

MEMORANDUM FOR THE CABINETBY THE A/PRIME MINISTERProposals on Claims for Re-organisation

As Ministers are aware, some time ago Establishments submitted to Cabinet certain recommendations (Memo No. 1586) on the following claims put forward by various Unions for the re-organisation of grades in a number of departments:-

1. Teaching Grades (M.U.T.)
2. Postal Grades (G.W.U.)
3. Store Officer Grades (G.W.U.)
4. Customs Grades (Landing & Warehousing
(Customs Federation))
5. Customs Grades (Customs & Excise (N.A.C.C.S.))
6. Printing Grades (Printers Union)
7. Executive & Administrative Grades (S.A.E.C.S.)
8. Malta Land Force Clerical Grades (N.A.C.C.S.)
9. House of Representatives Grades (N.A.C.C.S.)
10. Health Inspector Grades (M.C.S.A.) now(N.A.C.C.S.)
11. Customs Weighers (G.W.U.)
12. Technicians Grades (M.C.A.S.T.) Department of Education.

2. Since then discussions leading to an agreement (Government concessions in each case are listed in Attachment 'A') were held with Unions representing the following grades:-

- (i) Customs Grades (Landing & Warehousing) Customs Federation);
- (ii) Customs Grades (Customs & Excise) (N.A.C.C.S.);
- (iii) Postal Grades (G.W.U.);
- (iv) House of Representatives Grades (N.A.C.C.S.).

3. In reaching a settlement with these Unions, the stand was invariably taken that Government could not accept re-organisation schemes (which were in effect salary revisions

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in disguise) but it was prepared to meet some of the demands of the Unions by creating certain new posts and upgrading some other posts - an exercise which more or less, amounted to a review of the complements of the grades concerned in the light of prevailing circumstances.

4. The Unions representing these grades accepted these arrangements and various new posts and upgradings were in fact provided in the Supplementary Estimates recently approved by the House of Representatives. These Unions naturally reserved the right to insist upon a re-consideration of their original schemes should Government decide to sanction negotiations on re-organisation schemes.

5. With regard to the other eight claims, namely those relating to the Teaching Grades, Store Officers, Printing Grades, Executive and Administrative Grades, Malta Land Force Civilian Staff, Health Inspectors, Customs Weighers and Technician Grades (M.C.A.S.T.), no formal negotiations were held with the Unions concerned as there seemed to be no undue pressure on the part of the majority of the Unions concerned for an early settlement. The S.A.E.C.S., however, has been pressing for action on their complementary proposals and a recommendation has been made for the setting up of a working party to review posts.

6. Subsequently, other claims were put forward by the following grades:-

- (i) Milk Marketing Undertaking employees (.G.W.U.);
- (ii) Welfare Officers;
- (iii) Legal Officers;
- (iv) Messengerial grades at Superior Courts and Courts of Judicial Police (.G.W.U.);
- (v) Civil Defence personnel.

7. Of all the above thirteen outstanding claims the most pressing are those relating to Store Officers, Milk Marketing Undertaking employees and Government Printers where the Union concerned has in each case threatened to resort to industrial action unless an offer is made to them by Government before the 25th instant.

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8. It is proposed that the "strategy" followed in dealing with claims on which a settlement has been reached - namely the creatinn of new posts and the upgrading of other posts where necessary to meet the exigencies of the Departments concerned - be followed in dealing with the above claims.

9. It is therefore recommended that the offers listed in Appendix 'B' - to which both Finance and Establishments agree - be made to the Unions concerned as a basis for discussions. If further concessions will have to be made these will be consistent with the criteria referred to above. It is also proposed that a working party be set up to deal with S.A.E.C.S. proposals.

10. The above mentioned proposals will of course commit Government to make provision for the required number of additional posts in next year's estimates.

11. On the assumption that the arrangements proposed in the case of Store Officers, M.M.U. employees, and Government Printers, are accepted, it is probable that the Unions on whose claims no negotiations have so far taken place, will also press for early settlement of their cases. In such an event it is recommended that the line of policy set out at paragraph 8 above be adopted. For example the following concessions could be made:-

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| M.L.F. | - new posts of Clerks, Special Class, could be created as an avenue of promotion for Grade I Clerks and in order to bring them in line with Senior Clerical Officers. |
| Customs - Excise Branch (lower ranks) | - increase in the number of Second Grade Officers and Assistants to provide further avenues of promotion to Guards. |
| Customs (Weighers) | - creation of a small number of Senior Weighers. |
| Medical and Health | - an increase in the number of Senior Health Inspectors. |

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12. The above arrangements are designed to keep repercussions to a minimum and to avoid additional claims for automatic promotion to higher grades after a fixed number of years.

13. To recapitulate Ministers are asked to agree:-

- (i) that Government should maintain the stand it has taken so far that it is not prepared to consider claims for salary revisions under the guise of schemes for re-organisations;
- (ii) that Government could meet some of the Unions' claims by creating new posts and upgrading others where this is considered justified in the light of the exigencies of the department concerned;
- (iii) that the claims made in respect of Store Officers, MMU employees and Government Printers should be dealt with on the lines set out in Appendix 'B' to this memorandum;
- (iv) that the outstanding re-organisation claims of other Unions be dealt with as in (ii) above; and
- (v) that Government will accept the commitment to provide the posts in next years' estimates.

22nd January, 1971.

APPENDIX 'A'

Upgradings offered by Government and accepted
by Associations/Unions following
requests for re-organisation

1. Customs Federation on behalf of Customs Officers
(Landing & Warehousing) - 7 Senior Officers
2. N.A.C.S.S. on behalf of Customs and Excise
Officers - 5 Senior Officers
3. General Workers' Union on behalf of Postal
Grades - 8 Mail Supervisors
1 Mail Clerk
20 Senior Sorters
10 Sorters
1 Head Messenger
10 Postal Messengers
(upgrading of
Labourers)
4. N.A.C.S.S. on behalf of Civilian employees (M.L.P)
3 Clerk Grade I
5. N.A.C.S.S. etc on behalf of Staff of House
of Representatives
1 Editor of Debates & Chief Reporter
2 Assistant Editors of Debates
and Assistant Chief Reporters
3 Senior Shorthand Writers

Proposed offers to claim by General Workers' Union
in connection with M.M.U. employees

- (a) 2 Leading Fitters to be upgraded from
Serving Dairy Fitters.
- (b) 1 Boiler Marker.
- (c) 2 upgradings from Assistant Fitters to Dairy Fitters.
- (d) 1 Garage Supervisor.
- (e) 1 Additional Fitter for Motor Mechanical Shop.
- (f) 1 Laboratory Attendant.
- (g) If Union persist in upgrading posts of Porters,
these to be brought in line with Hospital Porters
who have recently been upgraded to Group IV.
- (h) Drivers of bowzers to be granted allowance when
taking these bowzers to Gozo and vice versa.

Proposed offers to Store Officers

5 new posts of Senior Store Officers.

Claim by Government Printers' Union on behalf of
of Government Printing Press Employees

This claim is somewhat different from other claims as the members of the Government Printing Press belong to two Unions, namely, the Government Printers' Union and the General Workers' Union. The claim under review was presented by the Government Printers Union, but if it is considered, the interests of the other members who belong to the General Workers' Union should be taken into account.

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The proposed offers could be made on the following lines:

- (a) Upgrading of Printing Inspector to Assistant Printing Manager.
- (b) Upgrading of say two or three compositors, Pressmen, Warehousemen to Senior Compositors, Senior Pressmen and Senior Warehousemen. It may also be considered that one Offset Printer be upgraded to Senior Offset Printer.
- (c) Linotype Operators who belong to the General Workers' Union may be given the same treatment and a number of them be offered upgrading to Senior Linotype Operators.

Claim by General Workers' Union in connection with
Executive Staff at the Superior Courts and
Courts of Judicial Police

This claim is rather complex and details of promotion cannot be enumerated unless full scale discussions are held with the Departments and the General Workers' Union.

However on lines of principle it is recommended that the basis of negotiations held in connection with Postal Grades be adhered to and that a number of upgradings in existing grades be authorised and as far as possible avoiding the creation of new grades.