knowledge of the problems attending the organisation of dock labour has throughout been placed at our disposal, and to Mr. J. M. Denholm and other members of the staff of the Ministry of Labour. We desire also to thank the organisations of employers and the organisations of workers, both at Glasgow and at Aberdeen, and the representatives who appeared on their behalf, for the information and help they have so generously extended to us.

69. In conclusion, we wish to put on record our warm appreciation of the able and untiring assistance which throughout the Inquiry we have received from our Secretary, Mr. W. Yeardye. By his unfailing industry, his wide knowledge of industrial conditions and his constant helpfulness, he has put us, individually and collectively, under an obligation which it would be difficult to over-estimate.

We have the honour to be,

Sir,

Your obedient Servants,

J. M. IRVINE.  
JAMES LEISHMAN.  
T. M. TAYLOR.

W. YEARDYE,  
*Secretary.*

18th October, 1937.

## APPENDIX I.

## LIST OF WITNESSES WHO GAVE ORAL EVIDENCE.

*(a) On behalf of the Glasgow Shipowners' and Dock Labour Employers' Organisation.*

James S. Spencer	...	Representing J. S. Spencer & Co. (Chairman of the Employers' Organisation).
Neil R. White	...	Representing Messrs. Stewart & White, Rothesay Dock.
Peter McLean	...	General Manager, Clyde Shipping Co., Ltd.
James L. Robinson	...	General Manager, Burns & Laird Lines, Ltd.
William H. Bain	...	Representing Messrs. Honeyman & Co.
Capt. James H. Reid	...	Asst. Marine Supt., Donaldson Bros., Ltd., Princes Dock.
James H. McIntyre	...	Manager, Clutha Stevedoring Co., Ltd., Princes Dock.
P. W. Stevens	...	Manager, Caledonia Stevedoring Co., Ltd., Queen's Dock.
James S. Connel	...	Master Superintendent, The City Line, Ltd., Queen's Dock.

*(b) On behalf of the Port of Aberdeen Labour Employers' Association.*

Edward J. Savage	...	Manager, Aberdeen Steam Navigation Co., Ltd. (President of Employers' Association).
Robert A. Fairley	...	Manager in Aberdeen of Coast Lines, Ltd. (Vice-President of Employers' Association).
Alexander Riddell	...	Manager, Aberdeen Coal and Shipping Co., Ltd.
William Porter	...	Representing George Gordon & Co.
John P. Christie	...	Master Stevedore.
Robert Pirie	...	Foreman Stevedore, Aberdeen, Newcastle & Hull Steam Co., Ltd.
John Anderson	...	Foreman Stevedore, Aberdeen Steam Navigation Co.

*(c) On behalf of the Scottish Transport and General Workers' Union (Docks No. 1 Branch).*

Joseph C. MacLean (Secretary).	John McDonald.
Alexander McTavish (Docks Delegate).	Alexander Crawford.
Patrick Ward.	John Green.
Charles Ratcliffe.	Joseph Dorman.

*(d) On behalf of the Transport and General Workers' Union.*

Daniel Hillman (National Docks Organiser).	Robert Ritchie.
Thomas Cooper (Chairman, Aberdeen Branch).	John McDonald.
John P. Thom (Secretary, Aberdeen Branch).	William Johnston.

*(e) As individual non-union workmen who habitually obtained casual work on the docks.*

W. Wilson.	A. T. Flynn.
C. Flynn.	William Fraser.

*(f) On behalf of Government Departments.*

J. M. Denholm...	...	Deputy Divisional Controller, Scotland Division, Ministry of Labour.
W. Glennie	...	Manager, Aberdeen Employment Exchange.
J. F. Montgomerie	...	Manager, Finnieston Employment Exchange.
M. Hall	...	Manager, Kinning Park Employment Exchange.
A. Morrison	...	Chief Inspector, Department of Health for Scot- land.
H. MacIntyre	...	District Inspector, Department of Health for Scotland.
M. Warburton	...	District Inspector, Department of Health for Scotland.
A. Cree	...	District Officer (Glasgow 1), Unemployment Assistance Board.

*(g) On behalf of other Organisations.*

C. Cullen	...	National Joint Council for Dock Labour.
J. Evans	...	Port of Liverpool Dock Labour Joint Committee.
D. T. John	...	Standing Advisory Committee, Port Transport Industry.
T. B. Meikle	...	Leith Dock Labour Local Joint Committee.
S. C. Parkin	...	Bristol Port Labour Committee.
E. Quigley	...	Greenock Joint Port Labour Committee.
J. Walker	...	Dundee Port Registration Committee.
J. Wilson	...	Clyde Navigation Trust.



## APPENDIX II.

## LIST OF WRITTEN STATEMENTS AND DOCUMENTS SUBMITTED TO THE BOARD.

<i>Reference Number.</i>	<i>Source.</i>	<i>Description.</i>
1.	Scottish Transport and General Workers' Union (Docks No. 1 Branch).	Statement dated 13th January, 1937.
2.	Transport and General Workers' Union (D. Hillman).	Printed booklet containing " Rules " of the Union.
3.	Glasgow Shipowners' and Dock Labour Employers' Organisation.	Statement dated 14th January, 1937.
4.	Port of Aberdeen Labour Employers' Association.	Statement dated 30th January, 1937.
5.	Ministry of Labour ... ..	Statement on the position in the Port Transport Industry at Aberdeen, January, 1937.
6.	Ministry of Labour ... ..	Statement, dated January, 1937, on the relation between the Ministry and Registration Schemes.
7.	Ministry of Labour ... ..	Statement on the position in the Port Transport Industry at Glasgow.
8.	Standing Advisory Committee, National Joint Council for Dock Labour.	Statement on the position at Aberdeen, dated 15th April, 1936.
9.	Standing Advisory Committee, National Joint Council for Dock Labour.	Statement on the position at Glasgow, dated 15th April, 1936.
10.	Standing Advisory Committee, National Joint Council for Dock Labour.	Memorandum on the History of Registration Schemes for Dock Workers, dated December, 1936.
11.	Standing Advisory Committee, National Joint Council for Dock Labour.	Statistics showing number of casual dock workers at Glasgow (a) employed, and (b) proving unemployment, 1934-1936.
12.	Standing Advisory Committee, National Joint Council for Dock Labour.	Statistics showing employment and unemployment of dock workers at Aberdeen during 12 weeks ended 14th November, 1936.
13.	Port of Aberdeen Labour Employers' Association (A. Riddell).	Booklet showing Tariffs and rates for piecework applicable to Aberdeen docks.
14.	Bristol Port Labour Committee	Memorandum of Evidence, dated January, 1937.
15.	National Joint Council for Dock Labour.	General Note on Registration and Decasualisation, dated January, 1937.
16.	Messrs. J. S. Spencer & Co., Glasgow.	Statistics showing percentage of non-union men included in total number employed at Queen's and Princes Docks, Shieldhall and Yorkhill.
17.	Messrs. J. S. Spencer & Co., Glasgow.	Summary of statistics given in No. 16.
18.	Scottish Transport and General Workers' Union (Docks No. 1 Branch).	Printed " list of dockers' sons," used for recruitment into the Union.

<i>Reference Number.</i>	<i>Source.</i>	<i>Description.</i>
19.	Glasgow Shipowners' and Dock Labour Employers' Organisation.	Report of Court of Inquiry on Dock Labour, held in 1920 under the Chairmanship of Lord Shaw.
20.	Neil R. White ... ..	Statistics showing Union and non-union men employed at Rothesay Dock during the period 22nd December, 1936 to 25th January, 1937
21.	Messrs. Burns & Laird Lines, Ltd.	Statistics showing Union and non-union men employed during week ended 23rd January, 1937.
22.	Ministry of Labour (J. M. Denholm).	Specimen Port Workers' Attendance Card (U.I. 543).
23.	Port of Liverpool Dock Labour Joint Committee (Joseph Evans).	Statement regarding the Port of Liverpool Dock Labour Clearing House Scheme, dated 2nd February, 1937.
24.	Ministry of Labour (J. M. Denholm).	Specimen Receipt for Unemployment Book (U.I. 40).
25.	Port of Liverpool Dock Labour Joint Committee (Joseph Evans).	Map of Liverpool Docks.
26.	Bristol Port Labour Committee (S. C. Parkin).	Statement dated February, 1937, giving statistics regarding employment obtained by registered men at Bristol, 1934-1936.
27.	Greenock Joint Port Labour Committee (J. Quigley).	Specimen Record Book used for recording amounts of employment obtained.
28.	Finnieston Employment Exchange (J. F. Montgomerie).	Statistics concerning Emergency Books issued during 1936.
29.	Kinning Park Employment Exchange (M. Hall).	Statistics concerning Emergency Books issued during 1936.
30.	Kinning Park Employment Exchange (M. Hall).	Specimen Registration Card used for applicants not claiming benefit (E.D. 24).
31.	Glasgow Shipowners' and Dock Labour Employers' Organisation.	List of Members as at 28th January, 1937.
32.	Messrs. George Gordon & Co., Aberdeen (W. Porter).	Statistics showing Union and non-union men employed.
33.	Leith Dock Labour Local Joint Committee (T. B. Meikle).	Specimen Employment Record Book used at Leith.
34.	Dundee Port Registration Committee (J. Walker).	Statistics showing percentage of employment obtained by dockers at Dundee in 1936.
35.	Scottish Transport & General Workers' Union (Glasgow Docks No. 1 Branch).	Specimen membership card issued to members of the Anti-registration League.
36.	Scottish Transport & General Workers' Union (Glasgow Docks No. 1 Branch).	Booklet containing the "Constitution and Rules" of the Union.
37.	Ministry of Labour (J. M. Denholm).	Statistics showing issue of Emergency Books from Finnieston Employment Exchange during period 5th January to 27th March, 1937.
38.	Ministry of Labour (J. M. Denholm).	Statistics showing issue of Emergency Books from Kinning Park Employment Exchange during quarter ended 31st March, 1937

## APPENDIX III.

"MODEL" REGISTRATION SCHEME PREPARED BY THE STANDING ADVISORY COMMITTEE.

## PORT TRANSPORT INDUSTRY.

(See para. 6.)

This *Draft Scheme* has been prepared by The Standing Advisory Committee as a basis for discussion at the Joint Conference.

*Note.*—The name of the Port to be inserted at\*

## \* PORT REGISTRATION COMMITTEE.

*Registration Scheme.**1. Object of Registration Scheme.*

(1) To carry out the recommendations of the Committee of Inquiry into Port Labour 1930-31, by instituting a voluntary scheme for the purpose of regularising port employment, to be accomplished by maintaining a register of recognised port transport workers and confining employment as far as possible to registered men.

(2) The parties to this Scheme are (i) the \* Port Labour Employers' Association as representing the Port Employers and (ii) the Union(s) as representing the port workers.

*2. Administration.*

(1) The Association of Port Employers and the Union(s) agree to appoint a Committee to be known as the \* "Port Registration Committee," the Secretary of which shall be provided by the

(2) The Committee shall consist of representatives appointed by the Employers' Association and appointed by the Union(s).

(3) The Registration Committee with the assistance of the Secretary will be responsible for the compilation and maintenance of the register; they will determine any matters of general policy relating to the scheme and its administration, including the adjustment of the size of the register to the labour requirements of the port.

*3. Constitution of the Register.*

(1) All employers who are recognised as being engaged in port transport work within the Port of \* shall be eligible for inclusion within the scheme.

(2) Port workers employed in or associated with the handling of cargo of every description, both on quays and aboard (as may be determined by the Registration Committee) and recognised as such by the Committee, shall be eligible for registration.

*4. Method of Compiling the Register.*

(1) One register to be compiled for all grades of men engaged in port transport work.

(2) The Registration Committee shall agree upon a list of men recognised by them as being bona-fide port transport workers genuinely seeking and physically capable of performing dock work, and this list shall constitute the register.

(3) Each port worker applying for registration under the scheme shall submit upon an approved Form of Application such particulars as may be required by the Registration Committee. Any applicant for registration may be required to attend in person before the Committee or any duly appointed Sub-Committee.

### 5. *Evidence of Registration.*

Each port worker accepted for registration under the scheme shall be provided with a Registration or Employment Record Book which shall be the token of registration; the book will record the holder's name, address, age, registration number and unemployment insurance book number.

### 6. *Engagement of Labour.*

(1) All labour to be engaged in accordance with existing arrangements or such modifications thereof as may be determined upon from time to time by the representatives of the industry. All registered men shall be available for employment in accordance with such arrangements.

(2) Employers undertake not to engage any man unless he holds a current Registration or Employment Record Book issued under the auspices of the Committee responsible for the administration of this Scheme, except that if at any time there is a shortage of suitable registered men an employer may engage non-registered men on a daily basis until registered men are available.

### 7. *Collection, Retention and Stamping of Registration or Record Books.*

The employer or his representative shall collect the Registration or Employment Record Book of each man at the time when he is engaged and stamp thereon in the appropriate space with an official stamp in respect of each day's employment; the Book will be retained by the employer until the termination of the engagement.

### 8. *Breach of Regulations.*

(1) In the case of any man being dismissed by his employer for any reason, the employer shall notify the Secretary who shall duly report the matter to the Committee.

(2) Any breach of the Regulations, including the employment of non-registered men, to be reported to the Secretary of the Committee for consideration by that body.

### 9. *Transference of Registration or Employment Record Books.*

The Registration or Employment Record Book is the property of the Registration Committee. Any man transferring his book or fraudulently obtaining work by the use of a book to which he is not entitled will be reported to and dealt with by the Registration Committee.

### 10. *Re-issue of Registration or Employment Record Books.*

(1) The Registration or Employment Record Book of each eligible man will be exchanged for a new book in March and September of each year.

(2) The Registration Committee will decide on the question of re-issue in individual cases where, according to the record of employment, the holder has not obtained a reasonable amount of work during the period, the percentage of employment to be determined by the Committee. The Committee will also review the register and determine whether or not changes should be made in the number of men on the register.

(3) The Committee have the power to suspend or withdraw the Registration or Employment Record Book of any man at any time.

### 11. *Loss of Registration or Employment Record Book.*

Any man or employer losing a Registration or Employment Record Book shall immediately report the fact to the Secretary of the Committee and, with the concurrence of the man's usual employer, a new book shall be issued on the payment of one shilling.

12. *Meetings of the Committee.*

(1) The Committee shall, if necessary, meet regularly in the \_\_\_\_\_ week in each month.

(2) A Standing Sub-Committee shall be appointed annually and be responsible for the exchange of Registration or Employment Record Books.

13. *Date of Operation.*

This Scheme shall come into operation on and as from the \_\_\_\_\_ day of \_\_\_\_\_, 193 .

APPENDIX IV.

PROPOSALS PUT BY THE BOARD BEFORE THE EMPLOYERS' AND WORKMEN'S ORGANISATIONS AT GLASGOW.

(See para. 30.)

(1) That the Glasgow Dock Labour Joint Committee, under the power conferred on them in Article 1 (e) of the Agreement of 29th November, 1922, to deal with any question relating to the employment of dock labour in the Port, should appoint a Committee for the purpose of promoting the more convenient engagement and the more regular employment of workers in the Port. That Committee—which, it was suggested, might be called the Employment of Labour Committee—is hereinafter referred to as “the Committee.”

(2) The Committee to consist of.....members nominated by the Glasgow Shipowners' and Dock Labour Employers' Organisation and of.....members nominated by the Scottish Transport and General Workers' Union. Nominations by these respective bodies to be submitted annually to the Glasgow Dock Labour Joint Committee who shall appoint the members of the Committee from these nominations. The Committee to be formed on the basis of balanced panels of employers' and workmen's representatives. The Committee to have power, as and when occasion requires, (a) to appoint a neutral Chairman who shall have a casting vote, or to invite the Minister of Labour to appoint an Independent Chairman, who shall have a casting vote, and (b) to appoint sub-committees for specified purposes.

(3) The Committee to establish “calling-on stances” appropriately distributed throughout the docks, where workmen would assemble for engagement. The calling-on stances to be as few in number as is practicable, having regard to the geographical lay-out of the Port and the facilities for men reaching the place of work after engagement. The Committee to arrange that all the calling-on stances should be in telephonic communication and, as far as practicable, to adopt methods of co-ordination between the calling-on stances with a view to facilitating the effective distribution of the workmen to meet the day to day requirements at various points in the port. The actual methods to be adopted in carrying out such co-ordination and in rendering surplus labour at a particular stance available for employment at other stances where there are shortages of labour—whether, for example, by transfer of workmen from a stance where there is a surplus to other stances where there are shortages, or by foremen travelling to a stance where there is a surplus and there engaging the men required—are matters of practical organisation dependent on, and varying with, the particular local circumstances.

(4) The Board of Inquiry is prepared to recommend that the Minister of Labour, in exercise of the power conferred on him by Section 100 (1) of the Unemployment Insurance Act, 1935, should, on the joint application

of the organisations representing employers and workpeople, make arrangements for (a) the attendance of an officer of the Ministry of Labour at each of the calling-on stances to take proof, on the spot, of unemployment and to assist in co-ordination and distribution of labour between stances, and (b) the provision of office accommodation and secretarial and clerical assistance to the Committee.

(5) The Scottish Transport and General Workers' Union to submit to the Committee a list of its members as at the date of the establishment of the Committee. That list, which would include weekly-paid men who are members of the Union, to be accepted by the Committee as constituting for one year (or such longer period as may be thought desirable to afford experience as to the adequacy of the list to meet the normal requirements at the port) the list or register of recognised preference port workers. After the expiry of a year (or longer period) the Committee would consider from time to time whether or not changes should be made in the number of men in the list or register. A decision of the Committee to add to, or reduce, the numbers on that list not to be operative until sanctioned by the existing Joint Committee. A decision of the Committee that a specified number is to be added to the list shall, on being sanctioned by the existing Joint Committee, determine the number of men to be added and thereupon the Scottish Transport and General Workers' Union will determine the individual men who are so to be added to the list and admitted to the membership of the Union. Membership of the Scottish Transport and General Workers' Union to be a condition of enrolment in the list or register.

(6) There shall be issued by the Committee to each workman enrolled in the list or register an employment record book, recording the workman's name, address, age, enrolment number and unemployment insurance book number. The employer or his representative shall collect the employment record book of each man at the time when he is engaged and stamp thereon in the appropriate space an official stamp in respect of each day's employment, and the book will be retained by the employer until the termination of the engagement. The Committee to have power to suspend or withdraw the employment record book of any man at any time.

(7) Employers to undertake not to engage any man unless he holds a current employment record book issued by the Committee, except that if at any calling-on stance there be a shortage of suitable enrolled men an employer may engage non-enrolled men on a daily basis until enrolled men are available. Employers to send in to the Committee as full particulars as possible of all non-enrolled men employed by them on any day.

(8) There should be co-ordination and co-operation as far as possible between the Committee and the Ministry of Labour officials in the matter of Unemployment Insurance. The Committee on its part and the Departmental officials on their part would possess information which would be mutually complementary and afford means of reducing difficulties and checking irregularities in the application and administration of the Unemployment Insurance Act.

(9) Questions of discipline are dealt with in paragraphs 10 and 20 of the Agreement of 29th November, 1922. The Glasgow Dock Labour Joint Committee will continue to deal with cases of discipline on the same lines as hitherto, and the Union will continue to exercise the disciplinary powers which it possesses.

(10) Any scheme now to be established should be regarded as experimental and subject to alteration in the light of observation of its operation.

## APPENDIX V.

## PROPOSALS PUT BY THE BOARD BEFORE THE EMPLOYERS' AND WORKMEN'S ORGANISATIONS AT ABERDEEN.

*(See para. 62.)*

(1) That the Port of Aberdeen Labour Employers' Association and the Transport and General Workers' Union, Aberdeen (Dockers' Section) agree to appoint a Committee for the purpose of promoting the more convenient engagement and the more regular employment of workmen in the Port.

(2) The Committee to consist of . . . representatives appointed by the Employers' Association and of . . . representatives appointed by the Union. The Committee to be formed on the basis of balanced panels of employers' and workmen's representatives. The Committee to have power (a) to appoint a neutral chairman who shall have a casting vote and (b) to appoint sub-committees for specified purposes.

(3) That the Committee establish a calling-on stance—or, if they so decide, two calling-on stances (one for general cargo workers and one for coal workers)—where workmen would assemble for engagement. The Committee to fix the call-times at the stance (or stances) so that men engaged at the stance (or stances) can arrive at their work by the time that work is due to begin. All workmen seeking engagement at a particular call-time—including workmen who had been previously notified that they would be engaged but are not under a binding engagement—would assemble for engagement at the calling-on stance (or stances). (The Committee may sanction arrangements under which workmen who already are under a binding engagement for the shift or day or for a job until the job is finished are not required to attend the calling-on stance at any call-time after the call-time at which they were engaged.) The calling-on stances (if there be more than one) to be in immediate communication and co-ordinated so that, if there be a surplus of labour at one stance and a shortage at the other, the surplus at the one stance should be rendered available for engagement at the other stance.

(4) The Board of Inquiry is prepared to recommend that the Minister of Labour, in exercise of the power conferred on him by Section 100 (1) of the Unemployment Insurance Act, 1935, should, on the joint application of the organisations representing employers and workpeople, make arrangements for (a) the attendance of an officer of the Ministry of Labour at the calling-on stance (or stances) to take proof, on the spot, of unemployment and (b) the provision of office accommodation and secretarial assistance to the Committee.

(5) The Transport and General Workers' Union, Aberdeen (Dockers' Section) to provide the Committee with a list of its members as at the date of the establishment of the Committee. That list to be accepted by the Committee as constituting for one year (or for such longer period as may be thought desirable) the list of recognised port workers to be given "first preference" in the engagement of labour. After the expiry of a year (or longer period) the Committee to consider from time to time whether or not changes should be made in the number on the list of "first preference" men. A decision of the Committee that a specified number is to be added to the list shall determine the number of men to be added and thereupon the Transport and General Workers' Union, Aberdeen (Dockers' Section) will submit to the Committee the names of the individual men proposed by the Union as suitable persons to be added to the list and admitted to the membership of the Union. Membership of the Transport and General Workers' Union, Aberdeen (Dockers' Section) to be a condition of enrolment on the list. In submitting names for addition to the list, the Union to give fair consideration to applications

made by non-Union men who have been in use to obtain a substantial amount of work on the docks and have shown themselves suitable for the work. Any member or members of the Committee to have the right of making representations to the Union regarding the suitability of individuals whose names are submitted by the Union for addition to the list, and the Union to undertake to give due consideration to such representations.

(6) There shall be issued to each workman enrolled on the list a badge or card to enable foremen to identify the workman as being a "first preference" man. Employers to undertake not to engage any man unless he holds such a token of enrolment, except that if at the calling-on stance (or stances) there be a shortage of suitable enrolled men an employer may engage non-enrolled men on a half-day (four hours) basis until enrolled men are available. If there are to be two stances, a foreman is not to engage non-enrolled men at one of these stances if he is timeously notified that enrolled men are available for engagement at the other stance. Employers to send to the Secretary of the Committee as full particulars as possible—e.g., name, unemployment book number, etc.—of all non-enrolled men employed by them on any day.

(7) The Union to take into consideration in what manner records can be kept for their own information showing the extent to which enrolled men are obtaining work at the docks.

(8) The adoption of the foregoing suggestions is not to interfere with, or alter, any existing agreements as to conditions of employment in the Port.