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OF POLITICAL AND ECONOMIC SCIENCE

Ministry of Labour

Gazette

VOLUME LXII, No. 2

FEBRUARY, 1954
Published monthly by H.M. Stationery Office

PRICE 1s. 6d. NET
Annual subscription 19s. 6d. post free

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The Employed Population, end-May, 1953

THE Table on the following pages shows the estimated numbers of employees in each industry in Great Britain and in the United Kingdom at end-May, 1953. The figures cover all employees, including those who were unemployed and those who were absent from work through sickness and other causes as well as those who were actually at work. Employers and self-employed persons are excluded.

The figures are based mainly on the counts of national insurance cards exchanged in the June-August quarter, together with information supplied by employers of five or more workpeople as to the total number of insurance cards that they hold. National Insurance cards must be held in respect of all employed persons with the exception of certain Civil Servants. Even in the case of employed married women who opt not to pay their own contributions under the scheme there must still be an insurance card for the employer to pay his part of the contribution, and in the case of persons whose weekly amount of employment is so small as to be deemed "inconsiderable" under the Act there must be a card for the payment of the small contribution under the National Insurance (Industrial Injuries) Act.

The cards are current for twelve months, and at the end of their currency they must be taken or sent to a Local Office of the Ministry of Pensions and National Insurance to be exchanged for new ones. As the total number of insured persons is well over 20 millions, the work of exchanging the cards has been spread over the four quarters of the year by arranging for one-quarter of the cards to be current for the twelve months beginning in March and the other three quarters for the twelve months beginning in June, September and December, respectively. It is not practicable to obtain an industrial analysis of the cards exchanged in each of the four quarters of the year, but an analysis of the figures for the cards exchanged in the June-August quarter, supplemented by the valuable information supplied by employers, provides an adequate basis for making estimates of the industrial distribution of the total employed population. These estimates relate to the end of May, all employees exchanging cards at any time in the June-August quarter being assumed to have been in the employed population at the beginning of that quarter. Code letters are inserted on every card exchanged to indicate the industry in which the person was last working.

The procedure by which the figures for Great Britain were computed on the basis of the count of insurance cards exchanged and information supplied by employers is briefly as follows. The statements completed by employers (covering, in the aggregate, more than three-quarters of the total number of employees in the whole country) show the number of cards due for exchange in the June-August quarter on the one hand

and the number due for exchange in the other three quarters of the year on the other. The sum of these two sets of cards, industry by industry, gave the total numbers of employees in the undertakings from which employers' returns of cards were received. As stated above, however, these returns from employers were obtained only from undertakings employing five or more workpeople and it was therefore necessary to estimate the number of employees, industry by industry, in undertakings from which returns had not been received. In each industry the total number of cards actually exchanged in the June-August quarter was known and the employers' returns showed how many of these cards belonged to their employees. The balance therefore represented cards, exchanged in the June-August quarter, by employees of undertakings which had not rendered returns. This balance, for each industry, was multiplied by four and the product was then added to the total number of cards, of all quarters, shown on the returns received from employers.

The summary of the returns received from employers showed that, for all industries taken together, the total number of cards held by these employers which were due to be exchanged in the June-August quarter was almost exactly one-quarter of the total number of cards, of all quarters, held by them. This was to be expected since the allocation of cards to the four periods of currency was arranged on a random basis. The employers' returns showed, however, that the ratio of "June-August" cards to total cards varied (as would be expected) from industry to industry, being more than one-quarter in some industries and less than one-quarter in others. There was thus some possibility of error in estimates arrived at by the procedure described in the preceding paragraph. Any such error, however, was relatively small since the procedure of multiplying the numbers of "June-August" cards by four was limited to the small proportion of each industry that was not covered by employers' returns giving the total numbers of cards of all quarters held.

The preceding paragraph describes the general procedure followed in arriving at these estimates. As stated above, some Civil Servants do not have individual cards but statistics of the numbers of such Civil Servants were provided by the Treasury. In the case of sea transport and agriculture use was also made of the statistics of employment compiled by the Departments concerned with those industries. The figures of employees in Northern Ireland were supplied by the Northern Ireland Ministry of Labour and National Insurance.

For Great Britain as a whole the estimated total numbers of employees at end-May, 1953, were 13,720,000 males and 7,160,000 females. Compared with May, 1952, these figures showed increases of 20,000 males and 60,000 females.

ESTIMATED NUMBERS OF EMPLOYEES (EMPLOYED AND UNEMPLOYED) IN GREAT BRITAIN AND THE UNITED KINGDOM AT END-MAY, 1953

(See article on previous page)

Table with columns for Industry, Males (Under 18, Total all ages), Females (Under 18, Total all ages), Total Males and Females, and Grand Total. Rows include Agriculture, Mining, Manufacturing, and Services.

ESTIMATED NUMBERS OF EMPLOYEES (EMPLOYED AND UNEMPLOYED) IN GREAT BRITAIN AND THE UNITED KINGDOM AT END-MAY, 1953—continued

Table with columns for Industry, Males (Under 18, Total all ages), Females (Under 18, Total all ages), Total Males and Females, and Grand Total. Rows include Clothing, Food, Paper and Printing, and Miscellaneous Services.

REGISTRATION UNDER NATIONAL SERVICE ACTS

A further registration of men under the National Service Acts will be held on 20th March. The obligation to register on that date applies to young men born between 1st April and 30th June, 1936, both dates inclusive, unless they are exempt from the operation of the Acts. Men are not exempt from registration because they are apprentices or are training for professional qualifications or because they are engaged in coal mining or agriculture. Such men, if born within the dates specified above, must register on the prescribed date.

Men who have a preference for a particular Service should say so when they register, but no guarantee can be given that they will be allocated to that Service. In particular, there is only a limited number of vacancies in the Royal Navy for men not entering on a regular engagement.

With certain exceptions, any man registering for service in the Armed Forces who enters the coal mining industry for underground work before an enlistment notice is issued will not be called up so long as he remains satisfactorily employed in that work.

The call-up of agricultural workers born in 1933 or later will be deferred only in the most exceptional circumstances. Particulars can be obtained at any Local Office of the Ministry of Labour and National Service.

Each man who registers will be given a leaflet setting out the conditions under which deferment of call-up may be granted to apprentices and men in a similar position, artied pupils, etc., or students in full-time attendance at technical classes. If a man wishes to complete his apprenticeship or training before he is called up, he must make application for deferment on the appropriate form to be obtained at the time of his registration or as soon as possible afterwards.

The registration will take place at Local Offices of the Ministry of Labour and National Service; but seamen should, if possible, register at Mercantile Marine Offices.

The Minister of Labour and National Service has announced that it is proposed to hold a further registration on 19th June, when men born between 1st July and 30th September, 1936, will register.

COURT OF INQUIRY: OMNIBUS INDUSTRY

The Minister of Labour and National Service has announced the appointment of a Court of Inquiry to enquire into the causes and circumstances of the difference between the Employers' and Trade Union Sides of the National Council for the Omnibus Industry. The members of the Court are Professor H. G. Hanbury, D.C.L. (Chairman), Mr. H. E. Parkes, C.B.E., and Mr. J. T. B. Sandercock, O.B.E.

The hearings commenced in public in London on Monday, 8th February.

BOOKLET ON PERSONNEL SELECTION

A booklet entitled "Selecting the Man for the Job" has been issued by the Ministry of Labour and National Service as the third in a series designed to assist in the development and improvement of industrial relations.

The booklet records, in the form of a discussion between a managing director of a "family" business, the personnel officer of a large organisation, a foreman, and a psychologist specialising in selection methods, what these four people have found to be guiding principles in selecting the man for the job. In the course of their discussion the group indicate some of the problems associated with personnel selection in firms of differing size, explain the advantages of systematic selection methods and how they avoid wastage, and discuss various methods of selection.

Copies of the booklet can be obtained free on request from the Director of Public Relations, Ministry of Labour and National Service, 8 St. James's Square, London, S.W.1, or from any Local Office of the Ministry.

DISABLED PERSONS IN GOVERNMENT EMPLOYMENT

The Financial Secretary to the Treasury has presented to Parliament a Statement* showing the numbers of registered disabled persons in Government employment in Great Britain on 1st October, 1953. The Statement, which was compiled from returns furnished to the Treasury, is directly related to the terms of the Disabled Persons (Employment) Act, 1944, and the totals therefore differ slightly from those in the published quarterly returns of staff employed in Government Departments. The quarterly returns include home-based staff employed abroad and reserved and agency services in Northern Ireland; they also reckon part-time staff on a somewhat different basis.

The Table in the next column shows the numbers and percentages of registered disabled persons in Government employment as at

* Disabled Persons in Government Employment. Statement showing the Numbers of Registered Disabled Persons in Government Employment in Great Britain on 1st October, 1953, compiled from Returns furnished to the Treasury. Cmd. 9021. H.M. Stationery Office; price 2d. net (3d. post free).

1st October, 1953, in relation to the total numbers of non-industrial and industrial employees:—

Employed Staff	Total number of Employees	Total number of Disabled Persons Employed	Percentage of Disabled Persons in Employed Staff
Non-industrial	651,507	37,494	5.8
Industrial	423,844	21,454	5.1

In addition, 486, or 85.3 per cent., of a total of 570 passenger electric lift attendants in Government employment were registered disabled persons. Employment as a car park attendant or passenger electric lift attendant is designated employment for disabled persons under the Act.

By the Disabled Persons (Standard Percentage) Order, 1946, the standard percentage for the purpose of the Act is 3 per cent. (see the issue of this GAZETTE for August, 1946, page 210).

ACCIDENTS TO RAILWAY SERVANTS DURING 1952

The Report of the Chief Inspecting Officer of Railways upon the accidents which occurred on the railways of Great Britain during the year 1952 has been presented to the Minister of Transport and Civil Aviation and published by H.M. Stationery Office, price 2s. net (2s. 1½d. post free).

The Report is based on returns made by the Railway Executive, the London Transport Executive, and certain minor railway companies which were not taken over by the British Transport Commission on 1st January, 1948, and also on reports upon certain accidents made after inquiries by the Ministry of Transport and Civil Aviation. There has been no change in recent years, before and after the nationalisation of the railways, in the basis of report, and the figures which the Report contains for 1952 and for some earlier years are all, therefore, comparable, with the exception of those for the war years 1940-1945, when a modified form of reporting covering fatalities and serious injuries only was in force. All casualties to passengers or other persons, excluding railway servants, are required to be reported, however slight the injuries may be. For railway servants, only those accidents which cause absence from ordinary work for more than three days are required to be reported. Personal injuries are classified as "serious" or "minor". Serious injuries are defined as "amputation of limbs, a fracture or dislocation, internal injuries, loss of an eye, burns or scalds, and any other injury of similar serious character likely to cause protracted disablement". Any person so severely injured as to die after an accident, but before the date of the Report, is included as a fatality.

The number of railway servants killed during 1952 was 200, compared with 172 in 1951, and annual averages of 226 during 1946-1950. The numbers injured totalled 17,267 in 1952 and 17,563 in 1951, compared with an annual average of 20,569 during the years 1946-1950. Of the railway servants injured in 1952, 1,889 were seriously and 15,378 were slightly injured.

Reported accidents are classified in three main groups: (1) train accidents (i.e., to trains and rolling stock on or affecting a passenger railway, and failures of rolling stock, track and structures); (2) movement accidents (i.e., those connected with the movement of railway vehicles, exclusive of train accidents); and (3) non-movement accidents (i.e., those on railway premises not connected with the movement of any railway vehicles). During 1952, nine railway servants were killed in train accidents, 171 in movement accidents and 20 in non-movement accidents. Serious injuries to railway servants during the year were 31 in train accidents, 557 in movement accidents, and 1,301 in non-movement accidents. Corresponding figures for minor injuries were 82, 1,802 and 13,494, respectively.

Detailed analyses of the figures relating to all railway accidents which occurred in 1952 are given in the Report, which also includes summaries of twelve accidents which were the subject of Inquiry, comments on other accidents, and a review of the year. Appendices to the Report contain detailed statistical and other information.

STATISTICAL ABSTRACT FOR THE COMMONWEALTH

The 73rd edition of the Statistical Abstract for the Commonwealth and the Sterling Area has been presented to Parliament by the President of the Board of Trade and published by H.M. Stationery Office, price 15s. net (15s. 6d. post free).

The first part of the Abstract has been expanded to include summary Tables for both the sterling area and the Commonwealth generally for the years 1948 to 1952. These Tables relate primarily to imports and exports but include a few giving other economic data as a general background to the trade figures (e.g., production, consumption and prices of major commodities exported by the sterling area). The second part of the Abstract gives Tables for individual countries and follows closely the form of previous Abstracts. Each independent member of the Commonwealth and nearly every colonial territory is included. One section of Tables covers the direction of trade of each country for the years 1949 to 1952 and a second section gives commodity details for the years 1950 to 1952.

The summary Tables, in conjunction with the figures for particular countries, should help in the interpretation of changes in the pattern of sterling area and Commonwealth trade. The Abstract shows, for example, that the general decline in the value of sterling

area exports between 1951 and 1952, while common to all the major exporters among sterling Commonwealth countries, was not shared by many territories in Africa or the West Indies, the Rhodesias, Nigeria, Tanganyika, British Guiana, for example, nor by the Irish Republic or Burma. It enables the trade of each Commonwealth country with the various currency areas to be examined, and shows, for instance, that South African imports from the dollar area which in 1950 fell to less than half those in 1948 rose again in 1951 and 1952, accounting for one-quarter of her total imports. It is also possible to trace the considerable influence exerted on the exports of the sterling area by price changes in a few primary commodities.

Many of the Abstract summary figures for sterling area trade are kept up to date each quarter in a special supplement to the *Board of Trade Journal*; that for the second quarter of 1953 was published in the issue of 7th November, 1953.

SUMMARY TABLES OF CENSUSES OF PRODUCTION FOR 1950, 1949 AND 1948

The first Part of Summary Tables of information collected in the Censuses of Production for 1950, 1949 and 1948 has been published by H.M. Stationery Office, price 2s. net (2s. 1½d. post free).

The volume contains three Tables. Table 1 gives a general summary of the results, over the whole field of industrial production covered by the Censuses, arranged by trades and Standard Industrial Classification Orders, with totals for the Orders. The statistics relate to the number of establishments, employment, wages and salaries, gross output, net output, stocks, capital expenditure, etc., for the years 1950, 1949 and 1948, and, as far as possible, 1935. In Table 2 the information is analysed by size of establishment, separately for the manufacturing trades as a whole (Standard Industrial Classification Orders III-XVI), for mining and quarrying (other than coal), and for building and contracting; the information relates only to the years 1949 and 1948, owing to the different scope of the Censuses for 1950 and 1935. In Table 3 the information is analysed by country (England, Wales, Scotland and Northern Ireland) for the years 1950, 1949 and 1948, and by standard region for 1949 and 1948, separate analyses being given for manufacturing trades as a whole, for mining and quarrying, for building and contracting, and for gas, electricity and water. In addition, a country analysis is given for industry as a whole, i.e., manufacturing and non-manufacturing trades.

The figures relate mainly to "larger" establishments, i.e., those with more than ten employees, but information about the number of small firms and employment in them is included in Table 1 and in footnotes to Tables 2 and 3.

The second part of the Summary Tables, which is to be published later, will contain a further series of Tables summarising and analysing other material collected in the Censuses, including a more detailed regional and size analysis, for each Standard Industrial Classification Order, and a summary of fuel and power purchases, by trades and Orders.

NATIONAL INSURANCE

Extension of Insurance against Pneumoconiosis

On 4th January the Minister of Pensions and National Insurance made the National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment Regulations, 1954. The Regulations, which amend the National Insurance (Industrial Injuries) (Prescribed Diseases) Regulations, 1948, came into operation on 11th January. They give effect to recommendations made by the Industrial Injuries Advisory Council in their Report on Pneumoconiosis (see the issue of this GAZETTE for August, 1953, page 274).

Benefit for pneumoconiosis under the National Insurance (Industrial Injuries) Acts has been available under previous Regulations only to persons who, since 5th July, 1948, have worked in occupations which have been scheduled because they are known to be capable of giving rise to the disease. The new Regulations amend those sections of earlier Regulations relating to the schedule of occupations so as to cover further classes of foundry workers and underground miners (other than coal miners, who are already fully covered). They also make benefit available to persons who have never worked in a scheduled occupation but who are suffering from pneumoconiosis which is due to the nature of their work since 5th July, 1948, in another occupation involving exposure to dust. Claimants from unscheduled occupations will be required, before being referred to the Pneumoconiosis Medical Panels, to provide a medical certificate or other evidence to satisfy the statutory authorities that there is reasonable cause for suspecting that they are suffering from pneumoconiosis. The Regulations also contain transitional provisions relating to persons who worked in one of the newly prescribed occupations on or after 5th July, 1948, and who have already died from the disease or were suffering from it when the new Regulations came into operation.

In addition, the Regulations provide for payment of disablement pension for the disease in respect of assessments of one per cent. (instead of five per cent.) or more and specify the rates of pension for assessments of less than 20 per cent. with appropriate machinery for applying the new provisions to current cases.

Copies of the Regulations (S.I. 1954 No. 5) can be purchased from H.M. Stationery Office, price 4d. net (5½d. post free).



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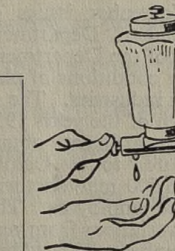
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INTERNATIONAL LABOUR ORGANISATION

Fifth Session of Coal Mines Committee

The Fifth Session of the Coal Mines Industrial Committee of the International Labour Organisation was held in Düsseldorf from 30th November to 11th December, 1953 (see the issue of this GAZETTE for December, 1953, page 423). Sixteen countries were represented at the session. In accordance with the normal practice of the International Labour Organisation, representatives of Governments and of employers and workers attended. Also in attendance at the session were representatives of the High Authority of the European Coal and Steel Community and the tripartite delegation of observers representing the Saar. Eleven observers from international non-Governmental organisations were also present.

The agenda comprised :—

1. General Report dealing particularly with : (a) action taken in the various countries in the light of the conclusions of the previous sessions ; (b) steps taken by the International Labour Office to follow up the studies and enquiries proposed by the Committee ; and (c) recent events and developments in the coal industry.

2. Productivity in coal mines.

3. Social welfare facilities and services for coal miners.

The Committee set up two Sub-Committees, one dealing with productivity in coal mines and the other with social welfare facilities for coal miners. A Working Party was also set up to report on the effect given to conclusions adopted at previous sessions. The Sub-Committee dealing with productivity set down its conclusions in the form of a resolution which covered a number of general considerations relating to the increase of productivity and suggested certain measures which might be taken.

The Sub-Committee on social welfare facilities and services adopted a series of conclusions covering a number of agreed points relating to such aspects of welfare facilities and services as : medical services ; miners' housing ; and workers' promotion.

The Working Party on the effect given to the conclusions adopted at previous sessions reviewed the conclusions previously reached by the Committee. The Working Party selected a number of these conclusions on which it was suggested Governments should be asked to supply further information, or to which their attention should again be drawn.

The reports and conclusions of the Sub-Committees and Working Party were adopted by the Committee in Plenary Session. The Committee also adopted resolutions concerning holidays with pay, and concerning young workers below the minimum age of admission to work underground in coal mines. Suggestions were also put forward for the agenda of the Committee's Sixth Session.

In accordance with the usual practice, the conclusions of the Committee will be considered by the Governing Body of the International Labour Office.

Fifth Session of Inland Transport Committee

The Fifth Session of the Inland Transport Committee of the International Labour Organisation opened in Geneva on 15th February and is expected to continue until 27th February. The agenda was as follows :—

1. General Report, dealing particularly with : (a) action taken in the various countries in the light of the conclusions of the previous sessions of the Committee ; (b) steps taken by the Inter-

national Labour Office to follow up the studies and enquiries proposed by the Committee ; (c) recent events and developments in the inland transport industry.

2. Conditions of employment in road transport.

3. Welfare facilities for dock workers.

Industrial Committees of the International Labour Organisation are tripartite in character, consisting of two representatives of Governments, employers and workers respectively, from each of the countries most directly concerned with particular industries. The representatives may be accompanied by advisers. At this session of the Inland Transport Committee the United Kingdom was represented as follows :—Government Representatives : Mr. G. W. J. Cole, Assistant Secretary, Ministry of Labour and National Service, and Mr. A. W. Clarke, Principal, Ministry of Transport and Civil Aviation. Employers' Representatives : Mr. F. Gilbert, O.B.E., Principal Staff Officer, British Transport Commission, and Mr. D. F. Macdonald, General Manager, National Association of Port Employers. Adviser : Mr. G. Shrosbree, M.B.E., Executive Secretary, Civil Air Transport Employers' Secretariat. Workers' Representatives : Mr. J. Campbell, Member of the General Council of the Trades Union Congress, General Secretary of the National Union of Railwaymen, and Mr. F. Coyle, National Secretary, Passenger Transport Section of the Transport and General Workers' Union.

The Fourth Session of the Inland Transport Committee was held at Nervi, near Genoa, in December, 1951 (see the issue of this GAZETTE for February, 1952, page 53).

Year Book of Labour Statistics, 1953

The Year Book of Labour Statistics, 1953,* has recently been issued by the International Labour Office. The Year Book presents a summary, based on communications to the Office or on statistics from official publications, of the principal statistics relating to labour in sixty-four countries in all parts of the world. The text, table headings and notes are in English, French and Spanish. The countries are listed by continents in the alphabetical order of their English names. In general the annual series give figures up to and including 1952, with monthly and quarterly figures up to June, 1953.

As in previous editions of the Year Book the statistical Tables are grouped in eleven main sections, dealing with total and economically active population ; employment ; unemployment ; hours of work ; wages and labour income ; consumer price indices and retail prices ; family living studies ; social security ; industrial injuries ; industrial disputes ; and migration. Introductory notes to each of these main sections indicate briefly the characteristics of the principal types of statistics to be found in the Tables and draw attention to diversities of statistical method in the various countries which limit the international comparability of the data. The United Nations International Standard Industrial Classification of All Economic Activities has been used as far as possible as the uniform basis for the arrangement of industries.

Appendices to the Year Book contain world indices and national indices of industrial production (covering mining and manufacturing) and indices of wholesale prices, supplied by the Statistical Office of the United Nations, a Table of rates of exchange furnished by the International Monetary Fund, a list of sources giving particulars of the principal publications containing current national statistics on labour matters, and an index of the references in the Tables to individual countries.

LABOUR OVERSEAS

Working Conditions in Canadian Manufacturing Industries

The October and November issues of the *Labour Gazette*, published by the Canadian Department of Labour, contain summaries of the results of the Department's annual surveys, from 1949 to 1953, of working conditions of plant and office workers in Canadian manufacturing industries. The surveys related, for 1953, to 1st April, and, for each of the years 1951, 1950 and 1949, to 1st October, but some of the particulars obtained in the latest survey, for 1st April, 1953, related to 1st October, 1952. The surveys covered approximately 6,500 manufacturing establishments, most of which had 15 or more employees. The number of employees covered was, with slight variations from year to year, approximately two-thirds of the total number employed in manufacturing industry, distributed over the various branches of industry.

Some particulars, extracted from the Canadian publications, are given below.

Plant Workers

The number of plant workers covered by the annual survey was 722,000 in October, 1949, 735,000 in October, 1950, 787,000 in October, 1951, and 802,000 in April, 1953. In the period of 3½ years between the 1949 and 1953 surveys there was a marked tendency towards a reduction in the number of weekly hours worked and a significant increase in the proportion of workers on a 5-day week. The proportion of plant workers employed on a standard 40-hour working week increased from about 25 per cent. in October, 1949, to over 43 per cent. in April, 1953. Over the same period the proportion working a 48-hour week decreased

from 20 per cent. to under ten per cent. Workers in establishments reporting a 5-day week in October, 1949, were 61 per cent. of the total number of plant workers in all establishments surveyed and over 78 per cent. in April, 1953. It was the general practice to pay higher (usually time-and-a-half) rates for overtime during the whole period, and nearly all the establishments in which shift working was performed paid a shift differential.

In October, 1952, establishments employing 32 per cent. of the plant workers covered by the survey reported systems for adjusting wages periodically in accordance with changes in the cost of living. In most cases the adjustments were based on the movement of the official cost-of-living index. In each of the last three surveys over one-quarter of the total number of plant workers were shown to be employed in establishments operating production or incentive bonus systems. These systems generally involve time and motion studies of processes in order to establish standards of production, and extra pay is earned when these standards are exceeded. As some types of manufacturing lend themselves more readily to the systems than others, in some establishments only certain processes may operate under an incentive system. The figures available do not indicate the actual number of workers subject to an incentive plan.

The practice of paying workers for statutory holidays on which they are not required to work appears to be on the increase both as regards the extent of the practice and the number of holidays paid for. Of the plant workers covered by the April, 1953, survey only about 5 per cent. were employed in establishments where no paid

*Published in the United Kingdom for the International Labour Office by Staples Press Limited, 14 Great Smith Street, Westminster, London, S.W.1 ; price £1 10s.

statutory holidays were granted, compared with 15 per cent. in 1949. The most usual number of paid statutory holidays granted was eight, about half of the workers in 1953 being paid for eight holidays, compared with about one-third in 1949. Additionally, nearly all plant workers in manufacturing industries were shown by all four annual surveys to be eligible for annual paid vacations of at least one week. There was an increase from 81 per cent. in 1949 to nearly 93 per cent. in 1953 in the proportion of workers eligible for two weeks' vacation pay. The most usual period of service required to qualify for two weeks' paid vacation was five years, but an increasing number of employers have, it is stated, reduced the required period to three years or less. The surveys showed also an increase in the practice of closing down establishments during vacation periods. In April, 1953, almost half of the workers were employed in establishments which closed down annually for two weeks.

Other particulars obtained in the surveys related to rest periods, wash-up periods, and sick leave. Over 60 per cent. of the workers were shown by the October, 1950, survey (the latest for which this information is available) to be employed in plants where daily rest periods or "coffee breaks" are permitted. The most frequently reported arrangement was two periods daily, each of ten minutes. Provision for sick leave for plant workers, most of whom are hourly paid, was the exception rather than the rule both in 1950 and in 1953. There was a decline from 17.5 per cent. in 1950 to 12.7 per cent. in 1953 in the proportion of plant workers covered by sick leave provisions and the article states that this may be accounted for in part by the increasing proportion of workers to whom group sickness and accident benefit plans are available in their employment.

Office Workers

The number of office workers covered by the annual survey was 133,000 at October, 1949, 138,000 at October, 1950, 160,000 at October, 1951, and 183,000 at April, 1953. During the period reviewed, office workers shared in the general trend towards shorter working hours, longer vacations, more paid statutory holidays, and other improvements in working conditions, but the changes in conditions of office workers were considerably less pronounced than those of plant workers. The more gradual change in conditions of office workers may be attributed in part to the fact that in certain respects the conditions already applying to office staffs have set the standard for plant workers. For office workers the main trends were towards a five-day week, introduction of overtime compensation, and eligibility for a third week's vacation, generally after 15 years' service.

The latest survey showed that in April, 1953, about 84 per cent. of office workers worked a five-day week, compared with 68 per cent. in October, 1949. There was little change between 1949 and 1953 in the length of the working week. At 1st April, 1953, approximately 19 per cent. of the office workers were engaged on a standard working week of less than 37½ hours and about 70 per cent. on a working week ranging from 37½ to 40 hours. The comparable figures for 1949 were 17 per cent. and 65 per cent. respectively. The length of working week most frequently quoted in the returns was 37½ hours, which applied to about 29 per cent. of office workers in 1949 and 30 per cent. in 1953.

The proportion of office workers receiving payment for overtime increased from about 23 per cent. in 1950 to 43 per cent. in 1953. About one-half of these workers were eligible for straight-time rates and about one-half for higher rates, usually time-and-a-half. Approximately 19 per cent. of the office workers were employed in October, 1950, in establishments reporting the existence of cost-of-living bonuses or wage adjustment systems. This proportion had risen in October, 1952, to 35 per cent., a figure nearly the same as that for plant workers covered by similar arrangements.

Payment for statutory holidays was almost universal for office workers throughout the period covered by the surveys ; the number allowed was eight or more for about 80 per cent. of all the office workers at the time of the latest survey. During the 3½ years between October, 1949, and April, 1953, there was a marked increase, from about 17 per cent. to 23 per cent., in the proportion of office workers receiving payment for nine or more statutory holidays, whereas only nine per cent. of plant workers receive more than eight paid holidays. The surveys also showed, with little change over the 3½-year period, that almost 90 per cent. of office workers receive two weeks' paid annual vacation after one year's service. During the period there was, however, an appreciable rise, from 42 per cent. to about 61 per cent., in the proportion of office workers eligible for three weeks' vacation and there was a marked reduction in the minimum service required to entitle workers to these vacations. At the latest survey the most common requirement for three weeks' paid vacation was 15 years' service. Provision for sick leave was almost universal among office workers in manufacturing, about 94 per cent. of the office workers covered by the survey in April, 1953, being employed by establishments reporting provision for sick leave.

Indian Labour Year Book

The fifth issue of the Indian Labour Year Book has recently been published. The Year Book is compiled by the staff of the Labour Bureau of the Ministry of Labour of the Government of India from information supplied by the Governments of the States, the various Ministries and Departments of the Central Government, and organisations of employers and workers. The information contained in the Year Book relates mainly to the financial year 1950-51 and earlier years, but later information on

certain subjects, which became available while the volume was in course of preparation, has been included in this edition.

The first chapter of the Year Book deals with employment and reproduces the serial statistics of employment which are available in respect of certain organised sectors of activity, including factories, mines, plantations, railways, posts and telegraphs. It is pointed out that these sectors cover only a very small proportion of the total gainfully occupied population of India. According to the latest available information there are in the Indian Union about 2,950,000 workers in factories, 500,000 in mines, 1,200,000 in plantations, 1,600,000 engaged in railway work (including the contractors' establishments), and nearly 200,000 are employed in posts and telegraphs. The unorganised industries (which include handloom weaving and other cottage industries) are estimated to employ more than 10,000,000 workers and the number of agricultural labourers in the country is estimated to be 34,000,000. For non-plantation agriculture, the unorganised industries and other major activities, no regular employment statistics are available ; some information is, however, available in regard to employment in municipal services, nationalised transport services, etc., and is given in this section of the Year Book. The chapter includes also sections on the National Employment Service and recruitment and training for industry, and a review of the employment situation in 1950-51.

A full account of labour legislation by the Central and States Governments of the Indian Union is given in the Year Book, and a chapter on labour administration describes the machinery for the collection and dissemination of labour information. The data available on wages and earnings are discussed separately for a number of sectors of activity which correspond, in general, to those for which employment statistics can be given. Cost-of-living index figures in a uniform series, base 1944=100, for a number of centres are reproduced in the Year Book, together with those of other published series.

The Year Book also contains sections dealing with industrial relations, family budget enquiries, food control and rationing, health and safety of the industrial worker, industrial housing, labour welfare, Indian labour overseas, and India and the International Labour Organisation. A chapter on agricultural labour includes sections on hours of work, recent agrarian legislation, welfare activities, and wages and earnings. The Year Book includes a summary of important events affecting labour in India during the period under review and has numerous appendices giving statistical and other information.

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NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed persons on the registers of the Employment Exchanges and Youth Employment Offices in each administrative Region of England, and in Scotland, Wales and Northern Ireland at 11th January, 1954, and the numbers of persons on the registers of the Exchanges and Offices situated in some of the principal towns in each Region, together with the increase or decrease compared with 7th December, 1953.

Table with columns for Regions and Principal Towns, Men 18 and over, Women 18 and over, Young Persons under 18 years, Total, and Inc. (+) or Dec. (-) in Totals as compared with 7th Dec., 1953. Lists towns like London, Birmingham, Manchester, etc.

Table showing Numbers of Persons on Registers at 11th January, 1954, categorized by Regions and Principal Towns. Includes columns for Men 18 and over, Women 18 and over, Young Persons under 18 years, Total, and Inc. (+) or Dec. (-) in Totals as compared with 7th Dec., 1953.

NUMBERS UNEMPLOYED: 1939 to 1954*

The Table below shows the annual average numbers registered as unemployed from 1939 to 1953, and the numbers so registered in March, June, September and December, 1953, and in January, 1954.

Table showing annual average numbers registered as unemployed from 1939 to 1953, and in January, 1954. Includes columns for Great Britain (Wholly Unemployed, Temporarily Stopped, Total) and United Kingdom Total.

DISABLED PERSONS (EMPLOYMENT) ACT

The number of persons registered under the Disabled Persons (Employment) Act, 1944, at 18th January, 1954 (the last date on which a count was taken), was 846,684, compared with 848,357 at 19th October, 1953.

The number of disabled persons on the register who were unemployed at 18th January, 1954, was 55,257, of whom 48,258 were males and 6,999 were females. The total included 27,226 persons who had served in H.M. Forces and 28,031 who had not served. An analysis of these figures is given in the Table below.

Table showing disabled persons categorized by suitability for employment (Suitable for ordinary employment, Severely disabled persons) and sex (Males, Females, Total).

* The averages previously published for 1939-1948 excluded unemployed persons who were not insured under the unemployment insurance scheme then in operation. The figures have now been revised to include such persons in order to make them more strictly comparable with those for later years.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed in Great Britain and in the United Kingdom, respectively, at 11th January, 1954. For Great Britain the wholly unemployed (i.e., persons out of a situation) are distinguished from those temporarily stopped (i.e.,

persons suspended from work on the understanding that they were shortly to return to their former employment). The industrial analysis is based on the Standard Industrial Classification. The figures for each industry represent the numbers whose last employment was in that industry.

Large table showing Industrial Analysis of Unemployed persons. Columns include Industry, Great Britain (Wholly unemployed, Temporarily stopped, Total), and United Kingdom (all classes). Lists industries like Agriculture, Mining, Manufacturing, etc.

* The figures for coal mining exclude all the unemployed who, although previously employed in coal mining, are known to be unfit for employment in that industry. These men are, however, included with "Other persons not classified by industry" on the next page.

Principal Changes in Rates of Wages Reported during January—continued

Table with 5 columns: Industry, District, Date from which Change took effect, Classes of Workpeople, Particulars of Change. Rows include Cutlery Manufacture, Tin Box and Metal Container Manufacture, Wool Textile, Shirts and Costume Cloth Manufacture, Rayon Yarn Production, Cotton Waste Reclamation, Fancy and Solid Leather and Leather Substitute Goods Manufacture and Saddlery and Harness Making, Fur Dressing, etc., Dressmaking and Women's Light Clothing Manufacture, and Corn Trade.

* These increases took effect under an Order issued under the Wages Councils Act. See page 68.
† These increases took effect under Orders issued under the Wages Councils Act. See page 32 of the January issue of this GAZETTE.
‡ Principally Peebles, Galashiels, Earliston, Selkirk, Dumfries, Langholm, Hawick, Jedburgh, Innerleithen, Walkerburn, Newtown St. Boswells, Alva, Auchterarder and Keith.
§ Spinners in charge of more than one pair of mules to receive additional responsibility pay of 3s. 6d. a week for each mule in excess of two, up to a maximum of three pairs; tuners to be paid 2s. a loom (on time rates) or 2s. plus 10 per cent. a loom (on piecework) for each loom above 10 in section.
|| As these increases in scheduled rates may not in every case result in an increase in earnings it has been agreed that all workers shall receive a general increase of 2½ per cent.

Principal Changes in Rates of Wages Reported during January—continued

Table with 5 columns: Industry, District, Date from which Change took effect, Classes of Workpeople, Particulars of Change. Rows include Corn Trade (continued), Biscuit Manufacture, Slaughtering, Sugar Confectionery Manufacture and Food Preserving, Brewing, Wallpaper Manufacture, Rubber Manufacture, Rubber Floor Laying, Linoleum and Felt Base Manufacture, Waterworks Undertakings, Electricity Supply, and Railway Service.

* These increases were the result of an Industrial Court award dated 22nd January, and made retrospective to the date shown.
† These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 32 of the January issue of this GAZETTE.
‡ These increases applied to workpeople covered by the agreement of the National Joint Industrial Council for the Rubber Manufacturing Industry.
§ This increase took effect as a result of an agreement made by the National Joint Industrial Council for the Waterworks Undertakings Industry and applied to the undertakings affiliated to the constituent District Joint Councils. The districts represented on the National Council and the new consolidated rates of general labourers (or equivalent classes of workpeople) in these districts are as follows (where more than one rate is quoted, the rates are applicable to sub-divisions of the district): Northern, Yorkshire, North Western, Midlands, South Wales and Monmouthshire 2s. 11½d., an hour, South Midlands 2s. 11½d., 2s. 10½d., South Eastern 2s. 11½d. (inner special area 3s. 2½d., outer special area 3s. 1½d.), London (Metropolitan Water Board) 3s. 2½d.

Principal Changes in Rates of Wages Reported during January—continued

Table with columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workpeople, Particulars of Change. Includes entries for Road Passenger Transport Services, Goods Transport by Road, and Bankstaffs employed in the road haulage industry.

* An additional payment of 21s. was made to each worker in lieu of retrospective pay from the beginning of January. † For maintenance staff an output bonus is in operation, whereby semi-skilled and unskilled workers receive 16 per cent. on bonus earning rates, which vary for adult workers from 1s. 5½d. an hour for general hands in country bus garages to 1s. 9d. an hour for assistant craftsmen in central bus and trolleybus garages and depots.

Principal Changes in Rates of Wages Reported during January—continued

Table with columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workpeople, Particulars of Change. Includes entries for Goods Transport by Road (Bristol, Metropolitan Area), Merchant Navy, Coal Distribution (Lancashire and Cheshire, Yorkshire region, North-Midland Region, Eastern Region, Midland Region, Northern Region, Southern Region, South-Eastern Region, South-Western Region, South and West Wales), and Hide and Skin Market Trade.

* New standard rates have also been agreed for navigating, engineer and radio officers and refrigerator engineers, etc. † These increases were awarded in January and had retrospective effect to the date shown.

awarded that the existing scales of chargehands' differentials as set out in the Agreement in Railway Shopmen's National Council Minute No. 650, dated 18th March, 1949, be increased as follows: chargehands Group 1 by 2s., chargehands Group 2 by 3s., chargehands Group 3 by 4s. Such increases shall, in respect of chargehands in charge of pieceworking gangs, be paid "out of office" while piece rates currently operating continue to apply. Effect to be given to the award from the beginning of the first full pay period following the date of the award.

Award No. 2493 (8th January).—Parties: The Workers' Side and the Employers' Side of the Joint Industrial Council for the Bobbin Making Industry. Claim: To determine a claim by the Workers' Side for an advance in wages for all adult workers in the industry of 4d. an hour, with proportionate advances to apprentices, boys and girls. Award: The Court awarded that the wage rates of all adult workers in the bobbin industry be increased by 1d. an hour and proportionately for apprentices, boys and girls. Effect to be given to the award from the beginning of the first full pay period following the date of the award.

Single Arbitrators and ad hoc Boards of Arbitration

During January two awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. One award related to an individual undertaking; the other is summarised below.

Parties: The two Sides of the Joint Industrial Council for Slaughterhouses in the Meat Trade. Claim: To determine the claim of the Employees' Side for an increase of 15s. a week for adult weekly wage workers, with appropriate adjustments for juniors, and the consequential increase in the fall-back wage rates; also for a 7½ per cent. increase on all the head and piece rates (including gut) and emergency slaughtering rates. Award: The weekly wage rates for adults shall be increased by 6s. with appropriate adjustments in the rates for juniors and in the fall-back rate. The award shall take effect from the first full pay period following 21st December, 1953. No award was made on the second part of the claim dealing with head and piece rates, the parties having accepted that, if they are unable to reach a settlement, the Arbitrator will be asked to make an award.

Wages Councils Acts, 1945-1948

Notices of Proposals

During January notices of intention to submit wages regulation proposals to the Minister of Labour and National Service were issued by the following Wages Councils:—

Fur Wages Council (Great Britain).—Proposal Z. (64), dated 8th January, for increased holiday remuneration to fleshers, shavers and unhairers.

Milk Distributive Wages Council (England and Wales).—Proposal M.D. (73), dated 8th January, for revised provisions for the allowance of holidays and payment of holiday remuneration.

Further information concerning any of the above proposals may be obtained from the Secretary of the Council in question, at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

Wages Regulation Orders

During January the Minister of Labour and National Service made the following Wages Regulation Orders* giving effect to the proposals submitted to him by the Wages Councils concerned:—

The Cutlery Wages Council (Great Britain) Wages Regulation Order, 1954: S.I. 1954 No. 19 (C.T. (55)), dated 8th January and effective from 25th January. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers.—See page 58.

The Aerated Waters Wages Council (Scotland) Wages Regulation Order, 1954: S.I. 1954 No. 56 (A.S. (40)), dated 18th January and effective from 3rd February. This Order prescribes revised general minimum time rates for male and female workers.

The Aerated Waters Wages Council (England and Wales) Wages Regulation (Amendment) Order, 1954: S.I. 1954 No. 89 (A. 49), dated 26th January and effective from 10th February. This Order prescribes revised general minimum time rates and piecework basis time rates for male and female workers and amends the provisions relating to holidays and holiday remuneration.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposals

During January notice of intention to submit wages regulation proposals to the Ministry of Labour and National Insurance was given by the following Wages Councils:—

Baking Wages Council (Northern Ireland).—Proposals N.I.Bk. (N.172) and N.I.Bk. (N.173), dated 8th January, for fixing revised general minimum time rates for male workers.

Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland).—Proposal N.I.H.H.G. (N.125), dated 22nd January, for fixing a revised provision for the allowance of customary holidays.

* See footnote * in second column on page 71.

Further information concerning the above proposals may be obtained from the Secretary of the Council concerned, at Tyrone House, Ormeau Avenue, Belfast.

Wages Regulation Orders

During January the Ministry of Labour and National Insurance made the following Wages Regulation Order* giving effect to the proposals made by the Wages Council concerned:—

The Aerated Waters Wages Council (Northern Ireland) Wages Regulation Order, 1954 (N.I.A. (N.42)), dated 18th January and effective from 1st February, 1954. This Order prescribes revised general minimum time rates for male and female workers.

Agricultural Wages Act, 1948

Orders relating to Wages in England and Wales

The following Orders were made on 6th January by the Agricultural Wages Board for England and Wales:—

No. 1984, effective from 1st March, 1954, fixes the statutory minimum time rates of wages at 1s. 11d. an hour during the period 1st March to 30th September and at 2s. 3d. during the period 1st October to 31st December for male and female workers, 17 years and over, employed in agriculture in England and Wales, and working from Volunteer Agricultural Camps organised by County Agricultural Executive Committees or by the National Union of Students.

No. 1985, effective from 1st March, 1954, fixes the statutory minimum time rates of wages at 1s. 5d. an hour for employment in agriculture in England and Wales of male and female workers, aged 14 and under 19 years, who are members of parties or teams organised with the approval of County Agricultural Executive Committees or the Ministry of Agriculture and Fisheries in connection with schools and other youth institutions, and working from camps or otherwise than from their homes, under conditions where the composition of the actual teams sent out to the farmers is arranged by the camp organiser or person otherwise responsible, and where the wages of the worker are paid direct to the organiser or other responsible person for subsequent pooling.

No. 1986, effective from 18th January, 1954, applies (a) to agricultural workers in Cumberland, Westmorland and Lancashire and provides that "where a worker employed as a shepherd is required by the conditions of his employment to keep and feed a dog or dogs, the appropriate minimum rate of wages shall be increased by 2s. 6d. per dog per week for not more than two dogs"; and (b) to agricultural workers in all counties in England and Wales and provides (i) that, in addition to holidays at the rate of one day for each month of regular employment in a holiday year, "a worker who is required to work seven days a week in 16 or more weeks in a holiday year shall be allowed one Sunday holiday, and a worker who is required to work seven days a week in 33 or more weeks in a holiday year shall be allowed two Sunday holidays"; and (ii) that the value at which milk may be reckoned as a benefit or advantage in payment of wages in lieu of payment in cash shall be increased to 4½d. a pint for whole milk and 3d. a pint for skimmed milk.

Legal Cases Affecting Labour

Building (Safety, Health and Welfare) Regulations, 1948—Technical Breach of Statutory Duty by Employers

The plaintiff, an experienced steel erector, was employed by the first defendants as foreman in charge of the work to which the Building (Safety, Health and Welfare) Regulations, 1948, No. 1145, applied. In accordance with trade custom, the plaintiff decided what gear would be required, including ladders, which would be suitable for the job. The plaintiff knew that the employers had delegated this responsibility to him, but nevertheless decided to make use of some light ladders which were on the premises of the second defendants, who gave their permission. He did not ask his employers to supply ladders which would have been stronger and more suitable for the job to be done. While using one of these light ladders it broke and the plaintiff fell to the ground and injured himself. He claimed damages against his employers alleging a breach of their statutory duty under the Building (Safety, Health and Welfare) Regulations, and/or negligence at common law. In the alternative, the plaintiff claimed damages against the second defendants alleging a breach of the duty they owed to him as an invitee upon their ladders.

The case came before Mr. Justice Pilcher in the Queen's Bench Division. In the course of his judgment he said that the employers were in technical breach of their statutory obligation under Building Regulation 29(1) which required them to provide a ladder of good construction and adequate strength for the purpose for which it was to be used. He pointed out that there was, however, a statutory duty placed upon the plaintiff to co-operate by reason of Regulation 4. The employers could delegate their statutory duty to an experienced employee and this they had done. The plaintiff understood the position and should have appreciated that the ladder was unsafe and therefore not have made use of it. Had it been a fellow workman of the plaintiff who had been injured, the employers could not have escaped liability. In his view, the

* See footnote * in second column on page 71.

sole cause of the accident was the plaintiff's error of judgment and he only was to blame. He could not therefore succeed in his claim either for breach of statutory duty or at common law.

His claim against the second defendants was based upon the contention that he was an invitee when using the ladder. The facts did not support this view since there was merely a general

Decisions of the Commissioner under the National Insurance Acts

The Commissioner is a judicial authority independent of the Ministry of Pensions and National Insurance and appointed by the Crown (see Section 43 of the National Insurance Act, 1946, and Section 42 of the National Insurance (Industrial Injuries) Act, 1946). His decisions*, which are final, are binding on Insurance Officers and Local Tribunals and must be followed in appropriate cases. They are thus the "case law" which is the principal means of maintaining consistency of decisions.

Appeals to the Commissioner under the National Insurance Acts may be made by an Insurance Officer, or by an association of which the claimant is a member, or by the claimant himself with the leave of the Tribunal or the Commissioner, or without such leave if the decision of the Tribunal was not unanimous.

Appeals to the Commissioner under the Industrial Injuries Acts may be made by an Insurance Officer, or by a person whose right to benefit is or may be, under the Fourth Schedule to the 1946 Act, affected by the decision, or by an association of which the claimant or the deceased was a member, or by the claimant himself. No appeal may be made without the leave of the Tribunal or of the Commissioner.

Recent decisions of general interest are set out below.

Decision No. R(U) 35/53 (8th October)

A workman was summarily dismissed for misconduct and paid wages for four days in lieu of notice. The insurance officer imposed a period of disqualification for unemployment benefit to commence on the day following the last day for which wages had been paid. Held that this was correct. Decision C.U. 155/50 (KL) applied. The fact that the claimant obtained work on the fifth day did not affect the position.

Decision of the Commissioner

"My decision is that the claimant was disqualified under section 13(2)(a) of the National Insurance Act, 1946, for receiving unemployment benefit from 5th May, 1953, to 15th June, 1953, both days included.

"The claimant had been employed as a fitter by an engineering company from 1st January, 1953, to 28th April, 1953. He was summarily dismissed, without wages other than those earned up to the time of his dismissal, on Tuesday, 28th April, 1953, for what his employers have described as gross negligence; whether the cause of his dismissal amounted to industrial misconduct is a matter with which I deal later on. His trade union took up his case and on 8th May, 1953, he was paid wages for 34 hours in lieu of notice; this payment covered the period from Wednesday, 29th April, to Monday, 4th May, 1953, both days included.

"On Friday, 1st May, 1953, he made a claim for unemployment benefit. The local insurance officer decided that he was disentitled to unemployment benefit from 29th April, 1953, to 4th May, 1953, both days included, under regulation 6(1)(d) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277] on the ground that he had received compensation for the loss of earnings on those days. This decision was undoubtedly correct and has not been contested by the claimant or his Association.

"It was also necessary for the insurance officer, in adjudicating on the claim for unemployment benefit for 1st May, 1953, to consider whether the claimant was disqualified under section 13(2)(a) of the National Insurance Act, 1946, on the ground that he had lost his employment through his misconduct. This issue had been clearly raised by the employers when answering questions addressed to them on form U.I.85, and it had to be determined. The insurance officer decided that industrial misconduct had been proved against the claimant but, since the claimant was disentitled to benefit from 29th April, to 4th May, 1953, under the regulation which I have mentioned above, the insurance officer decided that the period of disqualification on the ground of misconduct began on 5th May, 1953, and ran for six weeks ending on 15th June, 1953. In so deciding the insurance officer correctly followed and applied Decision C.U. 155/50 (reported), in which it was held that, although disqualification is normally to begin on the day following the end of employment, where there are exceptional circumstances which would render ineffective part of the disqualification (as here, where the claimant has received wages for four days following the end of the employment), the disqualification is to begin on the day after the exceptional circumstances cease to be of effect, i.e., in the present case on the day after wages have ceased. While still adjudicating on the claim for benefit for 1st May, 1953, the insurance officer therefore decided that the claimant was disqualified for receiving benefit from 5th May to 15th June, 1953, on the ground that he had lost his employment through his misconduct.

* Leading decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 71.

permission given to use any plant which he, the plaintiff, thought suitable. There was no guarantee that the ladders were suitable for the job, which was a matter entirely for the decision of the plaintiff, and accordingly his claim against the second defendants also failed.—*Johnson v. Croghan and Company Limited.* Queen's Bench Division, 14th December, 1953.

"I have dealt at some length with this matter because in the observations of the insurance officer now concerned with the appeal the point is raised that a decision relating to 5th May, 1953, may have been *ultra vires* inasmuch as, after claiming benefit on 1st and 2nd May, 1953, the claimant took up new employment on 4th May, 1953, and in fact made no claim for benefit on 5th May, 1953, or on any day in the period beginning on 5th May, and ending on 15th June, 1953. The local insurance officer's procedure was, however, in my view entirely correct. The present issue all arose on the claim for benefit of 1st May, 1953, and all flows from that claim.

"I have so far dealt with matters of procedure, in which I hold that the local insurance officer acted correctly. I now come to the substantial issue in the case, namely, whether the local insurance officer's decision (which has been upheld by the local tribunal) that the conduct which brought about the claimant's dismissal amounted to industrial misconduct was correct. The claimant was employed as a fitter. He was instructed on 27th April, 1953, to open up the crank case of a compressor and check the bottom end bearings. He worked till 6.30 p.m. and when asked by the charge-hand if it was complete said yes. On the following morning he told those in charge not to work the compressor, but could give no reasonable explanation why it should not be worked except to say that he suspected that someone had tampered with it. This suggestion that the machine had been tampered with has been disproved and was dropped at the local tribunal's hearing. The compressor was started for a trial run but it was at once obvious that something was wrong in the crank case and it was stopped. The claimant was then ordered to re-open the crank case, and the top half of the bearing shell was found lying in the crank case, although the split pins and nuts which should have secured it were all in position. It is plainly gross negligence on the part of a fitter that he should close up the crank case and report the work as complete after leaving one of the principal bearings in the condition I have described.

"This is not a case of bad workmanship due to a natural lack of skill but of culpable negligence on the part of a man professing to possess the necessary degree of skill and knowledge for his work. I have no doubt that the decision that he lost his employment through his industrial misconduct, and thereby incurred disqualification for receiving unemployment benefit for six weeks, was correct. The appeal of the claimant's Association is dismissed."

Decision No. R(U) 36/53 (24th September)

As a protest against the discharge, on redundancy, of 12 men, the other employees stopped work for two hours to attend a mass meeting. The employers refused to allow them to recommence work and discharged them, offering subsequent re-employment to the majority of them. Held that the action of the employers was a step taken in furtherance of the dispute which concerned the employment or non-employment of certain workers. Claimant therefore lost his employment as a consequence of a stoppage of work due to a trade dispute, as he was a member of the grade or class of those who participated in or were directly interested in the dispute.

Decision of the Commissioner

"My decision is that the claimant is disqualified for receiving unemployment benefit from 21st March, 1953, to 16th April, 1953, both days included.

"The question to be decided in this appeal, from a majority decision of the local tribunal, is whether the claimant is disqualified for receiving unemployment benefit on and for a certain period after 21st March, 1953, on the ground that he lost his employment by reason of a stoppage of work due to a trade dispute at his place of employment.

"The claimant was one of about 220 labourers employed by a company of public works contractors on a building site near Chester. In the morning of Friday, 20th March, 1953, twelve labourers were discharged, or were told that they were about to be discharged, as being redundant. These men protested that there was no cause for their discharge because there was work to be done, and they called on their shop stewards to present their case to the employers. The local manager, I understand, would not accede to whatever requests were made to him, and a mass meeting of labourers was held during their lunch hour which lasts from 12 noon to 1 p.m. The meeting went on until nearly 3 p.m., that is long after the time at which work should have been resumed. Eventually the representatives of the men met the employers' agent and received an assurance that they and the trade union officials could meet the management on the following day to discuss any grievance arising from the suggested redundancy. The men on their side agreed to return to work by 3 p.m. The site covers a large area and it was impossible for most of the men to reach their work places until after 3 p.m. When they reached their places, they were all told by their various foremen that there would be no more work that day. They therefore went home. When they came to work on the following morning, Saturday, 21st March, 1953, all the 220 labourers were told that their employment had been terminated and that their cards and money were in the post. Labouring work was at a stand-still until 17th April, 1953, when a substantial number of the men involved

returned to work, and this has been treated by the local insurance officer as the end of the stoppage. Ultimately, 180 of the 220 labourers were taken back. None of the 12 men declared redundant are parties to this appeal. Under the working rules of the building trade either side can terminate the contract of employment by giving two hours' notice on a Friday.

"The first question is whether the claimant lost employment by reason of a stoppage of work. Clearly he did. There was a stoppage of work at the instance of the men from 1 p.m. to nearly 3 p.m. on Friday afternoon and thereafter at the instance of the employers. The claimant's contract of employment continued until it was terminated on Saturday morning. He lost employment on Saturday morning and afterwards because he was stopped from working by the employers. Unquestionably he lost employment by reason of a stoppage of work. The next question is whether the stoppage was due to a trade dispute at his place of employment. I merely have to consider whether the stoppage was due to a trade dispute or to some other cause. I am not concerned with whether one side was right and one was wrong, or whether either side is to blame, but merely with whether a dispute, as defined by section 13 (6) (b) of the National Insurance Act, 1946, existed. It appears to me to be plain that there was a trade dispute and that it caused the stoppage. There had been a dispute on the Friday afternoon between employers and employees concerning the employment or non-employment of the twelve men declared to be redundant. This dispute gave rise to the stoppage of work from 1 p.m. to nearly 3 p.m. on Friday, which occurred at the instance of the men, and also to the stoppage, which occurred at the instance of the employers, for the last part of Friday afternoon and on Saturday and thereafter.

"The dissenting member of the tribunal reasons that there was no trade dispute in being at the end of the mass meeting shortly before 3 p.m. on Friday afternoon, because the men had then received an assurance that their grievances would be discussed and had agreed on their part to return to work; he further reasons that no fresh dispute had sprung up on Saturday morning to cause a stoppage, and that the stoppage was due, not to a trade dispute, but to the employers exercising their right to terminate their contracts of employment. He suggests that the employers took the course of solving their redundancy problem by dismissing everyone and subsequently re-engaging such men as they required from day to day and thus avoided the need for negotiating with the trade union the order of the men's dismissal or re-engagement. In other words he suggests that the short dispute which had ended before 3 p.m. on the Friday was not the true cause of the stoppage but has been used as a pretext, and that the true cause of the stoppage was the employers' need to get rid of redundant workmen in an easy manner.

"This view does not appear acceptable to me. It presupposes that the employers, who on Friday had thought only 12 men to be redundant, had suddenly found by Saturday that the whole force of about 220 men was redundant. It is furthermore contradicted by the fact that the employers subsequently re-engaged 180 men. There evidently was a redundancy problem, which the employers sought to meet by the simple method of dismissing batches of men from time to time but which the men thought should be dealt with in some other way. This difference gave rise to the dispute and stoppage on Friday afternoon, and although the dispute seemed to have been laid to rest at the end of the mass meeting, the employers evidently determined to assert their claim to solve the redundancy problem in the way which seemed best to them. They did this by dismissing the whole labouring force, with the undoubted intention of re-engaging later such men as were required and were ready to work. I have no doubt that the dismissal of the whole force was nothing but a step taken in furtherance of the trade dispute, or in other words that the stoppage was directly due to the trade dispute.

"The claimant says that he does not see why the dispute should affect him as he was on road maintenance work for the Ministry of Supply; he was one of a gang of seven men and a ganger who were placed by the employers under the control of a clerk of works of the Ministry for road repairs and who were working under the Ministry's rules and orders. He agrees however that he was employed and paid by the public works contractors (whom I have called the employers) as one of their labourers and the local tribunal found that he had attended the mass meeting. It is clear that he belonged to a grade or class of workers members of which were participating in or directly interested in the dispute, and he is therefore not saved from disqualification by the proviso to section 13 (1) of the National Insurance Act, 1946. It is not controverted that the stoppage of work ended on 17th April, 1953. In my judgment the decision of the local tribunal is correct and the appeal of the claimant (made with the support of his Association) must be dismissed."

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STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments,* relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain regulations, etc., published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The price of each Instrument, etc., unless otherwise indicated, is 2d. net (3½d. post free).

The Cutlery Wages Council (Great Britain) Wages Regulation Order, 1954 (S.I. 1954 No. 19; price 6d. net, 7½d. post free), dated 8th January; The Aerated Waters Wages Council (Scotland) Wages Regulation Order, 1954 (S.I. 1954 No. 56; price 3d. net, 4½d. post free), dated 18th January; The Aerated Waters Wages Council (England and Wales) Wages Regulation (Amendment) Order, 1954 (S.I. 1954 No. 89; price 4d. net, 5½d. post free), dated 26th January. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 68.

(i) *The Police Regulations, 1954 (S.I. 1954 No. 27; price 3d. net, 4½d. post free); (ii) The Police (Scotland) Amendment Regulations, 1954 (S.I. 1954 No. 75 (S.17); price 4d. net, 5½d. post free). These Regulations were made on 14th January by the Secretary of State for the Home Department and the Secretary of State for Scotland, respectively, under the Police Act, 1919. They (i) amend the Police Regulations, 1952, by increasing the scales of pay of inspectors, sergeants and constables and by increasing the rates of overtime allowance, detective duty allowance and London allowance; and (ii) make amendments to the Police (Scotland) Regulations, 1952, which deal with the conditions of service of members of police forces in Scotland, including provision for an increase in the rates of overtime allowance and detective duty allowance and in the scales of pay of inspectors, sergeants and constables.*

The Mersey Channel (Collision Rules) Order, 1953 (S.I. 1953 No. 1906; price 4d. net, 5½d. post free), made on 22nd December, 1953, by the Counsellors of State on behalf of Her Majesty in Council under the Merchant Shipping Act, 1894, and subsequent legislation. This Order makes Rules concerning the lights and signals to be carried and the steps for avoiding collision to be taken by vessels navigating the River Mersey and the sea channels or approaches thereto. The Rules supplement the Collision Regulations made by the Collision Regulations (Ships and Seaplanes on the Water) and Signals of Distress (Ships) Order, 1953 (see the issue of this GAZETTE for December, 1953, page 447).

(i) *The National Health Service (Medical Auxiliaries) Regulations, 1954 (S.I. 1954 No. 55; price 3d. net, 4½d. post free), dated 18th January; (ii) The National Health Service (Medical Auxiliaries) (Scotland) Regulations, 1954 (S.I. 1954 No. 77 (S.18); price 3d. net, 4½d. post free), dated 22nd January. These Regulations were made by the Minister of Health and the Secretary of State for Scotland, respectively, under (i) the National Health Service Act, 1946, and (ii) the National Health Service (Scotland) Act, 1947. They prescribe the qualifications required by medical auxiliaries under the National Health Service, for employment in the hospital service and in certain ancillary services, or by a local health authority, or, in the case of Scotland, education authority.*

The National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment Regulations, 1954 (S.I. 1954 No. 5; price 4d. net, 5½d. post free), made on 4th January by the Minister of Pensions and National Insurance under the National Insurance (Industrial Injuries) Act, 1946.—See page 43.

The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1953 (S.R. & O. of Northern Ireland 1953 No. 161; price 4d. net, 5½d. post free), dated 18th November; The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 2) Order, 1953 (S.R. & O. 1953 No. 165; price 3d. net, 4½d. post free), dated 9th December; The Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) Wages Regulation Order, 1953 (S.R. & O. 1953 No. 166; price 4d. net, 5½d. post free), dated 29th December. These Orders were made by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland), 1945.—See the issues of this GAZETTE for December, 1953, page 445, and January, 1954, page 32.

OFFICIAL PUBLICATIONS RECEIVED*

(Note.—The prices shown are net; those in brackets include postage.)

Accidents.—Accidents which occurred on the Railways of Great Britain during the year 1952. Report to the Minister of Transport and Civil Aviation. Price 2s. (2s. 1½d.).—See page 42.

Atomic Energy Production.—Britain's Atomic Factories. The Story of Atomic Energy Production in Britain. Ministry of Supply and Central Office of Information. Price 5s. (5s. 3d.).

Careers.—(i) Choice of Careers. New Series. No. 51: The Speech Therapist. (ii) Men and Women Series. No. 41: Town and Country Planning. (Revised July, 1953.) Ministry of Labour and National Service. Price 6d. (7½d.) each.

* See footnote * in second column on page 71.

Census of Production.—Censuses of Production for 1950, 1949 and 1948. Summary Tables. Part I. Board of Trade. Price 2s. (2s. 1½d.).—See page 43.

Collisions at Sea.—International Regulations for Preventing Collisions at Sea, 1948. London, 10th June, 1948. Treaty Series No. 4 (1954). Cmd. 9050. Price 1s. 6d. (1s. 7½d.).

Disabled Persons.—Statement showing the Numbers of Registered Disabled Persons in Government Employment in Great Britain on 1st October, 1953. Cmd. 9021. H.M. Treasury. Price 2d. (3½d.).—See page 42.

Food Survey.—Domestic Food Consumption and Expenditure. Report of the National Food Survey Committee. Ministry of Food. Price 3s. 6d. (3s. 8d.).

International Labour Office.—Year Book of Labour Statistics, 1953. Published in the United Kingdom for the International Labour Office by Staples Press Ltd., 14 Great Smith Street, Westminster, London, S.W.1; price £1 10s.—See page 44.

Local Government.—Guides to Official Sources No. 3. Local Government Statistics. Price 1s. 6d. (1s. 7½d.).

Social Security.—Convention between the Government of the United Kingdom of Great Britain and Northern Ireland and the Government of Denmark regarding payment of compensation or benefit in respect of industrial injuries (including occupational diseases). London, 15th December, 1953. Cmd. 9044. Price 4d. (5½d.).—See last month's issue of this GAZETTE, page 9.

Statistics.—The Commonwealth and the Sterling Area. 73rd Statistical Abstract 1949-1952. Board of Trade. Price 15s. (15s. 6d.).—See page 42.

Youth Employment.—Report of the National Youth Employment Council on the work of the Youth Employment Service, 1950-1953. Ministry of Labour and National Service. Price 2s. (2s. 1½d.).—See page 41.

MINING QUALIFICATIONS BOARD

The next Mining Qualifications Board Examinations for First and Second Class Certificates of Competency as Managers and Under-Managers of Mines will be held on 18th, 19th and 20th May, 1954, at Glasgow, Sunderland, Doncaster, Wigan, Cardiff and Stoke-on-Trent. The Examination for Limited Certificates of Competency as Managers and Under-Managers of Stratified Ironstone Mines will be held on 18th, 19th and 20th May, 1954, at Doncaster.

The written part of the Examination for Certificates of Qualification as Surveyors of Mines will be held at the same Centres

on 19th May, 1954, and the Oral and Practical Examination, to be attended only by those who qualify in the written test, in July, 1954.

Intending candidates should apply after 26th February for the necessary forms, stating whether they have previously attended an examination for any of the above Certificates. The completed applications should be returned to the Secretary as soon as possible, and must in any case be received not later than 23rd March, 1954. Letters should be addressed to the Secretary, Mining Qualifications Board, Ministry of Fuel and Power, Thames House South, Millbank, London, S.W.1.

* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from H.M. Stationery Office at any of the addresses shown below or through any bookseller.

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Communications with regard to the contents of the GAZETTE should be addressed to the Director of Statistics, Ministry of Labour and National Service, Orphanage Road, Watford, Herts. (Telephone: Colindale 7000).

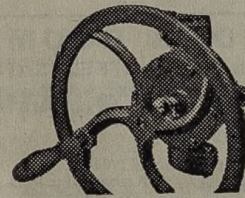
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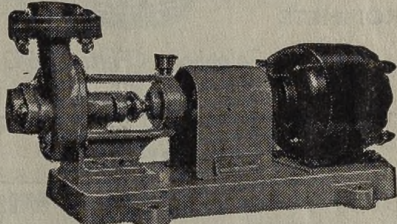
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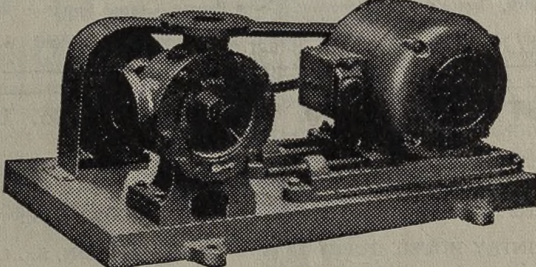
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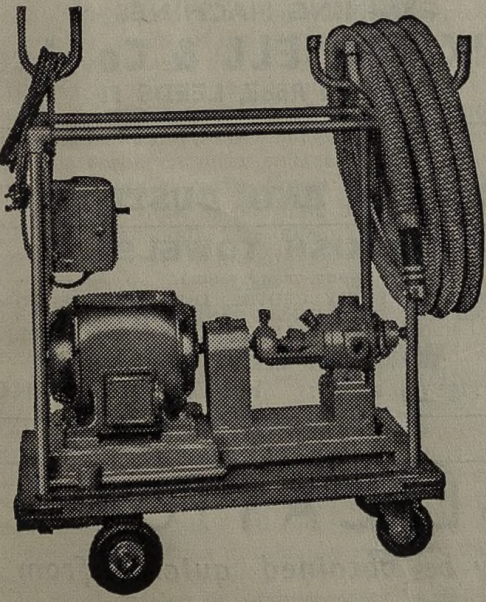
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