Booth, Life and Labour .... 1902-3.
Second Series. Vol. IV. Part II.
Chap. I: Household Service, etc.

interviews
etc.

The Gentlemen's Servants' Mutual Aid Association, Limited,

32, CONNAUGHT STREET, HYDE PARK SQUARE, W.

AN AGENCY FOR THE HIGHEST CLASS OF SERVANTS

Manager and Secretary. - - - - WILLIAM PIERCY.

Hours—10 a.m. to 4.30 p.m. Saturdays—10 a.m. to 2 p.m.

Under the distinguished Patronage of
His Grace the DUKE OF PORTLAND,
COUNTESS OF STANHOPE,
Rev. ALFRED GURNEY,
The Right Honble. the EARL OF WHARNCLIFFE,
The COUNTESS OF SELKIRK,
The DOWAGER COUNTESS OF IDDESLEIGH,
The DOWAGER COUNTESS OF WINCHELSEA,
LADY BATTERSEA, &c., &c.

Bankers:—LONDON AND COUNTY BANK, 1, Connaught Street, W.
Solicitor:—E. K. ROBINSON, Esq., 14, Hart St., Bloomsbury, W.C.

The Patrons and Patronesses of this Association beg to call your attention to the objects for which it has been established, and the mutual advantages it confers on Employers and Servants by placing them in direct communication.

THE primary object of this Association is to protect Employers from obtaining Servants (male or female) with bad or false characters; and to save them the unnecessary inconvenience of advertising and interviewing unsuitable persons, as the Directors of the Company make the most careful enquiries regarding the Character of all Servants seeking its advantages, many being personally known to one or other of the Directors, who, being practical Gentlemen's Servants' themselves (still in service) have opportunities of knowing and being able to find good Servants.

The great need of such an association must be apparent to every employer who values a good servant, as it will tend to do away with the present unsatisfactory system of most Registry Offices; and the great success which has attended a somewhat similar institution established many years ago in Scotland, indicates that such an association will be largely taken advantage of in England.

Employers Membership Fee is £1 1s. per annum, in return for which the Association will do their best to provide as many Servants as may be required in any one year. Employers, who are non-members, can obtain Servants by paying a fee of 10/- for Upper, and, 5/- for Under Servants.

Ladies and Gentlemen confer a great benefit (by recommending good Servants) to the Association.

English and Foreign Cooks of both sexes, Butlers, Valets, Coachmen, Indoor Servants, Footmen, Pages, Ladies'-Maids, Housemaids, &c., &c., supplied on the shortest notice.

Waiters, Cooks, &c., provided for Wedding Breakfasts, Dinner Parties, Balls, and other special occasions, in any part of the Kingdom.

Orders by telegram can be immediately executed.

This Society is managed entirely by experienced Gentlemen's Servants, who know exactly the duties and the class Servant required. The Secretary, also has lived for years in Gentlemen's Service, he will wait on you by appointment, and on your explaining your requirements will send you 2 or 3 Servants to select from, whom he thinks will suit you.

Servants may be interviewed here.

Ladies residing in the country desiring a personal character with their Servants, if unable to come to London, can arrange with the Secretary to interview any lady on their behalf, an extra charge of 5/- and expenses incurred being made.

The Gentlemen's Servants' Mutual Aid Association, Limited,

32, CONNAUGHT STREET, HYDE PARK SQUARE, W.

I beg to enclose herewith the sum of £1 1s., being Membership Fee for One Year from date hereof, and hereby authorise you to enrol my name on the books of the Association, and to provide me with what Servants I may require during one year.

Signed _____

Address _____

Date _____

To
WILLIAM PIERCY,
Secretary.

HIGH-CLASS SERVANTS' AGENCY.

The Gentlemen's Servants' Mutual Aid Association, Limited.

CAPITAL £1,000.

Incorporated under the Companies' Acts, 1862 to 1890.

Under the distinguished Patronage of
His Grace the Duke of Portland,
The Right Honourable the Earl of Wharncliffe,
The Countess of Selkirk,
The Countess of Stanhope,
Lady Battersea,
The Dowager Countess of Iddesleigh,
The Dowager Countess of Winchelsea,
Rev. Alfred Gurney, &c., &c., &c.

Bankers:
London and County Banking Company, Limited (Connaught Street Branch).

Solicitor:
E. K. ROBINSON, Esq., 14, Hart St., Bloomsbury, W.C.

OFFICES: 32, Connaught Street, Hyde Park Square, W.

Hours—10 a.m. to 4.30 p.m. Saturdays—10 a.m. to 2 p.m.

Manager and Secretary:
William Piercy.

The Gentlemen's Servants' Mutual Aid Association, Limited.

The only Company of its kind in England or elsewhere.

Directors:

HENRY EVANS, *Chairman*, 15, Hyde Park Gardens.
R. BUCKINGHAM, 6, Weymouth Mews, Portland Place, W.
WALTER LARNER, 42, Belgrave Square, S.W.
W. MARSH, 17, Upper Grosvenor Street, W.
POWERS MAWBY, 3, South Place, Knightsbridge, S.W.
EDWARD ROBERTS, 29, Hyde Park Garden Mews.
THOMAS SIMS, 7, Chesterfield Gardens, W.

"LEADING FEATURES" OF THE COMPANY.

This Association has been formed with the especial object of bringing Employers and Servants into direct communication, without the most heavy expense, and delay, connected with most Registry Offices.

At the present time, Servants, as a class, have no properly organised Society to protect their interest, notwithstanding the good results shown by similar Associations connected with various trades and professions, and this fact alone is a strong proof that something of the kind is needed for their ultimate welfare and success.

There is no doubt but that there is a much felt want for an Association of this kind, and by joining it Servants will unite in assisting and materially benefiting each other permanently.

The Cordial Co-operation of all Members is earnestly requested by the Directors, in recommending the Association to their fellow Servants, and in bringing it to the notice of their employers.

The Directors being Gentlemen's Servants themselves, beg to draw Special Attention to the Shares of the Company, and look forward to all Servants who care to encourage thrift and the investment of small savings availing themselves of this opportunity so directly affecting their own interest.

All Servants by taking up Shares in this, and interesting themselves in pushing the business of the Company, by sending Servants out of place that can be confidently recommended, also by informing the Secretary of any vacant situations they may know of will benefit themselves and Servants generally.

It is intended that the Shares in this Company be taken up by Servants exclusively.

The Capital of the Company is £1,000, in Shares of £1 each, of which 10/- has been called up.

The Fees for obtaining situations to Servants are, for Wages up to £20, 2/6; from £20 to £30, 2d. in the £; and over £30, 3d. in the £.

The most Select and Reliable Office for obtaining a Situation.

6th March, 1895.

Menservants. Points to which attention might be drawn.

1. Never promoted in same house
2. Valets out of work exc in London season
3. Butlers become public house keepers
& or lodging house keepers
4. Failures, probably the most de-
-graded of all failures, ultimately sink to
sandwich boards.
5 Decline of menservants.
Their place taken by a). foreigners
6. Tips & clothes. B). females.

Female servants.

1. Surely relations are rather satisfactory
~~2. Some mention of the system of en-~~
~~-gagement & giving references.~~
3. Tips

Reasons for giving chap on servants fully.
1- Comparison with other nations
2. Sure to be much read.
3. Posterity.

Waitresses.

Nov. '95

Miss C. M. Longfs Secy of Restaurant Dept. of W.C.A., Anerley Rooms, John St. Bloomsbury.

Aerated Bread Compy's girls start at lowest rung of ladder & are gradually promoted to be managesses. They are taken on at 15 or 16 years of age, & start at 8/- a week, rising to 10/- or 12/- as waitresses, & can go up to 25/- or 30/- when in charge of depts. They work not more than 70 hours a week. They have their caps & aprons washed for them, have a fortnight's holiday, & receive full or part wages when ill. Some food is given to them & the rest is supplied on a co-

operative basis, the girls clubbing together for this purpose. The meal is cooked by the depot cook & all service found, so that a good dinner only costs each girl about 3½d.

On getting married a girl receives a present of a wedding cake from the firm.

No tips are allowed, but customers may put anything into a box at the door, & this is shared.

The A. B. Co. is one of the best firms.

The worst firms with temperance restaurants pay 10/- to 12/- a week, & give no extras of any kind. The girls must pay for the washing of their caps, aprons & cuffs, wh. comes

to 1/6 or 1/9 a-wk. The hours of work at these firms are 12 or 13 per day.

Lyon's girls used to be paid by commission & tips, but this has now been changed & tips abolished. This firm has a bad reputation.

Lockhart's is a good firm. Very reasonable hours, fair wages, & the girls well looked after.

In railway restaurants waitresses pick up a good deal in tips. One girl who was present said she had for waitress at a railway restaurant, at 5/- a wk. but she made double this amount in gratuities, so that her earnings were about 15/- Commercial travellers were among her most liberal clients.

The number of girls employed in restaurants is largely increasing. They are taking the place of men in all the first-class establishments.

From Interview in Pall Mall Gazette
Nov. '95.

Waitresses as a class are rather overworked & very underpaid.

A.B. Co. girls average about 14/- a week & must live at home. Certificate of respectability & good character required.

Lyons girls averaged about 14/- under the commission & tips system. From this there was a deduction of 1/9 for washing, 1/4 for uniform & about 6d for fines.

Now they are paid a fixed wage of 10/-, & in a few cases get 12/6 or 15/- (? without deductions)

It is impossible for waitresses to

live independently on their wages?
16/- is the lowest sum on wh. they can support themselves, allowing say -

5/- for lodging in suburbs
2/6 for 'bus fares
3/- for washing of uniform
5/6 for food, &c

Usually the girls live at home or are assisted by relatives or friends.

Miss Orme's report to Labour Commission.

Barmaids

Hours in public houses were given as follows by different witnesses:

Witness	No. 9 –	104	hrs per week	
"	13 –	90	— " —	in different situations
"	"	96	— " —	
"	"	70	— " —	
"	6	94	— " —	
"	5 –	100	— " —	
"	17 –	97	— " —	
"	8 –	96 to 105	— " —	

In theatre & music hall bars hours varyd from 30 to 40 per week. Begin about 7 pm. & go on till 12 or 1.

In railway bars hours are

put at 70 to 80 per week.

Sometimes the girls work in sets in large railway bars. One set come on at 7 a.m & leave at 9.30 p.m., having out of this meal times & about 2½ hrs rest. The other set begins at 11.30 & goes on to 11 p.m., with meal times & 1 hr's rest.

Hours in temperance restaurants are shorter chiefly because there is no Sunday work.

A.B.C. & similar restaurants are open from 8 to 8 usually. A.B.C. has a double shift system, & so reduces hours to 56 a week whenever it can be managed.

Specimen of Barmaid's day in a public house:—

Go into bar at 7 a.m., principally to dust up. Breakfast at 7.30, & then have ½ hr. allowed to dress, returning to bar at 8.30. Lunch at 10.30; dinner at 1. 2½ hours rest in afternoon. Tea at 5, supper at 8. Finish at 12.30 or a few minutes after.

On Sundays she is in the bar from 12.45 till 3 & 6 till 11.

She has one Sunday & one weekday a month off, & a weeks holiday in summer.

Taking hotels & restaurants of various classes, the following is a summary of evidence as to hours:—

Hours.	Licensed houses	Temperance houses.
Under 50 –	20	18
50-60 –	45	50
60-70 –	262	10
70-80 –	99	–
80-90 –	59	–
90-100 –	19	–
over 100 –	5	–
	509	78

A standard of 10 hours a day is now being generally aimed at, & has bn in many cases adopted.

Wages.

Every variety of custom prevails, from wages with full board & lodging to bare wages (as in theatre bars)

Large refreshment contractors mostly pay 10/- with board & lodging for barmaids, rising to 15/- for first barmaids or managresses. In large stations managresses get from 20/- to 38/-

A railway company who does its own catering pays 9/-, 10/- & 11/- to barmaids & 18/- 20/- & 30/- to managresses.

A.B.C. girls serve 1 month without wages, & then get 8/- for first 6 mos. 9/- for next 6 mos., & 10/- after a year of service. The most capable become counter assistants at 12/- to 23/- or depot keepers at 23/- to 28/-

Sick pay & medical attendance

are given, & in case of death a grant of £3 to £5 is given to the relatives.

The Company has over 70 depots.

The following is a summary of evidence in regard to rates of wages:-

Per week.	With board & lodging	Partial board or none
Not exceeding 8/-	102	26
Over 8/- to 10/-	182	30
" 10/- to 15/-	33	24
" 15/- to 20/-	11	14
" 20/- —	5	1
	333	95

Tips are a considerable item, & in the case of waitresses often largely exceed wages.

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Training:

Witness "No. 8" started as barmaid at a public house when 16. She gave a month free & then got 5/- a week. She was only in the bar part of her time, & did a good deal of housework as well.

Time of Notice to leave

varies, but is most frequently one week. Sometimes it is a month, & sometimes nothing at all.

Mar 5. 96

Mr. Shelton, London & Provincial Hotel & Restaurant Union.

This is purely an employment registry for hotel & restaurant servants. Employers pay an annual subscription of £1.1, or a fee of 5/- for being supplied with a cook or 3/- for any other servant.

Employees subscribe 10/6 or 5/- according to their position, or pay a fee of 2/6 for a single place.

The Union places about 1500 servants in a year, & keeps a very good record of characters, remuneration, &c.

The employment has been greatly cut up by foreigners, who make better servants than Englishmen, besides accepting smaller wages & wine

at all.

Foreign waiters are smarter, cleaner & more civil than English ones, & are ousting them from the business.

There is also a dearth of young English waiters, scullery boys, &c. Youths will not enter the trade, & so in a few years it will be entirely in foreign hands & the English waiter become extinct.

These foreigners have usually served an apprenticeship in their own country, & come here to learn the English language & methods, often going back when they have sufficiently acquired these. They are usually comfortably supplied with pocket money whilst

here, & so are able ~~to~~ forego ordinary wages.

Chefs.– French chefs are giving place to Italians. The very high salaries of former days no longer prevail. £300 a year is quite exceptional now, & £200 to £250 is the general maximum. English cooks will get from £2 to £3.

Best class of waiters 25/- to 30/-

Organization.– There is hardly any real trade organization. The City Cooks & Confiers Soc^y is the only real approach to one of wh. he knows, & even with them the standard wage is ~~not always~~

enforced.

The City Writers Union is a benefit club only, largely helped by contributions from wealthy City men.

The various foreign societies are generally a combination of social club & employment registry, with sometimes a benefit fund attached. In none of them is there any attempt to promote standard conditions of employment.

Feltham & Mayfield Industrial Schools

Scale of Salaries & Allowances of Subordinate Officers & Servants 31st December 1892.

	Commencing Salary per week	Increase per week each year	Maximum Salary per week
	£. s. d	£ s. d	£ s. d
(a)(1) Chief Officers	2. - -	2. 6	2. 10 -
(2) Discipline Officers			
(a) Chief Inspector	2 - -	- 1 -	2. 5 -
†(a) First Class Officers	1. 12. -	- 1 -	1. 16 -
(a) Second Class Officers	1. 7 -	- 1 -	1 - 11 -
(a) Third Class Officers	1. 2 -	- 1 -	1 - 6 -
(3) Schoolmasters			
†(a) Schoolmasters	1 - 15 -	- 1 -	1 - 19 -
(a) Do. — " — " —	1 - 10 -	- 1 -	1 - 14 -
(4) Trade Masters			
(b) Engineer	1. 15. 0	. 1. 0	1. 19. 0
Trade Masters	1. 12. 0	. 1. 0	1. 16. 0
Mat maker	1. 4. 0	-	-
Brushmaker & Basketmaker	1 10. 0	-	-

Continued Over

	Commencing Salary per week	Increase yearly each year	Maximum Salary per week.
	£ s. d	£ s. d	£ s. 0
(5) Farm.			
Farm Bailiff	1. 8. 0	1. 0	1. 14. 0
First Class F. Labourer.	1. 1. 0	-. 9	1. 4. 0
Second —"— —"—	-. 14. 0	-. 9	1. 0. 0
(6) Miscellaneous.			
Laundryman.	1. 10. 0	1. 0	1. 14. 0
Night Watchman Stoker	1. 2. 0	1. 0	1. 6. 0
(6) Infirmary Nurse	1. 2. 0	1. 0	1. 6. 0
Seamstresses	1. 2. 0	1. 0	1. 6. 0
Laundry Woman.	1. 2. 0	1. 0	1. 6. 0

(a) Allowed also unfurnished lodgings, coals, gas, & medical attendances

(b) Allowed also unfurnished lodgings coal gas & medical attendance

(c) Allowed also unfurnished lodgings, vegatables milk, coals, gas & medical attendance.

Extra Allowances

	£	s	d	
Chorusmaster	–	5	– per week	In addition to the pay of the rank
Bandmaster	–	2	6 – " –	
Boatswain	–	2	6 – " –	
Drill Instructor	–	2	6 "	
First Assistant Boatswain	–	2	– "	
Second — " — " —	–	2	– "	
Officer in Charge of North Lodge	–	5	– "	
— " — " — " South – " –	–	2	– "	
— " — " — " Chapel	–	2	6 "	
Cook for extra duty	–	5	0 "	
Lodging allowance for Officers entitled to Quarters & for whom Quarters are not provided ... 1st Class	–	10	0 "	
Do. Do 2nd – " –	–	8	6 "	
Do Do. 3rd – " –	–	7	6 "	
Assistant Tailor	–	2	0 "	
Assistant Shoemaker	–	2	0 "	
Schoolmaster for instructing VI Standard	–	5	0 "	

Over

Extra allowances Cont

	£. s. d	
Government allowance for trained Schoolmasters	20. 0. 0 per week	In addition to the pay of ranks.
Government allowance for untrained Schoolmasters	15. 0. 0 — " —	
Officers married & receive compensation in lieu of Furniture	2. 4. 8 — " —	

Surrey County Asylum.

Staff & Emoluments
On 31st December 1892

Officers & Sub-Officers

	£ s. d
* Medical Superintendent	975. 0. 0
§ Chaplain	275. 0. 0
Senior Assistant Medical Officer	225. 0. 0
Junior —"— —"— —"—	150. 0. 0
† Clerk to Visitors	120. 0. 0
Steward	240. 0. 0
‡ Clerk	145. 0. 0
‡ Storekeeper	106. 0. 0
‡‡ Matron	120. 0. 0
‡‡ Assistant Matron	50. 0. 0
‡‡ Assistant Matron	40. 0. 0
○ Head Male Attendent	101. 4. 0

Officers Sub Officers Crew

		£	s	d
‡ ‡	Deputy Head Male Attendant	50	0	0
†	Dispenser	132	0	0
†	Assistant Clerk	80	0	0
†	Stores Clerk	80	0	0
†	Stores Clerk	70	0	0
		£3019	4	0

* House, Light, Fuel, Washing + Garden Produce.

§ House, Fuel, Light + Washing

† Neither Board or Lodging

‡ House + Light

‡ ‡ Board, Lodging, Washing + Uniform

° House, Light, Fuel, Washing + Uniform

Note: Those without asterisks have Board, Lodging + Washing

Servants Wale.

No		Yearly	Weekly	£	s	d
1	1st Class Attendant			42	0	0
4	1st Class Attendants	40 £		160	0	0
1	— " — " —	37 £		37	0	0
3	1st " Night — " —	40 £		120	0	0
1	" " — " —			39	0	0
1	" " Attendant (Footman)			38	0	0
				40	0	0
1	" " " (Shoemaker)			40	0	0
1	" " " (Basket & Mat Maker			42	0	0
1	Tailor		30/-	78	0	0
† 1	(Mattress Maker)		21/-	52	12	0
† 1	Printer & Bookbinder		27/-	70	4	0
1	Attendant (Bandmaster)			37	0	0
1	2nd Class Attendant (Baker's Assistant			35	0	0
1	(Scullery Fireman & Cook)			32	0	0
3	" — " —	34 £		102	0	0
1	" — " —	33 £		33	0	0
6	" — " —	32 £		192	0	0
1	" — " —	31 £		31	0	0

Servants Wage Cont

	Nos		Yearly	Weekly	£	s	d
				B/F. 2nd	1222	16	0
	5	2nd Class Attendants	30£		150	0	0
	1	—— " —— " —— (Organist)	-		40	0	0
	6	—— " —— " ——	29£		174	0	0
	18	—— " —— " ——	28£		504	0	0
	1	Hall Porter			39	0	0
†	1	Store Porter		24/-	62	8	0
†	1	—— " ——		21/-	54	12	0
†	1	Butcher		33/-	85	16	0
†	1	Baker		35/-	91	0	0
†	1	Laundryman		27/-	70	4	0
†	1	Upholsterer		32/-	83	4	0
*	1	Leading Mechanic		33/-	85	16	0
*	1	Fitter		28/-	72	16	0
†	2	Smiths		28/-	145	12	0
*	1	Gasman		30/-	78	0	0
‡	1	Assistant Gasman		24/6	64	13	0
‡	1	Joiner		32/-	83	4	0
†	1	Assistant Joiner		31/-	80	12	0

Servants Wale Cont

	No.		Weekly	Yearly
			Brt 3.	3187.13.0
†	1	Bricklayer	31/-	80.12.0
†	1	— " —	31/-	80.12.0
†	1	Plumber	32/-	83.4.0
†	1	Painter	32/-	83.4.0
†	1	— " —	30/-	78.0.0
†	1	Wheelwright	30/-	78.0.0
†	1	Stoker	25/-	65.0.0
†	1	— " —	25/-	65.0.0
†	1	— " —	22/-	57.4.0
†	1	Bricklayer's Labourer & Sweep	25/-	65.0.0
†	1	Bricklayers Labourer	20/-	52.0.0
	1	Farm Bailiff & Wife		84.10.0
	1	Charge of Dairy Farm	20/-	52.0.0
	1	Gardener & Wife		94.10.0
†	1	Plantsman	25/-	65.0.0
†	1	Cowman	20/-	52.0.0
†	1	Farm Labourer	19/-	49.8.0

Servants Wale Cont

	No		Weekly	Yearly
			£ s. d.	£ s. d.
				4375. 17. 0
o	1	Carter	18/-	46. 16. 0
†	1	Carman	18/-	46. 16. 0
†	1	Under Carter	18/-	46. 16. 0
†	1	Under Carman	17/	44. 4. 0
†	10	9 Outdoor + 1 Coal Attendant	18/-	468. 0. 0
		Grand Total		5028. 9. 0

† Have neither Board nor Lodging
x House Light + Fuel
o House + Fuel

Note Those without asterisks have Board, Lodging + Washing.
All Attendants have two suits of uniform.
Married Attendants are allowed 3/- per week in lieu of Lodging

Servants Female

Nos		Yearly Salary each	£ s d
1	1st Class Nurse		30 0 0
2	—— " —— " s.	£25 0 0	50 0 0
1	—— " Nurse		23 0 0
3	—— " Nurses.	£22	66 0 0
2	—— " —— " —	£21	42 0 0
2	—— " Night Nurses	£21	42 0 0
6	—— " —— " —— " —	£20	120 0 0
1	Nurse Charge Cottage Hospital		20 0 0
1	" Sewing Mistress		28 0 0
1	2nd Class Nurses		22 0 0
7	—— " —— " —	£19	133 0 0
2	—— " —— " —	£18	36 0 0
3	—— " —— " —	£17	51 0 0
23	—— " —— " —	£16	368 0 0
9	3rd " —— " —	£12	108 0 0
1	2nd Class Nurse Charge Dining Hall (F.W)		16 0 0
1	Cook		30 0 0

Female Servants Cont.

Nos		Yearly salary of each	£ s d
		B/F. Forw:	£1185. 0. 0
1	Cook (F 10) Kitchen		23. 0. 0
1	Head Laundress.		30. 0. 0
1	Laundry Maid		22. 0. 0
1	—"—		20. 0. 0
1	—"—		17. 0. 0
5	—"—	£16	80. 0. 0
1	Housemaid		19. 0. 0
1	—"—		17. 0. 0
1	—"—		16. 0. 0
1	Kitchen Ward		18. 0. 0
1	—"—		16. 0. 0
1	General Servant (Farm		20. 0. 0
	Grand Total	£	1483. 0. 0

All Board & Lodging [uniforms
Nurses & others except General Servants have two suits of

City of London Lunatic Asylum

Officers Servants for 1892.

		£	s.	d.
*	Medical Superintendent	600	0	0
	Chaplain	250	0	0
†	Assistant Medical Officer	120	0	0
**	Clerk Steward	200	0	0
‡	Storekeeper	80	0	0
†	Housekeeper	55	0	0
	Clerk to the Visiting Committee	150	0	0
*		£1455	0	0

* With house coals, gas washing & garden produce
† With Board Lodging & Washing
** With Partial Board
‡ With Board when on duty
§ With Board Lodging Washing & Uniform

Servants Male

	No		Yearly Salary	
S	1	Head Attendant	£ 50	£ 50 . 0 . 0
S	1	Charge —— " ——	£ 40	40 . 0 . 0
S	1	—— " —— " ——	£ 38	38 . 0 . 0
S	1	—— " —— " ——	£ 34	34 . 0 . 0
S	3	—— " —— " ——	£ 32	96 . 0 . 0
S	1	—— " —— " ——	£ 31	31 . 0 . 0
"	1	Attendant	£ 27	27 . 0 . 0
"	2	—— " ——	£ 26	52 . 0 . 0
"	5	—— " ——	£ 25	125 . 0 . 0
"	1	Organist Attendant	£ 36	36 . 0 . 0
"	1	Upholsterer —— " ——	£ 31	31 . 0 . 0
"	1	Tailor . —— " ——	£ 35	35 . 0 . 0
"	1	Shoemaker —— " ——	£ 32	32 . 0 . 0
"	1	Hall Porter	£ 30	30 . 0 . 0
SS	1	Night Attendant	27/- per wk	70 . 4 . 0
	1	—— " —— " ——	25/- —— "	65 . 0 . 0
"	1	Engineer	35/- —— "	91 . 0 . 0

Servants Wage Crew

	No		Weekly Salary	Yearly S
		Bt. Forward		£883. 4. 0
	1	Stoker	32/6	84. 0. 0
	1	Smith	30/-	78. 0. 0
‖	1	Store Porter	25/-	65. 0. 0
	1	Carpenter	31/6	81. 18. 0
‡‡	1	Baker	25/-	65. 0. 0
††	1	Farm Bailiff & Gardener	30/-	78. 0. 0
	30			£1335. 2. 0

§ With Board Lodging, Washing & Uniform
§§ With Uniform
‡‡ With Dinner when on duty
‖ With lodgings coals & gas
†† With lodgings & vegetables

Servants Female.

	No.		Y.S.	Yearly Salary
S	1	Head Nurse		£40.0.0
"	1	Night —"—		24.0.0
"	1	—"— —"—		20.0.0
"	3	Charge —"—	£25	75.0.0
"	2	—"— —"—	£24	48.0.0
"	1	—"— —"—		22.0.0
"	1	Nurse		23.0.0
"	4	—"—	£19	76.0.0
"	4	—"—	£17	68.0.0
"	1	Seamstress		24.0.0
"	1	Head Laundress		30.0.0
"	1	Under —"—		19.0.0
"	1	—"— —"—		16.0.0
"	1	—"— —"—		14.0.0
"	1	Cook		28.0.0
"	1	Kitchen Maid		18.0.0
"		C/F Forward		£545.0.0

Servants Females Cont

	No.		Salary
		Bt. Forward	£545 0.0
S	1	Scullery Maid	14.0.0
S	1	Housemaid	15.0.0
	27		£574.0.0

With Board Washing Lodging & Uniform

7	Officers	£1455.0.0
30	Males	1335.2.0
27	Females	574.0.0
64		£3364.2.0

Homes for Working Girls.

Jan 1st to Dec 1894

Wages of		£. s. d
Superintendent at	Victoria House	40. 0. 0
—— " ——	Gordon —— " ——	65. 0. 0
—— " ——	Morley —— " ——	43. 6. 8
—— " ——	Woodford —— " ——	65. 0. 0
—— " ——	Garfield —— " ——	70. 0. 0
—— " ——	Norfolk —— " ——	34. 6. 8
—— " ——	Hyde —— " ——	60. 0. 0
—— " ——	Lincoln —— " ——	60. 0. 0
—— " ——	Dougay —— " ——	60. 0. 0
—— " ——	Gt Suros W.S. Institute	40. 0. 0
	3 Ext.	
10 Superintendents		53 7. 13. 4

Metropolitan Convalescent Home — Jan to Dec 1892.

Salaries & Wages of

	Walton on Thames £ s d	Childrens Branch £ s d
Chaplain	125.0.0	
Medical Officers	73.10.0	34.1.4
Lady Superintendents	100.0.0	72.7.3
Servants	405.16.2	140.14.2
£	704.6.2	247.2.9

Gentlemens Servants Mutual aid Association Ltd.

Manager & Secy - W Piercy
32 Connaught St. Hyde Park Square W

A limited Company under very swell patronage, the directors being gentlemen's servants.
The primary object is to protect employers from obtaining servants with bad or false characters, & to secure to employers good servants, & to servants good places.

Employers pay £1. 1. a year, or 10/- for an upper & 5/- for an under servant.
Servants are not charged. They have a fund placed at their disposal by private liberality, for helping genuine cases of distress amongst servants.

International Hotel Employees Society
Interview with Mr. Bodem, Secy.

This Soc'y was founded at Geneva in 1877 & has now 90 branches in 17 different countries. There is a branch in nearly every large town in this country & the continent, & several thousands of members. The London branch has 1200 members, & high positions in most of the principal hotels here are held by members.

The Society was established to form a home for the men in whatever country they might be, to find them employment & look after them both in sickness & health.

The subscription is 2/- a month, & for this the members have free

use of the club house, can have food & lodging at small cost, are found situations at a small fee to cover office expenses, & are entitled to sick benefit on the following scale:-

For first 5 years membership - 2/- a day for 6 mos. in the year.
5 to 10 years membership - 3/- a day
over 10 — " — " — 5/- — " —

There is also a benevolent fund, maintained by the proceeds of entertainments, from wh. grants & loans are made to distressed members.

A scheme of superannuation has lately been inaugurated.

The majority of the members are German, but there are also English & many other nationalities

represented.

Candidates for admission must have had at least 2 years training, or produce apprenticeship papers to this effect, or they cannot be admitted.

The Society is managed by 3 Committees — an administration committee, wh. looks after the affairs of the movement as a whole; a section or branch committee, & a club house committee. All these are elected by the popular vote of the members.

The headquarters of the Soc'y are changed every 5 years. At present they are in Dresden.

Rates of Remuneration. (See Letter of a "waiter" in Echo about 3

months ago.

For youths employed in the pitchers &c., of restaurants the Society insists on 5/- a wk., with board, lodging & washing, as lowest terms of remuneration in all cases where they have the placing of them.

Waiters are employed on very varying conditions. The only bonus of the case (fitters) in which the waiters pay a percentage on their takings (6/- in the £), this system being recognised as against the employers interests, but in many cases they get no salary & have to pay for the assistance of boys, for breakages, &c.

Training. - In this lies the superiority of the foreign waiter.

A German must serve an apprenticeship & be thoroughly trained in the work. He is taught to be clean, civil & obliging. The English waiter, on the other hand, picks up his knowledge anyhow.

There is a great demand abroad for waiters who can speak English, wh. is why so many foreign waiters come here to learn the language. Some return when they have done this, but a great many stay here, preferring the greater freedom of this country.

The Society has connected with it in Germany a Fachschule (technical school) at wh. modern languages are taught, as well as the whole hotel business.

German Hotel Employees Society
84 Charlotte St.

This is the English branch of a large German Soc'y established for similar purposes to the "International" society, but not nearly so wide in its ramifications.

German Hotel Employees
36 Clipstone St.

Also a branch of a German Soc'y — a smaller affair of a similar character.

Union Helvetia
Swiss Soc'y of Hotel Employes
107 Charlotte St. W.
Also an employment & benefit soc'y,
with social club attached.

Italian Hotel & Restaurant Employees Society, 28 Gerrard St., Soho.

Founded 1886. About 300 members – Italian cooks & waiters resident in London.

Objects are to assist members in obtaining employment, & to provide for them in sickness or old age.

The entrance fee is 5/- & the monthly subscription varies according to age on admission:–

Between	15 & 25	—	1/- a month
— " —	25 & 35	—	1/6 — " —
— " —	35 & 45	—	2/- — " —

In addition, each member pays an annual subscription of 1/-

Benefits. — When unable to work, either thro' sickness or infirmity, members are entitled in each year

to 14/- per week for 3 mos.
& 7/- per week for a further
3 mos.

National Soc'y for Prevention of Cruelty to children

Official Staff.

15 inspectors, paid an average of 35/- per week, with uniform.
Hours 9.30 a.m till work is done usually 6 or 7 p.m.
Annual holiday of 14 days.
Have a mutual sick fund.

Interview with a Carver at a City Restaurant. Feb: 3. 1890.
(Revised - 1896)

He is also qualified to act as a Grill Cook. Is a member of the Cooks & Cutters Trade Society known as the Social Jew, which has about 150 members & is confined entirely to the City. It has been established 30 years & its members are nearly all middle aged or elderly men. It is very secret & quiet in its operations & rarely makes a new member, the test being a severe one. Strict inquiries are made as to an applicant's character, the character of the house at which he is employed. He must have been in one situation for at least 3 years, & be in regular employment at the time of nomination. His name is submitted to a general meeting & if there is any

objection either to him or to the house at which he works, his nomination fee of 1/- is returned. The subscription is 8d. a week, 2° of which covers the ordinary working expenses, whilst the funds from the remaining 6° together with the proceeds of a benevolent fund go towards the funeral expenses of a deceased member or members wife or are spent in loans or in relieving special cases of distress, &c, as the Society may from time to time determine. The surplus (except a small reserve) is divided amongst the members at times. The rates of pay which the Society considers fair are. For cooks £3 a week & 8 hours a day; for carvers 2/6 to 5/- a day & 3 hours a day, but the tip system is so prevalent so affects actual earnings that it is impossible

to enforce any stated wage, & no attempt is made to do so. The only exception to this is that men who temporarily fill the place of another are not expected to work for a lower wage, than the regular man was receiving, & are likely to be tabooed should they be known to do so. There is no regular out-of work pay & there is rarely more than one or two names on the books; the scheme being to keep all at work through the agency of the individual members. It is the strict duty of every member, on leaving his place whether permanent or temporary even if only absenting himself for a day - to report the fact immediately to the Society, which then sends to the place the man whose name is on the ~~list~~ books, who is bound to go. If he does not

like the place, however, he can leave next day & declare on the books again when another man is sent. In this way houses are kept always on the Society's register, & they rarely lose one. Several they have had for 20 years. The system suits the men, well all round, those who want a little holiday or who are ill can have their place kept warm for them while away, whilst another set of men who do not like constant work & will not take a regular berth are content to fill up these temporary vacancies, eking out a living as well by special jobs - banquets &c. The system also suits the employers as in case a man is absent from any cause they are sure of promptly filling his place.

The "black coats" (waiters) have a

separate society about 800 strong. The cooks & cutters is the "white coats" society

In some cases cutters gets no wages, but are entirely dependent on the tips of the ~~waiters~~ customers or the waiters for whom he carves. These tips are generally faithfully rendered, as a carver can make it unpleasant for the waiter who refuses. This is worked by means of the regular customers, most of whom have their peculiar tastes as to quality, degree of cooking, tenderness &c. of the joint whilst others are always in a great hurry. For the fulfilment of these idiosyncrasies of the customers the waiter is of course dependent on the carver, & any peculiarity of a customer's appearance is quickly

seized upon as a means of understanding between waiter & carver. Thus the waiter will tell the carver that the order given is for "Barnacles", "Big Moustache", "Masher" &c &c, & the properly squared carver then cuts to the particular taste of "Barnacles" or his fellow diners.

City Waiters Provident & Pension Soc'y.

Founded 1867 by waiters principally engaged at the corporation & City Companies banquets & City Taverns. (The typical "Robert's" of Punch)

Objects - to provide for sickness, distress & old age.

Contributions of members.

To Sick & burial fund:

Age 18 to 25 - 2/2 per month.
25 to 30 - 2/4 — " —
30 to 35 - 2/8 — " —

Entrance fees - 3/6 under 30; 5/- 30 to 35.

To pension fund:-

4/- per annum.

Benefits.

Sick pay - 14/- for 26 weeks; 7/- for following 26 weeks.

Death of member - £12

" member's wife - £6.

If a member more than 5 years, sick pay increases to 16/- & 8/- & burial to £14 & £7.

Medical attendance & medicine are provided.

Small pensions are given to members over 60 years of age if partially incapacitated, & to those permanently incapacitated if below that age.

The Society holds an annual festival wh. is well supported by wealthy City

men. Last year £300 was subscribed at this festival.

The membership is about 200; invested funds £3000.

Perseverance Society of Cooks.
A secession from the City Cooks & Cutters about 10 years ago.
A small, select soc'y, confined to cooks.
Subscription 1/4 a month

Gives funeral benefits, & spends rest of funds in obtaining berths by advertising &c. & making a small travelling allowance (5/- week) to out-of-work members.

City & West End Corks & Cakers.

A new Society. About 60 members, mostly cutters.
Subscription 6/- a month.

Formed to obtain employment for its members.
May give heavily those who do not give satisfaction to their employers.