BREWER 23
Section 56
vol. ii

Index to volume is at the end.

COLL U. B 123

Letter from C. H. Bavington (Reids Brewery)

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M420

No overtime rate except for millwrights.

Section 56 vol. ii

Copy of Letter from
Reids Brewery Co. Ltd

Brewhouse,
Clerkenwell Road
EC
Oct 2nd 95

Dear Sir.

Referring to the various heads you requested information on which we noted at the time of your visit under the following numbers:-
We enclose sheets filled in as you requested showing the (1) number of men employed here; (2) The various departments (3) The wages; (4) The hours, & (5) whether the work is time or piece work. With regard to (6) Overtime (6) there is no extra allowance, the weekly wage covering everything; except in the case of millwrights who are paid by the day. Their hours overtime are charged as 1½ hours each after 5.0 P.M.

There is no special seasons (7)

Training

Great regularity.

Limit of Capacity.

Benefit & Burial clubs.

Meal hours.

and although we have at your request tabulated a week in winter & a week in summer, it will be seen that the two are practically the same. Training required (8) is given here; promotion being, as a rule, regular throughout the departments.
Millwrights & Coopers, however, come to us as skilled workmen.
Regularity of work (9) is practically shown by the sheets.
Age limits (10) are not definitely laid down, but it will be correct to say that men do not come to us under 21. We fix no limits for retirement, which depends on a mans health and capability for work.
Clubs established amongst the men (11), are a seven years benefit club shares 1/- a week, and a Burial Club with subscriptions of 1d a week. The Company allows interest on the capital of these clubs.
Meal times (12) are an hour for breakfast, an hour for dinner with 1/2 hour at 11 o'c. for luncheon. The majority of the men go to their

7 Dress.

Drink.

Reading Rooms etc provided by firms.

Dwellings

homes for breakfast & dinner. For the rest convenience for cooking is arranged in the "lobbies" in each department.

Dress (3) is distinctive in as much as men in the Brewhouse, other than stokers, and in the stores wear paper caps of a particular shape for each department, & white linen jackets

Drink (4) All have a regular daily allowance of beer & in some departments there is practically no check on the amount a man can obtain. Notwithstanding this, excess is exceedingly rare. & trouble in this score is scarcely known in any of the departments. These allowances are of course a practical addition to wages.

The Company provides a reading room & library with smoking & billiard room which the men can join at a subscription of 1d a week.

They have built blocks of dwellings accomodating 41 families, the tenements being 2 & 3 rooms, with a separate closet & scullery accomodation for each set. And these are only let to their own servants, & at low rents.

The facility with which false deductions are drawn.

We wish to specially request that any deductions you may draw from these figures & facts we have given you may be submitted to us before you accept them for publication in any form. It became clear during our conversation here how easily false deductions can be drawn. (!!!!)

We of course understand from your first application that none of these figures or statements themselves are to be published without our consent and that the enquiry is strictly confidential.

We are Dear Sir

Yours faithfully

Reids Brewery Co Ltd

(Signed) G.H. Babington (director)

Taylor Walker & Co

Gratuities to Draymen.

Copy of Letter from Messrs. Taylor Walker & Co
Brewery.
Limehouse.
E

Dear Sir.

Herewith we forward two of your forms filled up as nearly correct as is possible You will note that we have not filled in the hours worked by Engine Drivers, Draymen & Trimmers, the latter (Draymen & Trimmers) sometimes have a long day, sometimes a very short one. They receive gratuities amounting we are told to 1/- or 2/- a day & frequently meals. All our men have half pay when sick & are allowed beer, & a few days holiday in Summer. Trusting this information is what you require.

We are Dear Sir

(Signed) Taylor Walker & Co

See Over

Wages & Hours.

Beer & sick allowances.

Branch of Work.	No.	Average Hours Week.	Wages.
Draymen.	22	51	£1·5. to £2
Yardsmen Cellarmen.	25	51½	£1·3 " £1·10
Trimmen Stagemen	20	51	£1·5 " £2·2
Engine Drivers	2	uncertain	£1·10
Horsekeepers	6	60	£1·5 - £2·0
Wheelwrights	3	51½	£1·4 - £2·0
Watchmen	2	Day & Night	Night £1·4 Day £2·0 House fuel.
Coopers	2	51	£2·4
— " —	2	piece work.	£2·4

The men are allowed beer, They have half pay when sick, If long in the service a pension when old, Nearly all the men belong to a club. No difference in the hours worked in summer & winter, perhaps 4 more yardmen employed temporarily when busy. Foremen not included.

October 2. 95.

Numbers employed.

Hours.

Draymen.

Fixed wage + allowance on empties.

Seasons.

No special training

Countrymen preferred.

Interview with W. McMartin Jr Trie of
Cannon Brewery.
St John Street
Clerkenwell.

They employe 92 or 93 men + 10 or 20 day men are taken on as busy times requires them. In addition they have 20 men employed in delivering in their private trade. Work begins at 5 a.m in the morning up to 5.30 at night. On Saturday workends between 2 + 5. These are the regular hours of the men engaged in the brewing operations. Draymen have no regular hours, they come in when they have done their work which may be early or late. The draymen are paid a ~~regular~~ fixed wage with an allowance on the empties they bring back. 12/- a week is the fixed wage for a first class man, + the earnings of the men from bottom to top vary from 24/- to 50/-

Summer is their busy season. + Winter their slack.

No special training is required for the work.

They give preference to men from the country, as country men are steadier than Londoners, they dont

Starts work at cask rolling

Shifting rare.

Rise in wages thro' service

Night shifts for 3 men.

know so much.

When a man comes he is generally put to cleaning out casks & rolling them about the yard.

If he is a smart man he may be shifted to the brewhouse, & the good men will be shifted to other departments, but as matter of fact men rarely go to one department & remain in it.

The rise in wages depends on the number of years service and vacancies caused by men being promoted.

The last regular men gets about 21/- a week.

Two men & an engineer work night-shifts; so that there are always, three men on during the day in one week & off next week.

He will let me know whether the directors will give detail wages return, by October 10th.

N.B. This interview was dictated to & written out by J Weeks who has made some progress in shorthand.

G.H.D.

October 2. S. A. D.

Registrar of London Gen. Hospital

Saw Registrar at London General Hospital Mile End Road - E.C. with reference to seriousness of accidents to men employed by Brewers. who said that :-

As to the accidents to Brewers Servants.

Alcoholic patients are undoubtedly worse subjects than abstainers when it comes to the question of performing an operation. But whether Brewers servants are more liable than others to bad sores he could not say. I might go through their catalogues of cases treated - pick out the number of those who were Brewers servants & compare them with the same accidents happening to persons who were not Brewers servants. It would take about 5 or 6 wks to do. He was so busy or wd have been very glad to get out somethg it himself for us.

Method of finding it out.

Points to be remembered.

There are two things to be remembered with reference

Healthy men generally chosen.

get best treatment when ill.

Hence it follows.

to any men employed by Brewers.

1. That Brewers as a rule choose country-men as their servants who are naturally healthier subjects than townsmen.
2. That Brewers are very liberal subscribers to Hospitals. If it were not for the do-nations made by them it wd be quite impossible to maintain the London General Hospital for instance.
   These subscriptions give right to free treat-ment. If a Brewers man hurts himself in the smallest way he is sent at once to the hospital. There is no question about it, the man is not left to treat himself or to let his sore get poisoned in any way.

Hence it follows that in addition to being healthy men to start with, brewers men have the best possible treatment when they are in any way amiss.

So that they ~~probably~~ possibly might be more liable to bad sores rising from small scratches but they wd probably suffer less & get well sooner because of the adequate & immediate treatment they wd receive.

Mess. Combe & Co.

Hours of work.

Sunday pay.

Draymen.

Total wages paid in busiest & slackest weeks.

October. 1st G. H. S.

Mess. Combe & Co. Castle Street Long Acre.
(See also former interview).

Their hours for the brewery are from 6 in the morning till 6 in the evening.
2¼ hours are allowed per day for meals.
On Sundays those who are employed at all, receive ½ an ordinary day's pay whether the work they do is much or little.
Draymen are paid per journey and per empty cask returned.

The total wages paid to about 380 men in the busiest week amounted to £650 & in the slackest to £619 in the year 1895.

Mr. Courage & Co. Brewers. Horsley down.

Numbers Employed; their different departments & their wages.

Sub contract to Sign board makers.

October 2nd G. H. D.

Mr. Courage & Co. Anchor Brewery. Horsley-down. S.E.

Employ altogether 275 men. divided among departments in the following manner.

18	stable men.	26/- per wk. fixed wage.
30	Brewhouse m.	27/- lowest man's wage.
30	Yard men - Caskwashers. Trimmers	on piece 25/- 29/- av.
40.	Storehouse men.	start at 25/ foremen. 30/-
50 - 60	Carpenters	9½ hr.
	Bricklayers.	10d.
	Painters	7d.
	Labourers	6½d.
		9 hours day.
25	Coopers. Trimmers Repairers	50/ when busy.
80	Drag men	
273	Sign board maker works on premises engages his own men & contracts to do all work for the firm at so much the foot	

Money & hours of Draymen & Trouncers.

Stablemen

Overtime rate for the rest of the Brewery.

Beer allowance.

Draymen are paid a fixed weekly wage of 14/- as Driving money & in addition get 2d. for each barrel they bring back.
Trouncers have 9/- per wk as driving money. Their earnings vary with the amount of trade that is done.
Very uncertain hours are worked by the men. They may not in a busy summer week be back till 2 or 3 in the morning. They loiter about on the way - are treated by the houses which they visit. Their late hours are partly their own fault.
Stablemen wait till their teams are in. They are paid nothing extra for long hours: On the other hand they have a slack time after their horses are out in which there is nothing for them to do exc. laze about.
The other men in the brewery are given an overtime rate after 6 PM.
Five pints of beer are allowed per man per day
Begin at 5.30 or 6. (?).
8.30 - 9 Breakfast 1 pint.

Meal hours.

Draymen.

Their journeys are settled for them by the loading-out clerk.

City deliveries impossible between 9 AM & 6 PM.

11 – to 11.15.	lunch.	1 pint.
1 – 2	dinner	" "
4 – 4.15	tea	" "
6	on leaving	" "

Some take their meals on the Brewery & some off it

Draymen are generally countrymen. The other men are as often countrymen as not but no particular preference is given to them.

In the morning the loads are sent off to their destinations by the loading-out clerk. It is on him that the length or shortness of the journey depends. He is supposed to arrange it equably.

The first turn men do work that is near home. i.e. they supply the Strand & City.

No drays may deliver between 9 AM & 6 PM because of the extra crowding of the streets that would result.

This causes both earliness & lateness amongst these men.

This interview was with Raymond Courage & Secretary. They were extremely unwilling to give any information. Cui bono? they said.

Mr. Stansfeld & Co.

Family Brewers.

Unskilled 21/- men employed.

Supply customers à domicile.

Drayman & their hours.

October 8th. S.H.S.

Mr. Stansfeld & Co. Swan Brewery. Fulham.

Interview with Mr. Stansfeld.

Employ in all about 300 men.

They are family brewers though they do a little in the public line as well.

They pay 21/- to the lowest man in their employ. This he said was the ordinary rate for unskilled men such as are necessary in a Brewery. Anyone can handle a cask who has strength enough

The men work in gangs under foremen.

They copy their neighbours & become practised.

Their work is regular all the year round.

They supply customers to their houses in the small barrels containing 4½ gallons known as 'pins' in the trade.

Their customers are chiefly small tradesmen clerks & working men.

The drayman work long hours occasionally but it is not really necessary they should. He has divided London into district beats:

Each

London divided into beats

The trouble of loose women.

Canvassers.

each worked by certain men. Beyond a given distance there is a depot which is constantly supplied from the Brewery. Orders from a distance come to the Brewery at Fulham & are then forwarded to the different depots whence they are executed & the customers supplied.

The great trouble of delivery to private customers are the loose women. The drayman in the Chelsea, Pimlico & Willesden districts especially are exposed to the greatest temptations. These women will do anything for a drink. The drayman deliver in their horses & will tap other peoples' casks for them.

The drayman besides delivery, is also a canvasser for new orders & is paid by the number of new orders introduced.

He employs about 100 canvassers besides. Men otherwise unknown to him but who bring him orders are paid for them. Often they are gentlemens servants. For the first 4 orders a commission is paid, after that the customer belongs to the firm.

The little ways of canvassers.

Brewers yeast & Bakers yeast.

The true difference between the two.

Bakers yeast made by one London Brewer.

Some of these canvassers cheat. They serve 2 or 3 Breweries (family) in this way, introduce a customer for 4 times to one & then take him off for a time to another & so on. Most of the men employed in this way have other means of livelihood. What they earn is an extra.

Mr. I had written an article on the manufacture of good beer which he gave me. In it he had stated that Brewers yeast was exported to Germany & then came back here as bakers yeast. This had been denied by some foreign correspondent: who pointed out that English brewers yeast was used chiefly by distillers at home & abroad.

German yeast is the result of German brewing where the fermentation is very slow & retarded as much as possible by the use of ice.

German yeast sinks to the bottom whereas English yeast rises to the top & is skimmed off. This is the difference between me & the other.

Mr. Lovibond have tried & he believed with some success to make bakers yeast.

Extinction of family brewers
by light bottled ales.

Machine made barrels used.

Seasons.

Variation in numbers & wages
~~accord~~ in busy & slack week

Mr. Stansfeld feared that the small family Brewers who disposed of their goods in small pins were doomed to extinction in the future. The large brewers are taking to bottling. They supply grocers. The grocer who is the man on the spot will cut out the canvasser. Bottles are rather more convenient though slightly more expensive & when ordering tea & coffee the customer will be saved trouble by being able to order beer at the same time.

In view of this he is building a house & setting up plant for a bottle store

They buy their barrels: which are now machine made. Machine made are smoother & more polished inside than hand made & slightly cheaper. They have wasted hand made casks.

Esp. busy before X mas. Private customers take in large store for merrymaking

Very willing to give any further information:

Give detailed wages for all men for busy & slack week.

Total wages Busy week. July. 13. 95 212. men. £ 347. 16. 7.
Slack week. March 2. 95 164 — — 296. 2. 7

Mr. Love & Co. Yeast Merchants

Numbers employed.

Yeast consumers.

The peculiarities of the Yeast trade.

October 4th S.H.D.

Mr. Love & Co. Yeast merchants. 28 Great Guildford St. Southwark.
On an introduction from Mr. Combe & Co.

Alderman Newton is the head of the firm but he was away. Saw the head man instead. who wd. not let me in but talked on the door step.

They are the largest Brewers yeast merchants & factors in London. Employ 15 men in washing & treating the yeast which they buy direct from the Brewers.
They mainly export to the Continent & Scotland to distilleries. What happens with the yeast after that he did not know.

Brewers have a lot of yeast to sell in summer, & not so much in winter.
Distillers want yeast in winter badly, but not in summer when as a rule they shut up for a month or two.

Yeast goes bad in hot weather.

The size of the London Trade.

The largest Baker's yeast dealer.

Yeast will not keep: so that the variation between the summer & the winter price is a very large one.

If anyone could discover a way of keeping the germs fresh in hot weather he would make a fortune.

There are about 5 yeast dealers in London employing not more than 60 men altogether.

Alderman Wilkin is the great man for Baker's yeast. He is to be Lord Mayor this year. He does not probably employ more than 15 men

October 11th

C. H. J.

The Firms from whom we have detailed wages returns for a busy & a slack week.

We have detailed wages returns for a busy & a slack week from the following London Breweries.

Mess. Hoare.
Truman Hanbury & Buxton.
Meux & Co.
Combe & Co.
Reid & Co.
Taylor Walker & Co.
Charrington & Co.

and promises from.
Barclay, Perkins & Co.
Smith Garrett & Co.

Whitbread & Co.
Watney & Co.

will probably give them when asked.

The amount of duty paid on Beer brewed in the U.K. & the Benefit accruing therefrom to the Revenue.

from 38th Report of Commissioners of Inland Revenue.

BEER.

NUMBER of BARRELS upon which DUTY was paid within the Year, Exports on Drawback, &c., and Quantity retained for Home Consumption in the Years ended 31st March 1895 and 1894.

—	Year ended 31st March 1895. Number of Barrels of Beer		
	Upon which Duty was paid within the Year.	Quantity Exported on Drawback or repaid.	Net Quantity retained for Home Consumption.
	Barrels.	Barrels.	Barrels.
England - - -	27,419,795	245,551	27,174,244
Scotland - -	1,782,019	234,753	1,547,266
Ireland - - -	2,677,583	16,755	2,660,828
United Kingdom -	31,879,397	497,059	31,382,338

—	Year ended 31st March 1894. Number of Barrels of Beer		
	Upon which Duty was paid within the Year.	Quantity Exported on Drawback or repaid.	Net Quantity retained for Home Consumption.
	Barrels.	Barrels.	Barrels.
England - -	27,888,402	246,198	27,642,204
Scotland - -	1,733,407	218,812	1,514,595
Ireland - -	2,651,981	18,954	2,633,027
United Kingdom - -	32,273,790	483,964	31,789,826

The full net receipt of beer duty in the year amounted to the large sum of 10,494,329*l*, representing an increase of 560,008*l*. compared with the preceding year.

Under the seventh section of Act 53 Vict. c. 8., 3*d*. duty on each barrel of beer brewed was surrendered to the Local Taxation Account. This amounted to 392,279*l*., leaving for Imperial purposes 10,102,050*l*.

The duty on beer brewed was raised as from the 17th April 1894 by 6*d*. a barrel to 6*s*. 6*d*. a barrel (irrespective of the 3*d*. per barrel assigned to local taxation). This increased rate of duty, like that under spirits, was imposed until the 1st July 1895.

PTO

The amount
Beer b
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BEER CHARGED WITH DUTY.†

—	Number of Barrels of Beer. Year ended 31st March					
	1895.			1894.		
	Brewed by		Total.	Brewed by		Total.
	Brewers for sale.	Other Brewers.		Brewers for sale.	Other Brewers.	
	Barrels.	Barrels.	Barrels.	Barrels.	Barrels.	Barrels.
England -	27,207,927	40,877	27,248,804	27,754,602	44,373	27,798,975
Scotland -	1,758,852	27	1,758,879	1,744,473	39	1,744,512
Ireland -	2,670,801	2	2,670,803	2,639,249	2	2,639,251
United Kingdom	31,637,580	40,906	31,678,486	32,138,324	44,414	32,182,738

† This table includes beer made in the month of March, the duty upon which is not payable to revenue within the financial year.

The quantity of beer brought to charge in the past year in the United Kingdom shows a decrease of 1·56 per cent. compared with the charge of the previous year. The percentages of difference for the separate parts of the United Kingdom are: England, decrease 1·98; Scotland, increase ·82; and Ireland, increase 1·19.

The increased yield of the duty (Imperial) over that of the prior year, viz., 565,102*l.*, proved to be almost identical with the Budget Estimate, although the quantity actually retained for consumption was less than that in the prior year by 407,500 barrels. The greater part of this falling off, however, occurred in the month of February 1895, when the weather was unusually severe, and much restricted the manufacture.

Whitbread & Co.

Numbers Employed.

Work until work is done.

Increase of work for clerical staff.

Draymen.

October 23. G. H. D.

Whitbread & Co. Interview with F.P. Whitbread & Edgar Lubbock at the Brewery in Chiswell Street. E.C.

Employ 460 men.
All regular winter & Summer.
Work until the work is done sometimes long & some times short.
The tendency has been in the last few years for the work of those employed & more especially of the clerical staff to increase out of all proportion to the increase in the amount of business done & profits made!
Draymen are paid regular weekly wages. They used to give them so much on all empties brought back but now they find regular wage works satisfactorily. They are divided into 3 classes Drivers rise to be draymen.
The general Brewery work is done in gangs under

Work in gangs.

Foremen.

Men from Country.

Each employee has something to look forward to

Hand & machine made casks.

under foremen. Men as a rule begin as cellar-men & are then moved to other gangs as found suitable. There is some trouble about choosing foremen. It is difficult to get the right men always. Thinks that they are not quite sufficiently careful in the Brewery.

They prefer men from the country: but not many all their men are countrymen: still a Countryman wd. have the preference if it was a question between two new hands. Londoners are less steady & more apt to shirk than countrymen.

The whole Brewery is arranged on the system that each man should have something to look forward to. For this reason there are classes amongst the draymen.

They use both hand & machine made casks. Machine are slightly cheaper & they think them as good as hand made but they have not had them in use more than 12 mths so it is not really possible to say for certain whether they will last

The

Experiments in providing food & coal

Only better men recognize the value of what is done for them

Clothes

Coal

the time that handmade throughout do.
They have tried various ways of making their men more comfortable.
They have a kitchen at which the men can buy good ~~food~~ well-cooked at cost price. They started this as a help to the cellarmen & lowest classes employed (23/- to 25/- men). But it has been a failure as far as they are concerned. The better men – more highly paid & more educated – are those who use the kitchen – the cellarmen fight shy of it. They seem to be wanting in confidence for some reason.
In the same way they thought they might be able to supply clothes for the men at a cheaper rate. But this was never tried as the men were so much against it.
Thearly thing they do do is supply each man with his coal at the same rate as they brewers is supplied. The contractor who supplies them supplies also each man at his home & each man in the way will save about 5/9 per ton.

Barrels brewed at standard gravity in reference to bulk of beer.

Brewers Court.

Its effect on the trade

He thought that the number of barrels brewed at standard rate wd represent too great a bulk of beer drunk because stock ales & even the ordinary running ale was rather above standard gravity.
Still some brewers brew under standard gravity for running ales & publicans will adulterate sometimes.

Brewers Court is an association of the 9 (at present) to 10 or 12 largest brewers in Ldn. They manage the trade interests, schools, charities etc.
They settle price below which their members shall not sell their beer. The outside brewers are not affected by their decisions nominally.
Among these chosen 9 it is agreed that if any one applies to change his brewer from one to the other, they must inform one another of the same & not outbid one another.
A is not satisfied with terms obtained from B & wishes to change to C. A will be a very

Public Ho. rents.

Tied Houses.

very great exception if he has not been lent money to start in business by B.

B & C are both members of Brewers Co. A thinks that C will lend him money on easier terms than B. C on hearing from A writes to B to ask him how much he has lent & is bound in honour not to lend more. A will gain nothing unless he really is dissatisfied with the beer supplied by B & in that case he may transfer himself at the same time as he had had with B to C.

Rents of pubs vary nominally between £10 to £50 a year. The actual value of them is obtained from the incomer in the form of a premium £30,000 or so. To pay this premium you must always borrow: few men are rich enough to do it without.

London houses are only bound by custom (very strong) to deal with those who have lent them money. They are generally free for tobacco etc.

Brewers Court are the only old city Guild which is really effective. They admit anyone who

Statistics shall be prepared

is not a brewer only the biggest of these. They don't dine.

He will give exact wages for big & slack weeks.

Wages & Loss for each dept for one year by departments.

Exact income of each man in Brewery. for 94-95.

His staff have a good deal to do but will have a man on this for a week if I will send up some one after this.

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