

A P P E N D I X C

A copy of a letter dated 23rd May, 1960 from the Director of Industrial Relations, British Transport Commission, 222 Marylebone Road, London. N.W.1. addressed to the writer.

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2. (a) Staff in the starting grades are recruited locally through various channels, e.g., direct from School or University, through Youth Employment Offices and Labour exchanges.

(b) Whilst there are no precise educational standards laid down except for salaried staff, who if they do not possess the requisite level of school leaving certificates are required to sit a written examination, endeavour is made to establish, by interview, that applicants have a reasonable level of education.

Applicants for technical positions on the managerial staff must of course be in possession of the necessary technical qualifications and in some cases have appropriate engineering, accountancy etc. degrees.

The minimum age for recruitment is 15 years. No. maximum age limit is imposed.

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All staff are required to reach certain medical and eyesight standards, which vary according to the type of job for which they apply.

3. Training and Educational Arrangements

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4. (a) Vacancies above those in the starting grades, except those at the highest managerial level, are advertised. The arrangements for salaried staff provide for this being done on a Regional, and in some instances on an inter-Regional basis, whilst for wages grades the promotion areas vary in size, e.g., for enginemen on a Regional basis, for other operating staff on a district or area basis.

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In the case of staff applying for promotion to such grades, for example as locomotive fireman or driver, signaller or guard, a technical examination has to be passed.

(b) Staff who consider they have been wrongly passed over for promotion can take the matter up through the recognised procedure with the management.

(b) (contd.)

The general basis of promotion for wages grades is seniority coupled with suitability. On the salaried side, however, whilst seniority is taken into account the emphasis is on suitability.

5. Salaried staff can make application for promotion to any advertised posts either within their own department or outside it. Promotional channels for wages grade staff are, however, much narrower and are limited to the promotional diagrams set out in booklets referred to in 4(a) above.

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8. (a)

Leave - In addition to the details given in Appendices 15 and 19 of the Report of the Railway Pay Committee of Inquiry Salaried Staff above Special Class Category 'D' are granted up to 4 weeks leave according to status.

Medical Facilities - With a comprehensive State Medical Service there is no need for separate facilities other than those dealing with industrial medicine. Industrial medical officers are employed in the Regions, who are responsible for all aspects of industrial health

Residential and recreational facilities - Assistance is, as far as possible, given in the housing of staff. The Railways own a number of properties and priority in letting is given to railway staff especially those who, in the interests of the railway service, are required to move their homes. As far as possible, and subject to certain residential qualifications, staff on retirement are permitted to remain in occupation of railway houses. The welfare officers also give assistance in securing Council houses by approaches to local authorities. Many hostels have been provided at key points to house railwaymen, especially young firemen.....

To meet the variety of interests of staff when off duty, a British Railways Staff Association was formed in 1952 and has attracted over 156,000 members. Branches have been formed in more than 400 places and the Commission provides financial assistance on generous terms for the provision of Club premises and sports grounds.....

Uniforms -

Educational facilities

See 3 above.

(b) Pension Schemes

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10. Co-operative Stores and Canteens

Over 300 canteens have been provided at larger centres and many thousands of meals and beverages are served every day. Canteens are usually managed by Committees of staff. The buildings and equipment are provided free by the Commission, who also assist with the upkeep and heating of the premises. Canteen Committees are responsible for working costs and replacement of equipment.