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MEMORANDUM FOR THE CABINET BY THE
PRIME MINISTER

Proposals on Claims for Re-organization

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.S.S.)
6. Printing Grades (Printers Union)
7. Executive & Administrative Grades (S.A.E.C.S.)
8. Malta Land Force Clerical Grades (N.A.C.S.S.)
9. House of Representatives Grades (N.A.C.S.S.)
10. Health Inspector Grades (M.C.S.A.) now (N.A.C.S.S.)—
11. Customs Weighers (G.W.U.)
12. Technician Grades (M.C.A.S.T.) Department of Education.

2. Since then discussions leading to an agreement were held with Unions representing the following grades:-

- (i) Customs Grades (Landing and Warehousing)(Customs Federation);
- (ii) Customs Grades (Customs & Excise)(N.A.C.S.S.);
- (iii) Postal Grades (G.W.U.);
- (iv) House of Representatives Grades (N.A.C.S.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 in disguise) but it was proposed to meet some of the demands of the Unions by creating certain new posts and providing additional posts within existing grades - 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 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.P.) 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;
- (vi) Information Office Grades.

7. Of all the above fourteen outstanding claims the most pressing were 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 was made to them by Government before the 25th January, 1971.

8. Following the Cabinet's decision of the 22nd January, 1971, negotiations have been started with the Unions representing the Store Officers, the staff at the Milk Marketing Undertaking and the Government Printing Office and the Executive Staff of the Law Courts. Concessions in these cases, as in other cases on which a settlement has been reached, will not go beyond the creation of new posts and the provision of additional posts.

9. On the assumption that agreement on the above lines is reached in the case of Store Officers, M.M.U. employees, Government Printers, and the Executive Staff of the Courts, 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.

10. Any further discussions with Unions should be consistent with the criteria referred to above. In the course of discussions every effort will be made to keep repercussions to a minimum and to avoid as far as possible the extension of the principle of automatic promotion to higher grades after a fixed number of years, already allowed in the case of State Enrolled Nurses, Higher Clerical Officers and to some extent Store Officers.

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11. The above procedure, if approved, will of course commit Government to make provision for the required number of additional posts in next year's estimates.

12. 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-organisation;~~
- (ii) that Government could meet some of the Unions' claims by creating new posts and providing additional posts within existing grades where this is considered justified in the light of the exigencies of the department concerned; Yes.
- (iii) that the outstanding re-organisation claims of other Unions be dealt with as in (ii) above.

January, 1971