

MEMORANDUM of ITEMS of MANAGEMENT not included in Cost of Coal, applicable to the whole Business of the Company.

Period, Six Months ending 30th June, 1890.

Management in Dunedin Office—				£	s.	d.
Directors, auditors, &c.	...	...	...	426	3	5
Management in Wellington...	...	...	...	279	0	9
Management in Greymouth...	...	...	...	325	8	3
Rates and taxes, inclusive of property-tax	...	...	...	630	19	9
General charges	...	...	...	30	0	0
				<hr/>		
				£1,691 12 2		

Besides the above items, no account has been taken of expenditure on new works or main headings, nor of depreciation on plant, works, or leases, nor of interest on capital.

GREY VALLEY COAL COMPANY (LIMITED).

[CIRCULAR.]

If you sign the enclosed application and return or post it to-day to me, a place will be reserved for you, after which all vacancies will be filled up. There are only eighty places now available.

If miners prefer a tonnage rate to the day wages it can be adopted from the start, viz. :—

Coal-pit Heath, pillars	...	...	...	...	2s.	3d.
Brunner, pillars	...	...	...	...	2s.	0d.
Coal-pit Heath, whole coal	...	...	...	...	2s.	8d.
Brunner, whole coal	...	...	...	...	2s.	6d.

25th October.

J. BISHOP.

Mr. J. Bishop.

PLEASE reserve a place for me in the mine. I am ready to start work in terms of the company's printed rules or tonnage rate as notified.

Name.

EXHIBIT XXIV.—GREY VALLEY COAL COMPANY (LIMITED).

REGULATIONS AND CONDITIONS OF EMPLOYMENT AND TERMS OF ENGAGEMENT.

ALL persons employed by the Grey Valley Coal Company (Limited) are engaged subject to the following conditions :—

1. The management of the works to be in the hands of the mine-manager for the time being, appointed by the board of directors of the said company.
2. The mine-manager will appoint all officers and workmen for the efficient carrying-on of the colliery work.
3. Eight hours' work at the face, exclusive of meal-hours, is to constitute a day's work. The company will not be liable to provide work for any employé when the mines are not working, and will only pay for time actually worked.

Rate of Wages.

4. Experienced miners approved by the manager, 12s. per day; new hands, 10s. per day, advancing with experience, at the discretion of the manager, to 12s. per day. At the expiration of six months those working whole coal may, by a two-thirds majority, elect to adopt a tonnage rate of 4s. net or 2s. 6d. gross weight, in lieu of day's wages, when the headings (9ft. wide) will be paid at the rate of 6s. per yard.

All other labour by special arrangement with the manager.

Dismissal from Work.

5. Any person employed by the company is entitled to fourteen days' notice, or in lieu a fortnight's pay before dismissal, unless in the case of a special agreement, in which case the employment ceases with the expiry of the agreement, unless it be mutually agreed to continue it.

Employés will be liable to instant dismissal for the following causes, viz. :—

- (a.) Interference with the management.
- (b.) Obstructing the work of the mine, interfering with or hindering any employé of the company in carrying out his work, or in the execution of his duty.
- (c.) Conviction before a Magistrate or Justice of the Peace of a wilful breach of any of the special or general rules of "The Coal-mines Act, 1886."
- (d.) Incapacity or gross carelessness in the execution of duty, or in carrying out work.
- (e.) Wilfully or negligently damaging or injuring any of the company's property.
- (f.) Refusing to carry out the lawful instructions of the mine-manager or his representatives.
- (g.) Absence from work for two consecutive days, or for three days in any one week, without the permission of the mine-manager.
- (h.) Agitation or inciting the employés to insubordination.
- (i.) Being on the company's works in a state of intoxication.