

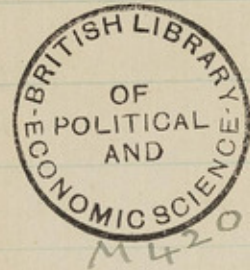
Milksellers etc

2nd Series
Vol. III. Part II.
Chap. IV :
Milksellers

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Milksallers etc

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Dairyman.

Note of interview with Mr George Barham, Manager
of the Dairy Supply Co. of 20 Museum St., W.C.:-

I gave Mr Barham a wage form, and asked
him to fill it in, which he said he could not do
without the consent of his board. If possible however
he would send it on.

The Dairy Supply Co. is entirely a wholesale
business supplying only, besides retail shops, large
institutions such as workhouses.

Hours of labour. The men have to be at the Depot
at 4 a.m., and start on their first round about
4.30. The time occupied in doing a round depends
to a great extent on the men some are much
quicker than others, not owing so much to
variety in size of the rounds, as to the habits
of the men. After they leave the Depot there is
no surveillance, and it is impossible to prevent
men from loitering if so disposed. The morning
round ought to be finished not later than

nine o'clock. The men then go to breakfast, and return for the second round at 12 o'clock. A new man or one who does not stop at public houses or elsewhere may finish by 2.30 or 3, and all are in by 5- when they pay in their money.

Habits of men. "I am always loyal to my men said Mr Barkham as an excuse for refusing much information as to their sobriety. He said however that the temptations to drink were great. They are out in ~~at~~ at all hours, and in all weather, and there is no master or foreman to prevent them from going to a public house when they wish.

Dairy men nearly always live within a mile of the work and some of the large companies, including the Dairy Supply Co, have built model dwellings for their employees

Method of learning. Anyone can be a designer. No training is required, and they get men of every sort from unskilled trades. In part years when the milk was carried by the men physical

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Strength was required, but in these days of
 carts and perambulators it is no longer essential.

In the earlier days the majority of the men
 came from the agricultural districts, and this is
 still so to some extent, but nothing like so
 much so as formerly, but Mr. Parkes thinks
 that a large proportion are still country born.

Those employed in London trade and especially
 in Central London are employed almost exclusively
 in delivery. In outer London however a considerable
 number of cows are still kept, and special
 men are kept only to milk and tend them.

The big firms keep a certain number of
 men to make butter from the ~~fat~~ surplus milk
 after their customers are supplied.

Replenishment. The trade in milk fluctuates
 enormously, and ~~is~~ is in about equal
 proportion in hot and cold weather; in hot
 no doubt owing to the trade in 'big drinks' such
 as milk and soda, and to the great thirst
 part of which is quenched in milk; in cold

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weather probably owing to the increased consumption of porridge, and hot-drinks.

The general trade is not much affected by the London season: but a West-Ind millner told Mr. Barker that ~~the~~ his usual trade of 70 imperial gallons a day fell in August and September to about 5, which cost him just as much to deliver as the 70, as it merely meant that the same Lanes had to be supplied with a smaller quantity.

Even if trade is heavy, the Company never take on extra men.

The work is healthy, and men are not dismissed at an early age.

Women now take no part in the work of delivery, though some are employed in shops in making butter, and of course in sewing. The old custom of women delivering with the milk ~~on~~ ^{on} their shoulders has died out in spite of the fact that it was cheaper than the present system of delivery.

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These homes were originally almost exclusively
Welsh. Then the Welshmen gave it up and
for a time Irishmen took to it. That from
the fact that it would now be difficult to get
homes to do the work, Mr Parker says the
public have become more particular and look upon
the work as too hard for homes.

Boys are often employed to work with
a man on a round

It is quite exceptional for the wives
of dairymen to do any paid work.

The trade of the Dairymen Mr Parker
points out is in one way unique: the whole
of London has to be ~~covered~~ covered and
every hour supplied with milk between the
hours of 6 and 8 a.m.

May 29th.

In the course of a visit to the Scot Yard with Mr Tuck, the County Council Inspector, reported in the notes on Butchers he took me into the premises of about half a dozen cow keepers. In each shed there were from ten to twenty cows. No doubt they were kept as clean as possible, but both to eye and nose they were certainly offensive. Almost without exception the cow keepers in the Scot Yard are ~~old~~ Welshmen, and from my own observation, and from a study of the directory, I am convinced that the proportion of Welshmen among cow keepers and dairymen in London is enormous. I should think considerably over 50 p.c. Mr Tuck says that for some reason the Welsh seem to be the only people who can make cowkeeping pay.

Cowkeeping is nothing like so profitable as it used to be owing to the importation of foreign meat. Formerly the cowkeeper after the cows was done with for milking purposes - (the average time they are kept for milking is about one year) - could sell it for what he gave for it, and if he was a clever buyer at a profit;

From owing to the fall in the price of meat
he is sure to lose heavily on every cow.

Wages in the milk trade are small: a man
who attends to ten cows would not get more than
24/- a week.

May 31st

Note on number of Welsh in the London
milk trade.

On referring to Kelly's Directory for 1888-
I find that of 211 Concupers no less than 109,
judging from their names, are of Welsh extraction;
there are 21 Jones, 10 Davies, 11 Jenkins, 8 Evans,
7 Morgans, the other Welsh names represented
being Edwards, Griffiths, Howell, Hughes, Humphreys,
James, Jennings, Lewis, Lloyd, Meredith, Price,
Pugh, Rice, Richards, Thomas, Vaughan,
and Williams.

Of 1450 Dairymen 529 have these
common Welsh names, Jones 103, Davies or
Davis 89, Evans 62, Morgan 36, Jenkins 30,
Edwards 29, Williams 38, Lewis 22, and so
through the list the very common name of
Powell only except Lewis only one representation,
and Howell none, while Price has only four.
Perhaps these names are only common in some
part of S. Wales; in Central Wales they are
certainly the most common of all. If this
is so it would point to the Welsh Dairyman

coming especially from some one part of their
country.

Among all these held names there are only
10 Smiths, 5 Browns, and 2 Johnsons one of
whom is named David.

June 5.

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Extract from letter from J. M. Geo. Parker of the Dairy Supply Co. & wholesaler in the trade:-

"It is quite true that there are a great number of wholesalers in the trade. As soon as one is securely established he is generally followed by others, neighbors, and others to whom the original often advances money for the purchase of business. The wholesaler are very hard working, self-denying and can live amidst rough surroundings without demand (?) so long as they can save a little money. Of course these qualities would give them an advantage in any calling but as a rule they are very indifferently educated and speak English very imperfectly when they first come amongst us.

Then the class to which I refer mostly come from the agricultural districts class, and I need not point out that co-operation being allied to farming is something they understand and they naturally turn to it.

It is the smaller business in the poorer neighbourhoods that are not affected by the wick. All the larger businesses are in English hands. I scarcely know of a Scotch or Irishman in the trade.

The small wick designers work very long hours: often in the sheds milking soon after 4 a.m. and keeping their shops open attended by some member of the family until 9 p.m.

June 5th.

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Note of interview with Mr. R. Hills, Secretary
of the Metropolitan Dairyman's Society:

Mr. R. Hills was only able to see me
for a short time, and in any case he could
not give me accurate particulars as to how
soon he gave me introductions to some of the
most important men in the trade.

He told me that the number of cowkeepers
has very greatly diminished of late years,
mainly owing to the stringency with which con-
dams are now inspected, but also to the fact that
which milk can now be sent from the country.
Formerly almost every dairymen was also a
cowkeeper; now the majority of the big dairies
get their milk from the country.

June 27th.

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Note of interview with Mr F. R. Welford,
Managing Director of Welford and Sons, Limited:-

Mr. Welford said that his directors were not willing to fix a wage return, but he told me that exclusion of clerks they employ in London 200 men and 20 boys.

Of the men a few are managers of branches; they get £3 a week with eggs, butter, ^{and} milk for themselves and family with a house rent free.

The next grade is foremen of roads who get 30/- a week.

The ordinary men get from 22/6 to 25/6 a week with 1/2 pint of milk a day. In addition they are allowed a commission of ~~10~~ on each new customer they get, and on ^{an} average they may earn 2/- a week in this way. Though the Company do all they can to prevent it there is no doubt that the men add to their earnings by illegitimate methods.

Boys earn 10/- a week.

The average wage for men throughout the business is 23/6.

Hours of labour. Work begins at 5, and never lasts later than 6, with 2 1/2 hours off for meals. At Welford, the men have only two rounds a day, and they are allowed to go as soon as they have finished cleaning the cans after the second round. At some dairies they are all kept till a fixed hour. On Bank Holidays or days when they want to play cricket etc. the men finish about two hours quicker than usual; on ordinary days the extra two hours are probably spent in gossiping with servants.

The objection to the trade is that it is necessarily a seven day business, and the masters as well as the men would be very glad to do away with the second round on Sundays if it were possible; but apart from the difficulty with their customers, who want the milk fresh, there is the impossibility of getting sufficient milk to run a double supply in one round without increasing the number of cows, which it ~~would do~~. If only ^{one} round were run the milk obtained from the second milking would have to be used for butter.

Habits of men. The men are a sober, steady lot who do their work well and contentedly.

As to their honesty, there is no doubt that they consider it their right "to make a bit" and practically the master has to wink at it, asking no questions as long as the men return full money for the milk they take out.

Dress. The men are supplied with smocks and belts by the firm. They have three clean smocks a week.

Regularity. The sale of milk in August and September falls off from 50 to 75 p.c., but oddly enough during this period halfpennies usually take on extra loads. At this time of year they allow all their men one week's holiday, and as it is impossible to alter the rounds without disturbing the trade, they have to put on extra loads to fill the places of those on holiday. And though the volume of trade is so enormously diminished the same rounds have to be visited daily. At this time of year the trade is

carried on at a loss.

Though the men are out in all weather the work is healthy; Mr. Welford says that men nearly always improve in health and physique after they come to them. He attributes this largely to the necessity for keeping early hours, which removes the temptation to spend a long evening in the public house. They are very strict as to keeping good time in the morning, and at once dismiss a man who is habitually late.

Men with them go on working till late in life and they have a fair number of men over 60. No man that has ever been dismissed on account of age.

Mr. Welford thinks a very large number of their men are countrymen.

Wales in the trade. The hotels only have small businesses, and usually combine dining and cooking. They invariably have Welsh employees.

as a rule relations or members of the family.
In many cases they do not send milk out at all.
The customers take for it, and frequently have it
milked into their own pails.

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June 2nd.

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Note of interview with Mr. J. H. Stacy
Secretary of the Dairy Trade and Land Protection
Society:-

Mr. J. H. Stacy is a kind hearted but
very ferocious gentleman, who kept me for
almost two hours, the greater part of which he
spent in telling me various stories not
strictly relevant to the question, though some
of them certainly threw a light on the
swampy side of the trade.

Wages. Mr. Stacy says the average
wage throughout the trade is certainly not
more than 20/c but with a certain daily
allowance of milk. The maximum is about
24/c and the minimum 16/c. The large firms
pay the best wages. It is common not to
that the men always help themselves, and this
is considered in the wages paid.

Hours. All begin at 5, and seldom work
after 6; in many cases they have done a

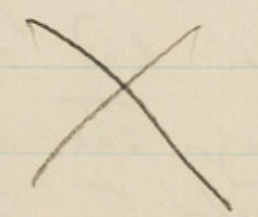
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good deal better. In milk business as a rule they look three rounds a day, the second round being called "the padding round", i.e. the milk for looking.

Habits of men. Mr. Gray thinks they are as usually sober and steady body of men. They would very soon be dismissed if they drank on the road as they would make such mistakes in the delivery.

The large ^{firm} farms all have their own farms near London and send their milk in. The smaller shops are supplied by wholesale houses, who get their milk from all over the country by rail. These firms always employ a station foreman, who meets the milk at the station and tastes each consignment, and taste it for weight.

Wales. Wales has always to the way is the milk business, and has taught England and Scotland. It is probably due to the fact



? by lactometer

that the agricultural districts of Wales have always been given up much more to pasture than to corn, which is beyond the verge has been the case.

Mr Hacey's stories tended to show the enormous difficulties in the way of getting the pure milk from the cow to the consumer. It is comparatively easy for the big companies, but for the small men, even if they wish to be honest, the difficulty is evidently very great. One before it reaches his hands it has often been tampered with. One of the stories showed how two fellows a day was abstracted for a publican on the road between the farm and the country station; another showed how the cows were milked on their way from the London terminus to the shop; all of which showed the fearful difficulty of detection, and the Sherlock Holmes-like acumen which Mr Hacey had displayed in bringing the milk home to the right quarter.

Another set of stories dealt with the iniquitous practice of steaming cans and churns,

which it appears is not uncommon among
members of the trade. In Hays showed me
several charts in which the name of the rightful
owner had been obliterated, and another substituted.

June 8th.

Note of interview with Mr S. J. Pocock Pocock,
of Messrs. Frith and Pocock, South Lambeth Road:-

Messrs. Frith and Pocock are about the
largest wholesale milk contractors in London.

They do not care to fill in a wage return as it
would give quite a false impression as to the wages
of the men, but Mr Pocock was most fair and
open in his statement, and I feel sure that his
information can be thoroughly relied on.

Wages The men are paid a fixed wage and
a commission. The two together would range from
25/- to 35/- a week. The average would be 30/- a
week, and the same average would hold good
throughout the wholesale trade. In addition the
men make a considerable sum in tips from the
customers. It is most important to the retail
dairyman to be served punctually and well, and
they very commonly pay the men who supply
them 2/- or 2/6 a week; as each man serves
about 10 customers these tips may amount to
a large sum.

Hours. The men must start work at 4 punctually, as it is essential that all the customers should be served before 6. They finish their first round by 8, but during this time many of them have their breakfast at a coffee shop. The second round starts at from 10.30 to 11, and is finished at 4 or 4.30., the men dining when and where they please during the round.

When Mr Pocock came to London in 1876 it was the custom to in the wholesale trade to deliver the milk during the night; work started at 10. The whole business was then very badly organized: the trains were frequently late, and the men had to have to hang about for hours, with the result that there was a great deal of drinking, and upon closing time came the men were often unfit for their work. Mr Pocock started the present system which is now universal throughout the trade.

In most wholesale businesses Mr Pocock thinks the men work about an hour longer than with them; as besides doing a round they have

to attend to their own horses and harness.

Mr Pocock insists on the men living near the work, and they find it necessary to fine for unpunctuality.

Since the abolition of the system of night delivery the men have been exceedingly sober.

As to honesty Mr Pocock says that there is not the same opportunity for trucking in the wholesale as in the retail trade, and he is convinced that in his business the men do not add to their wages by underhand methods.

Throughout the trade generally he thinks that in this matter the masters are much greater offenders than the men; but there is nothing like the amount of fraud there used to be; the inspectors are very numerous and keen in their work, and not many men care to run the risk of a summons. Even as long as ten years ago he was talking to an old fashioned designer who regretted the good old days when he could always make one chum do the work of three.

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Regularity. The work with them is perfectly regular. No men are ever discharged for slackness. Indeed the exceeding regularity is the only objection the men find to it; but "the baby must have milk even on Bank Holiday". With regard to Sunday, Mr Pocock has done away with the second round in winter, but in summer it is not possible to do so.

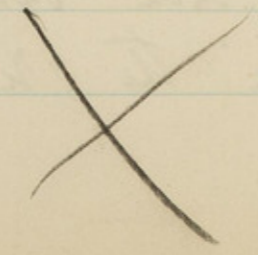
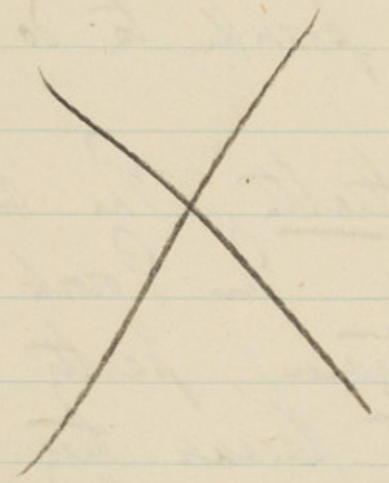
Health. The men are very healthy and strong. Mr Pocock much prefers to get countrymen, partly because they are healthier, and partly because they are less quiltful than the Londoners.

There is a really nothing to learn in the trade; any man can do all that is required when he has been round with another for about four days.

Men can go on working to a good age, but many of them save money, and start for themselves in the retail trade.

Wales in trade. Nearly all the Welshmen are the sons of small hold farmers. They are a very thrifty lot, and hate dealing on credit, which is very seldom done in poor districts. They are very difficult people to deal with, very particular and great hoppers; though they do not often tell the truth, they are otherwise honest, and scarcely ever run up a bad debt. If you give one Welshman a loan rate than his competitor the news soon spreads over London, as they always discuss the price of milk after chapel on Sunday morning.

Worsheds in London. Twenty years ago there were probably three times as many cows in London as there are now. At that time the country milk service was not properly organized, and it was very difficult to get the milk from the country in good condition. Now the position of affairs is reversed: the milk trains run regularly and punctually, and owing to the milk cooler the milk arrives in good condition. The milk cooler is an apparatus on which the



Milk trickles over a surface under which water is running, and which reduces it from a temperature of 90 degrees to about 60. Contractors in London have not seen the necessity of using the milk cooler, and this fact added to the conditions under which their cows are kept renders the country milk better and sweeter than the London milk. Those of them who supplement their own milk with milk from wholesale firms are beginning to realize that the country milk gives more satisfaction. But even if the contractors used the refrigerator their milk would not be so good as the country milk: cowsheds are always filthy places, and the cattle are fed not so much air, they are unnaturally fed on prepared foods, cabbage etc. in fact the conditions under which they live are such as to make it impossible that they can give good milk. The Poore "would not drink a glass of milk out of a London cow if he were paid for it."

The sale of milk in London has increased enormously of late years, and quite out of

proportion to the increase in population, but at the same time there has been a great fall in price to the public, so that the net profits of the dairymen are certainly no larger, if as large as they were. Mr. Powell makes a net profit of $\frac{1}{2}$ on each barn fellow (a barn fellow is two imperial gallons). The dairymen buys his milk throughout the year at an average price of $2\frac{1}{2}$ a quart, and has to sell it at $\frac{1}{4}$ on Sun sometimes as low as $3\frac{1}{2}$. The cost of milk to the big dairy companies is probably about $\frac{1}{2}$ a quart, but a great deal they have to sell as low as $3\frac{1}{2}$ to Restaurants etc. There is probably no other trade in which the cost of delivery is so great; it has been looked out upon and upon by all the big companies, and they all put it at $1\frac{1}{4}$ per imperial gallon.

A small dairymen who looks the business with his wife and one boy must sell 30 imperial gallons a day to make a living.

The profits of a dairy come almost entirely from the liquid business; i.e. Milk, cream, butter, and new laid eggs. The efforts to increase

The profits by selling bread and doing a express
trade have not been very successful. With regard
to Hunt's bread the profit is only $\frac{1}{4}$ on the
loaves. All the big dairies discourage the bread
business as much as possible. These remarks do
not of course apply to companies like the
Express, which have gone into the Republic line
as a separate business.

June 11th.

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Note of interview with Mr John Evans,
of Black Lion Yard, Whitechapel:-

Mr. Evans, though most unmistakably
Welsh, is the cousin by marriage of Mr Stevens,
the Jewish Butcher, ~~to~~ with whom I have reported
an interview in another note book.

I called on Mr Evans without any
appointment in the hope of getting some information
from him, but found him anything but
communicative. He said that he could tell
me nothing as to wages or hours. As to the
general condition of the trade he said that
it was in a very bad way, and that it
is now exceedingly difficult to make a living
out of butchery. This is due partly to the
over-increasing trade in country milk, but
more largely to the low price of meat; the
dairyman is obliged to buy English cows, and
when he has to sell them loses heavily instead
of ~~for~~ ~~making~~ making a profit as he used
to do.

Mr Evans has been in London for

years. but still talks English like a foreigner.
The girl at the door whom I asked
for her evidently spoke English with much
difficulty, and indeed referred to the house as
"the".

June 17th.

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Note on Welsh in trade:-

I have referred to Kelly's Directory for 1870. In that year Dairymen and Corkupers are not separated; but out of 1465 Dairymen only 178 appear to be Welsh. The names most largely represented appear to be an Jones 40, Davis 29, Evans 24, Williams 22, and Richards 16. The proportion of Welsh masters in the trade has therefore enormously increased in the last 25 years. In 1870 there were 30 Smiths, and 10 Irons.

Communicated by
I have ~~seen~~ an old Welsh corkuper named Davis who gives the usual explanation that the Welsh dairymen are always the sons of very small Welsh farmers, and that they have had too poor an education to enable them to take to any other employment in Wales. The sons of English farmers, and still more Scotchmen, are always above the dairy business. Mr Parkham told me too that he did not know a single old Scotchman in the trade.

The Davis tells me that the average wages of a cooper are 25/- a week, and of a milk churner 22/- per week and commission, the hours in each case being about ~~14~~ 14 a day. Boys are employed by the men as helpers, and are paid by them and not by the masters.

The sale of milk falls off when food is plentiful.

There is less smartness in the milk trade than in others.

June 19th.

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Extracts from Reports of Public Control
Committee of County Council:-

Report for 1881:-

The number of licensed
corkhouses at the beginning of the year was
679, and in 613 cases the licenses were
renewed, and 15 new licenses were granted.

Report for 1882:-

In the previous year 649
corkhouses were licensed, and 604 applications
for renewal were made, of which 597
were granted.

Report for 1883:-

In the previous year 597 licenses
to corkhouse premises were granted. The applications
for renewal were 546, of which 535 were
granted. ~~Five~~ ^{Five} new licenses were granted.

Report for 1884:-

During the previous year 545-

licenses were granted. The applications for
renewal were 502 of which 409 were granted.
The new licenses were granted.

June 10th.

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Note of interview with Mr J. H. Hattersley,
Managing Director of the Hylsham Dairy Co.:-

Mr Hattersley, who has not filled in our form was at first inclined to be rather nervous as to our intentions, and to fear that our publications might stir up sedition among the men. However he soon came round, and proved most communicative, keeping me for almost two hours, and showing me all round the premises.

Wages. The wages of Foremen range from 35/- to 50/- a week ~~with~~ lodging; Milk Carriers get wages from 21/- to 24/- with a commission on each new customer. The man who did best last year averaged 33/- a week. Boys and lads get from 8/- to 18/-. Nearly all the men, and all those ~~not~~ actually engaged in handling the milk are (not free) in the two buildings provided by the Company.

Hours are the same as in other dairies, and the men are allowed to go as soon as their

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work is done. Each man gets a week or ten days holiday in the summer, for which he is not paid. The Company try too as far as possible to let each man have off one day in a month. They keep 14 extra men for whip duty.

Habits of men. There is much less drinking than there used to be, but even now there is more than Mr Hatterley likes. In winter especially it is very difficult to prevent men from going into the public houses during their rounds. Mr Hatterley thinks that idleness & going round is more due to drink than to gossip.

As to honesty the Company are much more particular than any other dairy that the men shall not add to their earnings by defrauding the customers, but it is impossible entirely to prevent it. It is the practice in most dairies to say nothing as long as the men pay in full money for the milk they have taken out. The Company insist that their men shall always give full measure, and as in so doing

They are bound to pin a little on in the course of a round, they are allowed to pay a little short, as long as the amount is not unreasonable.

Dress The jackets and hats are provided by the Company.

Regularity Mr Hatterley's service was simply a repetition of Mr Hallow's

Sunday labour. Mr Hatterley shares with other masters their just dislike to the necessity for two rounds on Sunday. About three years ago a Union was started among dairymen, and the first subject they agitated was Sunday labour. There were signs of trouble among the Company's men, and one man especially was prominent in the matter. Mr Hatterley had a talk with him and convinced him of the impossibility of effecting any change. He pointed out that even if they could get a stable supply of milk, a difficulty which might be

get on in the case of one dairy it would
 be impossible for the men to carry the quantity
 in one round. As it is each man takes two churns
 on his round, and he cannot manage more, so
 the so-called one round would necessarily take
 almost as long as two as each man would
 have to come home for a second supply.
 When he got home he would want his breakfast
 and the horses would have to be rested. The
 men might get done earlier in the day, but
 they would really have to do the work of two
 rounds. In any case it would clearly be
 impossible to do it throughout the trade, as
 sufficient milk could not be obtained. If the
 big companies tried it, or if their men stuck
 on the question, it would simply mean that
 the holders and other small dairies would
 cut in and take their customers.

Health. The men are chiefly countrymen,
 and a large number of them from Pockipsham.
 They are strong, and healthy, and look on to
 a good age, no man ever being dismissed for age.

When a man gets too old for road work he is given a lighter job. They have one man of 80 still at work, but he would really be better on a pension, as he is often ill, and does not save his money. Mr Hatterley is considering the advisability of starting a pension scheme.

Mr Hatterley gave me an account of the elaborate precautions they take to secure the purity of their milk. The farms which supply them are kept under constant inspection, and if there is the smallest suspicion of anything wrong, the supply at any farm the supply from it is stopped, though the farmer is still paid for his milk. At present the supply is stopped from two farms, because some very slight traces of contamination have been found in the water supply, though Mr Hatterley is convinced that the milk is in both cases perfectly good, and will be sold to someone else in London. In similar cases he has gone to the big wholesale people, and told them the circumstances, and they have at once taken the milk. If Mr

Hatterley received a telegram early morning to say that there ~~was~~ ^{has} been a case of infectious disease on any of their farms, the milk received from that farm would at once be poured down the drain. This all confirms what Mr. Procter told me that from the sanitary point of view the Hatching Co. is the best in London.

(I have just had a long interview with Mr. Griffiths, a butcher, which I fear has disturbed my recollections of much that Mr. Hatterley told me.)

He objects to the whole of the trade on the ground that they are swindlers and cut-throats. But the four men who have really ruined the trade by cutting prices are Lord Vernon, Lord Hampden, Lord Rayleigh, and Lord ~~Lowrey~~ Rosebery. They were the first to sell milk at 4^d a quart. Mr. Hatterley says that it is impossible to sell the best milk at a living profit at that price. At 4^d a quart the Company can make a profit during April, May, June, and July;

They lose about £200 a week during August and September, and just pay their way for the rest of the year. The result of lowering the price with most dairies has only been the deterioration of the quality of the milk. Nearly all dairies sell separated milk as pure milk, and are able to do so in most cases with impunity because even after much of the fat has been extracted the milk ~~is~~ ^{is} especially of good quality still comes up to the requirements of the public analyst. The Hylshing Co. if they chose to sell separated milk could add £8000 a year to their profits and still defy the public analyst.

Especially with the low price of milk it is impossible to make a model farm pay. The Company lost about £17000 in all on their experiments in model farming at Horsham.

Mr Hatherley took me round and showed me the place when milk was raised, and tested by the lactometer and thermometer, the place for cream, nursery milk etc., the stables,

and finally into the laboratory, when the analyst tested two samples of milk for me in a new testing machine which they have only had about a week. Under the old process ~~it~~ it had to take two hours to separate the fat: this machine does it in about five minutes. Of the two samples I saw tested one had over 3 p.c. and the other over 6 p.c. of fat; the latter being quite abnormally rich, but as the public analyst only requires something like 2 1/2 p.c. of fat it shows how much room there is for fat extraction.

June 20th.

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Note of interview with Mr. H. Grainger:-

Mr Grainger for the last three years has been manager of a business at Windsor but previously he worked for the Express Dairy Co, the Queen's Dairy Co, and Tipton, the two last being the largest businesses in North London.

Wages 1. Wholesale. The wages are usually from 20/- to 24/- with a commission which may amount on an average to 2/- a day but not more. Mr Grainger denies that the men get paid anything by customers.

2. Retail. The wages are for cart-men from 20/- to 25/- and for 'gram' men 20/- to 25/-. The work of the cart-men is rather harder as they usually have to see to their horses and carts. A commission is nearly always paid of from 2/- to 3/- on each new customer obtained who takes a quart of milk a day. There is also in many districts a commission of 1/2 on each lb. of butter sold

on the road. $\frac{1}{2}$ on each shilling worth of $\frac{1}{2}$ p.
and $\frac{1}{2}$ on each quart of milk to other than
regular customers.

Journeys, ^{or messengers} as a rule are paid from 30/ to
35/ with horse, far, coal and a commission of
5/ on each new quart customer.

In one way and another including his
'milkings' a milk carrier probably averages from
30/ to 35/ a week.

Boys who do a small round get
from 8/ to 10/ a week.

There is usually some deduction from
wages in the shape of fines for unpunctuality.
In the Express Dairy Co., which has a very
bad name among the men in the trade, the men
are fined 3/ if they arrive after 4.35 a.m.
6/ if not there before 5; and if after
5. This money they never see again: it goes
to make the dividend. In the Queen's Dairy Co.
there is no dividend; on pay day each man
is paid his full salary, but to a man who
has been late the manager says "H. you
were late on Monday" whereupon H. pay back

16th knowing that the alternative is dismissal. The money denied from fines is used for sick benefit among the men and any balance is divided equally at Christmas. The Franjo is not sure but thinks there is some system of fines in any big dairy. He does not see how the business is to be carried on without something of the sort. The only possible alternative is much more stringency and promptitude in dismissal and the men much prefer to be fined.

Wages of women. Women seldom get much more than 20/- a week and often not more than 18/-. They are nearly always farm labourers, and look upon it as a vice in the world.

Hours. Wholesale men may start as early as 3.30 and seldom later than 4. As a rule they go to the station to fetch the milk, though sometimes it is all brought to the ~~the~~ central depot before they start. They finish their first round about 7, when they have their breakfast, being allowed from 10 one

and a half to two ^{and a half} hours off. About 10 to 10.30 they begin clearing their cars carts etc. and start on their second round about 1, finishing not much before 6.

In Retail trade the hours are from 4.30 or 5 to 6 or 7 with not more than two or two hours and a half off in the day.

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Holidays. Nearly all the big companies give the men a week in the year, and a day off occasionally, but in the small dairies where no extra hands are kept a man may often do two or three rounds a day for years and to years end without a week. He can only get a holiday by paying someone else to do his work, and the matter usually gets to this.

Sunday work. This is undoubtedly the great objection that men have to the trade. The foreigner thinks it would be impossible to do with only one round, but sees no reason why they should not finish much earlier. The milk for the first round is from the previous afternoon's

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Milking: the second round milk is taken from the cows about 4 a.m. If this could be got into London a little earlier, there is no ~~real~~ reason why the men should not start on their second round directly after breakfast. The chief difficulty in the way is the opposition of many of the customers who expect to be served early.

Drink. The foreigner thinks there is much drinking among the men. In rich neighborhoods under having the opportunity to go into public houses the men get a lot of beer given them by servants, and not beer only but food. They are often asked into breakfast or dinner: in fact a man on an aristocratic round can live as far as food goes for nothing.

Dress. The foreigner thinks most of the big services give one smock and apron, and expect the men to keep them up. A smock costs about 5/-; an apron from 4/- to 5/-.

The men outside the small hatch businesses are mostly Londoners. There are always a number of men out of employment, and there is considerable difficulty in getting a place but this is probably due to the fact that the work is quite unskilled, and the men are always looking in for other trades.

Among the big firms the Express Dairy Co, and Fresh and Purock have the best name. As a rule men prefer to work for big firms, they make on the whole more money, they get holidays occasionally, and their hours are shorter as they are not expected to cheer windows or do other odd jobs.

3 } Kosher Milk. During Passover the Jews are only allowed to have milk from a cow milked by a Jew, which is done accounts for the large quantity of cooked, round white Whitechapel. As a matter of fact the foreign says that most of them are content if their milk is labelled 'kosher'. The labels can be

5 | bought from a | Mr. Adams.

June 21st.

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Note of Interview with Mr. W. Rhodes:-

Mr. Rhodes is a farmer now out of employment.

Wages. Mr. Rhodes has never had more than 24/- or less than 20/- a week when lodging out. But he has lodged and boarded in with 10/- a week. He thinks the average wage is not more than 21/- a week. There is no opportunity of making anything outside the regular wages.

Hours. They begin sometimes as early as 9, and later than 4; they get about an hour for breakfast at 7 o'clock. As likely as not they get no time for dinner at all, but work on after breakfast till about 5 o'clock. If they get any time for dinner it is not more than ten minutes or quarter of an hour. Their duties are to milk, clean, and feed the cows, and check the shed.

They seldom if ever get a day off on a holiday of any sort. Mr. Rhodes was in

his last place six years, and left it because
his master refused to give him a holiday.

Nearly all ^{concern} ~~concern~~ ~~concerns~~, are countrymen,
indeed probably all. They come from the country
not so much with the idea of bettering their
position, as from the impossibility of finding
work in the country. Mr Rhodes comes from
Dorset.

The trade is by no means healthy.
The sheds are very hot and full of the steam
from animals and dung.

The whole are bad masters: they pay
low wages and expect more work from their
men than the English.

Mr Rhodes is a regular country glib.
very shy, nervous, and of most limited
intelligence; it was therefore not easy to get much
out of him, but he gave me the impression
that consueing in London is a most miserable

trade. He said he did not think there was any in which the pay was more or the hours longer. If you once get out it becomes more and more difficult every year to find a fresh place, and it is no use going back to the country, where things are just as bad.

Mr Rhodes thinks the milk from London cows is not so good as that sent from the country.

June 26th

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Note of Interview with Mr. H. Tuck, Inspector
to the London County Council:-

I had a further short talk with Mr Tuck this morning. He tells me that he inspects the cowsheds in his district every month; but dairies he is only able to inspect twice a year. The cowsheds, and especially the large ones, are for the most part well kept; but many of the small dairies are not at all what they should be; the floors are often covered with dirt, and the ~~utensils~~ utensils are seldom properly cleaned. The large dairies usually keep a special staff for cleaning, but in the small dairies this is not done. The master and men have to do the cleaning when they can, with the result that the utensils even if kept decently clean are seldom scalded at all. Mr Tuck has often taken up a measure, and scraped the dirt off in strips from just under the rim.

Mr Tuck is an advocate for London milk, though he admits that few will agree

with him. However he believes that the milk from an average London cow shed is better than that from an average farm. The farms are not subject to the same inspection; the water supply is often as bad as it can be; and cows if they can get it will always go to filthy stagnant water instead of to good water. The cows too are not really pastured for much more than three months of the year; for the remainder of the year they are kept in sheds probably under worse conditions than the London cows. The large London dairies, however, and especially the Stepney, do take very precautions with regard to the farms from which they obtain their supply.

Mr Tuck & says that the amount of adulteration in such dairies and among Milk Hackers is very great. He believes that some of the Hackers at all events do not sell milk at all, but a manufactured article, though what it is made of he does not pretend to say. It is exceedingly difficult to

Come down on these men, as they are not registered, and frequently change their address. That they do not sell milk is proved by the price & they charge, sometimes as low as 1/2 a quart.

It is an exceedingly common practice even in good dairies to colour the milk with annatto to produce a yellow colour. The natural colour of milk from cows of nearly all breeds is ~~yellow~~, but white, but Alderney, Guernsey, and some Norfolk cows give milk with a slightly yellow tinge. This milk is certainly richer, and the public knowing that yellow milk is the richest often refuse to buy white milk, with the result that it has to be coloured for them. Mr Tack claims that annatto is harmless.

June 26th

Note of Interview with Mr Way:-

Mr Way is Manager to Stapleton and son of Woodland Farm Dairy, Stoke Newington. The business has been established there for 120 years, and Mr Tuck tells me is the largest and best managed confectionery business in London. There are now in the sheds 130 cows.

Wages. Mr Way tells me that the wages of the men milk carriers are on the usual scale, viz. 25/- and commission. Commission is paid only on new customers at the rate of 4/- on each quart taken daily by the customer. i.e. a man who gets a new customer who takes two quarts a day would get 8/-.

Carriers are paid 24/- a week, and married men get a pint of milk a day, this chiefly with the object of preventing them from helping themselves.

The men are expected to be, both carriers and carriers, are expected to be at work by

4.40. If between 4.40 and 5 they are
 fined 2^d; if between 5 and 5.20 4^d; and
 for any succeeding twenty minutes 8^d. The fines
 are shared equally at the end of three weeks, but
 should any man's fine in that period amount
 to more than 2^d he forfeits his share. Mr
 Way also expects each man to pay 1^d a week
 towards a Hospital fund for the men and their
 families. If a man is ill and is a good
 servant he is as a rule paid his wages in
 full. Mr Way says, and I am inclined to
 think with truth that he treats his men
 better than they are treated in most districts.
 He says that some of the large Companies are
 very hard and strict with their men.

Holidays. Mr Way tries to give the
 men a day occasionally, and nearly always
 two or three days in the summer. At one time
 instead of a summer holiday they used to give
 the men a "vaca" once a year, which they
 seemed to prefer to the holiday, but it was
 found impossible to carry it on; they could

a when?

not start before 4.30 and did not get back before 1, with the result that the men were not fit for work next day.

Mr Way admits that the hours of daymen are very long and tiring. When he first came to Stapton as manager he says that he worked 16 hours a day for five years without a day off. He sees no way out of the difficulty: no man is more at the mercy of the public than the daymen.

Position of Corkuping. Stapton; still make London corkuping pay well: but this is due partly to the fact that they do things on a very large and thorough scale; and partly to the fact that their business has grown and always has had a great reputation for milk on the basis of milk from their own cows, though their trade is now so large that they have to supplement their milk from other sources. But the profits of London corkuping are not what they were. Mr Way does not lose much on the sale of his cows when their milking days are over, but he

makes no profit as he used to. He has not
been troubled in any way by the restriction imposed
by the County Council, as ~~the~~^{his} sheds are cheap,
kept in the best possible condition. However the
small cockroaches are dying out, and before long
probably none will be left.

June 26th.

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Note of Introduction with Mr Jones, Collector
of Great West St.:-

Mr Jones is a Welsh Collector to
whom Mr Tuck gave me an introduction.

Days. Mr Jones pays his head corner
26/ a week; a second man who has also to go
rounds 25/; and a third 24/.

They are not expected to be at work before
5; and are not fined if late.

The bulk of Mr Jones' customers are
Jews, who all require kosher milk during Passover.
Mr Jones says that it is not necessary for kosher
milk to be milked by a Jew; the sole requisite
is that it should be milked 'straight into a pail'.
As long as the two do not come together very few
Jews are particular as to whether their milk is
kosher or not. As long as Jews insist on
having kosher milk Mr Jones does not see how
it is possible to get on without collectors in

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Whitechapel. There are a good many Jewish
dancers in the East End, but none of them
keep houses.

Mr Jones belongs to the second generation
of London ~~and~~ balshmen, having been born in
London. He says that most of his fellow
countrymen in the East End milk trade, work
feverishly hard, and only just make a living.
He thinks the present generation
into the trade has ceased, the present generation
being better educated and fit for something
else.

