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Where appropriate, lists of items under the headings shown in CAPITALS will be found on the pages indicated.

## Earnings and Hours in October, 1952

IN October, 1952, an enquiry was made by the Ministry of Labour and National Service in order to obtain particulars of the average weekly earnings and working hours of manual wage-earners employed in manufacturing industries generally, and in a number of the principal non-manufacturing industries, 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 September, 1952).

In the enquiry of October, 1952, forms were sent to employers who had previously supplied information and to about 3,000 additional employers, asking for particulars of the number of wage-earners at work in the last pay-week in October, 1952, of the aggregate earnings of those wage-earners in that week, and of the total number of man-hours worked in the week, classified under the following headings : men, 21 years and over ; youths and boys under 21 years ; women, 18 years and over ; and girls under 18 years. As in the case of the earlier enquiries, referred to above, the figures given were to include all wage-earners 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. In cases 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 wages 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 (excluding those which were found to be no longer in operation in October, 1952, or to be employing no wage-earners within the scope of the enquiry) was about 64,500, of

which approximately 62,100 furnished returns suitable for tabulation. The total number of wage-earners (including part-time workers) covered by returns showing the numbers employed and wages earned in the week was about 6½ 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 wage-earners 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 much less than two-thirds. The average earnings of these workers in the last pay-week in October, 1952, are shown, industry by industry, in the Table on pages 81 and 82, 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 in October, 1952, and the average hourly earnings in that week, are shown on pages 83 and 84.

### Weekly Earnings in October, 1952

The Table in the first column overleaf shows the average weekly earnings in October, 1952, in all the industries combined and in each of 19 broad groups of industries. The average earnings for industry groups and for all the industries combined have been calculated by "weighting" the averages in each industry by the estimated total numbers employed in those industries in October, 1952. This has been done in order to eliminate the effect of disparities in the proportion of returns received in the different industries.

In computing the averages for October, 1952, the earnings of women employed as part-time workers have been included on the basis of two part-time workers being taken as representing one full-time worker. The earnings of these women averaged 49s. 4d. and the hours worked averaged 22.0. Their inclusion, however, has little effect on the average earnings shown, for, if such part-time workers had been excluded from the statistics, the general weekly average for women of



Average Weekly Hours Worked (Manufacturing Industries)

Table showing average weekly hours worked for men, boys, women, and girls in manufacturing industries from 1938 to 1952.

Average Hourly Earnings (Manufacturing Industries)

Table showing average hourly earnings for men, boys, women, and girls in manufacturing industries from 1938 to 1952.

Percentage Increase since October, 1952

Table showing percentage increase in wages since October 1952 for various manufacturing industries.

Increases in Wages since October, 1952

There have been increases in the rates of wages in a large number of industries since the last pay-week in October, 1952, when the enquiry into earnings was made.

Industries Not Covered by the Enquiry

The principal employments not covered by the enquiry were agriculture, coal mining, British Railways, London Transport, British Road Services, the shipping service, port transport (dock labour), the distributive trades, the catering trades, the entertainment industries, commerce and banking, and domestic service.

\* In the calculations of the averages for women, and of those for "all workers," women ordinarily employed as part-time workers in October, 1952, have been included on the basis of two part-timers being taken as representing one full-timer.

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Agriculture

In agriculture, information collected from annual enquiries conducted by the Ministry of Agriculture and Fisheries and the Department of Agriculture for Scotland shows that for hired regular male and female workers in Great Britain the average weekly earnings were as follows:—

Table showing average weekly earnings for males, youths, and women and girls in agriculture from 1947 to 1952.

These figures are inclusive of all payments (overtime, piecework, bonus, premiums, perquisites valued, where applicable, in accordance with the Agricultural Wages Orders, etc.) and are net of deductions in respect of time lost due to sickness, etc.

British Railways

A wage census is taken annually by the Railway Executive to obtain, for one week in April, the number of employees of British Railways receiving wages for the full week, the equivalent number of full-time workers in cases where the employees are paid for less than the complete week, and the aggregate wages paid in the week.

The averages shown include piece-work payments and tonnage bonus, payments for overtime, Sunday duty and night duty, and all other payments for work performed, but exclude travelling and out-of-pocket expenses, and meal and lodging allowances.

British Road Services

The Road Haulage Executive took a wage census in respect of the British Road Services staff for the first time in April, 1952. The census was conducted on the same basis as those taken by the Railway Executive.

Coal Mining

In the coal mining industry, information specially collected by the National Coal Board shows that for all classes of workpeople combined, including juveniles, the average cash earnings per man-shift worked (exclusive of the value of allowances in kind, which amounted to 1s. 9d. per man-shift, but including a provision of 2s. 3d. per man-shift for holiday pay) were 41s. 8d. in the week ended 18th October, 1952.

The average weekly cash earnings of the same classes of workpeople were 226s. 9d. in the week ended 18th October, 1952, and 202s. 10d. in the corresponding week in the previous year.

For adult male workers 21 years and over in the industry the weekly cash earnings in the week ended 18th October, 1952, averaged 238s. 1d. and in the corresponding week of 1951, 211s. 11d. The value of allowances in kind for the corresponding periods (10s. 3d. in 1952 and 8s. 10d. in 1951) is not included in these figures.

Dock Labour

The figures relating to harbour, dock, canal, etc., service given on pages 82 and 84 cover only the wage-earners in the regular employment of the authorities and firms concerned, excluding dock workers on daily or half-daily engagements. Statistics compiled by the National Dock Labour Board show that in the last pay-week in October, 1952, the earnings of all classes of dock workers on the pay-rolls during that week averaged 187s. 6d., inclusive of wages, attendance money and guarantee payments, payments for annual and public holidays and travel-time allowances. In the three months October-December, 1952, the average earnings were 183s. 7d. a week.

TABLE I.—NUMBERS OF WAGE-EARNERS COVERED BY THE RETURNS RECEIVED AND AVERAGE EARNINGS IN THE LAST PAY-WEEK IN OCTOBER, 1952

(NOTE.—In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers, and in the opportunities for extra earnings from overtime, night-work and increased output by pieceworkers, the differences in average earnings shown in this Table should not be taken as evidence of, and a measure of, disparities in the ordinary rates of wages prevailing in different industries for comparable classes of workpeople employed under similar conditions. In particular, the figures representing the average earnings of "All Workers" are, of course, affected by differences as between industries in the proportions of men, women and juveniles employed.)

Main table showing numbers of wage-earners covered by returns and average earnings in the last pay-week in October, 1952, categorized by industry.

\* Where no figure is given, the number of workers covered by the returns was too small to provide a satisfactory basis for the calculation of a general average. † For the purpose of the figures given in this column, women employed as part-time workers have been included on the basis of two part-time workers being taken as representing one full-time worker. ‡ As some of the firms who supplied figures showing the total earnings of all the workers employed did not give separate particulars for men, boys, women and girls, this total is greater than the sum of the figures in the four preceding columns. § Excluding coke-ovens and by-product works attached to blast furnaces, which are included under the heading Coke-Ovens and By-Product Works. ¶ Excluding railway workshops.

Table I.—Numbers of Wage-Earners Covered by the Returns Received and Average Earnings in the Last Pay-Week in October, 1952—continued

Main data table on page 82 showing industry categories, wage-earners (Men, Youths, Women, Girls, All Workers), and average earnings (Men, Youths, Women, Girls, All Workers) in the last pay-week in October, 1952. Includes sub-sections like Textiles, Leather Goods, Clothing, Food, etc.

Footnotes on page 82 explaining symbols and providing details for the figures, including 'See footnotes on previous page.', 'Excluding British Road Services.', and 'The figures relate to the permanent employees of dock, harbour and canal authorities; they do not cover workers paid by the day or half-day.'

TABLE II.—AVERAGE HOURS WORKED AND AVERAGE HOURLY EARNINGS IN THE LAST PAY-WEEK IN OCTOBER, 1952

(NOTE.—In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers, and in the opportunities for extra earnings from overtime, night-work and increased output by pieceworkers, the differences in average earnings shown in this Table should not be taken as evidence of, and a measure of, disparities in the ordinary rates of wages prevailing in different industries for comparable classes of workpeople employed under similar conditions. In particular, the figures representing the average earnings of "All Workers" are, of course, affected by differences as between industries in the proportions of men, women and juveniles employed.)

Main data table on page 83 showing average hours worked and average hourly earnings for various industries in the last pay-week in October, 1952. Columns include Industry, Average number of hours worked, and Average hourly earnings for Men, Youths, Women, Girls, and All Workers.

Footnotes on page 83 explaining symbols and providing details for the figures, including 'Where no figure is given, the number of workers covered by the returns was too small to provide a satisfactory basis for the calculation of a general average.' and 'In calculating the averages given in this column, women employed as part-time workers have been included on the basis of two part-time workers being taken as representing one full-time worker.'



## STATEMENT ON DEFENCE, 1953

The Statement on Defence, 1953, has been presented to Parliament by the Minister of Defence and published as a White Paper by H.M. Stationery Office. This year's annual Statement gives the results, so far as they affect the situation in the financial year 1953-54, of the review of defence policy and of the rearmament programme which the Government have been carrying out during the past year. A summary is given below of some of the main facts and decisions on matters of policy contained in the Statement, concerning man-power, call-up for the Armed Forces, and production, research and development.

The total active strength of the Armed Forces will, it is estimated, be 879,800 on 1st April, 1953, and 866,400 at 1st April, 1954. The total male strength of the Regular forces included in these figures is estimated at 541,700 at 1st April, 1953, and 552,500 at 1st April, 1954. The number of men available for call-up for National Service in 1952-53, when there were five registrations, was 237,000, a larger figure than in a normal year. It is proposed to revert to four registrations in 1953-54 and the number of men estimated to be available for call-up is 206,000. The size of the Reserve and Auxiliary Forces increased from 273,000 at the beginning of 1952 to about 427,000 by 1st January, 1953, owing to the entry into the Reserves of National Service men on completion of their full-time service.

Important Government decisions have been made about the future of National Service and the liability of reservists. The existing powers, under the National Service Acts, 1948-50, to call up men reaching the age of 18 will lapse after 31st December, 1953, unless, with Parliamentary approval, a later date is substituted by Order in Council. A rapid depletion of the Armed Forces and of their Reserves would occur if power to call up were allowed to lapse, and accordingly, it is stated, the Government will propose in due course to Parliament that the present National Service scheme should be extended for a further five years. The Government also consider that, having regard to the present international and overseas situation, the period of 24 months' whole-time service must continue, though the possibility of shortening the period, should the situation permit, will be reviewed from time to time. Other proposals relate to an extension of the reserve liability of National Service men, who, under existing legislation, are free of all further reserve liability on completion of 2 years with the Colours and 3½ years part-time service in the Reserves. The effect of present legislation would be that, from about the middle of 1954, young ex-National Service reservists called up since 1949 would, in increasing numbers, have no liability for recall at the beginning of an emergency. By about mid-1954 the number of men in the National Service Reserve is expected to be between 400,000 and 500,000; but even so, the Statement continues, and allowing for Regular and Volunteer reservists, the Services would still need to recall large numbers of Class Z and Class G reservists in the early stages of an emergency. The military value of the Class Z and G reservists will decline as the men grow older and their experience becomes out-of-date; and, on military grounds as well as on grounds of equity, a situation in which the young ex-National Service reservists had no liability for recall while the older men in Class Z and G continued to be liable would be indefensible. The Government therefore consider that National Service men called up for whole-time service during the period of five years beginning 1st January, 1949, and ending 31st December, 1953, should, after completing their terms of whole-time and part-time service under

the 1948 Act, remain registered for a further period of five years as liable to recall in a military emergency. It is not intended to call them up for part-time or annual training during this period.

The Statement also clarifies the position of Class Z reservists, of whom about 330,000 have been given 15 days' refresher training with the Army during the past two years, and of Class G reservists, of whom 11,000 have received refresher training with the Royal Air Force. As the Reserve and Auxiliary Forces are steadily filling up with ex-National Service men, the annual call-up for training of Class Z and G reservists is to be discontinued. It is intended also, in the proposed legislation extending the reserve liability of National Service men, to provide with regard to Class Z and G reservists that their liability will be limited to recall in a military emergency and will cease when they have reached their 45th birthday.

In reviewing conditions of service and resettlement, reference is made to the work, in resettling ex-Regulars, of the Advisory Council on the Relationship between Employment in the Forces and Civilian Life. The special arrangements made by the Ministry of Labour and National Service to encourage and facilitate the employment of older men and women will also, it is hoped, be of increasing value to long-service Regulars.

The White Paper refers to the statement made by the Prime Minister on 4th December, 1952, announcing the decision not to allow any substantial rise above the high level of 1952-53 in expenditure on defence production. Expenditure on production in 1953-54 under the original three-year rearmament programme (see the issue of this GAZETTE for February, 1951, page 49) would have been over £850 million. The effect of the decisions which have now been taken will be that expenditure on production in 1953-54 will be about £650 million.

During the past year many firms and Government establishments have found difficulty in obtaining enough skilled workers for defence production, although they have been able to recruit enough unskilled workers. The operation of the Notification of Vacancies Order has helped to provide the labour required and schemes of up-grading and training in industry have mitigated the shortage of skilled workers. The total labour force engaged on production for the Services and on research and development in 1953 will be about 850,000, and the changes made in the defence programme are not expected to result in redundancies on any considerable scale. Owing to the marked improvement in supplies of raw materials, defence production during 1953 is unlikely to be substantially delayed by shortages. Expenditure on research and development in 1953-54 will be about 40 per cent. more than in 1951-52 and amount to well over £100 million (not including the cost of atomic energy research).

The Statement gives details of the Defence Estimates for 1953-54, which amount in total to £1,636,760,000. It contains sections giving information, in addition to that relating to expenditure and estimates, on the main features of the production programme for the Royal Navy, the Army, and the Royal Air Force in 1953-54, on military aid from the United States and Canada, on co-operation within the Commonwealth and with the North Atlantic Treaty Organisation and the European Defence Community, and on Civil Defence. Copies of the White Paper (Cmd. 8768) may be obtained from H.M. Stationery Office, price 9d. net (10½d. post free).

The Statement on Defence, 1953, was approved by the House of Commons on 5th March.

## ACTIVITIES OF THE NATIONAL JOINT ADVISORY COUNCIL

The National Joint Advisory Council, representing the British Employers' Confederation, the Trades Union Congress, and the nationalised industries, held a quarterly meeting on 25th February, 1953, under the Chairmanship of the Minister of Labour and National Service. The Secretary of State for War attended the meeting. Notes on some of the subjects considered are given below.

### Home Guard

The Council agreed in principle to proposals for introducing sub-units of the Home Guard in industry and decided to invite all concerned to co-operate in the formation of sub-units if asked to do so by local Home Guard Commanders. It is intended that the sub-units shall be on a cadre basis only.

The sub-units will be formed in static organisations, the personnel of which is unlikely to be constantly changing. These organisations include main railway depots and workshops, power plants, civilian-manned service depots and installations, certain B.B.C. stations, and industrial premises likely to be engaged in essential war work. The main function of the sub-units is to protect their own particular premises. They will form part of the local Home Guard battalion, which will take responsibility for training and general organisation in consultation as necessary with the management concerned. The employment of the sub-units on their special tasks will be fitted into local defence schemes drawn up by the military commander concerned.

The Council considered draft rules for the mustering of the Home Guard which will be incorporated in Regulations for the Home Guard.

### Double Day-Shift Working

The Council considered the desirability of extending double day-shift working. There was no suggestion that there should be an immediate change to double-shift work, because British industry in general is equipped for single-shift working. It was suggested, however, that the introduction of shift working could be of great

value in some cases—for example, where a firm has expensive plant and equipment lying idle for the greater part of the 24 hours and markets and labour can be found to enable this plant to be brought into productive use; or where a factory extension on single shift is proposed in order to increase output; or where there is need to modernise and re-equip in order to improve competitive efficiency. In circumstances such as these, the Council considered that a change-over to double day-shift working might be desirable, but it was emphasised that this was a matter for local settlement between the two sides of industry. It was thought that firms should be encouraged to examine their costs and see for themselves whether and to what extent there would be economic advantages in arranging double day-shifts.

The Council realised that adjustments had to be made in transport and other social services to meet the needs of double day-shift workers.

### Human Relations in Industry

The Council considered a paper containing suggestions made to encourage the further development of good human relations in industry. After discussion, it was decided that the subject be held over for further consideration.

### Economic Situation

The Council had before it an appreciation of the economic situation including a review of the man-power position, and statistics illustrating the trends in short-time and overtime working. The Council took note of the recent increase in the price of coal and the possible effect on other basic industrial and manufacturing costs.

It was agreed that consideration should be given to the need for creating a sense of urgency about the country's economic problems, including particularly the question of increasing our exports. The Council recognised, however, that this subject is linked with the

whole question of productivity, and that it was desirable to await the forthcoming Conference of the British Productivity Council, which would be likely to cover a wide field in its discussions.

### Payment of Wages for Coronation Day

The Minister said that it was clearly undesirable that the proclamation of Coronation Day as a public holiday should result in workers losing a day's wages. The Government had already decided to make Coronation Day an additional paid holiday so far as their own employees were concerned. It was noted that the British Employers' Confederation had already asked its members to give sympathetic consideration to this question and that over important sections of industry joint agreements had already been made which would secure that Coronation Day would be a paid holiday.

## INDUSTRIAL MODERNISATION IN SOUTH WALES

It has been announced that a Committee is to be set up, under the Chairmanship of the Joint Parliamentary Under-Secretary of State for the Home Department, to advise the Government on the industrial modernisation of the west of South Wales. In a Written Answer to a Parliamentary Question on 20th February the Secretary of State for the Home Department said that the following had accepted invitations to serve on the Committee:—Sir George Briggs, Director, Tube Investments Limited; Captain H. Leighton Davies, C.B.E., Director, The Steel Company of Wales (Tinplate Division); Alderman Huw T. Edwards, Chairman, Council for Wales and Monmouthshire; Mr. A. H. Gale, Transport and General Workers' Union; Mr. J. S. Havard, National Union of General and Municipal Workers; Mr. E. H. Hickery, Iron and Steel Trades Confederation; Mr. W. F. Martin Hurst, Managing Director, Teddington Controls Limited; Mr. E. H. Lever, Chairman, The Steel Company of Wales; Mr. P. J. Owen, Transport and General Workers' Union; Sir Archibald Rowlands, G.C.B., M.B.E., formerly Permanent Secretary, Ministry of Supply; Mr. R. B. Southall, General Manager, National Oil Refineries Limited; Sir Percy Thomas, O.B.E., J.P., LL.D., Chairman, Welsh Board for Industry; and Mr. A. E. Vincent, Iron and Steel Trades Confederation.

## INDUSTRIAL RELATIONS HANDBOOK

A new edition of the "Industrial Relations Handbook", compiled by the Ministry of Labour and National Service, has been published by H.M. Stationery Office, price 4s. 6d. net (4s. 10d. post free).

The original edition of the book, written primarily for the use of the Ministry's own staff, was issued for general publication in 1944 in the belief that it would interest others. The demand for copies has been widespread and continuous and a revised edition has therefore been issued.

The 1944 edition summarised the legislation affecting industrial relations, outlined the development of collective bargaining, and described the joint negotiating machinery existing in certain selected industries. Other chapters dealt with workshop collaboration, State provision for the avoidance and settlement of trade disputes, war-time industrial policy and legislation, the Fair Wages Resolutions of the House of Commons, statutory wage regulation, holidays with pay, systems of wage payment, the official Cost of Living Index, and the work of the International Labour Organisation. Subsequently four supplements were published, dealing with Joint Consultation, Wage Incentive Schemes, Hours of Labour and Overtime Rates, and the Interim Index of Retail Prices.

All the information contained in the 1944 edition has now been brought up to date, certain material hitherto available only in the Supplements has been incorporated in the main work, and an account is given of developments since 1944, such as the Industrial Disputes Order, 1951, the Wages Councils Acts, 1945-1948, and the Fair Wages Resolution of October, 1946.

## NATIONAL INSURANCE Sickness Benefit for Men Drawing Workmen's Compensation

The National Insurance Advisory Committee have been asked to consider and report upon the preliminary draft of Regulations entitled the National Insurance (Overlapping Benefits) Amendment Regulations, 1953. These Regulations would remove the restrictions imposed by the National Insurance (Overlapping Benefits) Regulations, 1948, on the receipt of full sickness benefit by certain persons drawing workmen's compensation. Under the provisions of the principal Regulations a person entitled to compensation for total incapacity may have his sickness benefit reduced for the first six months; and after the six months the amount of any compensation for dependants continues to be deducted from any increase of sickness benefit payable for them.

Copies of the draft amending Regulations may be purchased from H.M. Stationery Office, price 2d. net (3½d. post free).

## Insurance of Married Women

The National Insurance Advisory Committee have been asked to consider and report upon the preliminary draft of Regulations which would amend and simplify the rules relating to insurance of married women.

Under existing regulations, a married woman with less than

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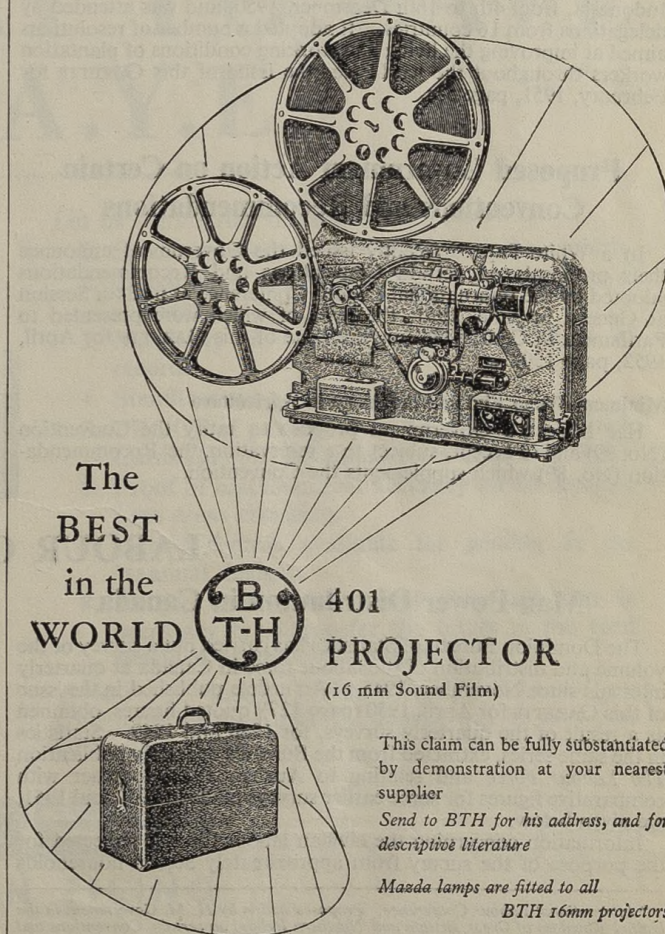
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45 contributions to her credit for any contribution year cannot take into account, in order to become eligible for sickness or unemployment benefit, any contributions she pays after the end of that contribution year until she satisfies a re-qualifying condition of 52 employed or self-employed contributions paid and credited, of which at least 26 must be contributions actually paid. The same re-qualifying condition must be satisfied by a married woman who decides to pay contributions for employment after a period as a non-payer. The Regulations now proposed would revoke these provisions, and would also remove the present rule that a married woman must have at least 45 contributions a year to her credit to preserve her right to pay contributions when she is non-employed.

## INTERNATIONAL LABOUR ORGANISATION

### Second Session of Plantations Committee

The Second Session of the Plantations Committee set up by the Governing Body of the International Labour Office opened in Havana on 16th March. The agenda is as follows:—

(1) General Report, dealing particularly with: (a) action taken in the various countries in the light of the conclusions of the First Session; (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 affecting work on plantations.

- (2) Definition of the term "plantation".  
 (3) Regulation of wages on plantations.  
 (4) Health and social services on plantations.

As in the case of the Industrial Committees of the International Labour Organisation, this Committee, which is operated on similar lines, is tripartite in character and the delegation from each country taking part may include two Government representatives and two representatives of each of the Employers' and Workers' groups. The representatives may be accompanied by advisers. The United Kingdom is represented at the meeting by the following delegation:—Government representatives: Mr. N. D. Watson, Assistant Secretary, Colonial Office, and Mr. H. A. N. Brown, Labour Attaché, British Embassy, Mexico City. Employers' representatives: Mr. G. M. Eccles, Director of the British West Indies Sugar Association, and Mr. C. R. Harrison, Vice-Chairman of Highlands and Lowlands Para Rubber Co., Limited., Chairman of Johore River Rubber Plantations Limited, Director of Lanadron Rubber Estates Limited, Hon. Fellow and Chairman of Industrial Advisory Committee of Ross Institute, and Member of Rubber Growers' Association Council. Workers' representatives: Mr. F. L. Walcott, General Secretary, Barbados Workers' Union, and Hon. V. M. N. Menon, O.B.E., Member of the Central Committee of the Malaya Trade Union Council, General Secretary, Federation of all Malayan Estates Staff Unions. The Government and Workers' Representatives are accompanied by advisers from territories having a substantial interest in work on plantations.

The first session of the Committee was held in Bandoeng, Indonesia, from 4th to 16th December, 1950, and was attended by delegations from 16 countries. It adopted a number of resolutions aimed at improving the living and working conditions of plantation workers throughout the world (see the issue of this GAZETTE for February, 1951, page 58).

### Proposed Government Action on Certain Conventions and Recommendations

In a White Paper\* recently issued the Government announce their proposals on certain Conventions and Recommendations adopted by the International Labour Conference at its 34th Session at Geneva in June, 1951, the texts of which were presented to Parliament in Cmd. 8484 (see the issue of this GAZETTE for April, 1952, page 130).

#### Minimum Wage Fixing Machinery in Agriculture

Her Majesty's Government propose to ratify the Convention (No. 99) and to accept, subject to a reservation, the Recommendation (No. 89) which supplements the Convention.

The removal of these restrictions would not allow married women who are not now entitled to pay contributions during non-employment (e.g., housewives who have never contributed to the National Insurance Scheme) to begin paying contributions as non-employed persons. These women would, as at present, only acquire the right to contribute during non-employment after a substantial period of employment.

Copies of the draft Regulations, the National Insurance (Married Women) Amendment Regulations, 1953, can be purchased from H.M. Stationery Office, price 3d. net (4½d. post free). The Committee will consider written representations on the Regulations sent before 31st March to the Secretary, National Insurance Advisory Committee, 10 John Adam Street, London, W.C.2.

Ratifying States have an obligation to create or maintain adequate machinery for the fixing of minimum rates of wages in agricultural undertakings and related occupations. They are free to decide for themselves the nature and form of the wage-fixing machinery to be provided, but the Convention provides for preliminary consultation of employers' and workers' organisations. Provision is also made for the participation of employers and workers concerned in the operation of the machinery. The minimum rates fixed by the machinery are not subject to abatement, but an exception is made in the case of individuals physically or mentally handicapped.

The Recommendation contains provisions of a more detailed nature, some of which refer to factors to be taken into account in determining minimum wages, and the reservation is made because, in the United Kingdom, these matters are left to the discretion of the Agricultural Wages Boards.

#### Equal Remuneration for Men and Women for Work of Equal Value

Her Majesty's Government have accepted the general principle of equal pay in relation to their own employees and intend to give effect to it as soon as the economic and financial circumstances of the country make it possible. The White Paper points out that the wider implications of the Convention (No. 100) and the Recommendation (No. 90) will need careful consideration, but until circumstances are such as to make possible the application of equal pay to the Government Service the Government propose to defer a decision on both instruments. The Convention lays down certain general principles in regard to equal remuneration for men and women workers for work of equal value; the Recommendation deals with procedures for the progressive application of the principles.

#### Collective Agreements

The Recommendation (No. 91) provides that machinery should be set up, by agreement or by laws or regulations, to negotiate collective agreements or to assist the parties to do so. It also deals with a number of other matters in relation to collective agreements. The White Paper says that subject to certain points the Government regard the Recommendation as generally acceptable but make it clear that they do not propose to introduce legislation in regard to any of the matters dealt with in it. While, to a considerable extent, the Recommendation embodies principles with which the Government, for their part, are generally in accord, some of its provisions appear to imply a degree of interference with the independent working of machinery of negotiation which would be out of keeping with the traditions of this country. As regards the major objective of the Recommendation, machinery has already been provided by legislation to assist the parties in the negotiation, conclusion, revision and renewal of collective agreements.

#### Voluntary Conciliation and Arbitration

Her Majesty's Government propose to accept the Recommendation (No. 92). It provides for voluntary conciliation machinery to be available to assist in the prevention and settlement of industrial disputes, the procedure to be free of charge, expeditious, and capable of being set in motion by either party to the dispute or by the voluntary conciliation authority.

It is recommended also that the parties in a dispute should be encouraged to refrain from strikes and lock-outs whilst the conciliation procedure or arbitration is in progress and to accept the arbitration award. It is specified that the Recommendation does not purport to limit the right to strike.

## LABOUR OVERSEAS

### Man-Power Distribution in Canada

The Dominion Bureau of Statistics has carried out a survey of the volume and distribution of the labour force in Canada at quarterly intervals since November, 1945.† An article published in the issue of this GAZETTE for April, 1950 (page 127), quoted figures, obtained as a result of the quarterly surveys, for 1948 and 1949. Statistics in the same series, extracted from the Bureau's quarterly publication *The Labour Force* and relating to August, 1952, together with comparative figures for some earlier surveys made in 1952 and 1951, are given below.

Information concerning the civilian labour force is collected for the purpose of the survey from approximately 30,000 households

\* International Labour Conference. Proposed action by H. M. Government in the United Kingdom of Great Britain and Northern Ireland on certain Conventions and Recommendations adopted at the 34th Session, 1951. Cmd. 8786. H. M. Stationery Office: price 3d. net (4½d. post free).  
 † Monthly surveys are now being made from November, 1952.

chosen by scientific sampling methods in over 100 different areas in Canada, which now includes Newfoundland. The final estimates of the labour force are obtained by weighting the sample survey results to the official estimates of total population in age and sex groups in each province. The population estimates used for the survey in November, 1951, and for surveys carried out during 1952 were based on 1951 Census data. Estimates for previous surveys based on 1941 Census figures were found to need adjustment in the light of revised population estimates for the inter-censal years and the whole series of labour force estimates before November, 1951, has now been revised. The statistics quoted in this article are those prepared on the revised basis and are not, therefore, strictly comparable with those previously published. Information regarding distribution by industry groups is not yet available.

For the survey week ended 16th August, 1952, the estimated total number of persons aged 14 and over, excluding those serving in the Armed Forces or living in institutions, in Canada was 9,940,000. Of this total, 5,419,000 persons, who were in employment or

seeking employment, constituted the civilian labour force. The remaining 4,521,000 who were not in the labour force included those persons attending school or keeping house, persons too old or unable to work, and persons voluntarily idle or retired.

The total civilian labour force of 5,419,000 persons included 5,333,000 employed persons (of whom 4,606,000 were working 35 hours or more weekly and 384,000 had jobs but were not working at the time of the survey) and 86,000 who were unemployed and seeking work. Persons, including housewives, students and others, who were working part-time or seeking employment were included in the labour force. The number engaged in agriculture as employers, persons working on their own account, paid workers or unpaid family workers was 1,007,000. Non-agricultural workers numbered 4,326,000. In addition to these figures, it was estimated that persons living in inaccessible areas and Indians living on reservations, whom the survey did not cover, numbered 180,000.

The Table below shows the distribution of civilian non-institutional man-power, aged 14 years and over, in Canada, including Newfoundland, at the survey relating to the week ended 16th August, 1952, with comparative figures for 1st March, 1952, and 18th August and 3rd March in 1951.

Population Class	Thousands			
	16th August, 1952	1st March, 1952	18th August, 1951	3rd March, 1951
<b>Employed</b>				
In Agriculture—				
Employers .. .. .	108	62	54	30
Workers on Own Account .. .	478	482	577	536
Paid Workers .. .. .	143	87	130	68
Unpaid Family Workers .. .	278	194	306	200
Total, Agricultural .. .. .	1,007	825	1,067	834
Not in Agriculture—				
Employers .. .. .	224	220	140	130
Workers on Own Account .. .	235	230	339	367
Paid Workers .. .. .	3,804	3,638	3,668	3,560
Unpaid Family Workers .. .	63	54	52	53
Total, Non-Agricultural .. .	4,326	4,142	4,199	4,110
Total Employed .. .. .	5,333	4,967	5,266	4,944
Unemployed .. .. .	86	212	77	170
Total in Labour Force .. .	5,419	5,179	5,343	5,114
Not in Labour Force .. .	4,521	4,708	4,401	4,574
Total Civilian Non-Institutional Man-power (Persons aged 14 years and over) .. .	9,940	9,887	9,744	9,688

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The total of 5,419,000 in the civilian labour force at 16th August, 1952, which was 76,000 higher than that at the August, 1951, survey, was, it is stated, 90,000 higher than at the May, 1952, survey. The labour force customarily reaches a seasonal peak in August and most of the increase between May, 1952, and August, 1952, was due to the temporary employment of students in agriculture during the summer vacation period. Between August, 1951, and August, 1952, the number of persons with jobs increased by 67,000; there was a slight increase in the numbers unemployed.

### Factory Inspection and Accidents in the Irish Republic in 1951

A Report on the administration of the Factory and Workshop Acts, 1901-1920, in the Republic of Ireland during 1951 has been issued by the Irish Department of Industry and Commerce. The Report shows that at the end of 1951 there were about 12,700 factories, workshops, docks, warehouses and other premises on the official register and that Factory Inspectors made 11,000 visits during the year, compared with 10,400 in 1950.

During 1951, the total number of accidents reported under the Acts was 1,282 (of which 18 were fatal); in 1950 the corresponding figure was 1,422 (14 fatal). With the exception of the docks, buildings and warehouses group, where the number reported was 29, the same as in 1950, all industry groups in 1951 showed a decrease in the number of accidents notified. The largest decrease, from 383 in 1950 to 328 in 1951, was in the metals, engineering and vehicles group. In the textiles and clothing group the number of accidents fell from 163 to 129, and in the food, drink and tobacco group from 365 to 338. Of the total number of persons injured in reported accidents, 1,042 were men, 116 women, 73 youths and boys, and 51 girls. The 18 fatal accidents involved men only.

Of the 1,282 accidents reported in 1951, 315 occurred in connection with machinery moved by mechanical power and 165 in connection with the handling of goods or articles; 207, which included ten of the 18 fatal accidents reported, were caused by persons falling and 131 by blows from falling bodies. The corresponding figures for 1950 were 376, 196, 200 and 151.

During 1951, examinations by certifying surgeons for certificates of fitness of young persons between 14 and 16 years of age for employment in factories and certain workshops numbered 5,478. Of those examined, 1,718 boys and 3,674 girls were certified as fit and 54 boys and 69 girls were rejected. The rejections included 86 cases of medical unfitness; the remaining rejections were on non-medical grounds. The number of certificates of fitness given included 44 conditional certificates.

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## Employment in the Coal Mining Industry in January

The statistics given below in respect of employment, etc., in the coal mining industry in January have been compiled by the Ministry of Fuel and Power from information provided by the National Coal Board.

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 31st January was 721,600, compared with 719,900 for the five weeks ended 3rd January, and 702,200 for the four weeks ended 26th January, 1952.

The total numbers who were effectively employed were 656,200 in January, 659,800 in December, and 649,500 in January, 1952; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week. The Table below shows the numbers of wage-earners on the colliery books in the various Districts in January, together with the increase or decrease\* in each case compared with December and January, 1952.

### Average Numbers of Wage-earners on Colliery Books—Analysis by Districts

District†	Average numbers of wage-earners on colliery books during 4 weeks ended 31st January, 1953	Increase (+) or decrease (-)* compared with the average for	
		5 weeks ended 3rd January, 1953	4 weeks ended 26th January, 1952
Northumberland .. .. .	43,400	- 300	- 200
Cumberland .. .. .	6,000	+ 100	+ 100
Durham .. .. .	106,700	+ 100	- 500
South and West Yorkshire ..	141,700	+ 600	+ 4,000
North Derbyshire .. .. .	39,100	+ 100	+ 1,500
Nottinghamshire .. .. .	47,000	+ 300	+ 1,900
South Derbyshire and Leicestershire .. .. .	14,700	.. .. .	.. .. .
Lancashire and Cheshire ..	52,100	+ 300	+ 3,100
North Wales .. .. .	9,400	.. .. .	+ 400
North Staffordshire .. .. .	20,500	.. .. .	+ 1,400
Cannock Chase .. .. .	16,300	+ 100	+ 500
South Staffordshire, Worcester-shire and Shropshire .. .. .	5,700	+ 100	+ 300
Warwickshire .. .. .	16,100	+ 100	+ 1,100
South Wales and Monmouthshire .. .. .	104,300	+ 400	+ 2,400
Forest of Dean and Somerset ..	6,300	.. .. .	.. .. .
Kent .. .. .	6,400	.. .. .	.. .. .
England and Wales .. .. .	635,700	+ 1,700	+ 16,000
Scotland .. .. .	85,900	.. .. .	+ 3,400
Great Britain .. .. .	721,600	+ 1,700	+ 19,400

It is provisionally estimated that, during the four weeks of January, about 6,230 persons were recruited to the industry, while the total number of persons who left the industry was about 5,410; the numbers on the colliery books thus showed a net increase of 820. During the five weeks of December there was a net increase of 1,290.

The average number of shifts worked per week by coal-face workers who were effectively employed was 5.09 in January, 4.57 in December, and 4.93 in January, 1952. The corresponding figures for all workers who were effectively employed were 5.47, 4.94 and 5.32.

Information is given in the Table below regarding absenteeism in the coal mining industry in January, 1953, and December and January, 1952. Separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given) and (b) involuntary absenteeism (absences due mainly to sickness). The figures represent the numbers of shifts lost through absenteeism, expressed as percentages of the total numbers of shifts that could have been worked.

### Percentages of Shifts lost through Absenteeism

	January, 1953	December, 1952	January, 1952
Coal Face Workers :			
Voluntary .. .. .	6.51	8.38	8.53
Involuntary .. .. .	8.09	7.56	6.69
All Workers :			
Voluntary .. .. .	4.99	6.19	6.40
Involuntary .. .. .	7.46	6.86	6.09

For face-workers the output per man-shift worked was 3.15 tons in January, compared with 3.11 tons in the previous month and 3.18 tons in January, 1952.

The output per man-shift calculated on the basis of all workers was 1.22 tons in January; for December and January, 1952, the figures were 1.19 tons and 1.20 tons, respectively.

\* "No change" is indicated by three dots.  
† The districts shown for England and Wales conform to the organisation of the National Coal Board.

## Employment Overseas

### AUSTRALIA

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in August, 1952, was 1.0 per cent. lower than in the previous month and 7.4 per cent. lower than in August, 1951.

### CANADA

Returns received by the Dominion Bureau of Statistics from employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st December, 1952, in the establishments covered by the returns, was 0.1 per cent. lower than at the beginning of the previous month and 3.0 per cent. higher than at 1st December, 1951. The number of persons employed in manufacturing industries at 1st December was 0.2 per cent. lower than at the beginning of the previous month and 5.4 per cent. higher than at 1st December, 1951.

### UNION OF SOUTH AFRICA

According to the general index of employment compiled by the Office of Census and Statistics, the number employed in manufacturing, transportation and mining (other than alluvial gold diggings) in August, 1952, was 0.3 per cent. lower than in the previous month but 1.5 per cent. higher than in August, 1951.

### UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in December, 1952, is estimated by the Department of Labor to have been approximately 48,836,000. This was 1.7 per cent. higher than the figure for the previous month, and 2.5 per cent. higher than for December, 1951. The index figure of wage-earners' employment in manufacturing industries (revised series, base 1947-9=100) showed an increase of 0.3 per cent. in December, compared with the previous month, and an increase of 4.4 per cent. compared with December, 1951.

The Bureau of the Census estimate that the total number of unemployed persons at the middle of December, 1952, was about 1,412,000, compared with 1,418,000 at the middle of the previous month and 1,674,000 at the middle of December, 1951.

### BELGIUM

The average daily number of persons recorded as wholly unemployed during December, 1952, was 204,054, compared with 169,970 in the previous month and 185,265 in December, 1951. Partial unemployment accounted in addition for a daily average loss of 121,075 working days. The number of persons wholly unemployed included 54,244, who, owing to physical incapacity or age, were difficult to place in employment. The total number of working days lost in December by persons wholly unemployed was 4,502,290, while 2,678,399 days were lost as a result of partial unemployment.

### DENMARK

At the end of January returns received by the Danish Statistical Department from approved unemployment funds showed that 115,617 or 17.5 per cent. of a total membership of about 661,000 were unemployed, compared with 24.6 per cent. at the end of the previous month and 20.2 per cent. at the end of January, 1952. Of the total, 70,282 had been unemployed for seven days or more and the remainder had been unemployed for less than seven days or were not considered as ordinary unemployed (because of advanced age, etc.).

### FRANCE

The number of persons registered as applicants for employment at the beginning of January was 182,084, of whom 54,337 were wholly unemployed persons in receipt of assistance. The corresponding figures were 158,020 and 44,473 at the beginning of the previous month and 116,416 and 33,038 at the beginning of January, 1952.

### GERMANY

In the Federal Republic the number unemployed at the end of January was 1,822,676, compared with 1,687,719 at the end of the previous month and 1,825,407 at the end of January, 1952. In the Western Sectors of Berlin the corresponding figures at the same dates were 258,551, 267,916, and 281,429.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 21st February was 88,408, compared with 86,640 at 24th January and 74,134 at 23rd February, 1952.

### NETHERLANDS

The number of persons wholly unemployed at 31st December, 1952, including persons who are relief workers as well as those in receipt of unemployment benefit, was 175,765, compared with 138,599 (revised figure) at the end of the previous month. The number of persons included in the total who were employed on relief work was 31,357 at 31st December, 1952, compared with 30,347 (revised figure) at 30th November, 1952.

### NORWAY

The number of persons registered for employment who were wholly unemployed was 24,248 at the end of December, 1952, compared with 14,731 in the previous month and 15,046 in December, 1951.

## WAGES, DISPUTES, RETAIL PRICES

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## Changes in Rates of Wages and Hours of Labour

### RATES OF WAGES

#### Changes in February

In the industries covered by the Department's statistics\*, the changes in the rates of wages reported to have come into operation in the United Kingdom during February resulted in an aggregate increase estimated at approximately £543,000 in the weekly full-time wages of about 1,635,000 workpeople.

The principal increases affected workpeople employed in building, civil engineering construction and coal mining. Others receiving increases included workpeople employed in cocoa, chocolate and confectionery manufacture, vehicle building and metal finishing.

In building and civil engineering construction there was an increase of 2d. an hour for adult male and female workers, payable under sliding-scale arrangements based on the index of retail prices. In the coal mining industry the national minimum weekly wages were increased by 6s. for adult workers; shift rates were increased by 1s. a shift for adult day-wage workers, but not so as to increase any such rates to more than 28s. 6d. a shift for underground workers or 25s. 1d. for surface workers.

The Joint Industrial Council for the Cocoa, Chocolate and Confectionery Manufacturers' Industrial Group increased the agreed minimum rates applicable to workpeople employed by members of the group by 4s. a week for men 21 years and over and by 3s. for women 18 and over. In the vehicle building industry there were increases of 2d. an hour for adult male workers, and of proportional amounts for other workers. In the metal finishing industry there were increases of 2d. an hour for men and 1½d. for women.

Of the total increase of £543,000, about £387,000 was the result of the operation of sliding scales based on the index of retail prices; about £130,000 resulted from direct negotiations between employers and workpeople or their representatives; about £13,000 resulted from arbitration awards; about £12,000 was the result of arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; and the remainder was the result of Orders made under the Wages Councils Acts.

### PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY

(NOTE.—The figure in brackets below an item in the column headed "District" relates to the page in the volume "TIME RATES OF WAGES AND HOURS OF LABOUR, 1ST OCTOBER, 1952," on which details for that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Coal Mining	Great Britain (6)	Beginning of first full pay week after 12 Feb.	Underground workers ..	National minimum weekly wages, inclusive of the value of allowances in kind,† increased by 6s. a week for adult workers (140s. 6d. to 146s. 6d.), and by proportionate amounts for juveniles; shift rates increased by 1s. a shift for adult day-wage workers with proportionate increases for juveniles, but not so as to increase any such rate to more than 28s. 6d. a shift exclusive of the "skilled shilling"‡ where payable.
			Surface workers .. .. .	National minimum weekly wages, inclusive of the value of allowances in kind,† increased by 6s. a week for adult male workers (121s. 6d. to 127s. 6d.), and by proportionate amounts for juveniles; shift rates increased by 1s. a shift for adult male day-wage workers with proportionate increases for juveniles, but not so as to increase any such rate to more than 25s. 1d. a shift exclusive of the "skilled shilling"‡ where payable.
			Craftsmen .. .. .	National shift rates increased by 1s. a shift. Shift rates after change: craftsmen—Grade I 26s. 5d. (working underground 29s. 7d.), Grade II 23s. 11d. (working underground 27s. 1d.)
			Winding enginemmen .. .. .	Minimum shift rate, including the "skilled shilling"‡ and where payable any other flat rate, increased by 1s. a shift (26s. 11d. to 27s. 11d.); shift rates increased by 1s. a shift, but not so as to increase any such rate to more than 30s. 11d. a shift including the "skilled shilling"‡ and where payable any other flat rate.
Mining and Quarrying (other than coal)	Newcastle-on-Tyne, Northumberland and Durham (10)	2 Feb.	Freestone quarry workers ..	Increases of 2d. an hour for craftsmen, and of 1½d. or 1d., according to district, for labourers. Rates after change: stone planing machinemmen—Grade A districts 3s. 6d. an hour, Grade A1 3s. 5½d., Grade A3 3s. 4½d., quarrymen and grindstone turners 3s. 5½d., 3s. 5d., 3s. 4d., carborundum sawyers 3s. 3½d., 3s. 3d., 3s. 2d., cranemen 3s. 2½d., 3s. 2d., 3s. 1d., labourers 2s. 9d., 2s. 8½d., 2s. 8d.
			Workpeople employed in the granite industry	Increase of 2d. an hour. Rates after change: masons, smiths and fitters 3s. 6½d. an hour, carborundum sawyers 3s. 4½d., polishers 3s. 3½d., power crane drivers 3s. 2½d., quarrymen and frame sawyers 3s. 1½d.
Monumental Masonry	England and Wales	do.	Craftsmen and labourers ..	Increase of 2d. an hour. Rates after change: fully competent masons able to undertake all classes of lettering and monumental work, London and Merseyside 3s. 11d. an hour, elsewhere 3s. 9½d., other craftsmen 3s. 8d., 3s. 6½d., skilled monumental labourers 3s. 6d., 3s. 4½d., ordinary labourers 3s. 3d., 3s. 1d.

\* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting clerical workers, for whom the information available is not sufficient to form a basis for statistics. The estimates of the effect of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect either of short-time or of overtime.  
† Workpeople who receive two or more increases of wages during the period are counted only once in this column.  
‡ Subject to the proviso that the agreed nominal value, up to 10 tons a year, of concessional coal shall be excluded.  
§ The "skilled shilling" refers to an increase of 1s. a shift granted to skilled craftsmen and certain other day-wage workers under the terms of the National Wages Agreement of April, 1944.

## Principal Changes in Rates of Wages Reported during February—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Glass Processing	Great Britain (28)	Beginning of first full pay week in Feb.	Workpeople employed in processing plate and sheet glass	Increases* of 1d. an hour for men 20 years and over, and of proportionate amounts for apprentices, women and girls. Rates after change, inclusive of bonus: brilliant cutters, writers, stainers, gilders, embossers, sand-blasters and kiln fitters, London area (within a 25-mile radius from Charing Cross) and Liverpool area 4s. an hour, Provincial area 3s. 10d., bevelers, silverers, siders, plate cutters, leaded light makers, specialist fixers, foil and glue paper cutters, silk screen operatives first grade (complete process) and colour sprayers 3s. 9d., 3s. 7d. (lead light workers, Scotland 3s. 10d.), silk screen operatives second grade (operating screen and roller process) 3s. 7d., 3s. 5d., embossers' assistants and sand-blasters' assistants 3s. 6d., 3s. 4d., silverers' assistants other than cleaners-up 3s. 5d., 3s. 3d., leaded light cementers and packers 3s. 4d., 3s. 2d., general labourers, loaders, sand-washers and cleaners-up—London 3s. 3d., Provincial (including Liverpool area) 3s. 1d.; women 20 years and over 2s. 7½d., 2s. 6d.
Chemicals, etc., Manufacture	Great Britain (34)	First full pay week on or after 28 Nov., 1952†	Skilled engineers, electricians, etc., employed on engineering and maintenance work in the heavy chemical industry and in Class I firms in the fertilizer industry	Increases of 2d. an hour in minimum rates for men, and of proportional amounts for apprentices. Minimum rates after change for men: London district 3s. 8½d. an hour, elsewhere 3s. 7½d.†
		2 Jan.†	Building trade craftsmen employed in heavy chemical works	Increase of 2d. an hour. Rates after change: London (within a radius of 12 miles from Charing Cross) 3s. 9d. an hour, (between 12 and 15 miles from Charing Cross) 3s. 8½d., elsewhere 3s. 7½d. Chemical plumbers and lead burners continue to receive 1d. an hour above these rates.†
Textile Machinery Manufacture	Lancashire, Yorkshire (including Spen Valley) and Somerset	First full pay week in Jan.†	Card setting machine tenters employed in wire and card clothing trades	Increase of 7s. a week in existing rates (174s. 8d. to 181s. 8d.).
Vehicle Building	United Kingdom (52-53)	Beginning of first full pay period following 30 Jan.	Men, youths, boys, women and girls	Increases of 2d. an hour in minimum rates for adult male workers, and of proportional amounts for other workers. Minimum time rates after change include: England, Wales and Northern Ireland—body makers, wheelwrights, coach joiners and finishers, coach fitters, smiths, painters, trimmers, mounters, general machinists and sawyers 3s. 5d. an hour, vicemen 3s. 2d., hammermen or strikers, brush hands and cellulose polishers 3s. 0½d., labourers 3s.; men employed in the process of manufacture and repair of metal-framed bodies—final erection and alignment 3s. 5d., unit assembly 3s. 4d., detail work 3s. 2d. (an additional ½d. an hour is paid in all cases to men employed in the London area within 20 miles from Charing Cross); Scotland—bodymakers, cartwrights, finishers, carriage makers, wheelers, wood-cutting machinists, smiths (national minimum rate) 3s. 5d., (standard rate in East and West of Scotland areas) 3s. 5½d., (standard rate when employed on passenger carrying vehicles) 3s. 6d., painters and trimmers 3s. 5d., 3s. 5d., 3s. 5½d., coach fitters or vicemen 3s. 4d., 3s. 4½d., 3s. 5d., vicemen not qualified to do fitting (national minimum rate and standard rate) 3s. 1½d., brush hands and hammermen 3s. 0½d., labourers 3s.; United Kingdom—women 21 years and over, employed as sewing machinists with 12 months' experience 2s. 4½d.‡
Chain and Anchor Manufacture	Cradley Heath and district, Chester, Shifnal, St. Helens, Pontypridd and Tipton	Beginning of first full pay period following 28 Jan.	Workpeople employed in the manufacture of hand-made chains and chain attachments	Increase of 6½ per cent. on July, 1951 piece price lists.
Metal Finishing	England and Wales (67)	Beginning of first full pay period following 2 Feb.	Men, youths, boys, women and girls	Increases of 2d. an hour for all male workers 21 years and over, of 1½d. for all female workers 19 and over, and of proportional amounts for younger workers. Minimum rates after change: men 21 years and over—Grade 1, London area (within a radius of 18 miles from Charing Cross) 3s. 3½d. an hour, elsewhere 3s. 1½d., Grade 2 3s. 0½d., 2s. 11d., Grade 3 2s. 10½d., 2s. 8½d. (electro-platers and polishers to receive an additional ½d. an hour above Grade 1 rates); women 19 years and over—Grade 1, London area 2s. 6½d., elsewhere 2s. 5½d., Grade 2 2s. 2½d., 2s. 1½d., Grade 3 2s. 1½d., 2s. 0½d.; youths—London area 2s. 1½d. at 19, rising to 2s. 7½d. at 20½, elsewhere the rates are 1d. an hour less; boys and girls—London area 1s. 0½d. at 15, rising to 2s. at 18½, elsewhere the rates are ½d. an hour less.
Textile Dyeing, Bleaching and Finishing Trade	Yorkshire (90)	14 Jan.	Skilled mechanics and apprentices in certain dye works	Increase of 2½d. an hour or 9s. 4½d. a week (150s. to 159s. 4½d.) for adult workers, and of proportional amounts for apprentices.
Cotton Waste Reclamation	Great Britain (203)	2 Feb.	Men, youths, boys, women and girls	Increases of 2d. an hour in general minimum time rates for male workers 21 years and over and for female workers of all ages, and of 1½d. for youths and boys. General minimum time rates after change: men 21 years and over 2s. 4d. an hour, youths and boys 1s. 1½d. at under 16, rising to 2s. 2½d. at 20; women 18 years and over 1s. 8½d. (England and Wales) or 1s. 8½d. (Scotland), girls 1s. at under 16, rising to 1s. 5d. at 17.¶
Ostrich and Fancy Feather and Artificial Flower Trade	Great Britain (204)	20 Feb.	Men, youths, boys, women and girls	Increases of 2d. an hour in general minimum time rates for men 21 years and over, of 1d. for female workers 18 and over, of ½d. to 1½d., according to age, for youths and boys, and of ½d. to 1d. for girls. General minimum time rates after change: male workers 8½d. at under 15½ years, rising to 2s. 5d. at 21 or over; female workers 8½d. at 15, rising to 1s. 7d. at 18 or 18½ years, according to age and age of entry into the trade.*
Flour Milling	Great Britain (107)	9 Feb.	Electricians	Increase of 6s. a week. Rates after change: Class A mills 163s. 6d. a week, Class B 155s., Class C 151s.
Cocoa, Chocolate and Confectionery Manufacture	Great Britain (115)	16 Feb.	Men, youths, boys, women and girls	Increases in minimum time rates of 4s. a week for men 21 years and over, of 3s. for youths 18 and under 21 and for women 18 and over, and of 1s. 6d., 2s. or 2s. 6d., according to age, for younger workers. Minimum time rates after change: men 21 years and over 123s. a week, women 18 and over 87s., youths and boys 44s. at 15, rising to 102s. at 20 and under 21, girls 44s. at 15, rising to 61s. 6d. at 17 and under 18.**
Brewing	Sussex (119)	2 Jan.	Men and women	Increases of 4s. a week for able-bodied men 21 years and over, and of 2s. 8d. for women 19 and over in bottling stores. Minimum rates after change: able-bodied men—towns with a population of 50,000 or over 123s. a week, other areas 120s.; women 19 or over in bottling stores 82s., 79s. 8d.
Sawmilling	Manchester and district (123)	2 Feb.	Workpeople employed in steam joinery and sawmill shops	Increases of 2d. an hour for craftsmen, labourers and women 19 years and over, and of proportional amounts for apprentices, young male labourers and girls; increase of 8s. a week for lorry drivers, statutory attendants and mates employed on "C" licensed vehicles. Rates after change include: woodcutting machinists 3s. 6½d. an hour, power-driven crane drivers 3s. 3d., slingers (regularly employed as such) 3s. 1½d., timber yard labourers 3s. 1d., female labourers 19 and over 2s. 3d.; lorry drivers 146s. to 163s. 6d. a week, according to carrying capacity of vehicle, statutory attendants and mates 18 and over 149s. 6d.

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

† These increases were agreed in February and had retrospective effect to the dates shown. They do not apply to workpeople employed by constituent firms of Imperial Chemical Industries Ltd.

‡ This increase was agreed in February and had retrospective effect to the date shown.

§ These increases were the result of an award of the Industrial Disputes Tribunal; they are flat-rate increases to both pieceworkers and dayworkers and do not affect the basis of any system of payment by results.

¶ These increases took effect under an Order issued under the Wages Councils Act. See page 74 of the February issue of this GAZETTE.

\*\* These increases took effect under an Order issued under the Wages Councils Act. See page 109.

\*\*\* These increases were agreed by the Joint Industrial Council for the Cocoa, Chocolate and Confectionery Manufacturers' Industrial Group, and apply to workpeople employed by members of the group.

## Principal Changes in Rates of Wages Reported during February—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Sawmilling (continued)	Bo'ness and Grangemouth (124)	6 Feb.	Workpeople employed in pit-wood yards	Service bonus scheme abolished, and the bonus rates of 1½d. an hour for men 19 years and over and ½d. for women, youths and boys, hitherto paid to regular full-time workers who did not lose more than 5 per cent. of working time during a four-week period, now added to the normal hourly rates.
Veneer Producing and Plywood Manufacture	England and Wales	First pay day after 9 Feb.	Night shift workers and night workers	Increase of 1½d. an hour (3d. to 4½d.) in the additional payment for night shift work and for night work.
Sign Production and Display	Great Britain	2 Feb.	Production artists, writers, poster writers, screen process printers, auxiliary workers, etc.	Increases* of 1d. an hour in cost-of-living bonus for craftsmen and auxiliary workers, and of proportional amounts for juniors and apprentices. Rates after change, inclusive of cost-of-living bonus: production artists†, London area (within 15 miles radius from Charing Cross) 4s. 1½d. an hour, Provinces 4s., writers other than poster writers‡ 4s., 3s. 10½d., poster writers§ 3s. 10½d., 3s. 9d., screen process printers Grade I 3s. 9d., 3s. 7½d., Grade II 3s. 7d., 3s. 5½d., auxiliary workers 3s. 3½d., 3s. 2d.
			Carpenters, painters and general display workers	Increases of 2d. an hour for adult carpenters, painters and general display workers, and of proportional amounts for younger workers. Rates after change: carpenters and painters, London area (within a 15-mile radius of Charing Cross) 3s. 8d. an hour, Provinces 3s. 6½d., general display workers (unskilled) rates as laid down for labourers in the building industry.
Brush and Broom Manufacture	Northern Ireland	14 Feb.	Men, youths, boys, women and girls	Increases in general minimum time rates and piecework basis time rates of varying amounts, according to age, occupation and experience; percentage addition to general minimum piece rates increased by 5 per cent. (50 to 55 per cent.). Rates after change include: general minimum time rates—male workers 19 years or over with not less than 3 years' experience in certain specified branches of work 2s. 9½d. an hour, other male workers 21 years or over 2s. 7½d. (with addition of ½d. to 2½d. an hour, according to length of experience over 6 months but less than 3 years, when employed in specified branches of work); female workers with not less than 3 years' experience as pan hands 1s. 8½d., 2s. 3½d. or 2s. 9½d., according to class of work, in certain other specified branches of work 1s. 8½d., other female workers 21 years or over 1s. 7½d. (with addition of ½d. to 1d. an hour, according to length of experience over 6 months but less than 3 years, when employed in specified branches of work); piecework basis time rates—male workers 17 or over with not less than 3 years' experience in specified branches of work 3s. 0½d., other male workers, irrespective of age 2s. 9½d.; female workers 1s. 11d., 2s. 5d., 2s. 10½d., according to occupation.‡
Building	England and Wales (144-145)	2 Feb.	Building operatives	Increases* of 2d. an hour in standard rates for craftsmen, labourers and women operatives, and of proportional amounts for apprentices and young male labourers. Rates after change include: men—inner London (within a 12-mile radius from Charing Cross) and Liverpool (special district) craftsmen 3s. 8d. an hour, labourers 3s. 2½d., outer London (between 12 and 15 miles from Charing Cross) 3s. 7½d., 3s. 2d., Grade A districts 3s. 6½d., 3s. 1d., Grade A1 3s. 6d., 3s. 0½d., Grade A2 3s. 5½d., 3s., Grade A3 3s. 5d., 2s. 11½d.; women—on craft processes 2s. 7d., on other work 2s. 3d.
			Watchmen	Increase* of 1s. a shift. Rates after change: London and Liverpool 19s. a shift (day or night), Provinces 17s. 9d.
	Scotland (144-145)	do.	Building operatives	Increases* of 2d. an hour for craftsmen, labourers and women operatives, and of proportional amounts for apprentices and young male labourers; tool allowance of 2d. a day granted to masons when manually engaged in shaping, finishing or fixing stone, including jointing and cutting holes. Rates after change include: men—craftsmen 3s. 6½d. an hour, labourers 3s. 1d.; women employed on craft operations 3s. 1d., on labouring 2s. 9½d.
	London (144-145)	do.	Road haulage workers	Increase* of 8s. a week for workers employed on "C" licensed vehicles. Rates after change: motor drivers 149s. 6d. to 168s. 6d. a week, according to carrying capacity of vehicle, tractor drivers (steam and I.C.) 167s. 6d., mates and statutory attendants 18 years and over 154s. 6d., drivers of mechanical vehicles with trailers 6d. a day more; carmen—one-horse 151s. 6d., two-horse 155s. 6d., assistant horse-keepers and stablemen 151s. 6d.
	England and Wales (144-145)	do.	do.	Increase* of 8s. a week for workers employed on "C" licensed vehicles. Rates after change: motor drivers Grade I districts 146s. to 163s. 6d. a week, according to carrying capacity of vehicle, Grade 2 districts 141s. 6d. to 158s. 6d., mates and statutory attendants 18 years and over 149s. 6d., 144s. 6d.
	Great Britain	do.	Firebrick bricklayers and labourers employed by refractory users (except those employed by the Gas Council and Area Gas Boards)	Increases of 2d. an hour for adults, and of proportional amounts for apprentices and young male labourers.
Civil Engineering Contracting	Great Britain (146)	do.	Men, youths and boys	Increases* of 2d. an hour for adult workers, and of proportional amounts for younger workers. Rates after change include: craftsmen—London super grade and Liverpool grade 3s. 8d. an hour, Class I districts (remainder of England, Wales and Scotland) 3s. 6½d.; navvies and labourers—London super grade 3s. 2½d., Class I districts (remainder of England, Wales and Scotland) 3s. 1d.
			Watchmen	Increase* of 1s. a shift. Rates after change: London super grade 19s. 9d. a shift (day or night), Class I districts 18s. 6d.
Building and Civil Engineering Contracting	Northern Ireland (148)	Beginning of pay period in week commencing 2 Feb.	Craftsmen and labourers employed in the building industry and similar classes employed by civil engineering contractors	Increases* of 2d. an hour for adults, and of proportional amounts for apprentices. Rates after change: craftsmen 3s. 5d. to 3s. 7½d. an hour, according to district, labourers 2s. 8½d. to 2s. 11½d.
Demolition Contracting	Great Britain (147)	2 Feb.	Men, youths and boys	Increases of 2d. an hour for men and youths 18 years and over, and of proportional amounts for younger workers. Rates after change for labourers: London district (within 12 miles radius) and Liverpool (Mersey and district) 3s. 2½d. an hour, London district (12 to 15 miles radius) 3s. 2d., Grade A districts 3s. 1d., Grade A1 3s. 0½d., Grade A2 3s., Grade A3 2s. 11½d.¶
Glazing	England and Wales	do.	Glaziers and wall liners	Increase of 2d. an hour in standard rates of wages. Rates after change: London area (within 12 miles from Charing Cross) and Liverpool area 3s. 8d. an hour; South Eastern area (from 12 to 30 miles from Charing Cross) 3s. 7½d.; South Eastern area (from 30 to 45 miles from Charing Cross, except Aldershot and Guildford), Midlands, North Eastern, West of England, South Wales and Yorkshire areas, Portsmouth and Bournemouth 3s. 6½d.; Poole, Christchurch, Wimborne, Romsey, Winchester and Basingstoke 3s. 6d.; Andover, Isle of Wight, Aldershot and Guildford 3s. 5½d.
Mastic Asphalt Laying	Great Britain (150)	do.	Men, youths and boys	Increases* of 2d. an hour for adults, and of proportional amounts for apprentices. Rates after change include: layers—charge hands, London area and Liverpool (Mersey district) 4s. 2d. an hour, Provincial areas 4s. 0½d., spreaders 3s. 9d., 3s. 7½d., mixermen 3s. 5½d., 3s. 4½d., potmen 3s. 4½d., 3s. 3½d., "classified labourers" 3s. 3d., 3s. 1½d.

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

† Artists and writers receive a credit of 1s. 6d. a week as brush allowance.

‡ Carpenters and joiners receive a tool allowance of 2d. a day.

§ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 109.

¶ The grading of districts is in accordance with that for the building industry.











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