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Earnings and Hours in April, 1961

IN April 1961, an enquiry was made by the Ministry of Labour in order to obtain particulars of the average weekly earnings and working hours of manual workers employed in manufacturing industries generally, and in a number of the principal non-manufacturing industries and services (including for the first time hospitals under the National Health Services*), in the United Kingdom. Statistics summarising the results of similar enquiries which had previously been made at half-yearly intervals have been published in earlier issues of this GAZETTE (see for instance the issue for February, 1961).

In the enquiry of April, 1961, forms were sent to employers who had previously supplied information and to about 270 additional employers, asking for particulars of the number of manual workers at work in the third pay-week in April, 1961, their aggregate earnings in that week, and the total number of man-hours worked in the week, classified under the following headings: men, aged 21 years and over; youths and boys under 21 years; women, 18 years and over; and girls under 18 years. As in the earlier enquiries, referred to above, the figures given were to include all those at work during the whole or part of the week in question, but were to exclude office staffs, shop assistants, and outworkers working at home on materials supplied by the employer; managers, commercial travellers, clerks and typists, and salaried persons generally were also to be excluded. Where the works were stopped for the whole or part of the specified pay-week, as the result of a general or local holiday, breakdown, fire, strike, or lock-out, the employers were asked to substitute particulars for the nearest week of an ordinary character. The earnings shown were to be the total earnings, inclusive of bonuses, before any deductions in respect of income tax or of the workers' contributions to the national insurance schemes. The employers were asked to give separate particulars of the numbers and earnings of any men or women ordinarily employed as part-time workers for not more than 30 hours a week, and of the number of hours worked by such workers.

The total number of establishments to which forms were sent was about 59,980, of which approximately 58,100

* Details of hospital employees are shown separately in the industry Tables on pages 326 to 329 but in order to maintain comparability with previous enquiries the details for these workers have not been included in the summary Tables and text of this article. Information about the distribution of earnings of manual workers in hospitals is given in a separate article on page 330 of this GAZETTE.

furnished returns suitable for tabulation. The total number of workers (including part-time workers) covered by returns showing the numbers employed and their earnings in the week was nearly 7 million, and particulars of the aggregate man-hours worked in the week were obtained in respect of nearly all of these workpeople. It is estimated that the returns received covered rather more than two-thirds of the total number of manual workers employed in the industries concerned at the time of the enquiry. The proportions varied in the different industries and in some cases were much more and in others less than two-thirds. The average earnings of these workers in the third pay-week in April, 1961, are shown, industry by industry, in the Table on pages 326 and 327 together with the numbers of workpeople employed in those establishments from which returns were received. The average hours actually worked in each industry in the same week and the average hourly earnings in that week are shown on pages 328 and 329.

Weekly Earnings in April, 1961

The Table in the first column overleaf shows the average weekly earnings in April, 1961, in all the industries combined, in the manufacturing industries as a whole and in each of 20 broad groups of industries. The average earnings for industry groups, for manufacturing industries as a whole and for all the industries covered by the enquiry taken together have been calculated by "weighting" the averages in each separate industry by the estimated total numbers of manual workers employed in those industries in April, 1961. This has been done in order to eliminate the effect of disparities in the proportion of workers covered by the returns received in the different industries.

The figures in the Tables which follow are general averages covering all classes of manual workers, including unskilled workers and general labourers as well as operatives in skilled occupations; they represent the actual earnings in the week specified, inclusive of payments for overtime, night-work, etc., and of amounts earned on piecework or by other methods of payment by results; on the other hand, they also cover workers whose earnings were affected by time lost during the specified week. Also included in the averages are the proportionate weekly amounts of non-contractual gifts and bonuses paid otherwise than weekly, e.g., those paid yearly, half-yearly or monthly; where the amount of the current bonus is not known the amount paid for the previous bonus period

PROVISION FOR REDUNDANCY IN INDUSTRY

A booklet on redundancy arrangements in industry was published for the Ministry of Labour at the end of July. The title is "Security and Change—Progress in Provision for Redundancy". It is obtainable from H.M. Stationery Office, price 2s. (2s. 4d. including postage). The booklet was prepared by the Ministry with the help of the National Joint Advisory Council which consists of representatives of the British Employers' Confederation, the Trades Union Congress and the nationalised industries.

The Minister of Labour explains in his foreword that the Council discussed provision for redundancy in industry as part of its current review of a number of basic problems affecting relations between managements and employees. The Council took the view that it deserves the closest attention of those concerned on both sides of industry.

The Minister goes on to say: "The essence of the problem is how to reconcile the worker's natural desire for security in his job with the variations in the demand for labour caused by trading conditions and technical change. The worker cannot be expected to develop a sense of corporate loyalty to the firm for which he works without some assurance that the firm accepts responsibility towards him in changing as well as in stable times. Yet if industry is to develop and grow, changes must occur from time to time and this makes it impossible for the employer to promise a job that will continue indefinitely. Much needless anxiety and misunderstanding can be avoided if both sides of industry take a realistic view of the risk and agree to provide in advance against it."

The booklet describes the practices in a number of firms known to have adopted redundancy policies, arrangements made in private industry on an industry-wide basis, and the arrangements in the nationalised industries. Examples are quoted of actual policies which are in operation in specific firms.

The material examined in the preparation of the booklet included:—

—236 policies adopted by private companies and groups of companies for general application to all cases of redundancy (as defined in the policies) which might arise in the foreseeable future. These companies employ between them over 1,100,000 workers and staff employees.

—63 procedures which private manufacturing companies applied to meet the particular circumstances when they were closing down a factory or the whole firm. These companies employed some 70,000 workers.

—13 examples of arrangements agreed upon or jointly recommended for application to particular industries or recommendations issued by employers' associations to their members. The manufacturing industries concerned employ over 1,000,000 workers.

—the arrangements agreed upon for application in the nationalised industries. These industries employ over 1,750,000 workers.

The booklet does not attempt to lay down any particular pattern which redundancy arrangements should take. It identifies three basic objectives which many of the arrangements already made seek to accomplish, *i.e.* to prevent redundancy by the forward planning of labour requirements; to make advance plans for dealing with possible redundancy and to ensure that the workers concerned know what these are; and to make special provision to reduce the hardships caused to individuals.

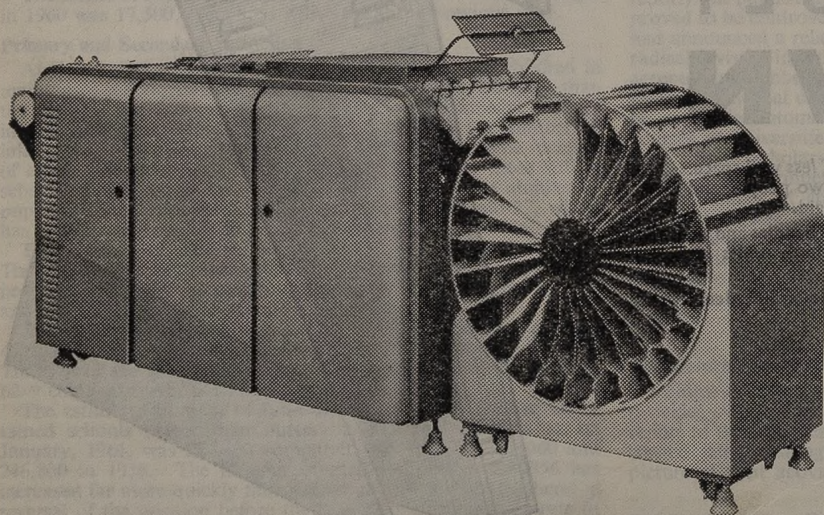
Examination of the 236 policies of individual firms showed that about three-quarters of them contained arrangements for consultation with employees' representatives in the event of redundancy; about a quarter referred to measures that the companies would take to support the required level of production in order to keep dismissals to a minimum, and four out of every five stated that in the event of impending redundancy recruitment would be restricted and surplus employees transferred wherever possible to other work within the factory, firm or group; a number of them specified the matters to be taken into account in deciding who was to be dismissed; just over half the companies provided a right of appeal; three-quarters of them promised some form of assistance in getting employees other work (including giving advance notification to the Ministry of Labour of pending dismissals and the granting of facilities to the Ministry to register employees on the factory premises); many companies offered priorities in re-engagement to former employees; and 67 of the 236 policies examined provided for the granting of more than a week's notice.

On severance payments, the booklet says that about 90 of the 236 firms have made some provision. A small but increasing number (most of them larger firms) made severance grants in the form of weekly payments. This did not affect unemployment benefit provided that the amount thus received, together with the single person's rate of unemployment benefit, did not exceed two-thirds of the earnings lost. Lump sum severance payments were usually related to length of service and did not normally attract income tax liability. In two-thirds of the 63 procedures covering firms which had closed down completely additional notice and/or severance payments were given. These covered nearly 80 per cent. of the total number of workers affected.

In private industry practices and policies on an industry-wide basis are not common. Where they exist, their purpose is usually to establish general principles. It is then for the companies' and employees' representatives to work out the application of these principles on the basis of the individual firm or unit.

Arrangements in the nationalised industries are concerned with very much the same questions as those in private industry.

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REPORT OF INQUIRY INTO OPERATION OF TRUCK ACTS

Repeal of the Truck Acts, 1831-1940, and their replacement by legislation adapted to modern conditions are among the recommendations of the Committee on the Truck Acts, whose Report has been published by H.M. Stationery Office, price 1s. 9d. (2s. 1d. including postage).

The Committee, under the chairmanship of Mr. David Karmel, Q.C., was appointed by Mr. Iain Macleod, then Minister of Labour and National Service, in July, 1959 (see the issues of this GAZETTE for August, 1959, page 297, and September, 1959, page 335) to "consider in the light of present day conditions the operation of the Truck Acts, 1831-1940, and related legislation and to make recommendations."

The Committee state in their Report that they appreciate the force of the argument put to them that the Truck Acts should be abolished and not replaced by fresh legislation, "but", they add, "we do not think that the time has come when all protection can safely be withdrawn". They point out that they have been unable to obtain any figures to show the extent of the protection afforded by joint negotiating and consultative machinery, but it was clear that there were substantial numbers of workers who were not protected by such machinery nor by statutory wage fixing machinery. Even where there was joint machinery it would in many cases be unsuitable to deal with all the difficulties that might arise. The Ministry of Labour estimated that the wages and conditions of service of something like two-thirds of employed persons were settled by collective bargaining. Of the remainder rather more than half were covered by statutory wage fixing machinery which determined minimum rates of wages and provided a measure of protection against Truck practices. This would leave between three and four million workers, whose conditions were contained in the contracts which they made individually with their employers. "For these reasons", the Committee state, "we have come to the conclusion that to abandon all statutory protection would be premature. On the other hand the Truck Acts are manifestly out of date and hinder or even prevent employers and workers from making arrangements which seem to them mutually convenient, and which are clearly unobjectionable in principle. We are, therefore, convinced that the Acts should be repealed in their entirety, as a prelude to a new Act which should deal with twentieth century conditions in twentieth century terms."

In recommending new legislation to replace the Truck Acts, the Committee first turned their attention to the question of the payment of wages in kind. While emphasising that they did not suggest that there should be any development of paying in kind, they thought that it was wrong to make unlawful the provision of additional benefits and allowances over and above the cash wage, an effect which the Truck Acts tended to have.

The root of the problem lay in the very wide definition of wages which under the Truck Acts had to be paid in cash. Under this definition wages included almost anything that a worker received by way of reward for his services. To resolve the difficulty, the Committee propose that "wages" should be defined as the cash wages payable to workers under their contract of service, such wages to be paid in cash, or in one of the forms permitted by the Payment of Wages Act, 1960.

On the subject of deductions from wages the Committee point out that the general effect of the Truck Acts is that no deductions other than those required or permitted by Statute can be made from

the wages of Truck Act workers. The evidence they received showed that there are many deductions which appear desirable to employers and workers, but which cannot lawfully be made even on a consensual basis. The Committee are of the opinion that deductions to which the worker has consented are not, generally speaking, objectionable at all, and they recommend that the legislation to replace the Truck Acts should have the effect of legalising deductions to which the worker consents except where they are prohibited by some other Act. If the worker contends that he did not agree to a deduction he should be entitled to refer the matter to a local tribunal, consisting of an independent chairman, and an employers' and a workers' representative, which, the Committee propose, should be set up to hear grievances.

"As we are breaking new ground," say the Committee, "we feel that as a safeguard there should be adequate machinery to deal with any possible grievances. It seems to us that there should be an inexpensive, expeditious and conclusive method for dealing with complaints." Awards of these tribunals should be legally binding, and the worker should be entitled to sue for the recovery of any amount due to him under an award. An appeal on points of law should lie from the decisions of the tribunals to the Court of Appeal or the Court of Session. Tribunals should have discretion to award payment of the worker's expenses and those of any witnesses called by him.

Other recommendations by the Committee are:—

(1) Fines and deductions for bad work should be permitted only where there is an accepted practice or where the majority of the workers concerned have agreed. The amount of any such penalty should be fair and reasonable. Where a penalty is proposed the worker should be informed and unless he agrees no deduction should be made for 10 days. During that time the worker should be entitled to appeal to a tribunal. If he does so no deduction should be made except in accordance with the tribunal's decision. The tribunals should have power to disallow any deduction when, in their view, there is no accepted practice or the majority of the workers have not agreed. They should also be empowered to reduce any deduction which is not fair and reasonable.

(2) Employers should be entitled to recover overpayments by deduction, provided the worker assents to the fact that he has been overpaid and to the amount of the overpayment. If he does not assent the employer should be entitled to refer the matter to the tribunal. The worker should be entitled to appeal against the deduction on the ground that he had not assented and the tribunal should be empowered to award a refund.

(3) In the case of cash shortages, an employer should be entitled to recover by deduction, if permissible under the worker's terms of service, and if he had informed the worker of the shortage and the amount to be deducted. The worker should be entitled to refer his case to the tribunal which should have power to disallow or reduce the deduction or to reduce unreasonably large instalments.

(4) No provision should be made for penal sanctions.

(5) The proposed legislation should be applicable to all, except merchant seamen, employed under a contract of service.

(6) The legislation should be made applicable to the Crown.

The Committee also make certain recommendations about related legislation, including the repeal of some, and the possible amendment of the Wages Councils Act, 1959.

INDUSTRIAL SAFETY, HEALTH AND WELFARE

The Ionising Radiations (Sealed Sources) Regulations, 1961

A safety code for workers exposed to ionising radiations in industry is laid down in the Ionising Radiations (Sealed Sources) Regulations, 1961, made by the Minister of Labour on 31st July. Most of the requirements will come into operation after a period of six months, but those requiring the notification of the use and disuse of ionising radiations in factories have been effective since 15th August.

The Regulations impose requirements for safeguarding the health and safety of persons employed in factories and other places to which the Factories Acts apply, who may be exposed to ionising radiations from sealed radio-active substances, and from certain machines, such as X-Ray apparatus. They require the restriction of the exposure of workers to such radiations, the adequate shielding of sources of ionising radiations, and instructions for workers likely to be exposed to them about the hazards involved and the precautions to be taken.

Maximum permissible doses of radiation are laid down, and the Regulations include requirements for the medical supervision of workers, and for the wearing of film badges to measure personal doses received.

The Regulations have been drawn up in the light of numerous observations received after the publication of two preliminary drafts and two statutory drafts (see the issue of this GAZETTE for July, page 288), and of consultations with organisations of employers, workers and other interested parties. They were also considered by an *ad hoc* expert Committee appointed to advise the Chief Inspector of Factories on the subject, by the Advisory Panel on Radiological Problems in Industry and by the General Purposes Committee of the Radioactive Substances Advisory Committee.

Copies of the Regulations (S.I. 1961 No. 1470) can be obtained from H.M. Stationery Office, price 9d. (11d. including postage).

(83419)

The Blast Furnaces and Saw Mills Ambulance (Amendment) Regulations, 1961, and the Chemical Works Ambulance (Amendment) Regulations, 1961: Statutory Drafts

In accordance with the statutory procedure for making special regulations under Section 129 and the Second Schedule of the Factories Act, 1937, the Minister of Labour has given notice, in the London and Edinburgh Gazettes, that he proposes to make special regulations amending the existing legal requirements relating to ambulance arrangements in blast furnaces, copper mills, iron mills, foundries and metal works, saw mills and factories in which articles of wood are manufactured, and chemical works. The present requirements apply to all chemical works; with regard to the other classes of factory they apply in those cases where 500 or more persons are employed. Occupiers concerned have an obligation to provide and maintain an ambulance unless they have made arrangements for one to be obtained when required from a hospital or other place in telephonic communication with the factory.

The draft Regulations substitute a requirement that a responsible person shall always be available during working hours to summon an ambulance or other means of transport if needed in cases of accident or illness.

Any objection to the draft Regulations, copies of which can be obtained from H.M. Stationery Office, price 3d. (5d. including postage) and 2d. (4d.) respectively, should be sent to the Secretary, Ministry of Labour, 8 St. James's Square, London, S.W.1, on or before 13th September, 1961.

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 10th July, 1961. 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 (1958). The figures for each industry represent the numbers whose last employment was in that industry.

Table showing industrial analysis of unemployed persons in Great Britain and the United Kingdom, categorized by industry and employment status (Wholly unemployed, Temporarily stopped, Total).

Numbers Unemployed : Industrial Analysis—continued

Table showing industrial analysis of unemployed persons in Great Britain and the United Kingdom, categorized by industry and employment status (Wholly unemployed, Temporarily stopped, Total).

* The totals include unemployed casual workers (5,092 males and 201 females in Great Britain and 5,542 males and 224 females in the United Kingdom).

Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 7th June and 5th July, 1961, the numbers of vacancies filled by the Employment Exchanges of the Ministry of Labour in Great Britain, together with the numbers remaining unfilled at the end of each period. The figures include placings, etc., by the Youth Employment Offices of certain Local Authorities.

Table showing placements and vacancies for various age groups (Men aged 18 and over, Boys under 18, Women aged 18 and over, Girls under 18) across different periods (Four weeks ended 7th June, 1961; Four weeks ended 5th July, 1961; Total).

The figures of vacancies filled relate only to those vacancies which were filled by applicants submitted by Employment Exchanges, i.e., they do not include engagements of workpeople by employers that were made without the assistance of Employment Exchanges. The figures are therefore not comparable with the

percentage rates of engagements, given in the "Labour Turnover" Table published quarterly (see next page), which relate to engagements of all kinds during the period in question.

The figures of vacancies unfilled represent the numbers of vacancies notified by employers to Employment Exchanges and remaining unfilled at the specified dates. They do not purport to represent the total number of vacancies which require to be filled, and they probably fall short of the total number for several reasons. In the first place, it is probable that some employers do not notify their vacancies to Employment Exchanges and prefer to rely on other methods for finding the workpeople whom they require. Secondly, employers who do use the Employment Exchange system may in certain circumstances (e.g., when they require large numbers of additional workpeople, or where labour of the kind they require is scarce) have a standing order with the Employment Exchange to submit all suitable applicants to them without notifying any specific number of vacancies, and the vacancies remaining unfilled in such cases will not be included in the figures. Nevertheless, comparison of the figures for various dates provides some indication of the change in the demand for labour.

The Table below shows the numbers of vacancies filled during the four weeks ended 5th July, 1961, in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the number of vacancies remaining unfilled at 5th July, 1961.

Large table showing industry group, placings during four weeks ended 5th July, 1961, and number of vacancies remaining unfilled at 5th July, 1961, categorized by gender and age group.

The following Table gives a Regional analysis of the numbers of vacancies filled during the four weeks ended 5th July, 1961, and of the numbers of notified vacancies remaining unfilled at the end of the period:-

Table showing regional analysis of vacancies filled and unfilled for various regions (London and South-Eastern, Eastern and Southern, etc.) across different periods.

Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week period ended 27th May, 1961, with separate figures for males and females. The figures are based on information obtained on returns from employers. Every third month they are asked to state, in addition to the numbers employed at the beginning and end of the month, the numbers on the pay-roll at the later of the two dates who were not on the pay-roll at the earlier date. The figures in the last item are adopted as representing engagements during the period, and the figures of discharges and other losses are obtained by adding the numbers engaged during the period to the numbers on the pay-roll at the beginning of the period and deducting from the figures thus obtained the numbers on the pay-roll at the end of the period. It must be borne in mind, however, that the figures of engagements obtained in the way indicated above do not include persons engaged during the period who were discharged or otherwise left their

employment before the end of the same period, and the percentage rates both of engagements and of discharges, etc., in the Table below accordingly understate, to some extent, the total intake and wastage during the period. In spite of this limitation, however, the figures enable comparisons to be made between the turnover rates of different industries and also between the figures for different months for the same industry, in the latter case after allowance is made for any difference in the length of period covered.

It is also important to note that the figures for any industry represent the aggregated totals of the numbers engaged and discharged by firms in the industry. Some of the persons who were discharged or left their employment during the period were probably engaged by other firms in the same industry, and the net numbers of engagements and losses of an industry, considered as one unit, will be less in every case than the sum of the figures for the individual firms.

Labour Turnover Rates in Manufacturing Industries: four weeks ended 27th May, 1961

Table showing labour turnover rates in manufacturing industries, categorized by industry group (Food, Drink and Tobacco, Chemicals and Allied Industries, etc.) and gender (Males, Females, Total).

Principal Changes in Rates of Wages Reported during July—continued

Table with 5 columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workers, and Particulars of Change. Rows include Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Manufacture, Textile Bleaching, Dyeing, Printing and Finishing, Silk Dyeing, Printing and Finishing, Calico Printing, Hosery Finishing, Textile Making-Up and Packing, Ostrich and Fancy Feather and Artificial Flower Trade, Cast Stone and Cast Concrete Products, Home Grown Timber Trade, Pitwood Trade, Veneer and Plywood Manufacture, and Furniture Manufacture (including Cane, Willow and Woven Fibre Furniture).

* These changes took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 315 of the July issue of this GAZETTE.
† See also under "Changes in Hours of Work".
‡ Under sliding-scale arrangements based on the official index of retail prices.
§ These changes took effect under an Order issued under the Wages Councils Act. See page 315 of the July issue of this GAZETTE.
|| These increases were the result of an Award (No. 2851) of the Industrial Court dated 3rd July with retrospective effect to the date shown. See also page 365 of this GAZETTE.

Principal Changes in Rates of Wages Reported during July—continued

Table with 5 columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workers, and Particulars of Change. Rows include Furniture Manufacture, Educational and Allied Woodworking, Upholstery and Bedding Filling Materials Trade, Bedding and Mattress Making, Screen Printing and Display Production, Window Blind Manufacture, Basket Making, Wallpaper Manufacture, Manufactured Stationery, Printing, Lithographic Printing and Photogravure, Lithographic Printing, Process Engraving, Lithographic Tin Printing, Pianoforte Manufacture, Drawing Office Materials Manufacture, and Building and Civil Engineering Construction.

* Under sliding-scale arrangements based on the official index of retail prices.
† See also under "Changes in Hours of Work".
‡ This is an interim increase; the rates are to be increased by a further 2½ per cent. from the beginning of October and the revised rates are to remain operative for a "standstill" period of 2 years from October, 1961, but provision is made for a review during the second year if the six months moving average of the official index of retail prices moves by more than 5 points from its October, 1961, level.

Principal Changes in Rates of Wages Reported during July—continued

Table with columns: Industry, District, Date from which Change took effect, Classes of Workers, Particulars of Change. Rows include Constructional Engineering, Glazing, Road Passenger Transport, Road Haulage Contracting, Post Office, Wholesale Grocery and Provision Trade, Petroleum Distribution, Retail Meat Trade, Retail Bespoke Tailoring, and Cinematograph Film Production.

* See also under "Changes in Hours of Work".

† This increase was authorised in July, 1961, with retrospective effect to the date shown.

‡ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 366 of this GAZETTE.

§ Under sliding-scale arrangements based on the official index of retail prices.

Principal Changes in Rates of Wages Reported during July—continued

Table with columns: Industry, District, Date from which Change took effect, Classes of Workers, Particulars of Change. Rows include Cinematograph Production, Boot and Shoe Repairing, Local Government Service (County Council Roadmen), Baking, Flax Preparing and Spinning, Linen and Cotton Handkerchief, etc. Manufacture, Ostrich and Fancy Feather and Artificial Flower Trade, Home Grown Timber Trade, Pitwood Trade, Screen Printing and Display Production, Wholesale Grocery and Provision Trade, and Retail Bespoke Tailoring.

PRINCIPAL CHANGES IN HOURS OF WORK REPORTED DURING JULY

Table with columns: Industry, District, Date, Classes of Workers, Particulars of Change. Rows include Baking, Flax Preparing and Spinning, Linen and Cotton Handkerchief, etc. Manufacture, Ostrich and Fancy Feather and Artificial Flower Trade, Home Grown Timber Trade, Pitwood Trade, Screen Printing and Display Production, Wholesale Grocery and Provision Trade, and Retail Bespoke Tailoring.

CHANGES TAKING EFFECT AFTER THE END OF JULY

The following changes, operative from a future date, have been notified: road haulage workers engaged in the building industry in England and Wales (normal weekly hours of work reduced from 46 1/2 to 44 with an increase of 12s. a week, 2nd October); and building and civil engineering construction in Northern Ireland (increases in hourly rates of 6d. for craftsmen and of 4d. or 3d. for labourers, 1st December).

Increases operative in August or September under sliding-scale arrangements based on the official index of retail prices, affect the following industries: ironstone mining, limestone quarrying, pig iron and iron and steel manufacture, wire and wire rope manufac-

ture, glass processing, hosiery manufacture in Scotland, mechanical cloth manufacture in Bury, hosiery manufacture and finishing in the Midlands, coopering, truck and ladder manufacture, cinematograph film production, and boot and shoe manufacture.

Workers engaged in licensed non-residential establishments were affected by a Wages Regulation Order which increased the statutory minimum remuneration of men by 15s. a week and of women by 10s., and authorised a reduction in normal weekly hours of work from 48 to 46 with effect from 13th August.

Full details of these changes will be published in the appropriate issues of this GAZETTE.

* Including boiler attendants, storemen, transport mechanics, transport drivers, charge-hand cleaners, cleaners, commissionaires, doormen and gatemen, charge-hand painters, painters, painters' mates, carpenters, carpenters' mates and general labourers.

† Under sliding-scale arrangements based on the official index of retail prices.

‡ These increases took effect under an Order issued under the Wages Councils Act. See page 366 of this GAZETTE.

§ This change took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 315 of the July issue of this GAZETTE.

|| See also under "Changes in Rates of Wages".

¶ The normal weekly hours will be reduced by a further one hour from the first Monday in December.

** These changes took effect under an Order issued under the Wages Councils Act. See page 315 of the July issue of this GAZETTE.

†† This change took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 366 of this GAZETTE.

STOPPAGES OF WORK—INDUSTRIAL DISPUTES

STOPPAGES OF WORK IN JULY

The number of stoppages of work* due to industrial disputes in the United Kingdom, beginning in July, which came to the notice of the Ministry, was 145. In addition, 35 stoppages which began before July were still in progress at the beginning of the month. The approximate number of workers involved during July at the establishments where these 180 stoppages occurred is estimated at 36,500. This total includes 8,400 workers involved in stoppages which had continued from the previous month. Of the 28,100 workers involved in stoppages which began in July, 23,500 were directly involved and 4,600 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes).

The aggregate of 177,000 working days lost during July included 94,000 days lost through stoppages which had continued from the previous month.

The following Table gives an analysis by groups of industries of stoppages of work in July due to industrial disputes:—

Industry Group	Number of Stoppages			Stoppages in Progress in Month	
	Started before beginning of Month	Started in Month	Total	Workers involved	Working Days lost
Coal Mining . . .	1	65	66	7,500	17,000
Metal Manufacture . . .	3	7	10	4,800	24,000
Engineering . . .	6	11	17	2,800	17,000
Shipbuilding and Ship-repairing . . .	1	3	4	2,100	36,000
Motor Vehicles and Cycles . . .	3	10	13	6,800	14,000
Construction . . .	13	18	31	3,800	41,000
All remaining industries and services . . .	8	31	39	8,800	27,000
Total, July, 1961 . . .	35	145	180	36,500	177,000
<i>Total, June, 1961 . . .</i>	<i>31</i>	<i>264</i>	<i>295</i>	<i>81,300</i>	<i>267,000</i>
<i>Total, July, 1960 . . .</i>	<i>38</i>	<i>133</i>	<i>171</i>	<i>39,500</i>	<i>126,000</i>

Causes of Stoppages

The following Table classifies stoppages beginning in July according to the principal cause of each stoppage:—

Principal Cause	Number of Stoppages	Number of Workers directly involved
Wages—claims for increases . . .	31	5,400
—other wage disputes . . .	42	6,000
Hours of labour . . .	1	1
Employment of particular classes or persons	19	2,300
Other working arrangements, rules and discipline . . .	48	4,000
Trade union status . . .	4	300
Sympathetic action . . .	—	—
Total . . .	145	23,500

PRINCIPAL STOPPAGES OF WORK DURING JULY

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Remarks
	Directly	Indirectly	Began	Ended		
IRON AND STEEL:— Maintenance workers employed in iron and steel industry—Scunthorpe (various firms)	2,260	—	24 July	13 Aug.	Employers' non-acceptance of Trade Union's notice to terminate the two-shift system of working	Work resumed pending further negotiations.
ENGINEERING:— Workers employed in general engineering—Manchester (one firm)	500	—	5 July	31 July	To protest against the behaviour of a supervisor	Terms for a resumption of work agreed.
SHIPBUILDING AND SHIP REPAIRING:— Shipwrights and other workers employed in the shipbuilding industry—Birkenhead (one firm)	260	1,250§	23 May	—	The employment of boilermakers on work claimed by shipwrights	No settlement reported.
MOTOR VEHICLES:— Workers employed in the manufacture of agricultural tractors—Coventry (one firm)	140	2,560	7 July	13 July	The refusal by management to reintroduce, for stores personnel, a bonus system linked to production rates. Employer's counter offer of pay increases rejected	Work resumed pending negotiations at which agreement was reached.
CONSTRUCTION:— Engineering workers employed on a building site—Manchester (various firms)	1,700	—	30 June	3 Aug.	Employers' rejection of a claim for a wage increase of 1s. 0d. per hour	Work resumed pending further negotiations.
AIR TRANSPORT:— Maintenance and other workers employed in air transport—Middlesex	1,000	350	27 June	20 July¶	To protest against the introduction of a new supervisory system	Work resumed. A Committee of six representing management and workers to be appointed to investigate the new system.

* The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than 10 workers, and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information. The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree exactly with the totals shown.

† Less than 50 workers or 500 working days.

‡ Some stoppages of work involved workers in more than one industry group, but have each been counted as only one stoppage in the total for all industries taken together.

§ The number of workers indirectly involved rose from 40 to 1,250 during June.

¶ There was a temporary resumption of work on 10th July but the stoppage recommenced later the same day.

‡ The 290 workers involved in June resumed work on 30th June, but the stoppage recommenced on the 7th July. The number of workers directly involved rose progressively to 1,000.

Duration of Stoppages

The following Table classifies stoppages ending in July according to the length of time they lasted:—

Duration of Stoppage	Number of		
	Stoppages	Workers directly involved	Working Days lost by all Workers involved
Not more than 1 day	53	5,800	5,000
2 days . . .	35	7,100	9,000
3 days . . .	16	2,000	4,000
4-6 days . . .	31	5,500	34,000
Over 6 days . . .	19	4,300	49,000
Total . . .	154	24,700	101,000

STOPPAGES OF WORK IN THE FIRST SEVEN MONTHS OF 1961 AND 1960

The following Table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first seven months of 1961 and 1960:—

Industry Group	January to July, 1961			January to July, 1960		
	Number of Stoppages beginning in period	Workers involved	Working Days lost	Number of Stoppages beginning in period	Workers involved	Working Days lost
Agriculture, Forestry, Fishing	3	3,000	77,000	1	138,100	291,000
Coal Mining . . .	886	175,900	606,000	946	138,100	291,000
All Other Mining and Quarrying	7	1,200	1,000	2	100	†
Food, Drink and Tobacco	15	4,500	10,000	10	6,700	113,000
Chemicals, etc. . .	18	7,900	20,000	15	6,500	23,000
Metal Mfrs. . .	44	16,000	52,000	45	12,500	39,000
Engineering . . .	117	47,000	158,000	130	52,200	300,000
Shipbuilding and Marine Eng. . .	58	55,600	350,000	46	33,700	229,000
Motor Vehicles and Cycles . . .	65	101,800	338,000	81	94,000	253,000
Aircraft . . .	28	12,600	34,000	20	15,100	38,000
Other Vehicles . . .	13	8,000	14,000	9	1,800	18,000
Other Metal Goods . . .	31	5,100	30,000	25	3,400	15,000
Textiles . . .	20	1,100	3,000	15	3,900	9,000
Clothing and Footwear . . .	7	800	4,000	10	3,300	6,000
Bricks, Pottery, Glass, etc. . .	13	2,800	5,000	21	4,200	36,000
Timber, Furniture, etc. . .	6	400	1,000	14	1,000	18,000
Paper and Printing	6	1,100	6,000	3	600	1,000
Remaining Manufacturing Inds.	19	12,300	72,000	15	8,300	29,000
Construction . . .	174	20,400	114,000	129	14,200	74,000
Gas, Electricity and Water . . .	4	400	2,000	12	2,200	7,000
Port and Inland Water Transport	44	28,500	144,000	72	48,300	155,000
All Other Transport . . .	39	15,200	36,000	35	24,600	96,000
Distributive Trades . . .	33	3,400	11,000	13	1,100	3,000
Administrative, Professional, etc., Services . . .	7	5,900	27,000	7	500	1,000
Misc. Services . . .	16	1,300	7,000	10	1,600	2,000
Total . . .	1,670†	532,200	2,123,000	1,674‡	478,200	1,759,000

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ACCIDENT STATISTICS

Fatal Industrial Accidents

The following Table shows the number of fatal industrial accidents reported in July, 1961, with comparable figures for the previous month. The figures are provisional. The figures for seamen relate to those employed in ships registered in the United Kingdom. All other figures relate to Great Britain.

Table with 3 columns: Category, June, 1961, July, 1961. Rows include Places under the Factories Acts, Mines and Quarries, Seamen, and Railway Service.

Detailed figures for process groups are given below for July, 1961. The figures under the heading "Factories Acts" are based on the Factory Inspectorate Process Classification—see "Guide to Statistics collected by H.M. Factory Inspectorate" published by H.M. Stationery Office, price 4s. (4s. 4d. including postage). The figures are provisional.

Table with 2 columns: Category and Count. Rows include Factories Acts (Textile and Connected Processes, Clay, Pottery, Cement, etc.), Mines and Quarries, and Seamen.

Industrial Diseases

The number of cases and deaths* in Great Britain reported during July, 1961, under the Factories Act, 1937, or the Lead Paint (Protection against Poisoning) Act, 1926, are shown below. The figures are provisional.

Table with 2 columns: I. Cases, II. Deaths. Rows include Lead Poisoning, Epitheliomatous Ulceration (Skin Cancer), and Mineral Oil.

Accidents in Coal Mining

A statement issued by the Ministry of Power shows that the number of persons killed during the 13 weeks ended 1st July, 1961, as a result of accidents occurring in that period at coal mines in Great Britain was 61, compared with 68 in the 13 weeks ended 1st April, 1961, and 121 in the 13 weeks ended 2nd July, 1960. The corresponding numbers of persons seriously injured at such mines were 354, 347 and 381.

An analysis of the figures, by nature of accident, is given below.

Table with 6 columns: Nature of Accident, 1st July, 1961, 1st April, 1961, 2nd July, 1960, 1st July, 1961, 1st April, 1961, 2nd July, 1960. Rows include Underground (Explosions of fire-damp or coal dust, Falls of ground, etc.) and Surface (All causes).

Fatal and Non-Fatal Accidents Notified to H.M. Inspectors of Factories in Second Quarter of 1961

The following Tables set out the numbers of fatal and non-fatal accidents notified to District Offices of H.M. Factory Inspectorate of the Ministry of Labour during the period 1st April, 1961, to 30th June, 1961 (both dates included) (i) according to the Division of the Inspectorate concerned, and (ii) according to process. The accidents to which these statistics relate are those notifiable to H.M. District Inspector in accordance with the definitions given below. All the figures given are provisional and subject to revision. Corrected annual totals will be published in the April, 1962, issue of this GAZETTE and in the Annual Report of H.M. Chief Inspector of Factories.

The Table on the opposite page is compiled on the basis of the Factory Inspectorate Process Classification, which has been designed specifically for accident prevention purposes and cannot be related to the Standard Industrial Classification. The annual statistics published in the Annual Report of H.M. Chief Inspector of Factories, however, contain Tables using the Standard Industrial Classification as well as Tables based on the Process Classification used in these quarterly Tables.

Details of the Process Classification and other accident classifications used by H.M. Factory Inspectorate are given in the "Guide to Statistics collected by H.M. Factory Inspectorate" published by H.M. Stationery Office, price 4s. (4s. 4d. including postage). Details of the Divisions of the Inspectorate used for the purposes of the Table given here are published in "H.M. Factory Inspectorate Directory" (Form 243A) published by H.M. Stationery Office, price 3s. (3s. 4d. including postage).

The following definitions, etc., should be noted in connection with these statistics:—

1. A notifiable accident is one which is either fatal or which disables the injured person for more than three days from earning full wages for the work at which he was employed. (See Section 64 (1) of the Factories Act, 1937.)

* For mines and quarries, weekly returns are obtained and the figures cover the five weeks ended 29th July, 1961. † Includes 24 deaths in one vessel resulting from a fire on board.

2. An accident is notifiable in accordance with the above Section only if it occurs within the precincts of a factory (or other place subject to Sections 105-108 of the Factories Act, 1937) as defined in Sections 151 and 152. Accidents occurring in parts of factories not subject to the Act, e.g., certain offices, are not notifiable.

3. Subject to the conditions in 1 and 2 above, all accidents to persons employed are notifiable, whatever the employment or industrial status of the injured person and whether or not his employer is the occupier of the factory.

4. In the Tables, the UNIT is the INJURED PERSON.

5. Accidents which are included in the Tables are those of which notice was received during the period indicated.

Fatal and Non-Fatal Accidents, Second Quarter, 1961, by Divisions of Inspectorate

Table with 3 columns: Division, Fatal Accidents, Total Accidents. Rows include Northern, East and West Ridings (Leeds), East and West Ridings (Sheffield), North Midland, etc.

* Deaths comprise all fatal cases reported during the month; they have also been included (as cases) in the same or previous returns. † All 45 persons in this category were killed in the disaster at Six Bells Colliery, Monmouthshire, on 28th June, 1960.

Fatal and Non-Fatal Accidents in Great Britain, Second Quarter, 1961, by Process

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Textile and Connected Processes (Cotton Spinning, Cotton Weaving, etc.), Clay, Minerals, etc., and Metal Processes.

Clay, Minerals, etc.

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Bricks, Pipes and Tiles, Pottery, Other Clay Products, etc.

Metal Processes

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Iron Extraction and Refining, Iron Conversion, Aluminium Extraction and Refining, etc.

General Engineering

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Locomotive Building and Repairing, Railway and Tramway Plant Manufacture and Repair, etc.

Electrical Engineering

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Electric Motor, Generator, Transformer and Switch-gear Manufacture and Repair, etc.

Wood and Cork Working Processes

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Saw Milling, Plywood Manufacture, Chip and Other Building Board Manufacture, etc.

Chemical Industries

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Heavy Chemicals, Fine and Pharmaceutical Chemicals, etc.

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Wearing Apparel (Tailoring, Other Clothing, etc.), Paper and Printing Trades (Paper Making, etc.), and Food and Allied Trades (Flour Milling, etc.).

Paper and Printing Trades

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Paper Making, Paper Staining and Coating, Cardboard, Paper Box and Fibre Container Manufacture, etc.

Food and Allied Trades

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Flour Milling, Coarse Milling, Other Milling, Bread, Flour Confectionery and Biscuits, etc.

Miscellaneous

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Electrical Stations, Plant using Atomic Reactors, Other use of Radioactive Materials, etc.

Processes under Sections 105, 107 and 108 of Factories Act, 1937

Table with 3 columns: Process, Fatal Accidents, Total Accidents. Rows include Building Operations (Industrial Building, Commercial and Public Building, etc.), Works of Engineering Construction, Work at Docks, Wharves and Quays, and Work at Inland Warehouses.

£1,210, and thence £1,250, £1,300, £1,350, £1,400 and £1,450. *Senior Executive Engineer and Area Engineer* £1,500 by £50(5) to £1,750 by £75(3) to £1,975. *Assistant Staff Engineer and Regional Engineer* £2,100 by £75(4) to £2,400; (b) that as from 1st August, 1958, the salary scales of the said Grades shall be scales derived from the above scales by an abatement which takes into account the 3½ per cent. increase resulting from the Central Pay Settlement which became operative on 1st December, 1958, the Tribunal remitting to the Parties the determination of the precise scales; (c) that as from 1st January, 1961, the salary scales set out in (a) above shall be increased by 4 per cent. to take account of the Civil Service Central Pay Settlement; (d) that the special £75 increase paid within the scale maximum, subject to certain conditions, to members of the Executive Engineer grade shall continue to be so paid; (e) that the "corresponding points" principle shall be applied in the assimilation to the new scales of officers in post.

Award No. 405 (28th July).—Parties: Institution of Professional Civil Servants and Ministry of Education. *Claim:* For increased salary scales with retrospective effect for Repairer Craftsmen in the Victoria and Albert Museum. *Award:* The Tribunal awarded that the existing scales for Repairer Craftsmen in the Victoria and Albert Museum shall be increased as from 1st January, 1961, by the amounts appropriate under the terms of the Central Pay Settlement. Save as aforesaid, the Tribunal found against the claim.

Wages Councils Act, 1959

Notices of Proposals

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

*General Waste Reclamation Wages Council (Great Britain).—*Proposal D.B.(57), dated 4th July, for fixing revised general minimum time rates for male and female workers and piecework basis time rates for female workers, and reducing from 44 to 42½ the number of hours to be worked per week before overtime is payable.

*Milk Distributive Wages Council (England and Wales).—*Proposal M.D.(95), dated 7th July, for fixing revised general minimum time rates for male and female workers.

*Industrial and Staff Canteen Wages Council. —*Proposal I.S.C.(34), dated 12th July, for fixing revised statutory minimum remuneration for male and female workers and reducing from 45 to 44 the number of hours to be worked per week before overtime is payable.

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

Wages Regulation Orders

During July the Minister of Labour made the following Wages Regulation Orders:—

The Wages Regulation (Sugar Confectionery and Food Preserving) (Amendment) Order, 1961: S.I. 1961 No. 1272, dated 4th July and effective from 21st July. This Order, which gives effect to the proposals submitted by the Sugar Confectionery and Food Preserving Wages Council (Great Britain), prescribes revised general minimum time rates and piecework basis time rates for male and female workers.—See page 354.

The Wages Regulation (Boot and Shoe Repairing) Order, 1961: S.I. 1961 No. 1309, dated 10th July and effective from 31st July. This Order, which gives effect to the proposals submitted by the Boot and Shoe Repairing Wages Council (Great Britain), prescribes revised general minimum and guaranteed time rates and general minimum piece rates for male and female workers.—See page 359.

The Wages Regulation (Cutlery) Order, 1961: S.I. 1961 No. 1310, dated 10th July and effective from 28th July. This Order, which gives effect to the proposals submitted by the Cutlery Wages Council (Great Britain), prescribes revised general minimum time rates and piecework basis time rates for male and female workers, and amends the provisions relating to payment of holiday remuneration.—See page 355.

The Wages Regulation (Licensed Non-residential Establishment) Order, 1961: S.I. 1961 No. 1347, dated 17th July and effective from 13th August. This Order, which gives effect to the proposals submitted by the Licensed Non-residential Establishment Wages Council, prescribes revised statutory minimum remuneration for male and female workers and reduces from 48 to 46 the number of hours on which weekly remuneration is based.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposals

During July notices of intention to submit wages regulation proposals to the Ministry of Labour and National Insurance were issued by the following Wages Councils:—

*General Waste Materials Reclamation Wages Council (Northern Ireland).—*Proposal N.I.W.R. (N.64), dated 7th July, for fixing revised statutory minimum remuneration for male and female workers in the trade.

*Rope, Twine and Net Wages Council (Northern Ireland).—*Proposal N.I.R. (N.77), dated 21st July, for fixing revised statutory minimum remuneration for male and female workers in the trade.

Further information concerning either of the above proposals may be obtained from the Secretary of the Council concerned, at Tyrone House, Ormeau Avenue, Belfast, 2.

Wages Regulation Orders

During July 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 Retail Bespoke Tailoring Wages Regulation (Amendment) Order (Northern Ireland), 1961 (N.I.T.R.B. (82)), dated 6th July and operative on 17th July. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade and reduces from 44 to 42 the number of hours to be worked per week before overtime is payable.—See pages 358 and 359.

Agricultural Wages (Regulation) Acts (Northern Ireland), 1939 to 1956

Order No. 29(a), effective from 3rd July, 1961, was made on 1st June by the Agricultural Wages Board for Northern Ireland, varying the maximum values at which board and lodging, meals, land for potatoes and land for potatoes when cultivated, tilled, manured, seeded and crop lifted by employers may be reckoned as payment of wages or holiday remuneration in lieu of payment in cash for male workers employed in agriculture in Northern Ireland.

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 14th, 15th and 16th November, 1961, at Glasgow, Sunderland, Doncaster, Wigan, Cardiff and Stoke-on-Trent. Candidates for limited Certificates of Competency as Managers and Under-Managers of Stratified Ironstone Mines will attend the Doncaster Centre.

The Mining Legislation examination for Mechanical Engineer's Certificates, Electrical Engineer's Certificates, Mechanic's Certificates Class I and Electrician's Certificates Class I, will be held at the above Centres on 14th November, 1961.

The written part of the examination for Certificates of Qualification as Surveyors of Mines will be held at the above Centres on 15th November, 1961, and the Oral and Practical Examinations in January, 1962. It should be noted that holders of the Higher National Certificate in Mining Surveying or applicants who have passed the Intermediate Examination of the Royal Institution of Chartered Surveyors and are, therefore, exempt from the written examination, must submit applications by 20th September.

Intending candidates should apply at once 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 event be received not later than 20th September, 1961. Letters should be addressed to the Secretary, Mining Qualifications Board, Ministry of Power, Thames House South, Millbank, S.W.1.

OFFICIAL PUBLICATIONS RECEIVED*

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

Accidents.—Accidents at Factories, Docks, Building Operations and Works of Engineering Construction. How they happen and how to prevent them. No. 48. July, 1961. (Includes Index to Nos. 37 to 48.) Ministry of Labour. Price 1s. 3d. (1s. 8d.).—See page 336.

Careers.—Choice of Careers. No. 86. Farm and Horticultural Workers. 2nd edition. April, 1961. Ministry of Labour. Price 1s. 9d. (2s. 1d.).

Census of Production.—Report on the Census of Production, 1958. Part 2s. (2s. 4d.) except where stated. Part 15. Animal and Poultry Foods; Part 19. Spirit Distilling and Compounding; Part 45. Industrial Engines; Part 46. Textile Machinery and Accessories; Part 56. Electrical Machinery; Part 61. Miscellaneous Electrical Goods; Part 82. Hosiery and Other Knitted Goods. Price 2s. 6d. (2s. 10d.); Part 83. Lace. Board of Trade.

Education.—Education in 1960. Report of the Ministry of Education and Statistics for England and Wales. Cmnd. 1439. Price 15s. 6d. (16s. 5d.).—See page 332.

Industrial Directory.—Directory of Employers' Associations, Trade Unions, Joint Organisations, etc., 1960. Amendment No. 4. Ministry of Labour. Obtainable only by Annual Subscription (5s. including postage).—See the issue of this GAZETTE for November, 1960, page 424.

National Insurance.—Report of the National Insurance Advisory Committee in accordance with Section 77 (4) of the National Insurance Act, 1946, preceded by a Statement made by the Minister of Pensions and National Insurance in accordance with Section 77 (5) of that Act, on the National Insurance (Non-participation—Assurance of Equivalent Pension Benefits) Amendment Regulations, 1961. H.C. 266. Price 4d. (6d.).—See page 336.

Prices, Productivity and Incomes.—Council on Prices, Productivity and Incomes. Fourth Report. Price 1s. 6d. (1s. 10d.).—See page 331.

Redundancy.—Security and Change—Progress in Provision for Redundancy. Ministry of Labour. Price 2s. (2s. 4d.).—See page 334.

Truck Acts.—Report of the Committee on the Truck Acts. Ministry of Labour. Price 1s. 9d. (2s. 1d.).—See page 335.

* 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 on next page or through any bookseller.

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 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 prices shown are net; those in brackets include postage. Where no price is shown, the instrument costs 3d. (5d. including postage).

The Wages Regulation (Sugar Confectionery and Food Preserving) (Amendment) Order, 1961 (S.I. 1961 No. 1272), dated 4th July; *The Wages Regulation (Boot and Shoe Repairing) Order, 1961 (S.I. 1961 No. 1309)*; price 1s. 9d. (2s. 1d.), dated 10th July; *The Wages Regulation (Cutlery) Order, 1961 (S.I. 1961 No. 1310)*; price 9d. (11d.), dated 10th July; *The Wages Regulation (Licensed Non-residential Establishment) Order, 1961 (S.I. 1961 No. 1347)*; price 9d. (11d.), dated 17th July. These Orders were made by the Minister of Labour under the Wages Councils Act, 1959.—See page 366.

The Breathing Apparatus, etc. (Report on Examination) Order, 1961 (S.I. 1961 No. 1345), made on 14th July by the Minister of Labour under the Factories Acts, 1937 and 1959.—See page 336.

The Ionising Radiations (Sealed Sources) Regulations, 1961 (S.I. 1961 No. 1470); price 9d. (11d.), made on 31st July by the Minister of Labour under the Factories Acts, 1937 and 1959.—See page 335.

The Lead Paint (Prescribed Leaflet) Order, 1961 (S.I. 1961 No. 1271), made on 4th July by the Minister of Labour under the Lead Paint Regulations, 1927. This Order, which came into operation on 17th July, prescribes the leaflet containing special health instructions as to the use of paint to be given by his employer to every person employed in, or in connection with, the painting of buildings, in accordance with Regulation 7 of the Lead Paint Regulations, 1927; the leaflet is in substitution for that prescribed by the Order dated 8th July, 1957, which is revoked.

The Teachers' Salaries (Scotland) (Amendment No. 1) Provisional Regulations, 1961 (S.I. 1961 No. 1178 (S.71)); price 6d. (8d.), made on 23rd June by the Secretary of State for Scotland under the Education (Scotland) Act, 1946, as amended by the Education (Scotland) Act, 1956.—See page 333.

The National Insurance (Modification of the Superannuation Acts) Regulations, 1961 (S.I. 1961 No. 1358), made on 18th July by the Lords Commissioners of Her Majesty's Treasury under the National Insurance Acts, 1946 and 1959. These Regulations, which came into operation on 22nd July, provide for reduction of superannuation allowance where there is graduated pension attributable to service in employment other than the Civil Service, in the same way as is provided for under Regulation 4 of the National In-

surance (Modification of the Superannuation Acts) Regulations, 1960 (see the issue of this GAZETTE for September, 1960, page 361) in relation to graduated pension attributable to service in the Civil Service.

The National Insurance (Non-participation—Assurance of Equivalent Pension Benefits) Amendment Regulations, 1961 (S.I. 1961 No. 1378); price 4d. (6d.), made on 20th July by the Minister of Pensions and National Insurance under the National Insurance Act, 1959.—See page 336.

The Retail Bespoke Tailoring Wages Regulation (Amendment) Order (Northern Ireland), 1961 (S.R. & O. of Northern Ireland No. 158), dated 6th July. This Order was made by the Ministry of Labour and National Insurance under the Wages Councils Acts (Northern Ireland), 1945.—See page 366.

NOTICE

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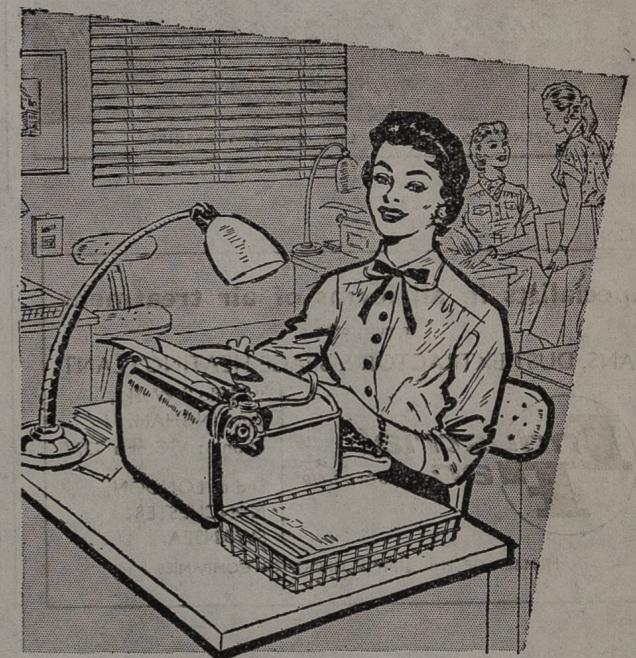
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