

Declassified E.O. 12356 Section 3.3/NND No. 785017

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10000/109/1878

Declassified E.O. 12356 Section 3,3/NND No. 785017

10000/109/1878

WAGE SCALES
JUNE - AUG. 1944

785017

7817 RE. M.G.
Civil Affairs

AMENDMENT NO. 5 TO
AFHQ ADV AIM ECHELON AIM INSTR NO. 24

2019/22

23 AUG Recd

RATES OF PAY FOR CIVILIANS DIRECTLY EMPLOYED BY ALLIED FORCES.

1. Destroy Appendix "A" forwarded with Amendment No.3 of 1 Apr., 44.
2. Substitute attached Appendix "A" which incorporates all additions and alterations to basic Wage Rates for NAPLES Area up to 14 July, 44.
3. These rates supersede those given in Appendix "A" to the publication "Instructions Regarding Employment of Civilian Labour (Italy and Sicily)", (The Green Book), notified in AAI Routine Order No.39/44, which are being amended shortly to conform with the new Appendix to this instruction.

/s/ NICHOLS, Maj.
for Major-General,
Chief Administrative Officer

HQ AAI.
17 July, 44

(This copy issued by
Labor Sub-Commission, A.C.C.)

2075

CLERICAL & SUPERVISORY GRADES

	Min	Max	
Accountant			per month
Assistant Purchasing Agent	2.100	4.500	" "
Assistant to Port Labour Officer	3.000	5.500	per day
Lead Leader	100	150	per month
Bookkeeper (Male)	3.000	5.200	" "
Bookkeeper (Female)	2.000	4.000	" "
Cashier, Chief (Male)	1.200	3.800	" "
Cinema Manager	2.500	3.500	per day
Chief Clerk, R. N. Labour Office	30	120	per month
	2.100	4.000	plus overtime
Clerk, Office, Male	70	110	per day
Clerk, Office, Female	60	90	" "
Draughtsman, Chief	2.300	4.500	per month
Draughtsman	2.000	4.000	" "
Electrical Engineer	4.000	9.600	" "
Executives, business analysis, exporters, etc.	5.000	9.600	" "
Interpreter, general	70	120	per day
Interpreter, technical	100	150	" "
Teacher, language, whole time	100	155	" "
Junior Administrative Assistants, Clerk Supervisors	100	155	per month
Professional Man (Doctor, lawyer, dentist, construction, civil mechanical engineer)	2.100	4.500	" "
Senior Administrative Assistants, sub-professional workers, junior executive officers, etc.	4.000	9.600	" "
Shop Superintendent	3.600	6.000	" "
Supervisor of labour (Navy)	3.000	5.000	per day
Telephone Operator, English Speaking (Female)	70	110	" "
Telephone Operator, Non-English Speaking (Female)	55	75	" "
Typist (Male)	70	110	" "
Typist (Female)	60	90	" "
Typist, Shorthand, (Stenog.) English speaking (Male or Female)	80	120	" "
Warehouseman Superintendent	2.500	4.000	per month

2073

CLASSIFIED ARTISAN & SKILLED GRADES

Foreman:	(artisan and skilled labour) 10 lire per day more than highest paid man under his supervision.
Chief Foreman:	(artisan and skilled labour) 10 lire per day more than highest paid foreman under his supervision.

Secretary, Chief (Male)	1,800	3,500	" "
Cinema Manager	2,500	3,500	" "
Chief Clerk, R. N. Labour Office	30	120	per day
	2,100	4,000	per month
			plus
Clerk, Office, Male	70	110	overtime
Clerk, Office, Female	60	90	per day
Draughtsman, Chief	2,500	4,500	" "
Draughtsman	2,000	4,000	per month
Electrical Engineer	4,000	9,000	" "
Executives, business analysts, exporters, etc.	5,000	9,000	" "
Interpreter, general	70	120	per day
Interpreter, technical	150	150	" "
Teacher, Language, whole time	100	150	" "
Junior Administrative Assistants, Clerk Supervisors	2,100	4,500	per month
Professional Men (Doctor, lawyer, dentist, construction, civil mechanical engineer)	4,000	9,000	" "
Senior Administrative Assistants, sub-professional workers, junior executive officers, etc.	3,600	6,000	" "
Shop Superintendent	3,000	5,000	" "
Supervisor of labour (Navy)		150	per day
Telephone Operator, English Speaking (Female)	70	110	" "
Telephone Operator, Non-English Speaking (Female)	55	75	" "
Typist (Male)	70	110	" "
Typist (Female)	60	90	" "
Typist, Shorthand, (Stenog.) English speaking (Male or Female)	80	120	" "
Warehouseman Superintendent	2,500	4,000	per month

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CLASSIFIED ARTISAN & SKILLED GRADERS

Foreman: (artisan and skilled labour) 10 Lira per day more than highest paid man under his supervision.

Chief Foreman: (artisan and skilled labour) 10 Lira per day more than highest paid foreman under his supervision.

	Min	Max	
Ammunition Mechanic			per day
Anti-Material Labourers (Male)	80	120	
Anti-Material Labourers (Female)		70	
Apprentices, all grades	30	55	
Artisan's Mate (helper)	70	60	
Armature Winder	90	90	
Armourer	90	150	
Asphalt Layer	80	130	
		105	

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	Min	Max	per day
Barber	70	100	
Baker	80	105	
Battery Worker	80	120	
Blacksmith	80	110	
Boilermaker	80	110	
Boilerman	80	105	
Bookbinder	85	110	
Bookbinder's Assistant	70	85	
Boot Machinist	80	105	
Boot Machine Operator Mechanic	90	110	
Brakeman	80	105	
Bricklayer	80	105	
Butcher	70	95	
Caretaker (Cemetery)	80	120	
Carpenter	80	105	
Caulker	80	105	
Closers (Female) (Boot repairing)	60	85	
Clothing Classifier	55	65	
Checker	65	80	
Checker, Railway goods yard.	80	100	
Coach Builder	80	105	
Cobbler	80	110	
Coppersmith	80	120	
Compositor	90	110	
Compositor's Assistant	80	90	
Compositor, Chief	100	120	
Chainman	80	100	
Concretor	70	105	
Cooper	80	105	
Charcoal Maker	80	105	
Chauffeur Mechanic	80	110	
Chauffeur or Driver	70	90	
Chauffeur or Mechanic	80	100	
Cutters (Male)	75	110	
Cutters (Female)	70	90	
Core Maker (Foundry)	80	105	
Dental Mechanics	90	110	
Drier: m/c and Preparers (Male).	70	90	
Drier, m/c and Preparers (Female).	50	60	
Driver, Truck.	80	100	
Driver: Truck and Trailer	85	120	
Driver: Mechanic, Truck.	85	105	
Driver: Crane or Winch.	80	100	
Driver: M.E., Electric.	80	100	
Driver: Engine, Loco,	80	110	
Driver, Steam Roller or I.C. Stationary	80	100	
Electricians	85	120	
Elevator repairer mechanic	85	120	

Boot Machine Operator Mechanic	110	100
Brakeman	110	90
Bricklayer	105	80
Butcher	105	80
Caretaker (Cemetery)	95	70
Carpenter	120	80
Caulker	105	80
Closers (Female) (Boot repairs)	105	80
Clothing Classifier	85	60
Checker	65	55
Checker, Railway goods yard.	80	65
Coach Builder	100	80
Cobbler	105	80
Coppersmith	110	80
Compositor	120	90
Compositor's Assistant	90	80
Compositor, Chief	120	100
Chainman	100	80
Concretor	105	70
Cooper	105	80
Charcoal Maker	105	80
Chauffeur Mechanic	110	80
Chauffeur or Driver	90	70
Chauffeur or Mechanic	100	80
Cutters (Male)	110	75
Cutters (Female)	90	70
Core Maker (Foundry)	105	80
Dental Mechanics	110	90
Drier: m/c and Preparers (Male).	90	70
Drier, m/c and Preparers (Female).	60	50
Driver, Truck.	100	80
Driver; Truck and Trailer	120	85
Driver; Mechanic, Truck.	105	85
Driver; Crane or Winch.	100	80
Driver; M.E., Electric.	100	80
Driver; Engine, Loco.	110	80
Driver; Steam Roller or I.C. Stationary	100	80
Electricians	120	85
Elevator repairer mechanic	80	85
Examiners of bodies	80	80
Farrier	100	100
Farrier with anvil	120	100
Fireman Oil Fuel	105	80
Fireman, Coal, Steam Loco.	105	80
Fitter or Mechanic, Automobile	120	90
Fitter Aero, radial, diesel.	130	100
Foundrymen	100	70
Gardener	80	70
Glazier	100	75
Greaser	90	70
Grinder, Precision.	120	90
Grooms	75	65
Gunfitter	120	80
Hammerman of Striker	90	70
Hospital Nurses	100	80

	Min	Max	110 per day
Joiner	35	110	
Laboratory & Dispensary Assistant (Male)	90	110	
Laboratory & Dispensary Assistant (Female)	80	100	
Life Savers	70	90	
Lighthouse Keeper		80	
Lineman	90	120	
Linotype Operator	90	130	
Lithographer	90	130	
Lithographer's Assistant	80	90	
Machine Winders	70	90	
Machine Winder's Assistant	50	70	
Machinist	80	120	
Markers & Sorters (Female)	55	70	
Masons	80	110	
Mechanics: Instrument, Sewing Machine, Typewriter, Wireless	90	120	
Mechanics: Marine Engineer (EM)		120	
Mechanics, Marine Instrument (EM)	90	120	
Mechanic, NT	80	90	
Mechanic's Assistant	80	50	
Messenger, English speaking (under 17)	60	70	
Messenger, English speaking (over 17)	80	120	
Motion Picture Operator	80	120	
Molders	80	100	
Nurses (Hospital)	80	100	
Occupational Therapist	80	100	
Packer, male	65	70	
Packer, female	50	60	
Painter, Varnisher, Signwriter	85	105	
Parquet Layer	80	100	
Pavement Layer	80	100	
Pattern Maker	80	110	
Permanent Way Inspector	75	95	
Pier Supervisor	95	125	
Plasterer	85	105	
Plater (Printing)	90	110	
Platelayer, Railroad	70	90	
Pointsmen	60	80	
Plumber	80	105	
Printer	90	120	
Pressers, Machine (Male)	80	110	
Pressers, Machine (Female)	60	90	
Quarryman	80	100	
Railway goods-yard checker	30	100	
Rigger	85	105	
Rivet Heater	70	90	
Riveter	85	105	

2073

* Hoffman Stean Press

2073

Machine Minders	30	90
Machine Minder's Assistant	70	90
Mechanicist	50	70
Markers & Sorters (Female)	80	120
Masons	55	70
Mechanics: Instrument, Sewing Machine, Typewriter, Wireless	80	110
Mechanics; Marine Engineer (EM)	90	120
Mechanics, Marine Instrument (EM)	90	120
Mechanic, MT.	90	120
Mechanic's Assistant	90	120
Messenger, English speaking (under 17)	90	120
Messenger, English speaking (over 17)	90	120
Motion Picture Operator	90	120
Molders	90	120
Nurses (Hospital)	90	120
Occupational Therapist	90	120
Packer, male.	90	120
Packer, female	90	120
Painter, Varnisher, Signwriter.	90	120
Parquet Layer	90	120
Pavement Layer	90	120
Pattern Maker	90	120
Permanent Way Inspector	90	120
Pier Supervisor	90	120
Plasterer	90	120
Plater (Printing)	90	120
Platelayer, Railroad.	90	120
Pointsmen	90	120
Plumber	90	120
Printer	90	120
Pressers, Machine (Male)	90	120
Pressers, Machine (Female).	90	120
Quarryman	90	120
Railway goods-yard checker	90	120
Rigger	90	120
Rivet Heater	90	120
Rivetter	90	120
Rivetter, Holder up.	90	120
Roadworker	90	120
Road Supervisor	90	120
Saddler	90	120
Sawyer	90	120
Saw Repairer & Sharpener	90	120
Sheet Metal Worker	90	120
Shoe Maker (Special Boot & Surgical Work)	90	120
Shunter	90	120
Slater	90	120
Smelterer (Ore smelting)	90	120
Stevordore	90	120
Stevordore; Head	90	120
Stevordore, Coaling, Ore	90	120
Storewoman	90	120

* Hoffman Steam Press

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	<u>Min</u>	<u>Max</u>	
Stone hand cutter	85	105	per day
Stone hand cutter (Assistant)	80	100	
Tailors (With Machine)	80	110	
Tailors (Without Machine)	60	90	
Tailoresses (With Machine)	60	80	
Tailoresses (Without Machine)	50	70	
Tent maker (with machine)	90	110	
Tent maker (without machine)	70	90	
Tentmender	70	90	
Tile layer	80	100	
Tine Keeper	70	120	
Tinsmith	80	105	
Toolmaker	80	110	
Track Walker (Railroad)	70	90	
Trimmer Coal	70	90	
Turner	80	110	
Truck Master	100	120	
Truck Master's Assistant	90	110	
Tyre Treader	80	120	
Upholsterer	80	105	
Vulcaniser	80	105	
Warehouseman or Storekeeper	80	120	
Washer Hand (Female)	50	60	
Washer Machine (Male)	70	90	
Washer Machine (Female)	50	60	
Watchman	60	70	
Welder	85	120	
Wheelwright	80	100	
Wireless Operator (Sender & Receiver)	3,000	4,500	per month

UNCLASSIFIED GRADES

Foreman or Ganger, unskilled: 10 Lire per day more than rate paid to his men

Chief Foreman, or Chief Ganger: 10 Lire per day more than rate paid to Ganger or Foreman.

Min Max

Store (Without Machine)	60	90
Tailoresses (With Machine)	60	80
Tailoresses (Without Machine)	50	70
Tent maker (With machine)	90	110
Tent maker (without machine)	70	90
Tentmender	70	90
Tile layer	80	100
Tine Keeper	70	120
Tinsmith	80	105
Toolmaker	80	110
Track Walker (Railroad)	70	90
Trimmer Coal	70	90
Turner	80	110
Truck Master	100	120
Truck Master's Assistant	90	110
Tyre Treader	80	120
Upholsterer	80	105
Vulcaniser	80	105
Warehouseman or Storekeeper	80	120
Washer Hand (Female)	50	60
Washer Machine (Male)	70	90
Washer Machine (Female)	50	60
Watchman	60	70
Welder	85	120
Wheelwright	80	100
Wireless Operator (Sender & Receiver)	3,000	4,500 per month

UNCLASSIFIED GRADES

Foreman or Ganger, unskilled:

10 Lire per day more than rate paid to his men

Chief Foreman, or Chief Ganger:

10 Lire per day more than rate paid to Ganger or Foreman.

Unskilled Labour (Male)
 Unskilled Labour (Female)
 Boys up to 17

Lire	Min	Max
------	-----	-----

65 per day
50
35

* Labourers on main drains 10 Lire per day extra whilst actually employed on drains.

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HOTEL GRADES

	<u>Lire</u>		
	<u>Min</u>	<u>Max</u>	per month
Hotel Manager	3,900	7,400	
Assistant Cook	1,800	2,100	
Assistant Waiters	2,100	2,600	
Cashiers (Female)	1,800	2,400	
Chambermaid	2,100	2,700	
Cook	2,700	3,600	
Dishwasher	1,600	1,900	
Elevator Operator	1,700	2,100	
Handyman	1,900	2,400	
Head Cook	2,900	4,400	
Head Waiter	3,400	4,400	
Housekeeper (Female)	2,400	3,400	
Ironing Women	1,600	2,000	
Linen Keeper	1,900	2,400	
Porter	2,400	2,900	
Skilled Labour (permanent)	2,300	3,000	
Waiter	2,700	3,400	
Waitress	2,200	2,800	
Washer (Male)	2,000	2,500	
Washer (Female)	1,500	1,800	

(These minimum and maximum wages include additional 900 Lire per month which will be deducted for food provided)

MESSES

	<u>Lire</u>		
	<u>Min</u>	<u>Max</u>	per month
Assistant Cook	1,800	2,100	
Assistant Waiter	2,100	2,600	
Cook	2,700	3,600	
Dish Washer	1,600	1,900	
Handyman	1,900	2,400	
Head Cook	2,700	4,400	
Head Waiter	2,700	4,400	
Orderly (British Mess)	2,400	3,000	
Waiter	2,700	3,400	

(These minimum and maximum wages include additional 900 Lire per month which will be deducted for food provided)

2072

MARINE GRADES

	<u>Lire</u>		
	<u>Min</u>	<u>Max</u>	per day
Assistant Bo'sun (Navy)	60	140	
Boatband		70	

Walter
 Rousekeeper (Female)
 Ironing Women
 Linen Keeper
 Porter
 Skilled Labour (permanent)
 Waiter
 Waitresses
 Washer (Male)
 Washer (Female)

MESSES

Assistant Cook
 Assistant Waiter
 Cook
 Dish Washer
 Handyman
 Head Cook
 Head Waiter
 Orderly (British Mess)
 Waiter

(These minimum and maximum wages include additional 900 Lire per month which will be deducted for food provided)

	<u>Lire</u> Min	<u>Lire</u> Max	
Assistant Cook	1,800	2,100	per month
Assistant Waiter	2,100	2,600	
Cook	2,700	3,500	
Dish Washer	1,600	1,900	
Handyman	1,900	2,400	
Head Cook	2,700	4,400	
Head Waiter	2,700	4,400	
Orderly (British Mess)	2,400	3,000	
Waiter	2,700	3,400	

2072

MARINE GRADES

Assistant Bo'sun (Navy)
 Boathand
 Cooks and Stewards aboard ship
 Coxswain (Helmsman)
 Diver
 Draughtsman (Marine)
 Linesmen (Navy)
 Purpman (Navy)
 Rope Splicer
 Sailmaker
 Salvage Hand
 Salvage Hand (Master)
 Security Patrol Officer & Deputy Harbour Master
 Shipwright
 Stoker & Fireman

	<u>Lire</u> Min	<u>Lire</u> Max	
Assistant Bo'sun (Navy)	60	140	per day
Boathand	70	70	
Cooks and Stewards aboard ship	80	90	
Coxswain (Helmsman)		100	
Diver		110	
Draughtsman (Marine)	2,000	4,000	per month
Linesmen (Navy)		80	per day
Purpman (Navy)		80	
Rope Splicer	80	100	
Sailmaker	85	110	
Salvage Hand	70	90	
Salvage Hand (Master)	95	110	
Security Patrol Officer & Deputy Harbour Master		150	
Shipwright	80	100	
Stoker & Fireman	80	100	

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SEA-GOING RATES (SCHOONERS)

Master
1st Officer
2nd Officer
3rd Officer
Chief Engineer
1st Engineer
2nd Engineer
3rd Engineer
Boys
Cook
Seaman

L. 250 per day
200
180
170
250
200
180
170
140
130
120

HARBOR RATES - TUGBOATS & "Z" CRAFT

Master
Mate
Engineer
Cook
Seaman

L. 180 per day
140
140
110
110

BARGES & LIGHTERS

Lire	
Min	Max
70	90
80	110

Bergeman
Master Bergeman

NOTES:-

1. For female rates where not specified, 15% shall be deducted from the male rate in the same classification.
2. The daily rates of pay may be increased if necessary not more than 10 Lire for all classes of labour engaged on night shifts and overtime, if applicable, will be paid on this increased rate.
3. The cost of food when issued will be deducted as follows:-
(a) One Lire per meal for dehydrated soup.
(b) Ten Lire per meal or

HARBOUR RATES - TUGBOATS & "Z" CRAFT

L. 180 per day
 140
 140
 110
 110

BARGES & LIGHTERS

Lire	
Min	Max
70	90
80	110

Master
 Mate
 Engineer
 Cook
 Seaman

Bargemen
 Master Bargeman

NOTES:-

1. For female rates where not specified, 15% shall be deducted from the male rate in the same classification.
2. The daily rates of pay may be increased if necessary not more than 10 Lire for all classes of labour engaged on night shifts and overtime, if applicable, will be paid on this increased rate.
3. The cost of food when issued will be deducted as follows:-
 - (a) One Lire per meal for dehydrated soup.
 - (b) Ten Lire per meal or thirty Lire per day for rations.

12 JULY 44

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Exec. Com.

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HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUBCOMMISSION
APO 394

LAB 091471

8 August, 1944

SUBJECT: Wage Adjustment Agreement - Societa' Siciliana Trasporti (S.S.T.) - Sicily. 10 AUG Reed

TO : His Excellency, The Minister of Industry, Commerce and Labor.

1. This is in reply to your communication of 3 August 1944 transmitting a copy of a wage agreement between the employees and management of S.S.T. and indicating your approval of the agreement.

2. Careful study has been made of this agreement by the Labor Subcommission and it is approved.

3. There is no objection to making agreement effective as of May 1, 1944 since negotiations were started in May with that intention.

4. Will you please inform all interested parties of this approval.

FOR THE ACTING CHIEF COMMISSIONER:

J.T.R. Bain

J.T.R. BAIN

Colonel

Director Labor Sub-Commission

DISTRIBUTION:

Reg. Comm. - Region I 1
Major Albright 1
Spartan 2
Exec. Comm. 1
Comm. Board 1

pk 10/8

*Let this be a wage agreement
are now being approved. See
also Vol. II. A step forward.*

*78
10/8*

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HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

8 August, 1944

LAB 091.471

SUBJECT: Wage Adjustment Agreement - Societa' Generale Pugliese di 10 AUG Recd
Elettricisti

TO : His Excellency, the Minister of Industry, Commerce and
Labor.

1. This is in reply to your communication 7 August 1944 transmitt-
ing a copy of a wage agreement between the employees and management of
S.G.P.A. and indicating your approval of the agreement.

2. Careful study has been made of this agreement by the Labor
Sub-Commission and it is approved.

3. Will you please inform all interested parties of this approval.

FOR THE ACTING CHIEF COMMISSIONER,

J. F. B. Bahr

J. F. B. BAHR
Colonel
Director Labor Sub-Commission

DISTRIBUTION:

Reg. Comm. - Region IX ----- 1
Major Albright ----- 1
Opers ----- 2
Exec. Comm. ----- 1
Recn. Section ----- 1

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17A-~~125~~
HEADQUARTERS
ALLIED CONTROL COMMISSION
APO 334

LAB 091.4312

30 June 1944

SUBJECT: Uniform Interpretation of AEC Temporary Wage Adjustment
Order as Applied to Public Employees

TO: Regional Commissioners: Region IV
Region V
Region VII
Region VIII
Region IX

1. Reference is made to Provisions of the AEC Temporary Wage Adjustment Order as applied to public employees, both in territory where the provisions are already in effect and in territory where they are being put into effect for the first time. These Provisions read, in part, as follows:

(ARTICLE I)

....Employees of permanent and temporary status of the State, Province, Commune, Enti Para-Estado, and Public Institutions and Concerns (Anexo) which are administered by any of the foregoing governmental units shall be calculated upon the base of total salaries (base plus ordinary and extraordinary increments which normally represent an integral part of their total salary) as described in Article IV below....

(ARTICLE IV)

....The foregoing provisions shall be applied in accordance with the following scale:

- | | |
|---|-------|
| (1) On let L. 1,000 per month (or fraction thereof) | - 70% |
| 2nd L. 1,000 per month (or fraction thereof) | - 50% |
| 3rd L. 1,000 per month (or fraction thereof) | - 30% |
| 4th L. 1,000 per month (or fraction thereof) | - 20% |
| 5th L. 1,000 per month (or fraction thereof) | - 10% |

(11) In respect to salaries or wages which exceed L. 5,000 per month, no increase in excess of L. 1,000 shall be granted.

2. Surveys by the Labor Sub-Commission have revealed numerous markedly different interpretations of the above wage adjustment provisions, not only between different provinces, but also between different public offices within the same province. As a result, serious inequities have been created in the pay of employees previously entitled to equal treatment. In order to eliminate and prevent such inequities, and to insure uniform procedure consistent with the intent of the adjustment provisions, the rules set forth in following paragraphs of this instruction will be strictly observed.

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3. In territory which has been under control of the Fascist Republican Government, the wage adjustment for public employees (Article I) will be based on the pay in effect 1 September 1943. The base will include, therefore, any and all increases and adjustments in public employees' salaries, wages, and ordinary or extraordinary indemnities made since that date. All references in this instruction to salaries, wages, and ordinary or extraordinary indemnities, as well as to any other payments of any kind made to public employees, shall be construed as referring solely to those provided for by laws and regulations of the Italian Government, in effect 1 September 1943, or subsequently established in liberated territory by recognized Italian governmental authority. (In territory where the Wage Adjustment Order has not yet been published Article I will be corrected before issuance by inserting the base date of 1 September 1943.)

4. The scale of percentage increases in Article IV will be applied only to the TOTAL SUM of such of the following items as are applicable in the case of particular employees:

- a. BASE SALARY (STIPENDIO BASE)
- b. SUPPLEMENT FOR ACTIVE SERVICE (SUPPLEMENTO DI SERVIZIO ATTIVO)
- c. TEMPORARY WAR ALLOWANCE (AGGIUNTA TEMPORANEA DI GUERRA)
- d. FAMILY ALLOWANCE (AGGIUNTA DI FAMIGLIA)

e. BOMBARDMENT INDEMNITY (INDENNITA' DI BOMBARDAMENTO) -- To be included only in those cases where it is legally payable under provisions of Italian law or competent authorization given by Allied Military Government prior to 1 January 1944. Where payable, it will be calculated solely on the basis provided by R.D.L. No. 1498 of 16 December 1942, irrespective of previous differing procedures in particular offices, and its calculation will not take into consideration any increase previously or hereafter authorized in the amount of the Mission Indemnity (Indennita' di Missioni), as established by R.D.L. No. 76 of 27 February 1942.

f. MISCELLANEOUS COMPENSATION FOR SPECIAL GROUPS (COMPENSI VARI PER GRUPPI SPECIALI) -- This term shall be understood to include all special indemnities and allowances provided by law in fixed amounts as recurrent integral parts of the total compensation of public employees in particular branches of government service or working under particular conditions, including, however, such items as are dealt with separately in paragraph 5. Examples of items included are the Fogia Indemnity for magistrates, the Special Service Indemnity for public safety employees, the Evening (Per-correnza) Indemnity for State railway workers, the Evening and Night service Indemnity for post office and other employees, etc. When such indemnities, as in the case of the Fogia Indemnity or the Disadvantageous Residence Indemnity, are normally paid at longer intervals than monthly, a monthly average will be established for purposes of applying the scale of percentage increases in Article IV.

5. The following special rules will govern the calculation of the payments listed below, which are considered as not properly coming within the group of items to be totaled for the purpose of applying the scale of percentage increases in Article IV:

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a. PERIODICAL PREMIUM FOR INDUSTRIOUSNESS AND PRODUCTIVITY (PREMIO PERIODICO DI OPEROSITA' E RENDIMENTO) -- This form shall be understood to include all premiums, however designated, which are normally and regularly paid periodically to selected employees on the basis of their relative merit, whether paid quarterly, semi-annually, or annually. The total sum allocated for the purpose of the premium, the scale of individual payments, and the basis for selecting eligible employees shall be determined by the governmental authority legally empowered to make such provisions, except, however, that in no instance may the provisions adopted entail the allocation of a larger total sum nor entail a higher scale of payments than was in effect for the last periodical premium of this type paid in 1943.

b. MONTHLY PREMIUM FOR INDUSTRIOUSNESS AND PRODUCTIVITY (PREMIO MENSILE DI OPEROSITA' E RENDIMENTO) -- In all offices where this premium is based on hourly rates, it will be calculated as follows:

- (1) The hourly rates will be those established by law (or by the governing bodies of the offices in accordance with powers derived from law) prior to the A.M.C. Wage Adjustment Order.
- (2) For State employees, the maximum number of hours for which the premium may be paid with respect to any month may not exceed 75, as prescribed by R.D.L. No. 182 of 17 February, 1924, except for State employees for whom a different maximum was prescribed by law prior to the A.M.C. Wage Adjustment Order. For other public employees, the number of hours for which the premium may be paid with respect to any month shall be in accordance with regulations heretofore or hereafter adopted by the governing bodies of the offices, subject to a maximum of 75 hours.

In the case of public offices which, prior to the A.M.C. Wage Adjustment Order, paid this premium on the basis of a fixed amount established by a central governing body, rather than on the basis of hourly rates and a specified number of hours, the premium will continue to be calculated on the basis of such fixed amount. Subject to the limitations of this paragraph, the premium may be paid irrespective of whether or not work is done in excess of normal hours.

c. 13th MONTH AND SIMILAR BONUSES BASED ON EXTRA MONTH'S SALARY (TREDICESIMA MENSILITA' E ALTRE GRATIFICAZIONI SIMILARI CORRESPONDENTI SULLA BASE DI UNA MENSILITA') -- This type of bonus may be paid only in the case of offices where, and to the extent that, it is normally and customarily payable to all employees as an established part of their annual compensation, in accordance with regulations and provisions adopted by central governing bodies, prior to the AMC Wage Adjustment Order. Where payable on the basis of the above criteria, the amount of the bonus will be calculated only on the basis of the Base Salary (plus Supplement for Active Service) and the Family Allowance, augmented in accordance with the scale of percentage increases in Article IV.

d. COMPENSATION FOR ACTUAL OVERTIME EXCEEDING NORMAL HOURS OF WORK (COMPENSO PER LAVORO STRAORDINARIO EFFETTIVO ECCEDENT L'ORARIO NORMALE) -- This provision is applicable only to agencies in which overtime exceeding normal hours of work is authorized by law or by competent regulations of central governing bodies. Proper control will be exercised in accordance with such regulations, subject to the further provision that all compensable overtime

must be designated essential by the head of the office concerned, must be performed at his direction, and must be verified adequate records. Compensation will be based on such fixed hourly rates for overtime as were legally in force prior to the AMO Wage Adjustment Order, plus an increase of 70%.

6. No increase in the Mission Indemnity (Indennità di Missioni) was authorized by the AMO Wage Adjustment Order, since this indemnity clearly is not part of total salary or wage, but rather is in the nature of a reimbursement for specific expenses incurred by an employee in the course of his work. The same is true of the Mileage Indemnity (Indennità Chilometrica) and other similar payments intended to offset to greater or less degree an out-of-pocket expense. However, with respect to the two indemnities mentioned, the following adjustments in rates are hereby authorized:

a. MISSION INDEMNITY (INDENNITÀ DI MISSIONI) -- The daily rates established by R.D.L. No. 76, of 27 February 1942, shall be increased by 70%.

b. MILEAGE INDEMNITY (INDENNITÀ CHILOMETRICA) -- The rate per kilometer established by R.D.L. No. 1311, of 14 September 1938, as amended, shall be uniformly set at 3 lire.

7. The pertinent provisions of this Instruction will be issued without delay to all public offices concerned, as an AMO Order, effective immediately, supplemental to and equally binding with the Wage Adjustment Order.

8. The order containing the pertinent provisions of this Instruction shall include a statement that persons violating its terms or the terms of the Wage Adjustment Order, as here interpreted, will be liable to fine or imprisonment, with or without other lawful punishment, upon conviction by a court of competent jurisdiction.

9. No adjustments of any kind will be undertaken with respect to payments to public employees made under varying interpretations of the Wage Adjustment Order prior to issuance of the interpretative order based on this Instruction.

10. For reference in the preparation of the Italian version of the pertinent provisions of this Instruction, an Italian translation of paragraphs 3 to 6, inclusive, is appended.

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M. S. LUSH, Colonel
Brigadier,
Executive Council.

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OGGETTO: Norme per l'interpretazione uniforme dell'ordinamento AMG sulla sistemazione degli stipendi e salari dei pubblici impiegati e salariati.

3) Nel territorio che è stato sotto il controllo del Governo Repubblicano Fascista, la sistemazione delle paghe per i pubblici impiegati (art. 1) sarà basata sulla paga corrisposta al 1° Settembre 1943.
Nella paga base, perciò, non sarà compreso qualunque aumento e sistemazione concessa dopo quella data nei confronti delle paghe dei pubblici impiegati e delle indennità, ordinarie e straordinarie. Qualunque riferimento contenuto in questa istruzione, in merito agli stipendi, ai salari ed alle indennità, ordinarie e straordinarie, come qualunque altro pagamento di qualunque natura fatto ai pubblici impiegati, sarà considerato unicamente in relazione a quelli previsti dalla legge e dai regolamenti del Governo Italiano, vigenti al 1° sett. 1943 o stabiliti successivamente nel territorio liberato dalle Autorità Governative Italiane riconosciute.

4) La graduazione dell'aumento percentuale previsto nell'articolo IV sarà applicata solamente sulla somma totale di quelle voci che seguono quando esse rappresentano parte dell'emolumento degli impiegati:

- a. STIPENDIO BASE
- b. SUPPLEMENTO DI SERVIZIO ATTIVO
- c. ASSEGNO TEMPORANEO DI GUERRA
- d. AGGIUNTA DI FAMIGLIA

e. INDENNITÀ DI BOMBARDAMENTO. Da includere solamente in quei casi in cui essa è legalmente dovuta secondo la legge italiana oppure secondo la competente autorizzazione accordata dall'A.M.G. prima del Gennaio 1944. Quando ne è stabilito il pagamento, l'indennità di bombardamento verrà calcolata solamente sulla base prevista dal R.D.L. n. 1498 del 16 dicembre 1942, senza tener conto delle diverse procedure adottate precedentemente da determinati uffici ed il suo calcolo non terrà in considerazione alcun incremento precedentemente o in seguito autorizzato nell'ammontare dell'indennità di missione, com'è stabilito dal R.D.L. n. 76 del Febbraio 1943.

f. COMPENSI VARI PER GRUPPI SPECIALI. Sotto questa denominazione vanno inclusi tutte le speciali indennità e gli assegni previsti dalla legge in misura fissa, come parti normali ed integrali del compenso totale dei pubblici impiegati appartenenti a speciali rami della pubblica amministrazione o che svolgono la loro attività in peculiari condizioni, escludendo tuttavia quelle voci che sono state trattate separatamente nel paragrafo n. 5. Esempio delle voci da includere sono: l'indennità di toga per i magistrati, l'indennità di servizio speciale P.S., gli impiegati di Pubblica Sicurezza; il premio di permanenza per gli impiegati delle FF. SS.; l'indennità di servizio serale e notturno per gli impiegati Regie Poste e per gli impiegati. Quando tali indennità, come per esempio l'indennità di toga o l'indennità per dispendio residenziale, sono per esempio l'indennità di toga o l'indennità per dispendio residenziale.

blivi impiegati, sarà considerato unicamente in relazione a quelli previsti dalla legge e dai regolamenti del Governo Italiano, giunti al 31 sett. 1943 o stabiliti successivamente nel territorio liberato dalle Autorità Governative Italiane riconosciute.

4) La graduazione dell'aumento percentuale previsto nell'articolo IV sarà applicata solamente sulla somma totale di quelle voci che seguono quando esse rappresentino parte dell'emolumento degli impiegati:

a. STIPENDIO BASE

b. SUPPLEMENTO DI SERVIZIO ATTIVO

c. ASSEGNO TEMPORANEO DI GUERRA

d. AGGIUNTA DI FAMIGLIA

e. INDENNITA' DI BOMBARDAMENTO. Da includere solamente in quei casi in cui essa è legalmente dovuta secondo la legge italiana oppure secondo la competente autorizzazione accordata dall'A.M.G. prima del Gennaio 1944. Quando ne è stabilito il pagamento, l'indennità di bombardamento verrà calcolata solamente sulla base prevista dal R.D.L. n. 1498 del 16 dicembre 1942, senza tener conto delle diverse procedure adottate precedentemente da determinati uffici ed il suo calcolo non terrà in considerazione alcun incremento precedentemente o in seguito autorizzato nell'assortire dell'indennità di missione, com'è stabilito dal R.D.L. n. 76 del Febbraio 1943.

f. COMPENSI VARI PER GRUPPI SPECIALI. Sotto queste denominazioni vanno inclusi tutte le speciali indennità e gli assegni previsti dalla legge in sicura forma, come parti normali ed integrali del compenso totale dei pubblici impiegati appartenenti a speciali rami della pubblica amministrazione o che svolgono la loro attività in particolari condizioni, escludendo tuttavia quelle voci che sono state trattate separatamente nel paragrafo n. 5. Esempio delle voci da includere sono l'indennità di toga per i magistrati, l'indennità di servizio speciale P.M. degli impiegati di Pubblica Sicurezza; il premio di permanenza per gli impiegati delle Regie Poste e per gli impiegati. Quando tali indennità, come per esempio l'indennità di toga o l'indennità per disagio residenza, sono normalmente pagate a scadenze superiori al mese, sarà stabilita una media mensile ai fini della applicazione della graduazione dell'aumento percentuale previsto nell'articolo IV.

5. Le seguenti norme speciali regoleranno il calcolo delle voci sottelenate. Le quali non si debbono considerare comprese nel gruppo delle voci da esaminare ai fini dell'applicazione della graduazione dellaumento percentuale previsto nell'articolo 17:

a. PREMI PERIODICI DI OPEROSITA' E RENDIMENTO. Con questo termine s'intende comprendere qualsiasi premio comunque denominato, pagato normalmente in modo periodico e regolare (trimestralmente, semestralmente o annualmente) agli impiegati che si sono distinti per merito. Le quote individuali, la somma totale stanziata allo scopo ed i sistemi di valutazione del merito degli impiegati, saranno determinati dagli organi amministrativi investiti all'uopo dalla legge, purché, tuttavia, in nessun caso le quote individuali e la relativa somma totale stanziata siano superiori a quelle relative all'ultimo premio periodico dello stesso genere

7 gatto nel 1943.

b. PREMIO MENSILE DI OTTUSICITA' E RENDIMENTO. In tutti gli uffici in cui questo premio viene corrisposto sulla base di tariffa oraria, esso ver-
ra' calcolato come segue:

- i) le tariffe orarie saranno quelle stabilite dalla legge (o dagli or-
gani amministrativi degli uffici secondo i poteri attribuiti dalla legge) pri-
ma dell'ordine dell'A.M.G. sulla sistemazione degli stipendi e salari.
- ii) per quanto riguarda gli impiegati dello stato, il numero massimo di
ore per cui il premio puo' essere concesso, per qualsiasi mese, non puo' eccedere
le 75 ore, come prescritto dal R.D.L. n. 182 del 17 Febbraio 1924, ad eccezione
degli impiegati statali in favore dei quali un numero superiore di ore era fissato
dalla legge prima dell'ordine dell'A.M.G. sulla sistemazione degli stipendi e
dei salari. Per gli altri pubblici impiegati il numero di ore per cui il premio
puo' essere concesso, per qualsiasi mese sara' regolato dalle precedenti norme
e da quelle in seguito adottate dagli organi amministrativi dei vari uffici,
col limite massimo di 75 ore mensili.

Nel caso di uffici pubblici che prima dell'ordine dell'A.M.G. sulla sistemazione
degli stipendi e salari, corrispondevano questo premio sulla base di una somma fissa
stabilita da un organo amministrativo centrale, invece che sulla base di tariffa oraria
e di un determinato numero di ore, si continuera' a calcolare il premio sulla base
di detta somma fissa.

Fermo restando le limitazioni dettate in questo paragrafo, il premio puo' essere pagato
senza tener conto e il lavoro eccedente l'orario normale sia stato o meno svolto.

5. TREDICESIMA MENSILITA' ED ALTRE GRATIFICHE SIMILARI CORRISPONDE

SULLA BASE DI UNA MENSILITA'. Questo tipo di gratifica puo' essere
pagato solo dagli uffici e nella misura in cui costituisce normale e per con-
suetudine una parte del complessivo emolumento annuale pagato a tutti gli impiegati
secondo i regolamenti e le disposizioni adottate dagli organi amministrativi centrali
prima dell'ordine Regionale dell'A.M.G. sulla sistemazione degli stipendi e dei salari.
Nel caso in cui sia pagabile l'ammontare di questa gratifica sara' costituito solo
dalla somma dello stipendio base (e del supplemento di servizio attivo) e dell'aggiun-
ta di famiglia, aumentata delle percentuali previste dall'art. IV.

6. COMPENSO PER LAVORO STRAORDINARIO EFFETTIVO ECCEDENTE L'ORARIO NORMALE.

Questo compenso sara' limitato ai pubblici uffici nei quali
il lavoro straordinario eccedente l'orario normale e' autorizzato dalla legge e da
regolamenti emanati da organi Amministrativi Centrali in mancanza di contrarie dispo-
sizioni di legge. Adeguato controllo del lavoro straordinario sara' effettuato secon-
do tali regolamenti, tenendo presente inoltre la norma per cui tutto il lavoro straor-
dinario da compensare deve essere dichiarato indispensabile dal capo ufficio, deve
essere eseguite su suo ordine ed annotato per iscritto in un registro delle ore esegui-
te. Le tariffe orarie di tale compenso saranno quelle in vigore per il lavoro straor-
dinario effettivo alla data dell'ordine dell'A.M.G. sulla sistemazione degli
salari, aumentato del 70 per cento.

6. Nessun aumento e' stato autorizzato sulla indennita' di sistemazione degli
ordini Regionali che prevedono la sistemazione degli stipendi, per il fatto che essa
evidentemente non rappresenta una parte integrale dello stipendio, ma piuttosto ha il
carattere di un rimborso di spese.

Prima dell'ordine dell'A.M.G. sulla sistemazione degli stipendi e dei salari. Per gli altri pubblici impiegati il numero di ore per cui il premio può essere concesso, per qualsiasi mese sarà regolato dalle precedenti norme e da quelle in seguito adottate dagli organi amministrativi dei vari uffici, col limite massimo di 75 ore mensili.

Nel caso di uffici pubblici che prima dell'ordine dell'A.M.G. sulla sistemazione degli stipendi e salari, corrispondevano questo premio sulla base di una somma fissa stabilita da un organo amministrativo centrale, invece che sulla base di tariffa oraria e di un determinato numero di ore, si continuerà a calcolare il premio sulla base di detta somma fissa.

Fermo restando le limitazioni dettate in questo paragrafo, il premio può essere pagato senza tener conto e il lavoro eccedente l'orario normale sia stato o meno svolto.

C. TRIDICESIMA MENGILITA' ED ALTRE GRATIFICHE SIMILARI COMPLESSIVE

SULLA BASE DI UNA MENGILITA'. Questo tipo di gratifica può essere pagato solo dagli uffici e nella misura in cui costituisce normalmente e per consuetudine una parte del complessivo emolumento annuale pagato a tutti gli impiegati secondo i regolamenti e le disposizioni adottate dagli organi amministrativi centrali prima dell'ordine Regionale dell'A.M.G. sulla sistemazione degli stipendi e dei salari. Nel caso in cui sia pagabile l'ammontare di questa gratifica sarà costituito solo dalla somma dello stipendio base (e del supplemento di servizio attivo) e dell'aggiunta di famiglia, aumentata dalle percentuali previste dall'art. IV.

D. COMPENSO PER LAVORO STRAORDINARIO EFFETTIVO NELLE MISURE L'ORARIO

NORMALE. Questo compenso sarà limitato ai pubblici uffici nei quali il lavoro straordinario eccedente l'orario normale e autorizzato dalla legge e da regolamenti emanati da organi Amministrativi Centrali in mancanza di contrarie disposizioni di legge. Adeguato controllo del lavoro straordinario sarà effettuato secondo tali regolamenti, tenendo presente inoltre la norma per cui tutto il lavoro straordinario da compensare deve essere dichiarato indispensabile dal capo ufficio, deve essere eseguito su suo ordine ed annotato per iscritto in un registro delle ore assegnate. Le tariffe orarie di tale compenso saranno quelle in vigore per il lavoro straordinario effettivo alla data dell'ordine dell'A.M.G. sulla sistemazione degli stipendi e salari, aumentato del 70 per cento.

6. Nessun aumento è stato autorizzato sulla indennità di sistemazione degli ordini Regionali che prevedono la sistemazione degli stipendi, per il fatto che essa evidentemente non rappresenta una parte integrale dello stipendio, ma piuttosto ha il carattere di un rimborso di spese effettivamente sostenute nello svolgimento della missione. Lo stesso vale per l'indennità chilometrica e per le altre indennità di eguale natura inteso a rimborsare in maggiore o minore misura una spesa di denaro effettuato. Tuttavia relativamente alla due indennità ora menzionate, col presente ordine, sono autorizzate le seguenti di sistemazioni sulle loro tariffe:

A. INDENNITA' DI MISSIONE. La misura giornaliera stabilita dal R.D.I. n. 76 del 27 Febbraio 1942, dovrà essere aumentata del 70 per cento.

B. INDENNITA' CHILOMETRICA. Il compenso per ogni chilometro stabilito dal R.D.I. n. 1311 del 14 Settembre 1939, sarà elevato in modo uniforme a L. 3.

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ADVANCE HEADQUARTERS
ALLIED CONTROL COMMISSION
APO 394
Establishment Branch

1 July 1944

ADMINISTRATIVE INSTRUCTION)

NUMBER 1)

CIVILIAN EMPLOYMENT AND PAYMENT PROCEDURE

A - Hiring of employees.

1. Clerical and Supervisory Grades.

- (a) A letter of request must be sent to British G-1 for approval or disapproval.
- (b) When approved a copy is forwarded to the employment section for the procurement of the requested clerical or technical help.
- (c) The employment section will send one or more applicant to requesting Sub-Commission, Branch or Section for approval. If approved the applicant will be sent back to the employment section and the necessary action will be taken.

2. Classified Artisan and Skilled Grades.

- (a) A letter of request is sent to the HQ Commandant for approval.
- (b) Same procedure as outlined in preceding paragraph.

B - Discharging of employees.

1. When discharging a civilian employee a letter of discharge stating date and reason for discharge will be sent to the employment section.

2. The Sub-Commission, Branch, or Section will send the employees accompanied by a member of section to the Internal Security Section of the HQ Commandant for proper clearance of civilian pass and identification badge.

3. It is responsibility of the Sub-Commission, Branch, or Section concerned to make all necessary arrangements for payment

C - Payment.

1. Payrolls with Daily Time Sheets, attached will be sent to HQ Commandant on the dates asked for by the HQ Commandant. Payrolls must be completed by Sub-Commission, Branch, or Section concerned and must tally with time sheet.

D - Reclassification.

1. When reclassification of civilian employee status is desired, a letter

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A - Hiring of employees.

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D - Reclassification.

1. When reclassification of civilian employee status is desired, a letter will be sent to British G-1 for approval.

E. L. CLOTH
E. L. CLOTH
Colonel, AGC
Executive Officer

C-O-N-F-I-D-E-N-T-I-A-L

ROME AREA ALLIED COMMAN
APO #794, US ArmyDHB/was
27 June 1944

GENERAL ORDERS)

NUMBER.....4)

I. WAGE SCALE FOR CIVILIAN EMPLOYEES:

Due to operational necessity the following temporary amendments to Administrative Instruction No 24, AFHQ, Adv Adm Echelon, CTF, dated 24 January 1944, Subject: "Conditions of Employment and Wage Scale for Civilians Employed by the Armed Forces in Italy", are made effective in the area of the Rome Command, 1 July 1944.

These amendments are promulgated under the authority granted in Par 5, Administrative Instruction No 24, AFHQ, Adv Adm Echelon, CTF, 19/0, 24 January 1944, providing for temporary adjustment in wage scale and schedule in this specific area due to the current higher cost of living.

All Offices employing civilian labor in this command will be guided by this order.

By command of Major General JOHNSON:

THOMAS J. SHRYOCK, JR.,
Colonel, GSC,
Chief of Staff.

OFFICIAL:

Donald H. Baker

DONALD H. BAKER,
Lt Col, AGC,
Adjutant General.

Dist
Econ Sec
HQ Command
CAB

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WAGE SCALE FOR CIVILIAN EMPLOYEES:

Due to operational necessity the following temporary amendments to Administrative Instruction No 24, AFHQ, Adv Adm Echelon, CLF, dated 24 January 1944, Subject: "Conditions of Employment and Wage Scale for Civilians Employed by the Armed Forces in Italy", are made effective in the area of the Rome Command, 1 July 1944.

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Lt Col, AGO,
Adjutant General.

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1 Incl:

Appendix "A" - Wage Scale

DISTRIBUTION:
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C-O-N-F-I-D-E-N-T-I-A-L
 ROME AREA ALLIED COMMAND
 APPENDIX TO GENERAL ORDER NO. 1
 Dated 27 June, 1944.
 APO NO. 794, U.S. Navy

RATES OF PAY - CIVILIAN LABOR
 CLERICAL & SUPERVISORY GRADES

	Min	Max
Accountant	2100	4500 per month
Assistant Purchasing Agent	3000	5500 " "
Bookkeeper (Male)	2000	4000 " "
Bookkeeper (Female)	1300	3500 " "
Clerk, Office, Female	80	100 Per day
Clerk, Office, Male	90	115 " "
Cashier, Chief, (Male)	2500	3500 per month
Draughtsman	2000	4000 " "
Draughtsman, Chief	2500	4500 " "
Interpreter, Oral	70	120 per day
Interpreter, Translating	100	140 " "
Professional man (doctor, lawyer, dentist, construction, civil or mechanical engineer)	4000	9000 per month
Typist (Male)	85	120 per day
Typist (Female)	70	110 " "
Typist - Shorthand (stereographer)	100	130 " "
English speaking	80	120 " "
Telephone Operator, English speaking (Female)	3000	5000 per month
Shop Superintendent	2500	4000 " "
Warehouseman Superintendent	120	150 per day
Secretary, English speaking	150	200 " "
Secretary, Executive		

CLASSIFIED ARTISAN AND SKILLED GRADES

Foreman (artisan and skilled labor) 10 lire per day more than highest paid man under his supervision.

Chief Foreman (artisan and skilled labor) 10 lire per day more than highest paid foreman under his supervision.

	Min.	Max.
Apprentices, all grades	50	85 per day
Artisan's Mate (helper)	85	100
Armature winder	90	130
Armorer	90	130
Asphalt layer	90	105
Blacksmith	90	120
Battery Worker	85	105
Baker	90	120
Boilermaker	90	120
Bookbinder	90	110
Bookbinder's Assistant	70	85
Bricklayer	90	120

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Draughtsman, Chief	2000	4000	per month
Interpreter, Oral	2500	4500	" "
Interpreter, Translating	70	120	per day
Professional man (doctor, lawyer, dentist, construction, civil or mechanical engineer)	100	140	" "
Typist (Male)	4000	9000	per month
Typist (Female)	85	120	per day
Typist - Shorthand (stenographer)	70	110	" "
English speaking	100	130	" "
Telephone Operator, English speaking (Female)	80	120	" "
Shop Superintendent	3000	5000	per month
Warehouseman Superintendent	2500	4000	" "
Secretary, English speaking	120	150	per day
Secretary, Executive	150	200	" "

CLASSIFIED ARTISAN AND SKILLED GRADES

Foreman (artisan and skilled labor) 10 lire per day more than highest paid man under his supervision.

Chief Foreman (artisan and skilled labor) 10 lire per day more than highest paid foreman under his supervision.

	Min.	Max.	per day
Apprentices, all grades	50	85	
Artisan's Mate (helper)	85	100	
Armature winder	90	130	
Armorer	90	130	
Asphalt layer	90	105	
Blacksmith	90	120	
Battery Worker	85	105	
Baker	90	120	
Boilermaker	90	120	
Bookbinder	90	110	
Bookbinder's Assistant	70	85	
Bricklayer	90	120	
Butcher	85	110	
Boilerman	85	110	
Carpenter	90	120	
Caulker	85	105	
Clothing Classifier	65	75	
Checher	70	85	
Coach Builder	90	120	
Cobbler	85	115	
Coppersmith	90	120	
Compositor	90	120	
Compositor's Assistant	85	100	
Compositor's Chief	120	135	
Chairman	85	100	

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CONFIDENTIAL

Appendix to General Order No. 4 (cont'd)

	Min.	Max.	per day
Concrete		115	
Cooper	85	110	
Chauffeur or Driver	85	110	
Chauffeur - Mechanic	85	115	
Core Maker (Foundry)	90	115	
Drier, m/c & preparers (Male)	85	95	
Drier, m/c & preparers (Female)	65	75	
Driver, Truck	85	110	
Driver, Mech. Truck	90	120	
Driver, Truck- Long Distance out of town trips	110	135	
Driver, M.R. Electric	90	110	
Driver, Crane or Winch	90	110	
Driver, Steam Roller or I.C.			
Stationary			
Electricians	95	120	
Farrier	95	120	
Fireman, Oil, Fuel	85	110	
Fireman, Coal, Steam Loco	90	110	
Fitter or Mechanic, Automobile	90	110	
Foundryman	100	130	
Glazier	85	110	
Greaser	85	110	
Grinder, Precision	85	105	
Harmonizer or Striker	100	130	
Joiner	85	105	
Lineman	100	120	
Linotype operator	100	130	
Lighthouse	100	140	
Markers and Sorters (Female)	65	80	
Messenger, English speaking (under 17)			
Messenger, English speaking (over 17)	85	60	
Laboratory and Dispensary Assistant (Male)	85	95	
Laboratory and Dispensary Assistant (Female)	110	120	
Lithographer	90	110	
Lithographer's Assistant	100	135	
Machinist	85	95	
Masons	95	120	
Mechanics, Instrument, Sewing Machine, Typewriter, Wireless	90	120	
Mechanic's Assistant	95	120	
Moulders	95	120	
Machine Winders	90	100	
Machine Winders Assistant	90	115	
Painter, Varnisher, Signwriter	85	100	
Pavement Layer	70	85	
Parquet Layer	95	120	
Pattern Maker	85	110	
Pointsmen	95	115	
Plater (Printing)	100	130	
Plumber	85	100	
	100	120	

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Fireman, Oil, Fuel	85	110
Fireman, Coal, Steam Loco	90	110
Fitter or Mechanic, Automobile	90	110
Foundryman	100	130
Glazier	85	110
Greaser	85	105
Grinder, Precision	100	130
Hammerman or Striker	85	105
Joiner	100	120
Lineman	100	130
Linotype operator	100	140
Lighthouse	100	100
Markers and Sorters (Female)	65	80
Messenger, English speaking		60
(under 17)		
Messenger, English speaking	85	95
(over 17)		
Laboratory and Dispensary	110	120
Assistant (Male)		
Laboratory and Dispensary	90	110
Assistant (Female)	100	135
Lithographer	85	95
Lithographer's Assistant	95	120
Machinist	90	120
Masons		
Mechanics, Instrument, Sewing	95	120
Machine, Typewriter, Wireless	90	100
Mechanic's Assistant	90	115
Moulders	85	100
Machine Kinders	70	85
Machine Kinders Assistant	95	120
Painter, Varnisher, Signwriter	85	110
Pavement Layer	95	115
Parquet Layer	100	130
Pattern Maker	85	100
Pointsmen	100	120
Plater (Printing)	95	120
Plumber	95	120
Plasterer	100	130
Printer	85	100
Platelayer, Railroad	90	105
Permanent Way Inspector	85	110
Quarryman	95	115
Rigger	85	100
Rivet Heater	95	110
Rivetter	85	95
Rivetter, Holder Up	85	95
Roadworker, Semi-skilled	90	120
Road Supervisor	95	110
Saddler	85	110
Sawyer	90	110
Saw repairer and Sharpener		

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(over)

C-O-N-F-I-D-E-N-T-I-A-L

	Min.	Max.	per day
Sheet Metal Worker	90	115	
Smelterer (ore smelting)	95	115	
Slater	80	105	
Stone cutter (hand)	95	115	
Stone cutter(hand) Assistant	85	105	
Tent Mender	85	105	
Tinsmith	95	120	
Toolmaker	100	130	
Tailor	100	120	
Tailoress	80	100	
Trimmer Coal	90	110	
Turner	95	130	
Time Keeper	90	130	
Track Walker (Railroad)	85	105	
Tile Layer	90	115	
Vulcanizer	90	115	
Welder	95	120	
Watchman	85	95	
Warehousman or Storekeeper	100	140	
Washer Machine (Male)	90	110	
Washer Machine (Female)	70	80	
Washer, Hand (Female)	70	80	
Store Woman	70	80	
Wheelwright	100	120	
Wireless Operator (Sender and receiver)	300Q		450Q per month

UNCLASSIFIED GRADES

Foreman of Ganger unskilled -- 10 lire per day more than rate paid to his men.
Chief Foreman or Chief Ganger -- 10 lire per day more than rate paid to Ganger or Foreman.
 Unskilled labor (Male)
 Unskilled labor (Female)
 Boys up to 17

85 lire per day
 70 lire per day
 40 lire per day

NOTES: 1. Employees (civilian) or the Armed Forces are protected against industrial accidents by the Cassa d'Infortunati; prompt reports of accidents must be made to this agency by the employing officer.

2. Applications for the establishment of new classifications or changes of existing rates should be made in writing to the Labor Division for reference to higher authority. Applications for new classifications must include a complete job description of the position contemplated, proposed terms of employment and present salary and position.

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85	110
100	110
90	80
70	80
70	80
70	80
100	120
3000	4500 per month
Warehouseman or Storekeeper	
Washer Machine (Male)	
Washer Machine (Female)	
Washer, Hand (Female)	
Store Woman	
Wheelwright	
Wireless Operator (Sender and receiver)	
UNCLASSIFIED GRADES	
Foreman or Ganger unskilled -- 10 lire per day more than rate paid to his men.	
Chief Foreman or Chief Ganger -- 10 lire per day more than rate paid to Ganger or Foreman.	
Unskilled labor (Male)	85 lire per day
Unskilled labor (Female)	70 lire per day
Boys up to 17	40 lire per day
NOTES: 1. Employees (civilian) or the Armed Forces are protected against industrial accidents by the Cassa d'Infortuni; prompt reports of accidents must be made to this agency by the employing officer.	
2. Applications for the establishment of new classifications or changes of existing rates should be made in writing to the Labor Division for reference to higher authority. Applications for new classifications must include a complete job description of the position contemplated, proposed terms of employment and present salary and position.	

C-O-N-F-I-D-E-N-T-I-A-L

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