

A3424 / B1.37.3-5

SPEEDING UP
CONTRACTS/BOMBS

Stopes — some on contract or not — for both hand & machine drilling.

(Truscott, pp. 361-362.)

wages paid could be same or differ (p. 360)

both charged for labour, food, explosives, lights, ^{general} charges, explosives

p. 361 hand-drill man has to pay for drills to be sharpened.

machine man has additional charge of lubrication — but not for oil or maintenance of machines.

— more expensive
gelatine & dynamite used in stopes.

Standard Wage - artisans protect it.
Difficultly by 1907 maintaining std. wage at all.

Wages - Day Pay - largely abandoned - 1907.

T.G 2 1908, p. 168, ev. E. J. Way. q. 1546
p. 169 You want get work out of 1547.
of them -

questioner 1546 - not protected by standard wage like
artisan.

p. 169 filters you can weed out.
q. 1553.

p. 169 q. 1550 if all paid same good miners get same as bad
& vice-versa.

Contract System.

Rationale for Bonus - ie Bonus + Contract - Sys. operates in USA. Hall. 1897.

Mining Comm 1897

W. HALL'S Evidence

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Objections to
bonus system.

^{ie contract + bonus' pure}
[And now we have seen that the bonus system operates greatly to the shareholders' benefit, what are the objections to it? That it enables common miners to make very much higher wages than miners usually do or should; and that it has and may again enable a common miner to draw from a company as much money in a month as high-grade professional men can earn in like time. This is alleged to be extravagant waste of company money. In the face of the facts and deductions which have been shown you, this ground of objection is untenable.

The primary conclusion from the facts must be that the company saves money, and the shareholders make money under the operation of the bonus system. Notwithstanding the miner receives a higher wage, taking time and work done into consideration, the bonus system is the cheapest. Even if the cost per foot, or other unit of work, were as much under the bonus system as by the day wage, yet it would save the time and the interest and the mine profit due to the time, which are very handsome considerations for the shareholder.

But beyond this, even, there is the benefit to the entire force on a property, which reward of merit on fair competition among members of that force produces; and the bonus system, properly applied, is not only a money maker to the shareholder, but a reward of merit to the miner. Where labour is graded in classes by mere naming of trade, and all individuals in each class or trade are paid alike a standard wage for that class—as all carpenters, all miners, the same for each in each calling—there is absolutely no reward for industry, extra intelligence, or special skill.

It is nonsense to say: "If a man does not come up to the mark, discharge him." What mark is meant? Men in all callings are graded, as to result they will produce, from very bad, bad, indifferent, fairly good, good, better, best, and extra. What is the standard? The mediocre? That would be an injustice to all above, and when so graded in reward, the best men drop to that plane, while those below, being paid as much as any, have no incentive to do better than their ordinary inefficient doing.

The true way, therefore, is to grade men on the pay-roll according to their deserts—their industry, good faith, and skill. This makes active-brained, industrious men of them, and none but the stupid dolts or the incorrigible loafers will fail to be benefited by recognition of special merit in some members of their class. The result is the greater amount and better quality of work all round. If some men are chosen by reason of their ability or push, and are given a job where they may win a very substantial bonus, all the fairly good men in that force will strive to merit the same favour at the hands of the manager.

Moreover—and this is a point which I desire to bring specially to your attention—the principle of this bonus system is that which goes by the common name in America, and probably elsewhere, of "Let the best man win." That is the principle underlying the republican form of Government. It works as well in industrial matters as in national affairs, and no republic can long stand which resolutely turns its back upon it, either as applied to national affairs or to industrial affairs within its borders.

Principle of bonus system, a republican principle.

The very reverse of this principle is that which dictates the grading of men's wages simply by trade. One trade, one wage, results in classifications of men which breed discontent and uprisings, such as monarchical forms of Government can best cope with. The principle of this grading is an autocratic one, not a republican one.

I respectfully submit that, whatever action this Government takes with relation to mine labour matters, it should do so with the idea of encouraging application of this principle of "Let the best man win."

Spedding Up

— Before A/B. Wan.

1897-8

G. A. DENNY

THE DEEP LEVEL MINES OF THE RAMP

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	FERRERA DEEP.	ANGELO DEEP.	SIMMER WEST.	KNIGHTS CENTRAL.
Depth of shaft . . .	980-1192	1109-1236 1429-1541	992-1112	1367-1631
Period covered by return	March and April, 1898	Nov., 1897, and Feb., 1898	March, 1898	Aug. and Sept., 1898
Depth sunk during period . . .	212 feet	239 feet	120 feet	264 feet
Size of shaft within timbers . . .	21½ feet x 6 feet	21 feet x 6 feet	25 feet x 6 feet	26 feet x 6 feet

bonus largely before

Contract System - Now having introduced -

1897.

Mining Comm 1897

Mr. C. S. Goldman's Evidence

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As regards white labour in itself, I will acknowledge that the figures of Mr. Catlin would go to show that by greater pay a greater amount of efficiency is to be obtained. Consequently I think it should be the object of every mine manager to see that his labourer improves in efficiency, and does more work, which would mean a saving. A system which is now being introduced, and which in my opinion is the only system which will work out satisfactorily, is the contract system, whereby a man is told to do a certain amount of work for a certain sum of money. This expedites the work, and is found to be the cheapest. I do not approve of the bonus system.

White wages.

Contract system.

The bonus system.

→ end

Mining Comm 1897

RM Catlin's evidence

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On which point will you be able to speak to the Commission?—Most particularly upon the wages paid to employees.

Have you formulated any statement or statistics?—No, I have not. I have not gone into the matter that has been so fully canvassed here. I may say I have read the testimony of most of the witnesses, and it would be unnecessary to occupy your time repeating the same. I have been informed that there was considerable criticism made upon the wages, or the money which we allowed our employees to obtain, particularly in relation to the so-called bonus system.

What do you call the bonus system?—We pay our miners in addition to their regular wage, a bonus on a certain rate for every foot sunk above a certain distance. When I came here I was not familiar with the native labour, and adopted the system of bonus then in vogue, but since that time I have twice reduced the rate. I would, for illustration, take the most extreme case where we have paid the greatest amount of bonus. Last month, in the Catlin Shaft, we made 142 feet in the month by hand, and the same distance in the Howard Shaft on the Simmer and Jack West. The bonus amounted to £483, that is in addition to the wages of the miners, and I have claimed, and believe, and I think can demonstrate, that this system enables us to do more work at a less price than any other system that I know of. I believe it would be admitted by everyone, and in fact the record of the Rand and the world shows that, working only by daily wage without bonuses, a progress of 80 feet in one month has rarely been accomplished. For argument's sake, assume that the Catlin Shaft last month had paid no bonus, but had paid a daily wage, and had been able thereby to sink 80 feet, the result would have been we would have saved the bonus which we paid, and proportionately down through the different accounts, amounting to £829. As a result, we would have had 80 feet of shaft sunk at a cost of £24 ls. 1d. per foot. As a matter of fact we obtained 142 feet of shaft at a cost of £19 7s. 10d. per foot, resulting in a saving to us of £289 ls. 6d., besides giving us 62 feet more of shaft. Therefore I claim that the bonus system, which has been so much condemned in many quarters, is by long odds, the cheapest system in vogue. I take this instance as an extreme case. It is the largest bonus we have ever paid.

Bonus system

Sinking of "Catlin" shaft.

Economy of bonus system.

Mr. Smit.

How are these bonuses paid—per man per foot, or do the men divide the sections?—All the men participating in the work participate in the bonus.

Division of bonuses.

Kaffirs also?—No, white men; and it is divided among them in proportion to the burden they bear, so to speak—the work they have done.

Mr. Hugo.

Not according to the number?—No, not according to the number. The miner below who directs the work of the kaffirs receives the most, while those of lesser importance receive proportionately.

Mr. Smit.

Now, what proportion of the total working costs of the mine do these wages

Percentage of white and native wages on working costs on mineshafts.

make, together with the bonus?—I give the average now of nine shafts—the cost of white labour averages 27·43 per cent., and of native labour 33 per cent.

Which percentage of the total working expenses of the mine is represented in paying bonuses to white men?—All the work we do in the mine is sinking shafts; we do no stopes, we are not yet on the reef, and these figures cover the entire cost. The percentage is as I said, 27½ and 33. The timber and the framing, 15 35-100ths per cent.; lubricants, 56-100ths per cent.; fuel, 4 69-100ths; general stores, 7 48-100ths; maintenance 1 15-100ths; office expenses, London office, and so on, 5 per cent.

What do you mean by fuel?—Coal.

As it is put down in the mines, including carriage from the pit's mouth?—Yes, including everything until put into the boiler.

Mr. Brochon.

You have said nothing about dynamite?—Explosives 5½ per cent.

Mr. Hugo.

What is the real objection raised to the bonus system you introduced?—I don't claim to have introduced it. I work it. It is an old system, and used all over the world.

Pay of white miners.

Well, what is the real objection?—The objection I have heard is that it seemed an anomaly that an ignorant miner should be able to receive £75, £80, or £100 for one month's work. But my object is to get the shafts down as rapidly, and at the cheapest possible cost; and I do not care whether I have to pay an ignorant man or an educated man. I believe I work for the interest of my shareholders, and on this system would gladly pay a man £200.

Mr. Schmitz-Dumont.

You say that you have a Catlin shaft, in which you sank 142 feet in one month. How many working days did they work?—About 24.

Re speed of shaft sinking.

That is sinking at the rate of 6 feet a day. Do you think that the work done at such a rate would be safe in future?—I do, and I invite inspection.

What is the distance between bearers, from 80 to 100 feet?—72 feet or less in most cases.

Of course that depends on the speed at which you want to haul?—What depends? Say, for instance, you want to haul at 3,000 feet per minute.—Not at present. Later on perhaps.

You have not calculated that?—Yes. Our winding engines will be capable of working at that rate.

You think that the timbering would be sufficient?—Yes. We are timbering very securely, because we realise that these shafts are to be the highways for enormous traffic at high speed, and our timber is far in excess of the strength required.

Mr. Brakhan.

Can you tell us how many men were employed last month in sinking the shaft?—I understand you to mean white men. There is only one white man at the bottom of the shaft, and connected with the sinking of the shaft 12 white men.

In three shifts, I suppose?—Yes, per day of 24 hours.

I suppose the kaffirs clean the shaft after blasting?—Yes.

Twelve men then divide the bonus of £483?—Yes.

That is £40 each?—Yes.

What is their average pay per month?—£1 per shift.

That would be about £24. In other words, these men have drawn about £66 per head. I have heard that in some of these deep level shafts £150 has been paid per

Amount of bonuses.

head?—Each man does not get the same in the division. The white man in charge at the bottom being in the greatest danger receives the greatest amount.

What would he receive from this?—I cannot say from memory, but over £100.

Do you not think that is very large pay?—No; if I can increase my sinking 62 feet they can earn it. I believe that the progress of 80 feet in a 25 feet by 6 feet shaft is far above the average, and not long ago it was considered a record. If we assume that shaft has gone down 80 feet, and we pay the required wage and no bonus, it would have cost us £24 ls. 1d. per foot, and, as a matter of fact, it only cost £19 7s. 10d. per foot, and so it does not matter to me whether a man earns £100 or £200.

Economy of bonus system.

You say the cost per foot is less. But if you had only sunk 80 feet it would have been less.—True, I take out the bonus and the cost of fuel, stores, lubricants, and I have also taken out the maintenance, although that is hardly fair.

But yet, surely, although the price per foot would be a large one, your expenditure under that would be less; therefore, I don't see how you arrive at the saving of £289?—If I save 62 feet of timbering I save 62 times that number of pounds, shillings and pence, and so on through the list.

Do you consider that with contract work you could achieve the same result?—I consider I could not. I have never been able to do it. I do not know that the men are the only men in the world who can do this, but I do know, so far as my information goes, no other men ever have done it.

Of course the speed of sinking the shaft very considerably affects the price; unless there are particular difficulties with regard to the ground, the price does not seem very cheap?—Bear in mind these shafts are not small ones, they are the largest sized shafts on the Rand.

Cost of rapid shaft sinking.

I know a shaft of similar dimensions on the West Rand. It has been sunk, everything included, for £15 per foot by contract work, and the speed was 90 feet a month; of course the speed was less, but the price compares very favourably with both instances you give?—I quite believe that can be done, and we could do it. Of course, should the ground get more favourable, we could reduce that price very materially.

Well, the main point is this, you establish the fact that it is advantageous to pay your men £100, or even more, per month?—If they earn it I feel justified in paying £150 or £200.

On that point I daresay opinions are divided. The 27½ per cent. for white labour includes the bonus?—Yes, and the manager's salary.

And yet the kaffir native wage comes to 33 per cent.?—Yes.

Now if in sinking a shaft 12 white men are employed, you have a certain number of white men on the surface. Can you tell me how many men there are?—Twelve altogether—nine outside and three in the shaft.

And how many kaffirs?—It depends on circumstances how many we can get out. We sometimes have 45 on the shift.

How much do these kaffirs working in the shaft get a day?—Our black labour average in that shaft only comes to 2s. 7d. and a fraction.

Mr. Brochon.

Do these white men working in the shaft include carpenters, who put in the frame of the timbers?—The carpenters who frame the timbers are charged in the timbering.

Yes, but they are working in the shaft?—The timbers are framed by men who do nothing else.

So you have not only three men in the shaft; you have more?—We have the timbering men up in the shaft above.

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You gave an illustration, which was a very exceptional one, of a man drawing £140 to £150 a month in the shaft?—Then I only gave the illustration because I thought it would be more in my favour.

What do you reckon the average sinking will be in your shaft?—I cannot say, off-hand. We have some very bad ones, but I think the average will be up to 80 feet or 90 feet a month.

You have nine shafts and 12 men for each shaft. That will make 108 white men. What is the average salary these 108 white men make?—There are certain shafts that make no bonus at all, and there are certain others that do make a bonus, and the average would depend entirely on the average footage. I have not the figures, but if you desire it I will send them to you.

The average salary would not be £100?—No, it would be far below £50. The peril is not so much from the ground; we have one or two shafts in which the ground is very good, but the progress is nominal owing to a great influx of water.

Mr. Brakhan.

Can you tell us what the average pay for six months would be of the man who might draw in one month £100?—It would depend entirely on the progress his shaft made.

His salary is bound to vary, hardness of rock might prevent him doing much one month, and it would be well to know what his average would be for six months?—I would not like to state it off-hand, but I will send you the figures.

SIMMER AND JACK EAST, LIMITED.

Statement of Average Wages earned by men working on the Shaft, including the bonus paid, for 12 months to 31st May, 1897.

1896.						£	s.	d.
June	...	...	...	...	...	37	0	0
July	...	...	...	...	...	61	8	7
August	...	...	...	...	...	60	14	3
September	...	...	...	...	...	54	18	9
October	...	...	...	...	...	39	10	7
November	...	...	...	...	...	46	8	2
December	...	...	...	...	...	48	3	3
1897.								
January	...	...	...	...	...	52	11	9
February	...	...	...	...	...	43	18	1
March	...	...	...	...	...	35	15	7
April	...	...	...	...	...	48	8	5
May	...	...	...	...	...	50	14	3
						£579	11	8
Average wage for the 12 months						£48	5	11

KNIGHTS DEEP, LIMITED.

Statement of Average Wages earned by men working on the shaft, including the bonus paid, for 12 months to 31st May, 1897.

1896.						£	s.	d.
June	...	...	...	...	...	31	2	8
July	...	...	...	...	...	28	10	0
August	...	...	...	...	...	35	0	0
September	33	5	6
October	34	13	5
November	31	9	3
December	29	0	6

Mr. W Dalrymple's Evidence

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1897.						£	s.	d.
January	22	6	1
February	26	3	4
March	26	1	1
April	28	14	6
May	31	16	5
						<hr/>		
						£358	2	9
						<hr/>		
Average wage for the 12 months ...						£29	16	10
						<hr/>		

Mines Contractors - Stoping 1897.

(Truscott, p. 362)

where reefs regular + fair L of dip usual to let stopes out on contract.

Unit usually square fallion

not amount of ore ∴ no inducement for him ^{to} mine waste; inducement to carry stope at best width for breaking, independent of presence of reef

tendency to get as clean a product as possible

Hand-dull - charged with native laborers, native food, explosives lights, timber charges etc - + sometimes dull sharpening.

A machine dull contract charged with above

(p. 363) expects perhaps dull sharpening & ^{for} lubrication of machine

∴ contract prices practically same.

Mines Contractors - Slopes 1897.

~~Mines Contractors - Slopes~~

Truscott p. 363)

When a pillar has to be left the miner is allowed settling for cutting round it; also extra for a boxhole thro' to the level but extent of these depends on original price

To encourage good work a bonus sometimes to contractors who get rock out w. least expense & fills the greatest no. of trucks and reefs.

Common where 2 miners are partners in a contract each has own slope face to work but as near as poss. together. As each man goes to work, certain no. of hrs. clear up partner's slope ^{so} that he has a clean slope face & can start drilling as soon as possible.

of their progress.

→ 12 cuts. one broken.

hanna boys. holes 3'. if upper or dry hole smaller

soft rock 2 - 3 holes.

Roadpoint - small slopes - deep hole not good - 2 holes 2' deep - blasting three per shift.

Mineis - need for individual enterprise a resource - early days
shaft sinking & develop. on
contract.

Taylor - p. 217.

Main shafts were let out under that system and rapid sinking
established records which made the Rad famous in the mining
world.

Hundreds of miles of dikes & tunnels were constructed in the same
way in order to provide ore reserves and justify increased
mining.

Contract System.
Miner + Individual Enterprise - as long as Contract System is vogue

(Taylor, p. 217)

■ scope for individual enterprise.

shaft sinking

driving + tunnels.

Digging - trade!

Contract Work - Foundations laid - Rationale for.

1897.

Mining Comm 1897 EJ Way's evidence

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Rates of white wages.

Contract work.

Do you consider that £340 a year is an abnormal salary for a white man?—It depends entirely upon the work he does. If he is employed on contract work and relies upon his own efforts, I personally have no objection to a man earning £35 to £40 per month. If I employ a cheaper man to do this work he would probably burn twice as much dynamite, so that the difference between the men is thus balanced. My experience is that if you can get together a good body of men and pay them well,

the money which they save in other departments, a great deal more than covers the increased wage they may be earning.

Blacks get bonuses from miner contractors

1907

TG 2, 1908, p. 177, q. 1630, ev. H. Ross Skinner.

Bonuses to Blacks —

Well known.

1907

TG 2, 1908, p. 177, q. 1630, ev. H. Ross Skinner.

1630. There was one remark you made in the course of this examination—that the native gets extra money from the white man—that is the first time I heard about it. Is it your experience?—I think it is a well-known fact that the rock drill man supervising machines gives his best boys what you would call bonuses over and above what they receive as wages.

Contract Sys. started - inducement efficiency - rather than day pay -

TG 2, 1908, p. 158, w. E. J. Way.

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1900. The reason I ask how long that increased scale of pay would last is that it appears rather the tendency to say, "You must now work these machines for the same pay which formerly you were getting"?—Yes; because the amount or rather because on account of the increased efficiency of the skilled labourer you can give him increased interest in his work, and just as you have coolies on contract you do not pay white men on contract, but you rely on the inducement you hold out to the coolie to get sufficient work for the day's work that you give the white man. You limit his pay to a certain amount, and you rely on the coolie to get out the work. Our experience is that when we paid our rockdrill men by the day we did not get anything like the same amount as when on contract. The man says, "I get 27s. 6d. if I put in one, two or four holes, and it does not matter to me what my footage is." I think we found our mining costs were going up, and that was altered by putting the white man on contract, so that he could earn according to the work he turned out.

In casting about for remedies there appears to be but one which can be relied on as effective and permanent in checking the spread of the evil. The ordinary miner is likely to become worsted in the struggle for existence if the present system of day work is continued, but if contract work becomes the rule on the Rand, there need be no fear that the European will not maintain his position and even improve it. With the present preference of managers for day work the best results are not obtained from the men under them; the remuneration is not made

MINING JOURNAL.

MAY 4

to depend upon the efforts of the labourer, and the inevitable result has followed in his deterioration. And so it must continue so long as his wages remain constant and fixed, and he is able to live without manual labour, or without exercising his mental faculties. Equally whether he works or shifts the work on to the ignorant men under him, he is paid, and in no way is the wage received a measure of the exertion put forward to obtain it. The general truth holds good on the Rand as elsewhere, that if men are not compelled to work by the pressure of necessity, nothing will be done, and consequently the present system of day work in a mine for white men with natives under their control is radically defective, for it is impossible to exercise effective supervision or prevent the delegation of duties to the boys. In contract work, on the other hand, every man is paid in proportion to the amount of work done whether of actual manual labour or of supervision. A contractor with boys in his employ cannot neglect the work of superintendence, for if negligent and careless a loss must be made if the contract is a reasonable one, fair to employer and employed. Incidentally the question arises here as to what is a fair contract price, and it must be admitted that the estimates and opinions of managers differ widely upon this important point. So widely, indeed, do they differ that the suspicion arises that in some cases the managers themselves are not sufficiently acquainted with their duties to know what are fair and reasonable prices for diving, rising, or sinking, and it is consequently cheaper to employ men by day work. The

Contract System - Introduced to promote efficiency.
SA Mining Journal, 4 May 1895, pp. 677-678 (Leading Article).

Reason for introduction.

1895.

G.A. DENNY

DEEP LEVEL Mines of the RAND, p. 25.

FERREIRA DEEP. Paid as bonus, 6s. per foot up to 85 feet, and 12s. per foot after that.

No bonus given for timbering.

Head Office and London expenses are included in Sundry Costs.

Native food is included in native wages.

Two shafts were sunk during the period.

ANGELO DEEP.

The shaft is divided into three cage ways, 4' 6" x 6', and a pump department, 6' x 6'.

The timbering is 6" x 8" pitchpine, in sets 5 feet apart.

A bonus of £1 per foot was paid after 80 feet was made.

One shaft only was being sunk.

SIMMER WEST.

The bonus in this shaft was as follows :—

From 100 to 120 feet, £6 per foot.

From 120 to 140 feet, £7 per foot.

From 140 to 160 feet, £8 per foot.

All beyond 160 feet, £9 per foot.

The sizes of the timbers are as follows :—

End and wall plates, 8" x 8".

Studdles, 3" x 10".

Dividers, 6" x 10".

One shaft only was being sunk.

KNIGHTS CENTRAL.

The managers' and engineers' fees are included in European wages.

The bonus was as follows :—

From 70 feet to 80 feet, £2 per foot.

From 80 feet to 90 feet, £3 per foot.

All over 90 feet, £4 per foot.

The sizes of the timbers were—

Wall and end plates and corner posts, 8" x 8".

Studdles, 4½" x 8".

Dividers, 6" x 8".

Machine Drills - in Stopping too

by 1898.

Grey The development of the gold mining industry (1902-10)

p259

[the State Mining Engineer also reported that managements had succeeded in increasing the amount of work per man.

Whereas the number of whites and non-whites increased by seven per cent. the number of tons of ore extracted,

increased by 35 per cent. However, the increased

tonnage was not ascribed to greater efficiency, but

to the extensive use of machines in place of hand

labour.⁶⁾ By 1898 machine drilling had increased to

such an extent that it had become the chief means of

stopping.⁷⁾]

Annual Report of the S.M.E. for 1898

American D.

Shaft Sinking & timbering

Miner Contractors 1897. - Nourse Deep. & City & Suburban

contract prices £6; £7-10s; £7-10s; - per foot contractors having to provide, labour, lights & explosives, but not timber or timbering (Truscott p. 192) at Nourse Deep - doesn't say if machine or hand.

City & Suburban hand labour contractors get £8 per foot sunk.
(Truscott, p. 193.)

Shaft Sinking

- shafts.

Contract

Nourse Deep, City & Suburban.

Miner Contractors - Payments, Costs & Wages - 1897 - Shaft Sinking.

(Truscott, p 192) - 193. (photocopy)

No

Deep

Nourse £6, £7.10, £7.10 - contractors provide labour lights & explosives
City & Suburban - hard - £8 per foot sunk.

Contracts.

Miner Contractors -

£6 - £8 per foot
sunk.

Conditions

Miner Contractors - Stoping 1897.

hand labour

& machine :: : Shortage of Af. labour - drills identical to those in development - in steeply inclined stopes & small stopes - diff. to fix the bar to clamp machine on & its range of action is limited (Fruscott, p. 359)

machine stoping in ordinary size reef more expensive than hand Crown Reef stoper contractor gets 80/- per sq. fathom whether hand or machine & latter Co. defrays cost of air & machines = another 15/- to 20/- per fathom.

in City & Suburban stopes & machine & hand contractors - same money in stopes plus being charged with native labour, native food, explosives, lights, general charges common to both contractors, the hand-drill man has also to pay for drill (Fruscott, p. 360) sharpening 5/- per fathom & machine-drill man for lubrication but not for air or maintenance of drills.

Miner Contractors - Drives - Wage Payments 1897

Truscott.

either contract a bonus - men prefer latter - bonus given every foot above + beyond a (Truscott, p. 291) footage determined by mine foreman being good work (292 ff)

- vary re conditions - tight ground - smaller no of feet.
easier ground greater no of feet.

Sometimes drillers shift own dirt - usually only so far as to enable them to sig machines

other cases sp. boys - working for Co - do so - after blasting.
Road - ground not vary so much.

Contract price - labour, explosives, lights & lubricants he has to provide - not machines & air - + must shift dirt back from face but not tram is 35s to 47s. 6d. per foot - slope drives a little less. (292). (photocopy).

Mines Contractors - before A.B. War. Drawing

usual to run the drives either ^{on} contract or with a bonus, men preferring the latter. The bonus is given so much for every foot which is above & beyond a (Truscott, p. 291) footage determined on by the mine foreman as being good work. varies from mine to mine depending on difficulties - 18-20' a week or less.

Sometimes the dull - run are required to shift their own dirt generally only have to remove it far enough from face to rig up machines again.

In other case SP. boys working for Co. remove from face almost immed. after blasting.

Contract price paid to contractor who has to provide labour, explosives, lights, lubricants, but neither machines nor air, & who has to shift dirt back from face, but not to tram it is generally 35s. to 47/6 per foot; & a little less for slope drives (Truscott, p. 292).

No real competition amongst Mines - ^{Wages.} Condⁿs + Costs so similar. - except Contract.

SA Mining Journal, 4 May 1895, p. 648 'leading article'.

conditions affecting the cost of mining are so uniform and constant on the Rand that it would be supposed that the prices of mining work could now be closely calculated. The rock is of equal hardness throughout the majority of the mines; cost of supplies and wear and tear are identical; the drives are usually of equal size; and there is no apparent reason why the price per foot cannot be fixed for the whole Rand within very narrow limits. So far from this being the case, however, the case of two adjoining mines may be cited, in one of which—the larger—the price is nearly 60s per foot, while in the smaller it is only 45s.

The establishment of a uniform price, which will allow fair wages to competent men, and enable the bulk of mining to be done under contract, would tend to improve the position of our miners, maintain their superiority over the natives, check the deterioration now in progress, and ~~place them~~ where skill, energy and determination would be recognised.

2 Drills per man - as early as 1893 - efficiency so bad 1893.
contracts — 1893.

Day's Pay - before & after A/B war.

TG 2 1908, p. 192, ed. G.E. Webber.

1855. What was the current rate of pay for the miner ten years ago here?—
The day's pay has been 10s., and now it is 20s. for a machine man with one drill, but he
has been getting more than that on contract ever since I can remember. There may
be a few isolated cases where a man has kept to day's pay work, but I do not remember
any man ever being confined to one drill, except perhaps in the first year or two I
came here, say in 1893, and I know that the efficiency then was so bad that we had
to turn to contract work to endeavour to improve it. Wages have been going up
constantly. I have not got it here, but I think the wages for white men in 1899 were
about £27 per month, and to-day they are a little more than that.

1856. Would it be right to say before the war the standard wage for a hand stover
was 16s. 8d. to 18s. 4d. a day's pay?—I should say somewhere about that.

Speeding Up.

Sinking Records. — Simmer & Jack West.

1901-1902.

G.A. DENNY DEEP Level Mines of the RAND

pg 24

Rate of Sinking.

This obviously varies with the conditions which are met with in the sinking, such as water, variations in rock hardness, labour supply, etc. Rates of monthly sinking have been achieved on the Rand which have no parallel in any mining country, as witness the sinking of a 25 feet by 6 feet shaft (inside timbers) by the Simmer and Jack West, Limited, 203 feet in one calendar month, the depth of shaft at the time being over 2000 feet.

Shaft - Sinking Records — Cantwright.

Cantwright [Gold Paved the Way] p. 75.

Stoping on Contract - 1896 - onwards J.B. Roberts.

T&2, 1908, p. ~~244~~ 224; q. 2149 - hand stopes too
ev. J.B. Roberts.

only 11- per ton less than machine drills.
55/- - 65/- on machines
Contract price
p. 224 qq. 2150-2151

Stopping before A/B war - not always - contract - H. Ross Skinner.
TG 2 1908, p. 176, qq. 1610, ev. H. Ross Skinner.

driver yes.

3-4 small dills before war. q. 1608

Day's Pay — not — before war

Most men not on it — Contract since 1895. Webber.

TG 2, 1908, p. 192, q. 1855, ev. G. E. Webber.

STATISTICS

Statistics - Paucity of before A/B. War. only 1 census 1896 in Republic.
(Marais, p.1)

STRIKES

THE STRIKE AT RANDFONTEIN.

ALTHOUGH the strike on several mines belonging to the Robinson group, and situated in the Randfontein district, affects a very small proportion of the white labour employed on these fields, it is not a matter to be treated lightly, nor with the airy thoughtlessness which has characterised the comments of one of our daily contemporaries—its eye in a fine frenzy rolling (one suspects) between the truth and the “tickey.” The strike is a symptom of the thoroughly unsound relation between Capital and Labour which at present obtains on the Rand. It is a portent of great trouble, unless these relations are placed on an equitable and economic basis. For the first time in the history of the Rand goldfield a fissure has been cloven between Capital and Labour, and unless the cleft be healed, unless the position of both sides is justly and wisely appreciated, this strike may be but the forerunner of disastrous complications—complications which may set back the tide of prosperity for which the whole industry hopes, and which are not unlikely at the same time to add to the civic difficulties which overcloud the horizon, despite the silver linings and golden gleams which dabblers in the imperfect science of political meteorology are so eager to detect.

The reasons for the strike are obvious enough. It has long been a matter of notoriety that white labour on the mines is overpaid in comparison with the rate of wage earned by white labour on other goldfields. The average cost of white wages is from 27 to 28 per cent. of the total working cost; and what may be described as the unearned increment is to be distributed all over the mine—from the manager downwards. If the miner is overpaid, so is the manager. But the problem is how to reduce this overplus to its proper level—that is, to a proper figure in comparison with other fields—while the cost of living is so high along the reef. In his speech at the Rand Mines meeting, Mr ECKSTEIN laid down the proposition that it would be unfair to enforce a reduction until the Government had assisted in a general reduction in the cost of living; and that proposition strikes one as right, economically and sentimentally. A universal reduction of wages, in a falling market, and at a time when the confidence of Europe is shattered, would be little less than disastrous. It would be another handle for the use of those gentlemen who are always so ready to detect crime in every act of a man who happens to be rich, and from other points of view it would be exceedingly unwise. Already, because he happens to be alone in following out his idea of mining economy, language is being used of Mr J. B. ROBINSON which cannot be justified by any of his acts. He has elected not to close down mines which in the present state of affairs cannot pay. Other Directors have closed down quietly, especially in the case of mines which will shortly require more working capital. At the recent meetings of the leaders of financial groups, the question of white labour was mentioned, but no unanimous action was decided. The agreement was that if closure appeared to be the only solution of the difficulty in one group of poor mines, then closure must come; but if the owners of another group could induce their men to accept a lower tariff of wages, by all means let them follow their own policy. Mr ROBINSON'S argument is perfectly valid, and on the whole favourable to the artisans on the mines. He cannot work at a profit under the prevalent conditions, but by a 10 per cent. reduction in white labour, he can scrape along until things are righted by the Government. Thus he will keep the men in employment, instead of closing down and leaving them to go home to a flooded labour market, or to walk the streets of

SN Mining Journal 8 May 1897, p. 661.

Randfontein Strike

1897.

Johannesburg "on their uppers." The attitude of the strikers is utterly absurd. They calmly ask that the full rate of wages should be maintained, or, failing this, that the mines should be closed down. Mr ROBINSON is too acute a controversialist not to have detected the weakness of a case that is propped up by such suggestions. If the men can afford a trip home, to wait there for better times, they must already be overpaid, or at least they must have stored up a very considerable saving. That is to say—and Mr ROBINSON would have done well to make this point—they have not suffered as the rest of the industry has. Salaries in offices are being reduced, Stock Exchange profits are a thing of the past, merchants are compelled to shorten their stocks and consequently their profits, credit is unobtainable even by well-financed undertakings; but the rate of wage along the reef remains as high as it was when times were good. Is it logical? Setting aside the general question of the overpayment of white labour, ought not the miners to share that curtailment of profit under which their employers are suffering? Many of their fellow workmen are utterly out of employment. Mr ROBINSON has offered his own hands a chance of retaining their work at a slightly reduced wage, and a proportion of these hands prefers no work to work that is paid on a lower scale than that which obtained in the fat years of the boom. Readers of the *Mining Journal* are aware that we have often disagreed with Mr ROBINSON, not on points essential to the welfare of the industry, as on important points of method and of politics. One has, therefore, the more pleasure in declaring that on this matter his action has been at once economically sound and humane.

It is to be hoped that the good sense of the workmen employed on the Rand will lead them to see this matter in this light. There is no intention of effecting an immediate and all-round reduction of wages; but the present rate cannot be long maintained, and many mines which are not in a position to do as Mr ROBINSON has done, will be compelled to close down. Mr ROBINSON enumerates, in a letter to a morning journal, the chief difficulties under which the industry labours, as follows:—

1. The prevalence of a high wage tariff, which, according to the evidence given before the Commission, amounts to the exorbitant sum of 53 per cent.
2. The excessive cost of dynamite.
3. The oppressive railway tariff.
4. The exceedingly high Customs duties.
5. The imperfect administration of the Liquor Law.
6. The gold and amalgam thefts, from which mining companies are continually suffering, and
7. The defective operation of the Pass Law.

He very rightly argues that, whatever the Government can do, the mining companies must also reduce their expenditure; and he is convinced that the question should be tackled immediately. We rather lean to Mr ECKSTEIN's opinion that the white labour problem should be tackled gingerly, for the interests of Capital and Labour are identical, and so far there has been no complication, no conflict. It must be remembered that, though some men—mostly unmarried—can afford a trip home, others cannot, and are hard put to it to balance their monthly accounts. For this reason a hard and fast rule of action should not be recommended. If men can be induced to accept a lower rate of wage, by all means let the offer be made; those mines which cannot find salvation in a lower wage-sheet must close down—they cannot help it. But it will be impossible to solve the general question until Customs and transport dues are reduced, until merchants find that they can content themselves with something less than boom profits. When the time for the general reduction comes it will be found that the capitalists will belie the character imputed to them by the demagogues who are now thronging the reef and making an indefinite deal of mischief, and will not reduce wages below a reasonable standard of comfort.

Robinson Deep Mine - Shute

1897.

(Katz, p. 30)

1897 Randfontein Mines, J.B. Robinson Group.

May 1897

Cammack thesis p. 47; Groblaar, pp. 9-10.

wage reductions for miners
evictions from houses on property - refusal jumps.

precedent elsewhere - done on one mine usually rest of the mines in the group & even other groups. Lancaster followed & this was Goetz group.

↓ Witwatersrand Mine Workers' Union. non craft union.

800 members short-lived 900 members. Groblaar p. 10.

not since 1890 Cammack p. 48.

beginning of series of attempts, rebuffs.

Aug. 1897 Crown Deep. - others in neighbourhood. - extension of hours.
Rand Mines.

Sept 1897 New Primrose. - consolidated Investment.

International Independent Labour Party

May 1899.

(Ticktin, p 95)

The International Independent Labour Party (I.I.L.P) held regular fortnightly meetings until it disappeared after war had broken out. Foremost topic of discussion was, of course, the imminent war, but other subjects like the Robinson Deep Mine strike in August 1899 and the eight hour day were considered. A motion of sympathy with the strikers was passed and a movement to attain the eight hour day was started.

Zarps - 1897 strike - not held vs. Kruger. - Randfontein Mines. 1897.

(Tuckin, p. 109)

When organised labour harked back after the war to the "halcyon days" under Kruger it therefore did so with good reason, even if the President had ordered his Zarps to intervene in the 1897 Randfontein Miners' Strike at the request of the mining magnate, J. B. Robinson.

2 Machines start early 1897 - strike New Primrose 20/-

TG 2, 1908, p.497 ev. J. H. Bridgman.

5709. What particular branch have you been engaged in—machine drilling?—
Before the war I never tied myself down to machine drilling. I took anything at all. Being a practical miner I took any sort of work there was. Since the war I have confined myself to rock drilling. Before the war it was customary up to the early part of 1897 to run one machine and one machine only with three Kaffirs. And in the early part of 1897 they introduced the two machine system for a paltry 5s. a day more, and that is how it came about in the early part of 1897. I may say two machines were introduced at 25s. a day, but they had not been in vogue more than a month or six weeks before James Blane on the New Primrose, where I was working at that time, wanted to introduce two machines at £1 a shift. We refused and struck, and from that time up to the present it has always been an acknowledged fact that 25s. is the acknowledged pay for two machines. As far as I am concerned, I am not in favour of two drills.

5710. Have you been working on one machine since the war?—Not since the war. Before the war I worked one machine, but for a considerable time I had not worked one machine. Of course it came about that I had to work two.

Randfontein Strike — Wage reductions mineworkers & miners —

5 May 1897.

Star, 5 May 1897 (The Randfontein Strike).

a meeting of the lock out employees of the Robinson ~~Group~~ ^{Group} was held at Randfontein last evening about 100 employees representing different sections of the mine employed - miners, carpenters, fitters, engine drivers etc. were present. It was proposed and unanimously carried to form a Union to represent all classes of white men engaged on the mines.

A large no. of white men & sympathisers are coming into Kungewindan for a mass meeting this afternoon. The article in the "Johannesburg Times" has created great indignation.

The men state that the reduction was sprung upon them on Friday afternoon at the following rates: -

Fitters	from 20s to 18s. 4d per shift.
Battery engine drivers	20s per 8 hours to 18s 4d per 12 hrs.
firemen	from £20 per month to £12-10 per month.
Convoymen	from £16 per month to £8-0-0 per month.
miners	from 20s to 15s per 12 hours

Notice of ejectment within 24 hrs has been served in the form of a general eviction or the men refusing to accept the reduction.

On the ~~Lang~~ Porges mine, the miners have been offered the old rate of wages if they will return to work but they stand by their comrades on the surface.

The manager of the North Plandforten stated to the meeting of the employees that it was not fair to him to take over the mine when the plates had been steamed within three days.

Robinson's - SKE

Fitz Patrick's Views - Mad - Wage Reductions

1897

Dominic & Quest, p.100, J.P. FitzPatrick to J. Wernher, 1 May 1897.

[Monday - after starting letter on Saturday - not public reduction or concerted action]

You will see by the papers that J.B.R. has been trying a high-handed reduction of white wages. It is curious to think that, while I was writing on the subject, on the previous page, the Randfontein scene was being enacted. Surely Robinson is a madman or he would not do such a thing now, of all times, and he would not call in the mounted police, you would think, if he had a grain of sense left. One cannot tell where such a man may lead us. If no more result follows, at least Robinson is making desperate additions to his unpopularity.

p.104 - Ibid 8 May 1897 - Robinson's tribulation as shakers.

'Standard & Degeers taking up miners' case - There they were right as it was too bad - too ^{unfairly} unjustly ~~to~~ as J.B.R.'s part - to forbid all games on the property, to dig up a hearing court made by the men at their own expense and to forbid anyone to leave the Company's property without leave...'

X-Rays. - see Silicosis Box - (Diagnosis)

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