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CONTENTS

SUMMARY OF THE MONTHLY STATISTICS	This page	<i>Special Articles—continued</i>	Page
<i>Special Articles</i>	<i>Page</i>	Average Weekly Earnings, April 1956–April 1962	439
Occupational Earnings in Engineering, Shipbuilding and Chemical Manufacture, June 1963	426	Safety, Health and Welfare: Factory Orders: 1963 Edition; Industrial Safety Sub-Committee	439
First-Year Apprentice Training in Government Training Centres	435	Labour Overseas: Vocational Guidance, Apprenticeship and Vocational Training in the United States of America	440
Co-operative Societies: Statistics of Numbers, Membership, Transactions, etc., in 1962	436	EMPLOYMENT, UNEMPLOYMENT, ACCIDENTS, ETC.	442
Activities of the National Joint Advisory Council	438	INDEX OF AVERAGE EARNINGS	461
Digests of Scottish and Welsh Statistics	438	WAGES AND HOURS OF WORK	462
Report of the Advisory Council on Scientific Policy	438	INDEX OF RETAIL PRICES	468
Enquiry into Wages and Related Elements of Labour Cost 438		STOPPAGES OF WORK—INDUSTRIAL DISPUTES	469
		ARBITRATION AWARDS, NOTICES, ORDERS, ETC.	470

Summary of the Monthly Statistics

Full details on pages

Employment

The estimated total number in civil employment in Great Britain in mid-September was 24,049,000. This was 18,000 more than in mid-August. The main changes were increases in manufacturing industries, construction and the distributive trades and a decrease in catering and hotels. 442–446

Unemployment

There were 462,000 persons registered as wholly unemployed in Great Britain on 14th October and 12,000 registered as temporarily stopped from work; a total of 474,000 (2.1 per cent. of all employees). Between 9th September and 14th October unemployment fell by 11,000. The main decreases were in manufacturing industries and in the number of school-leavers registered as unemployed. There were increases in catering and hotels, transport and communication and the distributive trades. The number unemployed for more than eight weeks was 241,000—52 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed rose by 18,000; the normal monthly seasonal increase is about 27,000. 447–454

Unfilled Vacancies

There were 215,000 vacancies unfilled on 9th October, 1,000 more than on 4th September. 455

Overtime and Short-time

In the week ended 14th September the estimated number of operatives working overtime in the manufacturing industries was 1,858,000 and the estimated number on short-time was 43,000. 444

Rates of Wages

The indices of weekly rates of wages and of hourly rates of wages at 31st October (January 1956 = 100) were, respectively, 134.7 and 141.7, compared with 134.6 (as revised) and 141.7 (as revised) at 30th September. 462–467

Retail Prices

The retail prices index at 15th October (January 1962 = 100) was 103.7, compared with 103.3 at 17th September. The index for the food group was 104.2, compared with 103.0 the previous month. 468

Stoppages of Work

About 79,500 workers were involved in October in stoppages of work due to industrial disputes: they lost about 182,000 working days. 469

Factory Accidents

There were 177 fatal and 49,400 non-fatal accidents notified to H.M. Inspectors of Factories in the third quarter of 1963. 458–459

ACTIVITIES OF THE NATIONAL JOINT ADVISORY COUNCIL

The 84th Meeting of the National Joint Advisory Council was held on 23rd October. The Minister of Labour, the Right Hon. Joseph Godber, M.P., took the Chair.

Employers' Sick Pay Schemes

As part of its programme of work concerned with the status and security of the worker the Council gave preliminary consideration to the steps to be taken towards the extension and improvement of sick pay schemes by voluntary action.

The Council noted that more than half of all employees in the country were already covered by employers' sick pay schemes. There were, however, considerable variations in the numbers of employees covered by such schemes between industries and occupations. It was thought that a detailed study of the subject at the present time would be useful since there was an increasing interest in these schemes as a subject of negotiation between employers and unions at the level of the industry.

The Council decided to set up a Committee to give further detailed consideration to the available information, to consider what further information should be collected and to take steps to collect such information. The Committee would report back to the Council with recommendations on the further steps the Council might take in this field.

Manpower Research Unit

The Council received a report on the aims and methods of the Manpower Research Unit set up by the Minister last March (see page 393 of last month's issue of this GAZETTE). The Council were informed that the Unit's task was to study future manpower requirements. The Unit's work would assist the proposed Industrial Training Boards in assessing the needs for skilled manpower in their industries and would help to assess the impact of technological change, including automation. The Unit would be studying general manpower trends in the light of technological change and in relation to all other forces at work in the economy. It would also be making enquiries in particular industries designed to show up in some detail the changes in manpower which had taken place over the past five years or which were expected to occur over the next five years. The Unit was concentrating initially on skilled manpower in the engineering and building trades, and on office employment.

The Council welcomed the setting up of the Unit and offered its assistance where necessary in the enquiries to be undertaken.

Staggered Holidays

The Council were asked to comment on the proposals in the recent Command Paper (Cmnd. 2105) on Staggered Holidays (see page 313 of the August issue of this GAZETTE). It was generally agreed that there was a need to relieve holiday congestion but that there was no single solution to the problem. Among the proposals considered were changing the dates of Bank Holidays, bringing forward the dates of the General Certificate of Education examination to enable schools to stagger their holidays, adopting rota systems for holidays within firms and avoiding the bunching of industrial holidays, and extending the system of co-ordinated town holidays on the lines of the practice followed in the North.

DIGESTS OF SCOTTISH AND WELSH STATISTICS

The 22nd issue (October 1963) of the "Digest of Scottish Statistics", prepared by the Scottish Statistical Office, has recently been published by H.M. Stationery Office, price 5s. (5s. 5d. including postage). It includes 52 tables arranged in seven sections relating to industrial activity, transport and communication, labour, population and vital statistics, social services, finance and miscellaneous.

The labour section, which is contributed almost entirely by the Ministry of Labour, includes statistics of total manpower, insured employees, unemployment, vacancies notified, industrial stoppages and average earnings of male manual workers.

The industrial activity section includes the quarterly Index of Industrial Production in Scotland which shows that the volume of output in the second quarter of this year was 1.7 per cent. higher than in the corresponding quarter of 1962. This overall increase resulted mainly from the activity at the new motor vehicle plants and the steel strip mill. The vehicle industries as a whole achieved a 26 per cent. increase in output despite reductions in the aircraft and railway rolling stock sectors, and metal manufacture as a whole was up by 15 per cent. despite continued run-down in some sectors such as pig iron and iron castings. Other important increases in output from the second quarter of 1962 were in the construction industries (4.5 per cent.), food, drink and tobacco (4.7 per cent.) and the gas, electricity and water group (7.9 per cent.).

Against these, reduced outputs were recorded in other sectors, the most important of which were an against-the-trend fall of 6.7 per cent. in engineering and electrical goods and continued contractions in shipbuilding and marine engineering (21 per cent.) and in mining and quarrying (3.6 per cent.). Productivity in coal mining, which in 1962 was 10 per cent. better than in 1961, has continued to improve; in the first half of 1963 it was 8½ per cent. higher than in the corresponding period of 1962.

The "Digest of Welsh Statistics, No. 9, 1962", prepared by the Welsh Office, has also recently been published and is obtainable from H.M. Stationery Office, price 8s. (8s. 6d. including postage).

The statistics, which are normally shown for the calendar year, are

grouped in ten main sections with a total of 102 tables relating to population and vital statistics, justice and crime, social services, housing, education, labour, production and trade, transport, national savings and local government finance.

Tables supplied by the Ministry of Labour give an analysis by industry of the total number of insured employees in 1962, compared with 1961 and 1960; an analysis, by age and duration of unemployment, of the numbers unemployed in 1961 and 1962 and, by industries, for each of the four years 1959 to 1962; statistics of unfilled vacancies during each month of the years 1953 and 1957 to 1962; an analysis, by industry and type of employment, of young persons entering employment in 1962; and statistics of industrial stoppages of work, workers involved and working days lost during each of the years 1955 to 1962.

In the section relating to production and trade a census of production table has not been included on this occasion as no statistics are available later than those shown last year. The next detailed census will cover 1963 and the table will be re-introduced when the results are known.

REPORT OF THE ADVISORY COUNCIL ON SCIENTIFIC POLICY

The sixteenth Annual Report of the Advisory Council on Scientific Policy 1962 to 1963 has been presented to Parliament by the Lord President of the Council and Minister for Science, and has been published as a Command Paper (Cmnd. 2163). It is obtainable from the publishers, H.M. Stationery Office, price 3s. 6d. (3s. 10d. including postage).

The Report is divided into seven main sections covering the different aspects of scientific policy under review during the year: they are scientific and technological manpower; the European high energy physics programme; emigration of scientists; research into natural resources; scientific documentation; a southern hemisphere telescope; and research into oceanography and marine biology.

Prominence is given to a report recently prepared by the Council's Committee on Scientific Manpower on the results of their work relating to the availability and distribution, within certain major fields of employment, of scientists and technologists who hold academic or professional qualifications. The Committee's Report "Scientific and Technological Manpower in Great Britain 1962" was published in October (see page 392 of last month's issue of this GAZETTE).

Discussing the emigration of scientists the Council states that the subject has concerned them for a number of years, especially the year under review. The Royal Society had drawn attention to the high proportion of postgraduate scientists emigrating to other countries and in May, at the request of the Minister for Science, the Council submitted a memorandum giving advice both generally on the situation and, in particular, on steps which might reasonably be taken by the Government to alter it. A copy of the memorandum is given as an Appendix to the Report.

Other Appendices include a report of the Committee on Research into natural resources; tables giving the numbers of science and mathematics graduate teachers in grant-aided schools and establishments in England and Wales and in Scotland for each of the years 1959 to 1962; yearly tables of the numbers of degrees and diplomas awarded in science and technology; estimates for the years 1961-62, 1962-63 and 1963-64 of Government expenditure on civil research; and an analysis for the various Research Councils of expenditure, organisation and staff.

ENQUIRY INTO WAGES AND RELATED ELEMENTS OF LABOUR COST

The Ministry of Labour is to carry out an enquiry into total labour costs in Great Britain which will cover wages, social security benefits, both those required by law and those undertaken voluntarily by employers, and other labour costs. The enquiry will relate to the year 1964, or to the nearest financial year in the case of undertakings which do not make up their accounts in respect of the calendar year. It will cover about 5,000 employers in coal mining, manufacturing, construction, gas, electricity and water supply, transport, banking, insurance, Local Government and National Government. Information will be sought from all employers in the industries concerned with 1,000 or more employees, 20 per cent. of those with 250 to 999 employees, and 10 per cent. of those with 25 to 249 employees. In construction, which has an exceptionally high proportion of small employers, 10 per cent. of employers with 11 to 24 employees will also be included.

Information will be obtained under the following main headings:— (a) number of employees; (b) wages and salaries, distinguishing the main types of payment for days not worked; (c) social security contributions from employers required by law; (d) voluntary social welfare payments; (e) payments in kind; (f) subsidised services to workers; (g) the cost of recruitment and training; (h) other labour costs.

Employers included in the enquiry have received a letter of advice and a copy of the specimen questionnaire. The results of the enquiry will be published in the Ministry of Labour GAZETTE probably towards the end of 1965.

AVERAGE WEEKLY EARNINGS, APRIL 1956-APRIL 1962

At intervals this GAZETTE contains a short article on the effect of combining the average weekly earnings of agricultural workers, coal miners, British Railway workers, London Transport Board employees (wages grades), inland waterways workers of the British Transport Commission and dock workers on daily or half-daily engagements with those obtained from the Ministry's normal half-yearly enquiries. The last such article, which gave estimates for April 1961, was on page 307 of the issue for August 1962.

The estimates for April 1962 show that the figure for men would have been decreased from 312s. 10d. to 310s. 10d. and that for youths and boys increased from 141s. 3d. to 143s. 2d. whilst those for women and girls would have been virtually unchanged. However, as will be seen from the following Table, with the exception of youths and boys, there would have been very little difference in the percentage increase over April 1956.

	Percentage increase from April 1956 to April 1962			
	Men	Youths and boys	Women	Girls
Industries covered by the Ministry's half-yearly enquiries ..	33	41	31	33
All industries as defined in the first paragraph above ..	32	36	31	33

SAFETY, HEALTH AND WELFARE

Factory Orders: 1963 Edition

A 1963 edition of "Factory Orders" has been prepared by the Ministry of Labour and is obtainable from the publishers, H.M. Stationery Office, price 25s. (27s. 3d. including postage).

The new edition supersedes that of 1959 and is a revised comprehensive collection of Statutory Rules and Orders and Statutory Instruments made, or deemed to have been made, under the Factories Act 1961, up to 31st October 1962. Certain Statutory Instruments which prescribe forms have not been reproduced in full, but Appendix II contains a list of the numbers of these Statutory Instruments and the forms prescribed. Also contained are some associated Instruments made under the Defence (General) Regulations 1939 and various Certificates of Exemption and of Approval issued by H.M. Chief Inspector of Factories.

Industrial Safety Sub-Committee

The Industrial Safety Sub-Committee of the National Joint Advisory Council met on 29th October under the Chairmanship of Mr. William Whitelaw, Parliamentary Secretary to the Ministry of Labour. This is a permanent sub-committee of the Council upon which The British Employers' Confederation, The Trades Union Congress and the nationalised industries are represented.

The survey on the reporting of accidents, which was carried out in 1962 by the Ministry of Labour with the co-operation of the Ministry of Pensions and National Insurance, was discussed. This survey was based upon all claims to industrial injury benefit, arising from industrial accidents, which terminated in the week ended 27th October 1962. Information regarding these claims was passed by the Ministry of Pensions and National Insurance to H.M. Factory Inspectorate and was classified to show how many of the accidents were considered to be reportable and how many had in fact been reported at the time of the scrutiny. Of the accidents considered to be reportable some 40 per cent. had not been reported. The Sub-Committee gave its support to the proposals put forward to secure better compliance with the law relating to the reporting of accidents by employers. These proposals are:—

(1) The provision of much better information about the legal requirement and how to comply with it. This would be done by the issue of a leaflet to employers setting out in simple language what the requirements are and the procedure to be followed, and the subject would be given attention by H.M. Factory Inspectorate in their advisory contacts with industry.

(2) In the enforcement of the law, special attention to be paid to the requirement to report accidents.

(3) A further and larger enquiry to be undertaken next year to check on reporting standards.

The 1962 accident statistics and voluntary safety activities were among the other items discussed by the Sub-Committee which noted the progress so far made in voluntary safety activity following the approach by the Ministry to individual industries. Some of the industries which had set up new accident prevention machinery following these approaches were engineering, cable making, baking and flour confectionery, sugar confectionery, brewing and malting, food manufacture, clay, tin box, cardboard and paper box, saw-milling and laundry and dry cleaning.

Annual Report of the Chief Inspector of Factories on Industrial Health in 1962

The article in the September issue of this GAZETTE contained an error on page 356 in the section "Industrial Diseases: Poisoning and Gassing". For "nine due to anthrax" (third paragraph, seventh line) read "nine due to epitheliomatous ulceration".

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LABOUR OVERSEAS

Vocational Guidance, Apprenticeship and Vocational Training in the United States of America

General

1. In the United States there are two ways in which a young person may qualify as a skilled craftsman. One way is by entering a formal apprenticeship programme set up within an industry and the other is by working as a "helper" to a skilled craftsman in the employment of an employer who does not operate a formal apprenticeship programme. In the latter case a worker could eventually be recognised as skilled by his own employer and, if he later applied for another job with a company having an apprenticeship programme, he could be accepted as a fully skilled craftsman provided he satisfied such tests as were set by the trade union and/or the employer. A potential skilled worker may be a high-school graduate with a course of academic studies behind him, the traditional period of school attendance being eight years in elementary school and four years in high school. The statutory school leaving age is 18 years in certain States and not below 16 years in others. Apprenticeship is usually entered between the ages of 16 and 24 years. It is not unknown, however, for an apprenticeship to begin in individual cases at a much older age level. Age of entry into apprenticeship is not rigid and normally an individual would be accepted without regard to his age provided he is suitable in all other respects. Different trades may require two, three, four or more years' training. In some areas skilled craftsmen must possess a licence to practise their trades. Examples are hairdressers and electricians who are required by local authorities to be licensed for reasons connected with safety and public health regulations.

2. Child labour legislation exists in all States and, in general, stipulates a 16 year minimum age for work in factories and all work during school hours, the prohibition of night work and a minimum age of 18 years for hazardous occupations. In most cases minors below the age of 16 years require a medical certificate of fitness before they may take up employment.

Apprentice Training

3. Apprentice training dates back to early in the century, when trade unions, employers and other interested groups sought Federal and State intervention to provide special vocational training schools in conjunction with the general educational system. Ever since the late 1800's, there has been a growing preoccupation with the vocational or industrial content of the school curriculum which was first reflected in the introduction of manual training courses and later in the appearance of specialised trade and industrial schools. The Smith-Hughes Act of 1917 provided for Federal grants to States which complied with certain specified conditions designed to improve and augment vocational training in agriculture, industry and commerce. Since 1948 aid to States under this Act and supplementary legislation has amounted to about \$25 million a year, which is matched by equal amounts from State and local funds. At present most towns or districts with a population of not less than 25,000 have well-equipped vocational training schools. In rural districts these schools generally specialise in agricultural tasks, although training is also given in industrial occupations. The schools are open to all boys and girls above age 14 years and training is free of charge. About 25 per cent. of all high school pupils simultaneously attend courses at these schools. Among the numerous trades taught, two enjoy outstanding popularity, i.e., machine-shop and automobile repair courses which are available in the high schools of almost every State.

4. When, as a result of the growing trend towards high school and college education, it became apparent that many students were being forced to choose, at an early age, between vocational school and the chance of a college education later, it became necessary to delay specific vocational training until the final two years in high school. The gap between vocational and general high school education was further narrowed by increasing the occupational content of general syllabuses. Because of this trend certain communities have abandoned separate vocational and general high schools in favour of comprehensive schools which provide all students with the traditional academic courses, as well as training in specific skills, in the proportions best suited to individual requirements. In other cases, particularly in large, wealthy communities, trade and industry students attend separate vocational schools. In three States the public and vocational school systems are completely separate; in 14 States there is some measure of independent vocational schooling; and in some States where vocational education is not independent it is organised on a country or area basis to avoid the high cost of providing specialised vocational facilities in each district. In general, at least half the number of school hours (or about four-and-a-half hours a day) are devoted to vocational classes, from which non-vocational students are excluded by law.

5. The National Apprenticeship Act 1937 set up a division within the Department of Labor, the present Bureau of Apprenticeship and Training, so designated by order of the Secretary of Labor in 1956, which is responsible for promoting the establishment and expansion of apprenticeship and other training systems in industry. The Federal Committee on Apprenticeship serves in an advisory capacity to the Secretary of Labor on matters concerning apprenticeships. Apprenticeship systems are conducted on a voluntary bipartite basis by management and labour and it is the function of the Bureau of Apprenticeship and Training to bring them together. The structure of the Bureau consists of a National Office, 12 Regional Offices and 175 Field Offices. Before the introduction of the Federal system, apprenticeship as an institution was maintained by the efforts of employers and trade unions and many

collective agreements contain provisions dealing with apprenticeships. The Federal system encourages the formation of employer-employee joint apprenticeship committees at the plant or, as for example in the building trades, at the community level. These committees deal with such questions as age of entry, aptitude, education and physical fitness, hours of work, wages, the number of apprentices to be employed, training standards, and schedules of work and training, including classroom instruction. The question of how many apprentices are to be employed is usually decided on the basis of a fixed ratio of apprentices to journeymen ranging from 1:3 to 1:10. The local apprenticeship committee prepares a schedule specifying the number of hours' experience required for each type of work or machine. Where there is also theoretical class-room instruction, employers may permit apprentices to attend classes during working hours for which they are paid regular wages. Wages for learner apprentices starting out in industry range from 40 per cent. to 50 per cent. of the skilled rate initially, increasing at six-monthly intervals up to 93 per cent. during the last six months of training. At the end of the course workers receive a certificate of completion from the Bureau of Apprenticeship and Training.

6. The function of the Bureau of Apprenticeship and Training is to impress on both management and labour the need for proper apprenticeship and training and to encourage the two sides of industry to analyse their own particular problems in relation to skilled manpower with a view to satisfying this need. For this purpose the Bureau assists industry to identify training problems and to prepare training systems; provides the necessary technical assistance and material, when available; and conducts enquiries into the demand for specific skills and the extent to which demand is balanced by supply. The Bureau co-operates with management and labour and the various State apprenticeship agencies, schools and community groups in setting up the necessary organisational machinery.

7. In collaboration with the National Joint Apprenticeship Committees, appointed by the Secretary of Labor, the Bureau establishes basic standards of apprenticeship for training skilled workers in industry. These standards relate primarily to the welfare of the apprentice as an employee and deal with such matters as adequate practical experience on the job, the duration of training, provisions for supervision and technical instruction and employer-worker participation. Services are also provided for the review of apprenticeship systems and the registration of apprentices. The standard period of apprenticeship varies considerably according to the trade taught. For example, the training period for an alteration tailor or a construction ironworker is two years; for a barber two or three years; for an aircraft or automobile mechanic three or four years; for a carpenter four years; for an electrician (including electronic technician) three to five years; for a diemaker, engraver, plumber or printing press operator four or five years; for a pattern maker five years; for a photo-engraver five or six years; and for a die-sinker four to eight years.

8. Although in apprenticeship systems registered under the Federal Government the selection of men and women for training is on the basis of complete equality, without regard to race, colour, creed or national origin, there are allegations of discrimination. The American trade union movement has conducted a campaign for the elimination of all racial discrimination in employment practices and apprenticeships and has sought to have a non-discrimination clause concerning apprenticeships written into the Federal Law. In July 1961 the Secretary of Labor announced that the Department of Labor would, thereafter, require the inclusion of a specific non-discrimination clause in all apprenticeship systems operated by firms handling Government contracts and in all new apprenticeship systems, without exception. Four minority consultants located in Washington, New York, Chicago and San Francisco were later appointed and, in February 1963, an Advisory Committee on Equal Opportunity in Apprenticeship and Training was set up, composed of four representatives each of management and labour, four representatives of minority organisations and two members representing the general public. The Committee met for the first time in May 1963, under the Chairmanship of the Secretary of Labor, and laid down a five-point programme calling for the establishment of Apprenticeship Information Centres in important cities; State Apprenticeship Councils; research programmes to assess the extent of the minority problem; the implementation of the existing anti-discrimination clauses in apprenticeship systems registered with the United States Department of Labor; and measures to establish pre-apprenticeship courses for young workers who do not qualify for regular apprenticeship training. President Kennedy later directed the Secretary of Labor to require that the admission of young workers to apprenticeship training should be on a completely non-discriminatory basis, and the Bureau of Apprenticeship and Training began a 50-city check on negro apprenticeship participation in Federal construction programmes.

9. In addition to its functions within the United States the Bureau of Apprenticeship and Training invites visitors from overseas countries to observe apprenticeship methods; in 1962, 167 participants from 23 countries were given the opportunity to study apprenticeship and training methods over a wide field of industry; 340 visitors participated in short-term orientation courses; and there were visits from training teams from El Salvador, Japan, Taiwan, Korea, Indonesia, Turkey, Greece, Yugoslavia, Brazil and Chile. These visits were in numerous instances followed up by reciprocal visits from United States experts.

Vocational Guidance

10. Federal funds for vocational guidance are made available to the States under the George-Barden Act of 1946, and are intended primarily for the training of counsellors and the payment of salaries for guidance supervisors at State level. Counsellors, who are normally ex-teachers, are specially trained by post-graduate courses and are employed on the staff of individual schools. There is no employment based on a vocational guidance service such as exists in Britain. This is because there are comparatively few apprentices and virtually none below the age of 18 years; training for the learned professions is almost entirely post-graduate; more than two-thirds of the young people involved are in full-time education up to the age of at least 18 years and nearly half of them go on to some form of college. Generally speaking, therefore, vocational guidance is the function of the school counsellor, while placing is done by the employment services.

11. The Area Redevelopment Act of March 1961 set up a \$4.5 million Fund for vocational training programmes for unemployed workers residing in those areas of high unemployment set aside for special measures under the Act. Ten million dollars a year are to be allocated to defray subsistence payments to trainees in lieu of unemployment benefit, limited, however, to a 16-week period for any one individual. The Act will cease to apply in June 1965. It was intended that courses of training should be related to occupations developed in the areas by new or expanding business, which was to be encouraged by Federal grants and loans under the Act. In practice, however, the process of developing suitable projects (including their approval and implementation) was too slow to enable this objective to be fully realised, and consequently area redevelopment training has mostly been associated with existing manpower shortages in individual areas. By the end of May 1963 training had been approved for nearly 21,000 trainees; over 15,000 unemployed and under-employed workers had enrolled; over two-thirds had completed the course; and of these about two-thirds had been placed in occupations making use of the skills acquired. Subsistence payments for retraining, based on the average State unemployment benefit paid to individuals for a week of total unemployment, ranged from \$23 to \$43 a week, according to State. In April 1963, 43 States were making retraining grants, and 18 States had passed laws to permit workers to draw unemployment benefit during approved training; after the 16 weeks' maximum period of training has been exhausted it is possible in some cases for a worker to extend the period of training and to receive weekly subsistence payments under the unemployment insurance laws.

12. In March 1962, following the Report in January of the Presidents' Advisory Committee on Labor Management Policy on automation and unemployment, Congress approved the Manpower Development and Training Act, described by President Kennedy as one of the most important measures ever passed to help foster the nation's technological development, strengthen domestic prosperity and maintain the United States' position of leadership in the world. The chief purpose of the Act is to provide training for unemployed and under-employed persons, who cannot obtain full-time employment with their present skills or who are not using their full potentialities, in order to enable them to acquire new or improved skills which will lead to a reasonable assurance of employment.

The principal training provisions are:—

(a) A three-year course of institutional and on-the-job training, with priority for unemployed and under-employed persons, including those in farm families with less than \$1,200 annual net family income.

(b) Training allowances (limited to unemployed heads of households with at least three years' unemployment and to young people 19-21 years of age enrolled in special youth projects) for a period not exceeding 52 weeks.

(c) A special system for the vocational guidance and training of youths 16-21 years of age.

(d) Transport and subsistence grants to individuals receiving training away from home.

13. Training is administered jointly by the Departments of Labor and of Health, Education and Welfare. Persons selected for any form of institutional training are dealt with by the Secretary of Health, Education and Welfare, who is responsible for ensuring that the necessary curricula are prepared, and that instructors and facilities are available. After completing training, however, the Department of Labor is responsible for placing and follow-up services. At the same time as their respective areas of responsibility were established, the Departments of Labor and of Health, Education and Welfare were given the necessary authority to carry out their duties, each Department being empowered to issue regulations and enter into agreements with the appropriate State agencies, the Secretary of Labor acting largely through the nationwide Federal-State employment security system, and the Secretary of Health, Education and Welfare through State vocational education agencies. For the purposes of the Act each Department may make the necessary agreements or contracts with any appropriate public or private agency or other body.

General Duties of the Secretary of Labor

14. Under the terms of the Act, the Department of Labor assesses the impact of automation and other changes in the structure of production and the use of manpower, prepares plans to resolve the resultant problems, and makes factual studies of practices and customs developed by both sides of industry, e.g., retirement provisions, the payment of fringe benefits to laid-off workers, severance pay, extended leave for education and training, and future manpower requirements. Information relating to training, qualifications, employment prospects, available manpower and regional

and local trends in employment is supplied by the Secretary of Labor for use in vocational guidance and training, and an Annual Report on the operation of the Act is placed before Congress.

Particular Duties of the Secretary of Labor

15. The Secretary of Labor is responsible for systems of testing, counselling and selecting unemployed and under-employed persons for occupational training. Where possible, similar special facilities for occupational guidance, training and further schooling are made available to youths of 16 or older. For the purposes of the Act, workers in farm families with a family income of less than \$1,200 a year are considered as unemployed. Although the Act is primarily intended to help the unemployed, the opportunity for training will also be made available, where possible, to other persons, in order to enable them to acquire needed skills, priority being given firstly to trainees within their own labor market area, and secondly within the State where they reside. The Secretary of Labor is responsible for identifying local needs and for the payment of allowances to trainees and placing and follow-up services after completed training. Before accepting a person for training, the Secretary of Labor must be convinced that there is a reasonable expectation of employment in the occupation in which he will be trained, and if such employment is not available in the area where the trainee is living, there must be reasonable assurance that the trainee will accept employment outside that area.

Training Allowances

16. Unemployed persons with not less than three years' experience in gainful employment and who are heads of families or households, as well as youths over 19 but under 22 years of age who have been selected for training in accordance with the provisions of the Act, are entitled to weekly training allowances equivalent to the amount of average weekly unemployment benefit, including dependants' allowances, payable in each State. Allowances are paid for a maximum period of 52 weeks but no training allowance is payable in respect of occupations for which the training period is less than six days. In the case of young people between the ages of 19 and 22 years inclusive, the allowance is subject to a maximum of \$20 a week, and not more than 5 per cent. of the estimated total training allowance budget may be devoted to this category. The Secretary of Labor is empowered to make grants to the States to defray the total cost of such allowances until June 1964, after which the States must contribute 50 per cent. of the cost themselves. Unemployment benefit and training allowances are not payable simultaneously, and where State unemployment benefit is paid to a trainee under the Act, who is eligible for a training allowance, the payment is reimbursable by the State concerned. There is, however, provision in certain cases for adjusting the rate of allowance where a trainee would be entitled to higher compensation under unemployment insurance, or to bring the total weekly amount of unemployment benefit up to the amount of the training allowance. Transportation and subsistence grants are payable to trainees whose place of training is too far away from home to permit of daily travel, up to a maximum of \$35 a week; no transportation costs in excess of ten cents a mile are authorised. After a trainee has completed his training he is not eligible for a further training allowance until one year has elapsed. A trainee who is not making satisfactory progress or whose attendance record is unsatisfactory, unless he can show good cause, is liable to have his training and subsistence allowance discontinued immediately except for such allowances as may be necessary to enable him to return to his home, and disqualification for allowances continues for one year after the trainee's registration has been withdrawn. Any person who refuses without good cause to accept training under the Act, is similarly disqualified for one year following such refusal.

On-the-Job Training

17. The Secretary of Labor may enter into agreements with States, private and public agencies, employers, trade associations and other groups to secure the adoption of one-the-job training systems which must conform to certain established standards, and, in general, result in the qualification of trainees for suitable employment. Where supplementary instruction in the class-room is required the arrangements are agreed jointly by the Secretary of Health, Education and Welfare and the Secretary of Labor.

National Advisory Committee

18. The National Advisory Committee, appointed by the Secretary of Labor under the Act, consists of ten members (including the Chairman) who are drawn from management, labor, agriculture, education and training and the general public. This Committee, and any of its duly established sub-committees, advise and assist the Secretary of Labor and the Secretary of Health, Education and Welfare in implementing the Act. Up to the present, sub-committees have been formed to deal with training, community relations and research, and a series of Regional Manpower Advisory Committees is planned.

19. By the end of May 1963, training courses had been provided in 170 occupations in 42 States, in Puerto Rico and American Samoa. More than half the trainees were between the ages of 20 and 34 years; nearly one-fifth were between 35 and 44 years old; and one in ten was above the age of 45. More than half the trainees had been unemployed for at least 15 weeks, and one-quarter for more than a year, when accepted for training. Up to the end of June 1963 about 1,354 institutional projects for nearly 49,000 trainees (one in five of whom had been unemployed for 52 weeks or longer) had been approved in 49 States, in the District of Columbia, Puerto Rico and the Virgin Islands. Preliminary reports indicate that over 27,300 trainees were enrolled and seven out of ten were placed in jobs related almost wholly to the training supplied.

Numbers Employed in Great Britain: Industrial Analysis—continued (Mid-month)

Table with columns for Industry, Sex (Males, Females), and Total for each month from September 1962 to September 1963. Includes sub-sections for Paper, Manufacturing, Construction, Gas, Transport, and Miscellaneous services.

OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN SEPTEMBER 1963

The following Table shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries† in the week ended 14th September 1963.

and excludes time lost through sickness, holidays or absenteeism. Operatives who were stood off by the employer for the whole week are assumed to have been on short-time to the extent of 42 hours each.

Table showing overtime and short-time working by industry. Columns include: Industry, Estimated number of operatives, Hours of overtime worked, Stood off for whole week, Working part week, Total on short-time, Total as per cent. of all operatives, Hours lost, and Average per operative on short-time.

* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1963 count of National Insurance cards. † Excluding shipbuilding and ship repairing.

INDICES OF TOTAL WEEKLY HOURS WORKED AND OF AVERAGE HOURS WORKED BY OPERATIVES IN MANUFACTURING INDUSTRIES

Indices have been calculated (1) of the total weekly hours worked and (2) of average hours worked by operatives in manufacturing industries in one week in each month. Both indices have been compiled for manufacturing industry as a whole (excluding shipbuilding and ship repairing) and also for broad industrial groups within manufacturing industries...

of average weekly hours worked per head by full-time operatives, estimated as part of the calculation, are given in index form in Table II.

From May 1961 onwards, indices have been calculated for one week in each month, but prior to that date they could be compiled only for one week in February, April, May, August, October and November. The reference base used in the tables published in this GAZETTE, up to and including September 1963, was the average of these six months in 1958 taken equal to 100.

Table I.—Index of Total Weekly Hours Worked (Average 1962 = 100)

Table with columns for Year, Industry (All manufacturing, Engineering, Vehicles, Textiles, Food, Other), and Index Value.

Table II.—Index of Average Hours Worked per Head (Average 1962 = 100)

Table with columns for Year, Industry (All manufacturing, Engineering, Vehicles, Textiles, Food, Other), and Index Value.

Index For All Manufacturing Industries For All Dates Available

Table with columns for Month (1956-1963) and Index Value for All Manufacturing Industries.

Index For All Manufacturing Industries For All Dates Available

Table with columns for Month (1956-1963) and Index Value for All Manufacturing Industries.

* In the calculations, use is made of information obtained on monthly returns from employers, and from June 1962 onwards, these relate to a week towards the middle instead of at the end of the month. In consequence the indices for July and August 1962 and 1963 also relate to earlier weeks in the month...

† Figures for dates after June 1962 are subject to further revision in the light of information to be derived from the count of National Insurance cards in mid-1963.

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 Wages Regulation (General Waste Material Reclamation (Holidays) Order 1963 (S.I. 1963/1658; 8d. (11d.)), made on 1st October; The Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order 1963 (S.I. 1963/1690; 2s. 3d. (2s. 7d.)), made on 7th October; The Wages Regulation (Licensed Non-residential Establishment) (Managers and Club Stewards) Order 1963 (S.I. 1963/1735; 1s. 3d. (1s. 6d.)), made on 17th October.

The Coal Mines Regulation (Suspension) (No. 2) Order 1963 (S.I. 1963/1759; 3d. (6d.)), made on 23rd October by H.M. The Queen in Council under the Coal Mines Regulation Act 1908.

The Lifting Machines (Particulars of Examinations) Order (Northern Ireland) 1963 (S.R. & O. of Northern Ireland 1963/180; 3d. (6d.)), made on 11th October by the Ministry of Labour and National Insurance under the Factories Act (Northern Ireland) 1938 to 1959.

The Royal Ulster Constabulary Allowances (Separation and Subsistence) Order 1963 (S.R. & O. 1963/181; 8d. (11d.)), made on 27th September by the Ministry of Home Affairs under the Constabulary and Police (Ireland) Act 1919 as applied by the Constabulary Act (Northern Ireland) 1922.

* 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 page 471 or through any bookseller.

Occupational Analysis of Wholly Unemployed Adults and Unfilled Vacancies for Adults, September 1963*—continued

Table with columns for Occupation, Region (Great Britain, London and S.E., Eastern and Southern, South Western, Midlands), and counts for Wholly unemployed and Unfilled vacancies. Includes categories like Painters and decorators, Drivers, Transport and communication workers, etc.

Women

Table with columns for Occupation and counts for Wholly unemployed and Unfilled vacancies. Includes categories like Farm workers, Glass workers, Pottery workers, etc.

* Wholly unemployed figures relate to 9th September and unfilled vacancy figures to 4th September.

(continued on page 454, top section)

Occupational Analysis of Wholly Unemployed Adults and Unfilled Vacancies for Adults, September 1963*—continued

Table with columns for Occupation, Region (Yorks. and Lincs., North Western, Northern, Scotland, Wales), and counts for Wholly unemployed and Unfilled vacancies. Includes categories like Painters and decorators, Drivers, Transport and communication workers, etc.

Women

Table with columns for Occupation and counts for Wholly unemployed and Unfilled vacancies. Includes categories like Farm workers, Gas, coke and chemicals makers, Glass workers, etc.

* Wholly unemployed figures relate to 9th September and unfilled vacancy figures to 4th September.

(continued on next page, bottom section)

Employment in the Coal Mining Industry in September

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

The following Table relates to both National Coal Board Mines (which account for over 99 per cent. of employment in the industry) and licensed mines. The figures for the latest month are provisional and figures for earlier months have been revised where necessary.

Average Number of Wage-earners on Colliery Books (All Mines)—Analysis by Divisions

Division of the National Coal Board	Average numbers of wage-earners on colliery books during 5 weeks ended 28th Sept. 1963	Increase (+) or decrease (-) compared with the average for	
		4 weeks ended 24th Aug. 1963	5 weeks ended 29th Sept. 1962
Northumberland	29,800	+ 100	- 1,700
Cumberland	3,700	+ 100	Nil
Durham	74,000	- 500	- 6,400
Yorkshire	112,200	- 400	- 3,300
Lancs. & North Wales ..	36,700	- 200	- 3,100
East Midlands	88,200	Nil	- 1,900
West Midlands	38,500	- 100	- 1,800
South Western	78,400	+ 100	- 2,200
South Eastern	5,200	Nil	- 200
England and Wales ..	466,700	- 1,100	- 20,600
Scotland	55,300	- 400	- 7,500
Great Britain	522,000	- 1,500	- 28,100

The following figures of recruitment, wastage, absence and output relate to National Coal Board Mines only.

It is provisionally estimated that during the five weeks of September about 3,600 persons were recruited to, and about 5,600 persons left, National Coal Board mines: the numbers on the colliery books thus showed a net decrease of 2,000 compared with a net decrease of 1,830 during the four weeks of the previous month.

For absence, separate figures are compiled in respect of voluntary absence for which no satisfactory reason is given, and involuntary absence due mainly to sickness. The figures in the Table below represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances in a five-day week.

Absence Percentage (N.C.B. Mines)

	September 1963	August 1963	September 1962
Coal-face workers:			
Voluntary	7.75	9.04	8.03
Involuntary	10.24	10.52	8.56
All workers:			
Voluntary	5.90	6.72	6.12
Involuntary	10.11	10.07	8.63

The output per man-shift of face-workers at National Coal Board mines was 96.66 cwt. in September, compared with 93.16 cwt. in the previous month and 90.81 cwt. in September 1962. The output per man-shift calculated on the basis of all workers was 32.62 cwt. in September; for August 1963 and September 1962 it was 30.51 cwt. and 31.15 cwt., respectively.

Vocational Training

The statistics of the Government Vocational Training Schemes given below relate to the 13 weeks ended 9th September 1963.

Number of persons	Able-bodied		Total
	Disabled	Disabled	
Admitted to training	714	980	1,694
In training at end of period at:			
Government Training Centres	1,200	922	2,122
Technical and Commercial Colleges ..	71	466	537
Employers' Establishments	6	20	26
Residential (Disabled) Centres, etc. ..	—	468	468
Total in training	1,277	1,876	3,153
Training completed	499	762	1,261
Placed in employment	491	668	1,159

Insured Persons Absent from Work owing to Sickness or Industrial Injury

The Table below shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 15th October 1963, and the corresponding figures for 17th September 1963 and 16th October 1962. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (a) a large proportion of those whose incapacity lasts less than four days, (b) civil servants receiving full pay during incapacity, and (c) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

A relatively small number of claims do not result in the payment of benefit, but, because they indicate certified incapacity for work, such claims are included in the Table. Injury benefit is payable in respect of both industrial accidents and prescribed industrial diseases.

Region	Numbers of insured persons absent from work owing to					
	Sickness			Industrial injury		
	15th Oct. 1963	17th Sept. 1963	16th Oct. 1962	15th Oct. 1963	17th Sept. 1963	16th Oct. 1962
London and S. Eastern:						
London and Middlesex ..	86.9	77.9	83.7	3.3	3.0	3.4
Remainder	74.5	67.7	71.2	3.5	3.2	3.1
Eastern	46.9	42.4	43.8	2.3	2.1	2.2
Southern	35.7	32.9	34.0	1.8	1.6	1.6
South Western	53.5	49.5	51.4	2.5	2.5	2.4
Midland	81.0	76.9	78.2	4.9	4.6	4.5
North Midland	57.7	53.8	54.6	5.9	5.5	5.2
East and West Ridings ..	88.4	82.7	82.9	9.8	9.6	8.4
North Western	160.3	152.4	153.1	8.5	8.2	7.7
Northern	71.7	66.8	65.5	8.1	7.6	7.3
Scotland	120.8	114.1	114.3	9.5	9.1	8.7
Wales	70.9	67.9	66.5	8.9	9.1	7.8
Total, Great Britain ..	948.3	885.0	899.1	69.0	66.1	62.3

Periodical checks of the proportion of males included in the total (Great Britain) figures of persons absent from work have shown a fairly constant level of about 70 or 71 per cent. for absence caused by sickness and about 87 per cent. for absence caused by industrial injury.

The total number of persons shown in the Table above as absent owing to sickness on 15th October 1963 represented 4.7 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

Employment of Women and Young Persons: Special Exemption Orders

The Factories Act 1961 and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, section 117 of the Factories Act 1961 enables the Minister, subject to certain conditions, to grant exemptions from these restrictions in the case of women and young persons aged 16 or over, by making special exemption orders in respect of employment in particular factories. The following Table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 31st October 1963, according to the type of employment permitted.*

Type of employment permitted by the Orders	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Extended hours†	42,374	1,790	5,005	49,169
Double day shifts‡	20,258	1,152	1,978	23,388
Long spells	9,895	393	1,305	11,593
Night shifts	3,767	740	—	4,507
Part-time work§	6,287	—	—	6,287
Saturday afternoon work ..	2,138	22	111	2,271
Sunday work	1,566	123	28	1,717
Miscellaneous	3,838	94	27	3,959
Total	90,123	4,314	8,454	102,891

* The numbers of workers actually employed on the schemes of hours permitted by these Orders may, of course, vary from time to time.

† "Extended hours" are those worked in excess of the limitations imposed by the Factories Act in respect of daily hours or overtime.

‡ Includes 2,912 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

§ Part-time work outside the hours of employment allowed by the Factories Act.

Industrial Rehabilitation

The statistics given below of courses at Industrial Rehabilitation Units of the Ministry of Labour and at Rehabilitation Centres operated by Voluntary Blind Welfare organisations relate to the four weeks ended 7th October 1963.

	Men	Women	Total
Number of persons admitted to courses during period	845	111	956
Number of persons in attendance at courses at end of period	1,569	196	1,765
Number of persons who completed courses during period	676	83	759

Up to 7th October 1963, the total number of persons admitted to these courses was 151,936, including 4,326 blind persons.

Disabled Persons (Employment) Acts, 1944 & 1958

The number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, at 16th April 1963 (the last date on which a count was taken) was 653,362, compared with 659,605 at 15th October 1962.

The number of disabled persons on the Register who were unemployed at 14th October 1963 was 58,784, of whom 51,160 were males and 7,624 were females. An analysis of these figures is given in the Table below.

	Males	Females	Total
Suitable for ordinary employment	45,759	6,910	52,669
Severely disabled persons classified as unlikely to obtain employment other than under special conditions*	5,401	714	6,115
Total	51,160	7,624	58,784

The number of placings of registered disabled persons in ordinary employment during the five weeks ended 9th October 1963 was 6,949, including 5,625 men, 1,076 women and 248 young persons. In addition there were 141 placings of registered disabled persons in sheltered employment.

* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the Tables on pages 447 to 449.

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Fatal Industrial Accidents

The following Table shows the number of fatal industrial accidents reported in October 1963 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, September 1963, October 1963. Rows include Mines and quarries, Seamen, and Railway service.

Industrial Diseases

The number of cases and deaths in Great Britain reported during October 1963 under the Factories Act 1961 are shown below. The figures are provisional.

Table with 2 main sections: I. Cases and II. Deaths. Each section lists various diseases and their respective counts.

Accidents in Coal Mining

A statement issued by the Ministry of Power shows that the number of persons killed during the 13 weeks ended 28th September 1963, as a result of accidents occurring in that period at coal mines in Great Britain, was 53 compared with 76 in the 13 weeks ended 29th June 1963 and 44 in the 13 weeks ended 29th September 1962. The corresponding numbers of persons seriously injured at such mines were 307, 359 and 360.

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

Table with 6 columns: Nature of accident, 29th Sept. 1962, 29th June 1963, 28th Sept. 1963, 29th Sept. 1962, 29th June 1963, 28th Sept. 1963.

Table with 2 columns: Category, 1961. Rows include Works and Places under s.s. 125 and 127 of Factories Act 1961.

*For mines and quarries weekly returns are obtained and the figures cover the 4 weeks ended 28th September 1963 and the 4 weeks ended 26th October 1963.

Fatal and Non-Fatal Accidents Notified to H.M. Inspectors of Factories in Third Quarter of 1963

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 July 1963 to 30th September 1963 (both dates included) (a) according to the Division of the Inspectorate concerned, and (b) 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 1964 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 at the work at which he was employed. (See section 80 (1) of the Factories Act 1961.)

(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 125-127 of the Factories Act 1961) as defined in sections 175 and 176. 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, Third Quarter 1963, by Divisions of Inspectorate

Table with 3 columns: Division, Fatal accidents, Total accidents. Rows list various regions like Northern, Yorkshire, etc.

Fatal and Non-Fatal Accidents in Great Britain, Third Quarter 1963, by Process

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Textile and connected processes, Clay, minerals, etc., Metal processes, and General engineering.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Clay, minerals, etc., Metal processes, and General engineering.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Metal processes, General engineering, and Electrical engineering.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Electrical engineering, Wood and cork working processes, and Chemical industries.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Electrical engineering, Wood and cork working processes, and Chemical industries.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Wood and cork working processes, Chemical industries, and Electrical engineering.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Chemical industries, Electrical engineering, and Wood and cork working processes.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Wearing apparel, Paper and printing trades, and Food and allied trades.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Paper and printing trades, Food and allied trades, and Miscellaneous.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Food and allied trades, Miscellaneous, and Construction processes under section 127 of Factories Act 1961.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Miscellaneous, Construction processes under section 127 of Factories Act 1961, and Building operations.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Building operations, Construction processes under section 127 of Factories Act 1961, and Works of engineering construction.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Works of engineering construction, Construction processes under section 125 of Factories Act 1961, and Works of engineering construction.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Construction processes under section 125 of Factories Act 1961, Works of engineering construction, and Grand total.

Changes in Rates of Wages Coming into Operation during October—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change (Decreases in italics)
Silk Dyeing, Printing and Finishing	Macclesfield	Second Friday or equivalent pay day in Oct.	All workers	Decreases* in cost-of-living payments of 1s. 8d. a week (66s. 3d. to 64s. 7d.) for men 21 and over, of 1s. 2d. (47s. 6d. to 46s. 4d.) for women 18 and over, and of proportional amounts for younger workers.
Calico Printing	United Kingdom	do.	Block printers	Cost-of-living bonus decreased* by 2s. a week (61s. to 59s.) for journeymen, and by proportional amounts for apprentices. Minimum rate after change for journeymen, inclusive of cost-of-living bonus, 196s. a week.
	Lancashire, Cheshire, Derbyshire and Scotland	do.	Skilled engravers and apprentices	Cost-of-living wage decreased* by 2s. a week (79s. 6d. to 77s. 6d.) for journeymen, and by proportional amounts for apprentices. Minimum rates after change for journeymen, inclusive of cost-of-living wage and guaranteed minimum bonus, 240s. to 242s. a week, according to occupation.
Textile Making-Up and Packing	Manchester (95)	Pay day in week ending 5 Oct.	All workers	Decreases* of 1s. 9d. a week (86s. 6d. to 84s. 9d.) in the cost-of-living addition for men 21 and over, of 1s. 2d. (57s. 8d. to 56s. 6d.) for women 18 and over, and of proportional amounts for younger workers.
Footwear Manufacture	United Kingdom (except Rossendale Valley) (117)	First pay day in Oct.	Timeworkers, including workers employed in industries ancillary to footwear manufacture†	Decreases* in minimum day wage rates of 5s. a week for male workers 21 and over and for female workers 20 and over, and of proportional amounts for younger workers. Minimum rates after change: male workers 94s. a week at 15 rising to 195s. at 21 and over, female workers 94s. at 15 rising to 153s. at 20 and over.
	Rossendale Valley and Burnley, Bury, Great Harwood, Rochdale, Chorley, Blackburn and the Fylde Coast	First making-up day in Oct.	Pieceworkers	Decrease* of 5 per cent. on basic statement prices, making a total addition of 147 per cent. for male workers, and of 157 per cent. for female workers (144½ and 154½ per cent., respectively, in stiffener section and 166 and 178 per cent. in toe puff and heel design and manufacture sections).
			Timeworkers	Decreases* in day wage rates of 5s. a week for male workers 21 and over and for female workers 20½ and over, and of proportional amounts for younger workers. Minimum rates after change: male workers 94s. a week at 15 rising to 195s. at 21 and over, female workers 94s. at 15 rising to 157s. 8d. at 20½ and over.
			Pieceworkers	Decrease* in the percentage addition to piecework rates of 3½ per cent. (64 to 60½ per cent.).
Sawmilling	England and Wales (138)	Beginning of first full pay period following 1 Oct.	Certain craftsmen	West Riding of Yorkshire, Sheffield and Plymouth up-graded from grade 2 to grade 1.
Pitwood Trade	Bo'ness and Grange-mouth (139)	30 Sept.	Workers employed in pitwood yards	Increases of 2d. an hour for men 19 and over, and of 1d. for women, youths and girls. Rates after change include: men 19 and over—single bench sawyers 4s. 9d. an hour, double bench sawyers and saw sharpeners 4s. 8d., drawers off and mill and motor crosscutters 4s. 6½d., mill loaders, tallymen and men selecting timber from stacks 4s. 6½d., labourers 4s. 6d.; women 19 and over 2s. 10d.†
Furniture Manufacture‡ (including Cane, Willow and Woven Fibre Furniture)	Great Britain (140)	Beginning of first full pay week in Oct.	All workers	Decreases* in supplementary cost-of-living allowance of ¼d. an hour (2s. 2½d. to 2s. 2d.) for men 21 and over, and of proportional amounts for other workers.
Furniture Manufacture	Northern Ireland (141)	do.	All workers	Decreases* in supplementary cost-of-living allowance of ¼d. an hour (2s. 2½d. to 2s. 2d.) for journeymen and of proportional amounts for journeymen and apprentices.
Window Blind Manufacture	Great Britain	do.	All workers	Decreases* in supplementary cost-of-living allowance of ¼d. an hour (2s. 0½d. to 2s.) for men 20 and over, and of proportional amounts for other workers.
Fibreboard Packing Case Making	United Kingdom (146)	Beginning of first full pay period following 9 Oct.	All workers	Increases in minimum hourly rates of amounts ranging from 2d. to 3d. an hour, according to class and hours of work, for men 21 and over, of 2d. or 2½d. for women 18 and over, and of proportional amounts for younger workers. Minimum rates after change include: men 21 and over class I occupations, day work 8s. 10d. an hour, double-day shift 6s. 6½d., night shift in conjunction with double-day shift 6s. 9½d., class II 5s. 3d., 5s. 11d., 6s. 1d., class III 5s., 5s. 7½d., 5s. 10d., class IV 4s. 9d., 5s. 4d., 5s. 6½d., class V 4s. 6½d., 5s. 1½d., 5s. 3½d., women 18 and over, day work 3s. 4d., double-day shift 3s. 8½d.
Paper Bag Making	Great Britain (147)(257)	4 Oct.	All workers	Increases in general minimum time rates of 9s., 8s. or 7s. a week, according to occupation, for male workers 21 or over and for male late entrants after 2 years' employment, with proportional increases for other late entrants and younger male workers, of 6s. for female workers 18 or over (5s. 3d. for late entrants 18 and under 18½ who enter the trade at 17 and under 18), with proportional increases for younger female workers; increase in piecework basis time rate of 6s. 6d. a week (137s. to 143s. 6d.) for female workers of all ages. General minimum time rates after change include: male workers 21 or over and late entrants after 2 years' employment (2½ years for machine tacklers)—machine tacklers 221s. a week, paper bag cutters or slitters 196s. 6d., hydraulic pressers, stock keepers, packers or despatchers 186s., other workers 21 or over 180s.; female workers 18 or over and late entrants with appropriate experience 130s. 6d.‡
Rubber Reclamation	Great Britain	1 July¶	All workers	Increases of 2½d. an hour for male workers 21 and over, of 2d. for female workers 21 and over, and of proportional amounts for younger workers. General minimum time rates after change: male workers 2s. an hour at 15 rising to 4s. 9d. at 21 and over, female workers 1s. 9d. to 3s. 6d.¶
Pianoforte Manufacture	Great Britain (164)	Beginning of first full pay week in Oct.	All workers	Decreases* in supplementary cost-of-living allowance of ¼d. an hour (2s. 2½d. to 2s. 2d.) for men 21 and over, and of proportional amounts for other workers.
Civil Air Transport	United Kingdom (199)	1 Sept.	Surface transport and goods handling grades	Introduction of new grade for apron loaders at rate of pay of 218s. 3½d. a week and special payment of 2½d. an hour.
Post Office	United Kingdom (200)	1 Jan.**	Postmen higher grade	Increases of 4s. 6d. a week for postmen higher grade on the maximum of the national pay scale, and of varying amounts for those at lower points on the scale. Maximum national rate after change 269s. 6d. a week.
Warehousing	Liverpool	First pay day following 2 Sept.	Workers employed in general warehouses	Increase of 10s. a week for permanent workers, including porters. Minimum rates after change include: captains, warehouse keepers 235s. a week, assistant warehouse keepers 224s., assistant captains 220s., chargehands 213s. 6d., crane drivers 207s., weighers, bookmen, samplers, pilemen and doormen 206s., permanent porters 21 and over 200s.

* Under sliding-scale arrangements based on the official index of retail prices.
 † The industries concerned are cut sole, last, stiffener, toe puff and built heel manufacture, and heel design and manufacture.
 ‡ These rates are to remain in operation until 30th September 1964.
 § Similar changes also apply to workers in educational and allied woodworking, the upholstery and bedding filling materials trade and bedding and mattress making.
 ¶ These increases took effect under an Order made under the Wages Councils Act. See page 423 of the October issue of this GAZETTE.
 ** These increases were awarded in October with retrospective effect to the date shown. See page 470 of this GAZETTE (Single Arbitrators and Boards of Arbitration).
 *** These increases were authorised in October with retrospective effect to the date shown.

Changes in Rates of Wages Coming into Operation during October—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Cinematograph Film Production	Great Britain	Beginning of first full pay week in Oct.	Technicians and trainees employed in the production of specialised films	New cost-of-living bonus introduced related to the new official index of retail prices (Jan. 1962 = 100). The index figure of 103.8 is regarded as equivalent to a bonus for workers whose normal salaries do not exceed £24 11s. 6d., of 31s. a week (previously 30s.) for those 18 and over and 20s. 8d. (20s.) for younger workers; workers whose normal salaries exceed £24 11s. 6d., bonus is 6s. (5s.). For each rise or fall of one complete point above or below 103.8 the bonus will vary by 3s. (previously 2s. 6d.) a week for workers 18 and over, and by 2s. (1s. 8d.) for those under 18.
Unlicensed Places of Refreshment*	Great Britain (230-231) (258)	7 Oct.	Workers other than managers and manageresses	New hourly minimum rates of remuneration fixed, resulting in increases of varying amounts, according to area, occupation or hours of work. Minimum rates, inclusive of meals, after change for all time worked between the hours of 7 a.m. and 7 p.m.: men 21 or over—assistant managers, London area 4s. 4½d. an hour, Provincial A area 4s. 2½d., Provincial B area 4s. 1½d., assistants-in-charge 4s. 2½d., 4s. 1d., 3s. 11½d., floor supervisors 3s. 8½d., 3s. 6½d., 3s. 5½d., clerks 3s. 9d., 3s. 7½d., 3s. 6d., cashiers or clerical assistants 3s. 7½d., 3s. 6d., 3s. 4½d., refreshment bar, buffet or service attendants 3s. 7d., 3s. 5½d., 3s. 4d., waiters 3s. 3½d., 3s. 1½d., 3s. 0½d., chefs 4s. 11½d., 4s. 10d., 4s. 8½d., head cooks 4s. 7½d., 4s. 6½d., 4s. 4½d., cooks 4s. 4d., 4s. 2½d., 4s. 1d., assistant cooks 3s. 11d., 3s. 9½d., 3s. 8d., service cooks 3s. 7½d., 3s. 6½d., 3s. 4½d., other workers 3s. 6½d., 3s. 5d., 3s. 3½d.; female workers 21 or over—assistant manageresses 3s. 5½d., 3s. 3½d., 3s. 2½d., assistants-in-charge 3s. 3d., 3s. 1½d., 3s., floor supervisors 2s. 10½d., 2s. 9d., 2s. 7½d., hostesses, receptionists or seaters 2s. 8½d., 2s. 7½d., 2s. 5½d., clerks 2s. 10½d., 2s. 9½d., 2s. 7½d., cashiers or clerical assistants 2s. 8d., 2s. 6½d., 2s. 5d., refreshment bar, buffet or service attendants 2s. 7½d., 2s. 6d., 2s. 4½d., shop assistants 2s. 9d., 2s. 7½d., 2s. 6d., waitresses 2s. 5d., 2s. 3½d., 2s. 2d., chefs 3s. 11½d., 3s. 10d., 3s. 8½d., head cooks 3s. 8d., 3s. 6½d., 3s. 5d., cooks 3s. 2½d., 3s. 0½d., 2s. 11½d., assistant cooks 2s. 10½d., 2s. 8½d., 2s. 7½d., service cooks 2s. 8½d., 2s. 6½d., 2s. 5½d., other workers 2s. 7d., 2s. 5½d., 2s. 4d. Additional payments are made to these rates for all time worked between 7 p.m. and 7 a.m. and for all time worked on a Sunday or rest day.†
			Managers and manageresses other than occasional workers	Increases in minimum weekly remuneration of 13s. 6d., 12s. 6d. or 11s. 6d. a week, according to area, for managers, and of 10s. 6d., 9s. 6d. or 8s. 6d. for manageresses. Minimum rates, inclusive of meals, after change: managers—London area 222s. 6d. a week, Provincial A area 216s. 6d., Provincial B area 210s. 6d., manageresses 177s., 171s., 165s. Additional payments are made to these rates for all time worked between 7 p.m. and 7 a.m.†
Government Industrial Establishments	Great Britain (242-243)	Beginning of pay week containing 1 Oct.	Workers paid at miscellaneous "M" rates	Increases of 4s. a week for men 21 and over, of 3s. 4d. for women 21 and over, and of proportional amounts for younger workers. Minimum weekly time rates after change for adult workers: men, London 206s., Provinces 198s.; women 172s. 8d., 165s. 10d.
	Northern Ireland (242-243)	Beginning of pay week containing 1 Oct.	Workers paid at miscellaneous "M" rates	Increases of 4s. a week (Belfast) or 3s. (elsewhere in Northern Ireland) for men 21 and over, of 3s. 4d. or 2s. 6d. for women 21 and over, and of proportional amounts for younger workers. Minimum weekly time rates after change for adult workers: men, Belfast (including Hollywood, Kinnegar, Lisburn and Rosepark) 193s., elsewhere in Northern Ireland 187s.; women 161s. 8d., 156s. 8d.
Local Authorities' Services	England and Wales (246-247)	2 Sept.‡	Manual workers	Increases of 7s. a week for adult male workers, and of proportional amounts for adult female workers, young labourers and apprentices. Rates after change for men 21 and over on day work, include: general classes—London, group 1 occupations 215s. 9d. a week, 2, 221s., 3, 226s. 3d., 4, 231s. 6d., 5, 236s. 9d., 6, 242s., Zone A 204s. 9d., 210s., 215s. 3d., 220s. 6d., 225s. 9d., 231s., Zone B 201s. 9d., 207s., 212s. 3d., 217s. 6d., 222s. 9d., 228s.; road-workers, sewer workers and plant operators—London, grade A 221s., B 235s., C 240s. 3d., D 245s. 6d., E 250s. 9d., Zone A 210s., 224s., 229s. 3d., 234s. 6d., 239s. 9d., Zone B 207s., 221s., 226s. 3d., 231s. 6d., 236s. 9d.; ambulance employees—drivers, London 259s., Zone A 248s., Zone B 245s., attendants 244s. 6d., 233s. 6d., 230s. 6d.‡
	England and Wales (233)	2 Sept.§	Female employees in the school meals service, staff canteens and day nurseries, and home helps	Increase of 1½d. an hour. Rates after change for workers 18 and over: school meals service, staff canteens and day nurseries—helpers or general assistants London 3s. 8½d. an hour, Zone A 3s. 6½d., Zone B 3s. 5½d., school meals supervisory assistants 3s. 9½d., 3s. 7½d., 3s. 6½d., assistant cooks 3s. 10½d., 3s. 8½d., 3s. 8½d., cooks 4s. 1½d., 3s. 11½d., 3s. 11½d.; home helps 4s. 2½d., 3s. 10½d., 3s. 10½d.§

CHANGES IN HOURS OF WORK COMING INTO OPERATION DURING OCTOBER

Surgical Dressings Manufacture	Great Britain (80)	1 Oct.	All workers	Normal weekly hours reduced from 42½ to 42, without loss of pay.¶
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* Unlicensed places of refreshment include cafés, teashops, restaurants, coffee stalls, snack bars and similar places.
 † These changes took effect under an Order made under the Wages Councils Act. See page 423 of the October issue of this GAZETTE. Where the employer supplies neither meals nor full board and lodging, the minimum rates are to be increased by 4½d. an hour (previously 4d.) for the first 45 hours worked by a worker other than manager or manageress, and by 17s. a week (previously 15s.) for managers and manageresses.
 ‡ These increases were agreed in October with retrospective effect to the date shown. It has also been agreed that from September 1964 and September 1965 there will be further increases of 7s. a week for adult male workers and proportional amounts for other workers, respectively; in addition, from 6th April 1964 there will be an increase of 7s. a week for men and of 5s. 3d. for women full-time employees with at least 5 years' continuous service in a local authority, whilst 3 additional days' annual leave will be granted after 5 years' service and an additional week after 12 years' service.
 § This increase was agreed in October with retrospective effect to the date shown. It has also been agreed that from September 1964 and September 1965 there will be further increases of 1d. an hour, respectively. The amount of these increases take into account the value of meals provided.
 ¶ This constitutes the first stage of five half-hour reductions (42½ to 40 hours a week) over the next 5 years.

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