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Payment by Results

IN the enquiry into earnings and hours of wage-earners in manufacturing industries generally and in some of the principal non-manufacturing industries, undertaken in October, 1955, the results of which were summarised in the issue of this GAZETTE for March (pages 81 to 89), particulars were obtained of the numbers of wage-earners who were paid (a) at time rates and (b) under payment-by-results systems. Employers were asked to enter on their returns, separately, the number of wage-earners paid only at time rates or receiving a standing wage, and the number paid wholly or partly under any system of payment by results (e.g., by piecework arrangements, output bonus schemes and any schemes in which payments vary according to the output of individuals, groups or departments).

Of the total of approximately 65,500 establishments from which returns of earnings and hours were received, about 65,100, or over 99 per cent., gave separate figures of the number of wage-earners in the categories mentioned. At just under 30 per cent. of these 65,100 establishments, some of the workers were paid under systems of payment by results. For manufacturing industries alone the percentage of establishments was 39. The total number of workers paid under systems of payment by results in all the industries was over 2½ millions, or nearly 34 per cent. of the total number of wage-earners at work in the last pay-week in October, 1955, in the 65,100 establishments.

It is not possible to state the total number of firms operating systems of payment by results because many firms have two or more separate establishments and separate returns are normally rendered in respect of each establishment. In some cases, however, where staff records for a number of establishments are kept at a central office, a combined return is accepted. Separate returns are required, however, in respect of different departments within the same establishment where the products or processes of those departments belong to different industrial classifications (e.g., the blast furnace and the rolling mills at an iron and steel works).

Employers were expressly asked to regard as payment-by-results systems only arrangements by which payment varied according to the output of individuals, groups or departments. Wage incentive schemes such as good time-keeping bonuses, merit payments, profit sharing and co-partnership, which are not directly related to output, were to be disregarded. The results of this enquiry are comparable with those obtained from similar enquiries in the past, for example, the enquiry conducted in October, 1953, and summarised on pages 113 to 117 of the issue of this GAZETTE for April, 1954.

The following Table summarises the movement since October, 1947, and also affords a comparison with October,

1938. The percentages in the Table are calculated by combining the percentages for the separate industries on the basis of the estimated total numbers of wage-earners in those industries.

Percentage of Wage-earners Paid under Systems of Payment by Results

Date	Men	Youths	Women	Girls	All Workers
All Industries Covered					
1955 October ..	29	23	42	39	32
1953 October ..	29	22	42	37	32
1951 October ..	28	22	44	38	32
1949 October ..	25	20	42	35	29
1947 October ..	24	20	39	35	28
1938 October ..	18	21	46	27	25
All Manufacturing Industries					
1955 October ..	38	28	45	40	40
1953 October ..	38	27	46	38	40
1951 October ..	38	28	48	39	40
1949 October ..	36	27	45	36	38
1947 October ..	36	28	43	36	37
1938 October ..	29	26	48	27	33

In October, 1955, the proportions of workers reported as being paid under systems of payment by results in all the industries covered and also in manufacturing industries alone were very similar to those in October, 1953, and October, 1951. Compared with October, 1938, there was a marked increase in the proportions for "all workers" due to the higher proportions reported for men and for girls; for youths and boys there was only a small increase while for women the proportion was less than in 1938.

The next Table shows the proportions of time workers and workers on payment-by-results systems in each of 19 broad groups of industries, in the manufacturing industries as a whole and in all the industries combined, in October, 1955, and October, 1953. In each case these proportions have been calculated on the basis of the estimated total numbers of wage-earners employed in the individual industries in October, 1955, and October, 1953, respectively.

The proportions of wage-earners on systems of payment by results varied widely in the different industries. In nearly all the industry groups, however, the percentage of workers so employed in October, 1955, was within two points of the corresponding figure for October, 1953. There were no very marked movements. At both dates, workers employed under payment-by-results systems accounted for 32 per cent. of the total in all the industries combined, and for 40 per cent.

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

Table with columns for Industry, Males, Females, and Total, and rows for various industrial sectors like Mining, Chemicals, Metal, Engineering, etc.

Numbers Employed in Great Britain: Industrial Analysis—continued

Table with columns for Industry, Males, Females, and Total, continuing from page 134 with sectors like Paper and Printing, Gas, Electricity and Water, etc.

SHORT-TIME AND OVERTIME IN MANUFACTURING INDUSTRIES

Under the Statistics of Trade Act, 1947, monthly employment returns are collected by the Ministry of Labour and National Service from employers with more than ten workpeople in manufacturing industries...

As a summary of the information thus obtained in February, 1956, is given in the Table below. The figures of short-time and overtime relate only to those establishments which gave this information...

Operatives on Short-time or Overtime in week ended 25th February, 1956 (at establishments which rendered returns)

Table showing Operatives on Short-time and Overtime in week ended 25th February, 1956, with columns for Industry, Operatives on Short-time, and Operatives on Overtime.

NUMBERS UNEMPLOYED : INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed in Great Britain and in the United Kingdom, respectively, at 12th March, 1956. For Great Britain the wholly unemployed (i.e., persons out of a situation) are distinguished from those temporarily stopped (i.e.,

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

Table with 11 columns: Industry, Great Britain (Wholly unemployed, Temporarily stopped, Total), and United Kingdom (all classes). Rows include Agriculture, Mining, Manufacturing, Engineering, and Textiles.

* The figures for coal mining exclude all the unemployed who, although previously employed in coal mining, are known to be unfit for employment in that industry. These men are included with "Other persons not classified by industry" on the next page. The total of 803 males unemployed includes 356 men registered for underground work.

Numbers Unemployed : Industrial Analysis—continued

Table with 11 columns: Industry, Great Britain (Wholly unemployed, Temporarily stopped, Total), and United Kingdom (all classes). Rows include Leather Goods, Clothing, Food, Paper and Printing, and various service industries.

* The totals include unemployed casual workers (2,849 males and 302 females in Great Britain and 3,489 males and 331 females in the United Kingdom).

Unemployment Benefit and National Assistance

Unemployment Benefit

For the period of thirteen weeks ended 27th March, 1956, expenditure on unemployment benefit in Great Britain (excluding the cost of administration) amounted to approximately £5,005,000.

National Assistance

Local Offices of the Ministry of Labour and National Service undertake the payment of national assistance to persons who are required to register for employment and are entitled to national assistance.

Comparison of the figures for the quarter ended 31st March, 1956, with those for the earlier quarters is affected by the increase in the scale rates which came into force on 23rd January, 1956.

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 20th March, 1956, and the corresponding figures for 21st February, 1956, and 15th March, 1955.

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.

Table with columns for Region, Thousands, Sickness, Industrial Injury, and dates (20th Mar., 21st Feb., 15th Mar., 1955, 1956).

The proportion of males included in the total (Great Britain) figures of persons absent from work owing to sickness remains fairly constant at between 65 and 66 per cent., except in epidemic periods, when it may rise to about 69 per cent.

The total number of persons shown in the Table above as absent owing to sickness represented 5.1 per cent. of the total number of insured persons.

Work of Appointments Services

The particulars given below relate to the work of the Appointments Services of the Ministry of Labour and National Service.

Technical and Scientific Register

The Technical and Scientific Register operates centrally on a national basis from Almack House, 26-28 King Street, St. James's Square, London, S.W.1

The Register, which is assisted by Advisory Committees composed of members of the professions concerned, provides a placing and advisory service for physicists, mathematicians, chemists (other than pharmacists), metallurgists, agriculturists, biologists and other scientists, professional engineers, architects, surveyors, town planners, estate agents and valuers.

The total number of persons enrolled on the Technical and Scientific Register at 12th March was 3,258* ; this figure included 2,454 registrants who were already in work but desired a change of employment, and 804 registrants who were unemployed.

The numbers of vacancies notified, filled, etc., between 14th February and 12th March (4 weeks) are shown below.

Table showing vacancies notified, filled, cancelled, and unfilled at 14th February and 12th March.

Appointments Register

The Appointments Register is concerned with the placing of other professional workers and persons with administrative, managerial or senior executive experience or qualifications.

The total number of persons on the registers of the Appointments Offices at 12th March was 13,263†, consisting of 12,099 men and 1,164 women.

The following Table shows the numbers† of registrations at each of the Offices :-

Table showing appointments office statistics: London, Northern, Scottish, Total with categories for Wholly Unemployed and In Employment.

During the period 14th February to 12th March, 1956, there were new registrations by 1,149 men and 168 women, and in the same period the registrations of 1,254 men and 221 women were withdrawn.

The Table below shows the numbers of vacancies (other than those for nurses and midwives), notified, filled, etc., between 14th February and 12th March.

Table showing vacancies outstanding at 14th February and 12th March, categorized by Men and Women.

The Table on the next page sets out figures of vacancies and registrants for selected professions and occupations.

* This figure includes 304 registrants who were also registered at Appointments Offices and 96 unemployed registrants who were also registered at Employment Exchanges.

FIGURES FOR SELECTED PROFESSIONS AND OCCUPATIONS

The Table below shows, in respect of selected professions and occupations, the number of vacancies outstanding and the number of persons registered at Appointments Offices on 12th March, 1956.

The existence on the Registers of the Appointments Offices at

the same time of unfilled vacancies and available applicants in the same occupational group is to be expected.

Vacancies and Registrants at Appointments Offices: Position at 12th March, 1956

Large table with columns for Profession or Occupation, Vacancies, Registrants (Employed, Unemployed) for various professions like Accountants, Engineers, etc.

* These vacancies do not cover vacancies for persons with the professional qualifications dealt with by the Technical and Scientific Register—viz., university graduates in science and engineering or members of the appropriate professional bodies such as the Institution of Civil Engineers, the Royal Institute of Chemistry and the Royal Institution of Chartered Surveyors.

Advertisement for Southalls Surgical Dressings featuring a drawing of a man's head wearing a headband and text: 'all the well-dressed patients wear Southalls SURGICAL DRESSINGS Bandages, Cotton Wool Gauze, Lint Cellulose Wadding SOUTHALLS (Birmingham) Ltd., CHARFORD MILLS, BIRMINGHAM 8'

Principal Changes in Rates of Wages Reported during March—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in italics)
Agriculture <i>(continued)</i>	Northern Ireland... (4) (232)	5 Mar.	Male workers employed in agriculture (other than those employed at or in flax mills)	Increases of 8s. a week in minimum rates for workers 20 years and over, and of proportional amounts for younger workers. Minimum rates after change for workers 20 years and over 121s. to 128s. a week, according to district.*
Coal Mining	Great Britain... (6-7)	Beginning of first full pay week including 13 Feb.†	Underground and surface workers and craftsmen†	Increases of 2s. 4d. or 2s. 8d. a shift, according to grade, in standard grade rates for adult day-wage workers, and of amounts ranging from 1s. 7d. to 2s. 4d. for juveniles. Standard grade rates after change: underground workers—grade 1 34s. 1d. a shift, grade 2 33s. 1d., grade 3 32s. 1d., grade 4 31s. 1d., grade 5 30s. 1d.; surface workers—males, grade 1a 33s. 9d. a shift, grade 1 29s. 9d., grade 2 28s. 9d., grade 3 27s. 9d., grade 4 26s. 9d.; females, grade 1 24s. 10d., grade 2 23s. 10d., grade 3 22s. 10d., grade 4 21s. 10d.; craftsmen, underground—grade 1 plus 38s. 1d., grade 1 35s. 7d., grade 2 33s. 1d., surface—34s. 9d., 32s. 3d., 29s. 9d.; juveniles, underground—16s. 10d. a shift at age 15, rising to 25s. 10d. at 20, surface—males 14s. 7d. to 22s. 10d., females 14s. 3d. to 21s.‡
Mining and Quarrying (other than coal)	Cleveland... (8)	5 Mar.	Ironstone miners	Flat-rate additions to wages, previously granted, decreased by 1-2d. a shift (8s. 9-6d. to 8s. 8-4d.) for men and youths 18 years and over, and by 0-6d. (4s. 4-8d. to 4s. 4-2d.) for boys under 18.‖
	North Lincolnshire	4 Mar.	Ironstone miners and quarrymen	Flat-rate additions to wages, previously granted, decreased by 1-3d. a shift (6s. 11-2d. to 6s. 9-9d.) for men, by 0-975d. (5s. 2-39s. to 5s. 1-42d.) for youths 18 and under 21 years, and by 0-65d. (3s. 5-6d. to 3s. 4-95d.) for boys under 18.
	Notts., Leics., parts of Lincs., Northants. and Banbury	do.	Ironstone miners and quarrymen and limestone quarrymen	Flat-rate additions to wages, previously granted, decreased by 1-36d. a shift (6s. 8-24d. to 6s. 6-88d.) for men, by 1-02d. (5s. 0-18d. to 4s. 11-16d.) for youths 18 and under 21 years, and by 0-68d. (3s. 4-12d. to 3s. 3-44d.) for boys under 18.¶
	South and West Durham	5 Mar.	Limestone quarrymen	Flat-rate additions to wages, previously granted, decreased by 1d. a shift (7s. to 6s. 11d.) for men and youths 18 years and over, and by ½d. (3s. 6d. to 3s. 5½d.) for boys under 18.
	Great Britain (10)	First full pay period following 19 Mar.	Men, youths and boys employed in the roadstone quarrying industry	Increases of 2d. an hour in the minimum basic rate for men 21 years and over, and of proportional amounts for youths and boys. Minimum basic rates after change: adult unskilled workers 3s. 4½d. an hour, youths and boys 1s. 6½d. at 15 years, rising to 3s. 0½d. at 20.
	Portland... (9)	6 Feb.	Workpeople employed in limestone quarries	Increase of 1d. an hour. Rates after change: day workers (working individually) 4s. an hour, day workers (working collectively in piecework quarry) 4s. 1d., pieceworkers' minimum rate 4s. 1d., other day workers and labourers 3s. 6d.
	Cornwall, Devon and Dorsetshire (13)	16 Jan.	Workpeople employed on day work in the ball clay industry	Increases of 2d. an hour in the minimum rate for men 21 years and over, of 3d. in the fall back rate for regular surface clay getters, of 4d. in the fall back rate for regular underground miners, and of proportional amounts for youths and boys. Rates after change, inclusive of a bonus of 2s. 6d. a week: minimum daywork rate for men 21 years and over 3s. 3d. an hour; fall back rates for pieceworkers—regular underground miners 3s. 7d., regular surface clay getters 3s. 5d.; minimum rate for semi-skilled and maintenance men 1d. to 5d. an hour above the minimum day work rate; youths and boys 1s. 6½d. at 15 years, rising to 3s. 1½d. at 20 and under 21.
Building Brick and Allied Industries	Scotland... (19)	24 Feb.	Workpeople employed in the building brick industry	Increases of 3d. an hour for male workers 21 years and over, of 2½d. for female workers 18 and over, and of proportional amounts for younger workers. Minimum time rates after change include: men 21 years and over—bogie runners (day-shift) and all unspecified occupations 3s. 4d. an hour, mixers, setters, pan mill men (shovel fed) 3s. 4½d., bing men and clay hole facemen (hand shovel) 3s. 5½d., loco drivers (for standard gauge locomotives or any other locomotive running on or crossing over a public highway), dumper drivers and mechanical shovel operators 3s. 6½d., boilermakers (power purposes only) 3s. 7½d., burners (inclusive of 3-shift allowance of 2d. an hour) 3s. 7½d.; women 18 years and over—setters 2s. 6½d., others 2s. 5d.; pieceworkers and taskworkers to receive similar increases for hours worked in factory.
	Scotland... (25)	do.	Workpeople employed in the refractory brick industry	Increases of 3d. an hour for male workers 21 years and over, of 2½d. for female workers 18 and over, and of proportional amounts for younger workers. Minimum time rates after change include: men 21 years and over—kiln stockers, packer loaders and all unspecified occupations 3s. 4d. an hour, dry pan mill men, drawers and wheelers and brickmakers (dressers) 3s. 4½d., dry pan mill men (leading hands) 3s. 5d., setters 3s. 5½d., wet pan mill men, odd-stuff dressers, brickmachinemakers (charge hands), mixers and steam press operators 3s. 5½d., setters (leading hands) 3s. 6½d., boiler firemen (continuous shift workers), kiln burners and gas producer operators (including 3-shift allowance of 2d. an hour) 3s. 7½d., boiler firemen—day workers not on rotating shifts 3s. 6½d., brickmakers (hand), dumper drivers, mechanical shovel operators and excavators 3s. 6½d., odd-stuff makers 3s. 7½d.; women 18 years and over—stockers, setters, drawers, loaders, carriers, brickmachinemakers and mixers and all unspecified occupations 2s. 6½d., setters (leading hands), odd-stuff dressers and brickmakers (dressers) 2s. 7½d., odd-stuff makers and brickmakers (hand) 2s. 8½d.; pieceworkers and taskworkers to receive similar increases for hours worked in the factory.
Glass Container Manufacture	Great Britain (29)	First full pay period following 15 Mar.	Men, youths, boys, women and girls, except those whose wages are regulated by movements in other industries	Increases in minimum day-time rates of 2½d. an hour for men 21 years and over, of 1½d. to 2½d., according to age, for youths and boys, of 2½d. for women 21 years and over, and of 1½d. to 2d. for girls. Minimum hourly rates after change for dayworkers: London district—the rates paid in other districts, plus 1½d. an hour for male workers 18 years and over, 1½d. for female workers 18 and over, and 1d. for workers under 18; other districts—men 21 years and over, foundry, gasmakers and furnacemen 3s. 4½d. or 3s. 5½d., according to melting capacity of furnace, boilermakers or stokers and batchmixers 3s. 5½d., sorters 3s. 4½d., Lister or similar truck drivers 3s. 4½d., general labourers 3s. 3½d.; youths and boys 1s. 7½d. at 15 years, rising to 2s. 8½d. at 20 and under 21; women and girls 1s. 5½d. at 15, rising to 2s. 3½d. at 21 and over.
Cast Stone and Cast Concrete Products Manufacture	England and Wales (32)	Beginning of first full pay week after 12 Mar.	Men, youths, boys and women	Increases in minimum basic rates of 2d. an hour for men, and of proportional amounts for youths, boys and women. Minimum rates after change for labourers: London 3s. 6d. an hour, Zone A 3s. 5d., Zone B 3s. 4½d.
Asbestos Cement Manufacture	Great Britain (34)	18 Mar.	Men, women and juveniles	Flat-rate increases of 2d. an hour for men, of 1½d. for women, and of proportional amounts for juveniles. Minimum time rates after change: able-bodied men 21 years and over, grade 0 occupations—group 1 areas 3s. 6½d. an hour, group 2 3s. 5½d., group 3 3s. 4½d., grade 1 occupations 3s. 8d., 3s. 7d., 3s. 6d., grade 2 3s. 9½d., 3s. 8½d., 3s. 7½d., grade 3 3s. 11d., 3s. 10d., 3s. 9d.; women 18 years and over 2s. 6d., 2s. 5½d., 2s. 4½d.
Monumental Masonry	Scotland... (41)	15 Mar.	Workpeople employed in the monumental section of the granite industry	Increase of 1d. an hour. Rates after change: granite cutters, turners, scabblers and toolsmiths 4s. 2½d. an hour, hand polishers, leading bedsetters and men having full control of a machine 4s. 2½d. (Aberdeen 4s. 1½d.), leading sawmen 3s. 11½d., labourers receive 80 per cent. of the craftsmen's rate of 4s. 2½d.

* These increases took effect under an Order issued under the Agricultural Wages (Regulations) Act (Northern Ireland).
 † A joint agreed note was issued in March. Variations in existing wages do not apply to pieceworkers or taskworkers, except in so far as they relate to guaranteed wage, waiting time payments, and to make-up in certain circumstances.
 ‡ The above rates are all inclusive and are not subject to any additions by way of bonuses, flat rates or allowances, whether national or local, temporary or permanent, except for temporary allowances in respect of men working wet, the 5-day week bonus, and rent allowances when made as an addition to wages. Workpeople receiving personal rates higher than the relevant grade rates may receive increases so long as they remain within the new "limits" of the grades.
 § Under sliding-scale arrangements based on the official index of retail prices.
 ¶ Existing minimum basic rates plus percentage addition and flat-rate addition consolidated, resulting in minimum basic rate of 18s. 2d. a shift for surface and underground workers 21 years and over.
 ¶ Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) of 1s. a shift for men, of 9d. for youths 18 and under 21 years, and of 6d. for boys.

Principal Changes in Rates of Wages Reported during March—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in italics)
Coke Manufacture	Scotland, Cumberland, South Durham, Lancashire, Lincolnshire, Northants. and South Wales (certain firms)*	4 Mar.	Workpeople employed at coke oven plants attached to blast-furnaces	Flat-rate additions to wages, previously granted, decreased by 1-3d. a shift (6s. 11-2d. to 6s. 9-9d. for shift rated workers), or by 0-18d. an hour (11-35d. to 11-17d. for hourly rated workers) for men and for women and youths employed on men's work, by 0-98d. a shift (5s. 2-4d. to 5s. 1-42d.) or by 0-13d. an hour (8-51d. to 8-38d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (3s. 5-6d. to 3s. 4-95d.) or by 0-09d. an hour (5-67d. to 5-58d.) for boys and for girls doing boys' work.
	do.*	18 Mar.	do.	Increases of 1s. 9-82d. a shift or 2-73d. an hour for adult workers, of 1s. 4-36d. a shift or 2-05d. an hour for workers 18 and under 21, and of 10-91d. a shift or 1-36d. an hour for younger workers.
Seed Crushing, Compound and Provender Manufacture	Great Britain (41)	26 Mar.	Electricians	Increase of 14s. 8d. a week. Rates after change: class A district (London, within 12 miles from Charing Cross) 204s. 8d. a week, class B 195s. 8d., class C 189s. 8d., Scotland 195s. 8d.
Pig Iron Manufacture	England and Wales and certain works in Scotland (42)	4 Mar.	Workpeople employed at blast-furnaces, except those whose wages are regulated by movements in other industries	Flat-rate additions to wages, previously granted, decreased by 1-3d. a shift (6s. 11-2d. to 6s. 9-9d. for shift-rated workers) or by 0-18d. an hour (11-35d. to 11-17d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0-98d. a shift (5s. 2-4d. to 5s. 1-42d.) or by 0-13d. an hour (8-51d. to 8-38d.) for youths 18 and under 21 years and for women employed on youths' work, and by 0-65d. a shift (3s. 5-6d. to 3s. 4-95d.) or by 0-09d. an hour (5-67d. to 5-58d.) for boys and for girls doing boys' work.
	West of Scotland... (42)	Pay period commencing nearest 1 Mar.	Workpeople employed at certain blast-furnaces, excluding those engaged on maintenance work	Increases of 1s. 9-82d. a shift or 2-73d. an hour for adult workers, of 1s. 4-36d. a shift or 2-05d. an hour for workers 18 and under 21 years, and of 10-91d. a shift or 1-36d. an hour for workers under 18.
Iron and Steel Manufacture	Great Britain‡ (43)	5 Mar.	Workpeople employed at steel sheet rolling mills	Flat-rate additions to wages, previously granted, decreased by 1-3d. a shift (6s. 11-2d. to 6s. 9-9d.) for men and women 21 years and over, by 0-98d. (5s. 2-4d. to 5s. 1-42d.) for youths and girls 18 and under 21 years, and by 0-65d. (3s. 5-6d. to 3s. 4-95d.) for those under 18.
	Great Britain§ (43)	4 Mar.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladle men, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.)	Flat-rate additions to wages, previously granted, decreased by 1-3d. a shift (6s. 11-2d. to 6s. 9-9d. for shift-rated workers) or by 0-18d. an hour (11-35d. to 11-17d. for hourly-rated workers) for men and women, by 0-98d. a shift (5s. 2-4d. to 5s. 1-42d.) or by 0-13d. an hour (8-51d. to 8-38d.) for youths and girls 18 and under 21 years, and by 0-65d. a shift (3s. 5-6d. to 3s. 4-95d.) or by 0-09d. an hour (5-67d. to 5-58d.) for those under 18.
	Great Britain§ (43)	do.	Workpeople employed at steel rolling mills	do.
	North-East Coast	do.	Iron puddlers, millmen, semi-skilled workers, labourers, etc., employed at iron puddling furnaces and rolling mills	do.
	Great Britain§ (43)	18 Mar.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladle men, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.)	Increases of 12-47d. a shift or 1-56d. an hour for adult workers, of 9-35d. a shift or 1-17d. an hour for workers 18 and under 21 years, and of 6-24d. a shift or 0-78d. an hour for workers under 18.‖
	Great Britain§ (43)	do.	Workpeople employed at steel rolling mills	do.
	Great Britain§ (43)	4 Mar.	Maintenance craftsmen employed on coke oven and blast-furnace plants, in steel melting shops, and in steel rolling mills	Flat-rate additions to wages, previously granted, decreased by 0-18d. an hour (11-35d. to 11-17d.) for craftsmen, by 0-13d. (8-51d. to 8-38d.) for apprentices 18 to 21 years, and by 0-09d. (5-67d. to 5-58d.) for apprentices under 18.
	South-West Wales (43)	do.	Workpeople employed in Siemens steel manufacture except bricklayers and carpenters	Flat-rate additions to wages, previously granted, decreased by 1-3d. a shift (6s. 11-2d. to 6s. 9-9d.) for men and for women employed on men's work, by 0-98d. (4s. 4-65d. to 4s. 3-67d.) for youths 18 and under 21, and by 0-65d. (2s. 11-1d. to 2s. 10-45d.) for youths under 18.
	South Wales and Monmouthshire¶ (43)	do.	Workpeople employed at iron and steel works	Cost-of-living bonus decreased by 1-2d. a shift (5s. 1-2d. to 5s. for skilled craftsmen, and 6s. 4-2d. to 6s. 3d. for other men) for men and women 18 years and over, and by 0-6d. (2s. 6-6d. to 2s. 6d. or 3s. 2-1d. to 3s. 1-5d.) for those under 18.
	Sheffield	Beginning of week commencing on either 4 or 5 Mar.	Workpeople employed on the Sheffield shift system in steel melting and steel manipulating departments	Increases in existing shift bonus of 1s. 10d. a shift (17s. 3d. to 19s. 1d. for dotal workers, and 14s. 11d. to 16s. 9d. for tonnage workers) for men 21 years and over, of 7s. a week (70s. to 77s.) for youths 18 to 20, and of 3s. 6d. (39s. to 42s. 6d.) for boys under 18.
Tinplate Manufacture	South Wales, Monmouthshire and Gloucestershire (43)	4 Mar.	Men, youths, women and juveniles (except apprentices)	Flat-rate additions to wages, previously granted, decreased by 1-3d. a shift (6s. 11-2d. to 6s. 9-9d.) for men and for women engaged specifically to replace male labour, by 0-98d. (5s. 2-4d. to 5s. 1-42d.) for youths 18 and under 21 years and for women 18 years and over, and by 0-65d. (3s. 5-6d. to 3s. 4-95d.) for workers under 18.
Tube Manufacture	Newport and Landore	do.	Men, youths and boys	Cost-of-living bonus decreased by 1-16d. a shift (6s. 10-94d. to 6s. 9-78d.) for men, by 0-773d. (4s. 7-269d. to 4s. 6-496d.) for youths 18 and under 21, and by 0-58d. (3s. 5-47d. to 3s. 4-89d.) for boys.
Galvanising	England and Wales	5 Mar.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Flat-rate additions to wages, previously granted, decreased by 1-3d. a shift (6s. 11-2d. to 6s. 9-9d.) for men and women 21 years and over, by 0-98d. (5s. 2-4d. to 5s. 1-42d.) for youths and girls 18 and under 21 years, and by 0-65d. (3s. 5-6d. to 3s. 4-95d.) for those under 18.
Non-ferrous Metals Manufacture	Birmingham, Wolverhampton and Stafford (45)	5 Mar.	Workpeople employed in strip and sheet rolling and tube mills in the brass and copper trade	Increases for timeworkers 21 years and over of 12s. 6d. a week for skilled workers, of 11s. for intermediate grades, and of 9s. 6d. for unskilled workers; for payment-by-results workers increases of corresponding amounts are to be added to the existing piecework supplements. Consolidated minimum time rates after change: casting departments—crucible and electric furnace pourers 168s. 10d. a week, underhands (i.e., furnacemen, ingotmen and mouldmen on billet casting) 160s. 10d.; strip and sheet rolling mills—rollers (all grades) 158s. 10d., annealers, finished sheaters (guillotine) 154s. 10d., electric annealers, finished sheaters (rotary), roller improvers 152s. 10d., picklers 151s. 10d., shearers (cutting to length) 150s. 10d., rough shearers, rollers' assistants (behinders) 148s. 10d., labourers 142s. 10d.; tube mills—tool-finders (fully skilled) 168s. 10d., annealers 154s. 10d., electric annealers, drawers (plain round tubes), taggers, swagers, shouldered sawyers, straighteners (hand) 152s. 10d., picklers 151s. 10d., straighteners (machine), doggers-up 148s. 10d., labourers 142s. 10d.

* These changes affected employees of firms which are members of the Iron and Steel Trades Employers' Association.
 † Under sliding-scale arrangements based on the official index of retail prices.
 ‡ These changes affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.
 § These changes affected employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), Lincolnshire, South Wales and West of Scotland.
 ¶ These increases are also subject to the percentage addition of 75 per cent.
 ‖ These decreases affected employees of firms which are members of the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.

Principal Changes in Rates of Wages Reported during March—*continued*

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Shipbuilding and Ship Repairing	All federated ship-building and ship-repairing centres in the United Kingdom (50)	Beginning of the full pay week current at 7 Mar.	Workpeople employed in the shipbuilding and ship-repairing industry, except skilled engineers and others whose wages are regulated by movements in other industries:— Male workers 21 years and over Female workers brought into the industry under relaxation or dilution arrangements, french polishers and upholsteresses Male apprentices under 21 years and other youths and boys	Increases of 12s. 6d. a week to all fully skilled workers 21 years and over who have completed their apprenticeship, of 11s. to all semi-skilled workers, and of 9s. 6d. to all unskilled workers. Inclusive national uniform plain time rates after change on new work, include: fully skilled classes 170s. 6d. a week, crane men operating tower, gantry or floating cranes 159s. 6d., operating electric overhead travelling cranes 154s. 6d., operating all other cranes 157s., spare or emergency crane men when not operating cranes 154s. 6d., plate furnace helpers, frame furnace helpers, shell screw-up helpers and shell tackle helpers 154s. 6d., staggers erecting and dismantling staging 152s. 6d., redleaders 150s. 6d., blacksmiths' strikers 149s. 6d., unskilled classes (including ordinary platers' helpers other than those above) 142s. 6d. For repair work, except in the case of certain classes including crane men, the national rates are 3s. higher, and in the River Thames ship-repairing district the existing general differential applies.* Increases of 8s. 4d. to 12s. 6d. a week, according to occupation and length of service, for women 21 years and over, and of 4s. 2d. to 8s. 4d. for girls. Inclusive national uniform plain time rates after change: shipbuilding and ship-repairing classes 21 years and over—during first eight months of service 117s. 10d. a week (new work), 119s. 4d. (repair work); thereafter—skilled classes (a) not in receipt of full time rate of displaced male worker 136s. 5d. (new work), 138s. 10d. (repair work), (b) in receipt of full time rate of displaced male worker 170s. 6d. (new work), 173s. 6d. (repair work); semi-skilled classes (a) 128s. 3d. (new work), 130s. 11d. (repair work), (b) full time rate of displaced male worker; unskilled classes (a) 128s. 3d. (new work), 130s. 11d. (repair work), (b) 142s. 6d. (new work), 145s. 6d. (repair work); french polishers and upholsteresses who have served an apprenticeship for five years, 21 years and over 136s. 5d. (new work), 138s. 10d. (repair work); girls 57s. at 16, rising to 117s. 10d. (new work), and 58s. 6d. to 119s. 4d. (repair work).*
Engineering and Allied Industries	United Kingdom (46-49)	5 Mar.	Adult male manual workers, apprentices, youths and boys employed in the engineering and allied industries,† except those whose rates of wages are regulated by wage movements in other industries, e.g., building and electrical contracting	Increases for adult male timeworkers of 12s. 6d. a week for skilled workers, of 11s. for intermediate grades, and of 9s. 6d. for unskilled workers, with proportional increases for apprentices, youths and boys; for payment-by-results workers increases of corresponding amounts are to be added to the existing piecework supplements. Consolidated minimum time rates after change include: skilled fitters 168s. 4d. a week, unskilled men 142s. 4d.
Engineering	Swansea, Llanelly, Port Talbot and Neath† (48)	Beginning of pay week which includes 12 Mar.	Workpeople employed in engineering works and foundries— Timeworkers Payment-by-results workers Taskworkers	Increases of 3½d. an hour for adult male craftsmen, of 2½d. for labourers and those based on labourers' rates, and of proportional amounts for apprentices and juveniles. Increases of 3½d. an hour for adult male craftsmen and of 2½d. for labourers and those based on labourers' rate, in respect of the actual clock hours worked, with appropriate overtime gains. Increases of 3½d. an hour for adult male craftsmen and of 2½d. for labourers and those based on labourers' rate for the standard normal weekly working hours of the factory on fulfilment of a completed task.
Constructional Engineering	Great Britain (52)	5 Mar.	Workpeople, other than labourers,§ employed on steelwork erection	Increases in minimum time rates of 3d. an hour for rivet heaters and erectors' helpers, and of 3½d. for other workers. Rates after change: sheeters—London area (within a radius of 16 miles from Charing Cross) 4s. 5½d. an hour, elsewhere 4s. 3½d., riveters, crane drivers, welders, burners (new work) 4s. 4½d., 4s. 3½d., erectors, riveters' holders-up, sheeters' holders-up, staggers or riggers, burners (demolition or scrap work) 4s. 3½d., 4s. 2½d., erectors' helpers 4s. 0½d., 3s. 11½d., rivet heaters (adults) 4s. 0½d., 3s. 11½d.
Agricultural Machinery and Implements Manufacture, Maintenance and Repair	Great Britain (49)	First full pay period following 15 Mar.	Men, apprentices, youths and boys	Increases of 12s. 6d. a week for skilled men 21 years and over, of 9s. 6d. for unskilled men, and of proportional amounts for apprentices, youths and boys. Minimum time rates after change include: skilled men 168s. 4d. a week, unskilled 144s. 11d.
Electrical Cable Manufacture	Great Britain (53)	Beginning of first full pay period following 12 Mar.	Plumber jointers and plumber jointers' mates, youths and boys employed in laying cables (including telecommunication cables) and accessories	Increases of 4d. an hour for plumber jointers, of 3½d. for plumber jointers' mates, and of proportional amounts for youths and boys. Minimum rates after change: plumber jointers fully qualified—London area (within a radius of 18 miles from Charing Cross) 4s. 9½d. an hour, Provinces 4s. 5½d., plumber jointers' mates 4s. 0½d., 3s. 9½d.; youths and boys 30 per cent. of plumber jointers' rates at 16 years, rising to 85 per cent. at 21.
Motor Vehicle Retail and Repairing	United Kingdom (56)	First pay week commencing after 19 Mar.	Men, youths, boys, women and girls (excluding clerical workers, night watchmen, night attendants, salesmen, etc.)	Increases for men 21 years and over of 3½d. an hour for skilled craftsmen, of 3d. for semi-skilled workers, of 2½d. for other workers, of 2d. for women 21 and over, and of proportional amounts for juveniles. Minimum rates after change: inside the workshop—skilled men, London area (within a radius of 15 miles from Charing Cross) 4s. an hour or 176s. a week, Provinces 3s. 11d. or 172s. 4d., semi-skilled men 3s. 7½d. or 159s. 6d., 3s. 6½d. or 155s. 10d., other adult male workers 3s. 3½d. or 145s. 9d., 3s. 2½d. or 142s. 1d.; outside the workshop—men, London area 3s. 3½d. or 143s. 11d., Provinces 3s. 2½d. or 140s. 3d.; (Northern Ireland, outside the city of Belfast—other adult male workers inside the workshop 3s. 0½d. an hour, outside the workshop 3s. 0½d.); youths and boys—London area 44s. a week at 15 years, rising to 132s. at 20, Provinces 43s. 1d. to 129s. 3d.; women 21 years and over—London area 2s. 7d. an hour or 113s. 8d. a week, Provinces 2s. 6d. or 110s.; girls—London area 45s. 10d. at 15, rising to 108s. 2d. at 20, Provinces 44s. to 104s. 6d.
Railway Wagon Repairing	Great Britain (57)	5 Mar.	Men, apprentices, youths and boys	Increases for men 21 years and over of 12s. 6d. a week for skilled workers, of 11s. for intermediate grades, of 9s. 6d. for unskilled workers, and of proportional amounts for apprentices, youths and boys. Minimum rates after change for timeworkers outside the London area include: wagon repairers, grade 1 168s. 10d. a week, grade 2 157s. 10d., grade 3 147s. 10d., letterers, blacksmiths, riveters and/or erectors 168s. 10d., electric welders 159s. 4d., wheelturners 156s. 10d., holders-up, cold saw operators, profile cutters, lifters (fitting brasses) 156s. 4d., loco, crane, tractor or traverse cravers 154s. 4d., painters, lifters, burner operators 152s. 4d., shunters 151s. 10d., blacksmiths' strikers 149s. 10d., back sawyers 149s. 4d., punch and shearer assistants 147s. 10d., iron carriers 143s. 10d., sawyers and machinists, grade 1 163s. 4d., grade 2 152s. 10d., punch and shearer operators, grade 1 161s. 10d., grade 2 153s. 10d., outstation chargehands without assistants 170s. 10d., with one assistant 173s. 4d., with two assistants 175s. 10d., with three or four assistants 177s. 10d., with five or six assistants 180s. 4d., labourers 142s. 4d. In the London area rates are 5s. higher in each case.

* These increases apply also to a number of workpeople employed on boat building and boat repairing.
† Workpeople in the allied industries include those employed in non-ferrous metal manufacture and rolling, drop forging, and the hollow-ware, spring, tube and wire trades. In addition, the increases applied to workpeople employed by federated firms in railway carriage and wagon building, lift erection and lift maintenance and typewriter servicing and repairing, sheet metal working, gas meter making, scale, beam and weighing machine making (including service adjusters in the scale repairing trade), the manufacture of plastic material and finished articles.
‡ These increases applied to workpeople employed by firms which are members of the Welsh Engineers' and Founders' Conciliation Board.
§ Movements in the rates of wages of labourers are governed by movements in the rates of workpeople in the civil engineering construction industry.

Principal Changes in Rates of Wages Reported during March—*continued*

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Brassworking and Founding	Great Britain (except Yorkshire) (64)	5 Mar.	Men, youths and boys	Increases of 12s. 6d. a week for skilled workers 21 years and over, of 11s. for intermediate grades, of 9s. 6d. for unskilled workers, and of proportional amounts for youths and boys; additional payment for pieceworkers, other than casters, increased by 3-4½d. an hour (1s. 7-3½d. to 1s. 10-7¾d.) for each hour worked; the bonus for casters on piecework increased by 12s. 6d. a week (90s. 10d. to 103s. 4d.). Minimum time rates after change include: grade C—all workers 21 years and over not qualified for grades D and E 151s. 4d. a week; grade D—workers 21 years and over with six years' qualification in the trade 158s. 10d., grade E 168s. 4d.; casters—five casters 181s. 10d., common casters 176s. 4d., moulders 159s. 10d., getters-down 148s. 4d.; machine moulders—casters 170s. 4d., moulders 157s. 10d., labourers 148s. 4d.; stump moulders—caster moulders 170s. 4d., labourers 148s. 4d.
	Yorkshire (65)	do.	Men, apprentices, youths and boys	Increases for adult timeworkers of 12s. 6d. a week for skilled workers, of 11s. for intermediate grades, and of 9s. 6d. for unskilled workers, with proportional increases for apprentices, youths and boys; for payment-by-results workers increases of corresponding amounts are to be added to the existing piecework supplements. Consolidated minimum time rates after change include: moulders 175s. a week, coremakers (male), brass finishers (all classes), buffers and polishers 168s. 4d., turret and capstan lathe operators (setting up own work and engaged upon short runs, etc.) 163s. 8d. to 168s. 4d., machine moulders (operating machines) 163s. 11d. or 160s. 11d., assemblers 159s. 8d., furnacemen (responsible) 161s. 6d., fettlers and dressers 156s. 2d., shapers, millers and machinists, turret and capstan lathe operators (not setting up own work) 154s. 9d., foundry labourers 147s. 1d., packers, despatchers and testers 149s. 2d., labourers (other than foundry) and warehouse labourers 142s. 10d.
Spring Manufacture	Sheffield (61)	5 Mar.	Workpeople employed in heavy coil spring manufacture	Increases of 9s. 6d., 11s. or 12s. 6d. a week, according to occupation, for male workers 21 years and over—setters-up and enders 171s. 13d. a week, scrappers and finishers 168s. 4d., casters and hammerers 164s. 4d., rollers 161s. 4d., testers, temperers in lead 155s. 8½d., grinders 153s. 10½d., strikers, mates to setters-up 151s. 0½d., general hands 149s. 7½d., labourers 142s. 9½d.
	Birmingham, Wolverhampton and Stafford (60)	do.	Men, apprentices, youths and boys	Increases for adult timeworkers of 12s. 6d. a week for skilled workers, of 11s. for intermediate grades, of 9s. 6d. for unskilled workers, and of proportional amounts for apprentices, youths and boys; for payment-by-results workers increases of corresponding amounts are to be added to the existing piecework supplements. Consolidated minimum time rates after change include: fully skilled engineering toolmakers 170s. 2d. a week, skilled grade 168s. 10d., intermediate grade, group C workers 159s., group B 155s. 3d., group A (general hands) 150s. 7d., labourers 142s. 10d.
Surgical Instrument and Equipment Manufacture	England and Wales (excluding Sheffield) (70)	26 Mar.	Men, apprentices, youths and boys	Increases in basic minimum time rates of 3½d. an hour for skilled workers 23 years and over, of 3d. for semi-skilled workers, of 2½d. for unskilled workers, and of proportional amounts for apprentices and learners, increase of 6½ per cent. in current piecework prices for pieceworkers in lieu of existing bonuses, with a minimum guaranteed rate of 4s. 9½d. an hour for the job. Basic minimum time rates after change: adult skilled workers 4s. 3½d. an hour, semi-skilled 4s., unskilled 3s. 5½d.; apprentices and learners 1s. 5d. at 15 years, rising to 3s. 11½d. at 22.
Gold, Silver and Allied Trades	London (73)	First pay day in Jan.	Men, male apprentices and women (except silver spinners)	Increases of 6d. an hour for adult workers, and of proportional amounts for apprentices. Minimum rates after change: men 21 years and over 4s. 3d. an hour, skilled women employed on burnishing, sawpiercing and hand colouring 2s. 4d. at 21 and over, 2s. 2d. at 20 and under 21, and 2s. at 19 and under 20, other women, after 5 years' training (4 years for polishers) or at the age of 21, whichever is later 4s. 3d.
	Sheffield (73)	9 Feb.	Men, youths, boys, women and girls	Increases in minimum daily rates of 3d. an hour for men 21 years and over, of 1½d. for women 21 and over, and of proportional amounts for apprentices, youths, boys and girls. Minimum rates after change include: men 21 years and over, class A 3s. 8d. an hour, class B 3s. 2d., class C 3s. 1d.; women 21 and over employed on production 2s. 1½d., or warehouse work 1s. 11½d.
Flax Processing	Great Britain	Beginning of pay week containing 23 Jan.*	Men, women and juveniles	Increases of 8s. a week in standard minimum time rates for male workers 21 years and over and of 19s. for those age 20 and under 21, of 6s. for female workers 18 and over, and of proportional amounts for younger male and female workers. Rates after change: male general labourers 73s. a week at under 17, rising to 135s. at 20 and over,† weighbridge attendants and stokers (hot water plant) 139s., fibre dressers, tractor drivers and drivers of self-propelled machines 141s., hand scutchers, storemen and stokers (steam plant) 143s., storekeepers and lorry drivers 147s., leading hands 4s. or 8s. a week above the highest rate paid in group led, subject to abatement on account of age, overlookers 8s. to 28s. above the highest rate paid, etc.; female general labourers 68s. at under 17, rising to 102s. at 18 and over, fibre dressers 108s., storewomen 110s., leading hands and overlookers the same plussages as for men.
Flax and Linen Industry	Northern Ireland (87)	7 Feb.	Maintenance workers	Increases of 12s. 6d. a week (172s. 4d. to 184s. 10d.) for fitters, turners, millwrights, blacksmiths, hackle setters and machinists, and of 11s. (147s. 10d. to 158s. 10d.) for semi-skilled men.
Jute	Great Britain (88) (230)	9 Mar.	Workpeople employed in the jute industry, except those whose wages are regulated by movements in other industries:— Male workers Female workers (except hessian weavers specified below) Male pieceworkers (all districts) and female pieceworkers (Aberdeen, Barrow-in-Furness, Dundee, Kirkcaldy and Tayport) employed in hessian weaving	Increases in general minimum time rates of 7s. 6d. a week for loom tenters 21 years and over, of 6s. 5d. for loom under-tenters 21 or over, of 6s. 5d. in general minimum time rates and guaranteed time rates for hessian weavers and in general minimum time rates for other workers 21 or over, and of varying amounts for younger workers. General minimum time rates after change for workers 21 years and over: loom tenters 158s. 2d. a week, loom under-tenters 134s. 1d., other workers 133s. 11d., guaranteed time rates for hessian weavers 133s. 11d.† Increases in general minimum time rates of 5s. 1d. a week for spinning shifting mistresses, of 4s. 5d. for orra (or spare) spinners 18 years and over, of 4s. 5d. to 6s. 3d., according to size of bobbins and number of spindles attended, for single spinners, of 4s. 5d. to 6s. for double spinners, of 4s. 5d. for weaving learners and other workers 18 years and over, and of varying amounts for younger workers; increase of 4s. 5d. (89s. 1d. to 93s. 6d. a week) in piecework basis time rate. General minimum time rates after change include: spinning shifting mistresses 106s. 11d. a week, orra (or spare) spinners 18 or over 92s., single spinners 92s. to 130s. 6d., double spinners 92s. 8d. to 125s. 10d., other workers 18 or over 92s.‡ Increases in standard general minimum piece rate of 4-53d. (90-61d. to 95-14d.) for single loom weavers, with appropriate adjustments for other workers; supplemental payments increased by 1s. 1d. a week (21s. 6d. to 22s. 7d.) for male workers, and by 1s. (20s. 4d. to 21s. 4d.) for female workers, irrespective of age; guaranteed time rates for female pieceworkers increased by 2s. 5d. to 4s. 5d. a week, according to age (from 87s. 7d. to 92s. at 18 or over).‡

* These increases were agreed in March with retrospective effect to the date shown.
† Previously the adult male rate was payable at 21 years and over.
‡ These increases took effect under an Order issued under the Wages Councils Act. See page 118 of the March issue of this GAZETTE.

Principal Changes in Rates of Wages Reported during March—continued

Table with 5 columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workpeople, Particulars of Change (Decreases in italics). Rows include Wool Textile, Pressed Felt Manufacture, Sack and Bag Manufacture, Textile Bleaching, Dyeing and Finishing, Hosiery Dyeing, Finishing, etc., Retail Bespoke Tailoring, Hat and Cap Making and Millinery, Boot and Shoe Repairing, Flour Milling, and Baking.

* Under sliding-scale arrangements based on the official index of retail prices.
† These increases took effect under Orders issued under the Wages Councils Act. See page 118 of the March issue of this GAZETTE.
‡ Including Leicester, Loughborough, Hinckley and district, Nuneaton and Nottingham district and Derby.
§ These changes took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 160 of this GAZETTE. Previously the adult male rate was payable at 22 years of age or over.
|| These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 160 of this GAZETTE.
¶ These increases took effect under an Order issued under the Wages Councils Act. See page 160 of this GAZETTE.

Principal Changes in Rates of Wages Reported during March—continued

Table with 5 columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workpeople, Particulars of Change (Decreases in italics). Rows include Baking (continued), Aerated Waters Manufacture, Sawmilling, Sign Production and Display, Brush and Broom Manufacture, and Cinematograph Film Production.

* These increases took effect under an agreement made by the National Joint Committee for the Scottish Baking Industry.
† These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 160 of this GAZETTE; Area A consists of the County of the City of Belfast and districts within 15 statute miles therefrom, area B the County of the City of Londonderry, and area C all other districts.
‡ These increases took effect under an Order issued under the Wages Councils Act. See page 160 of this GAZETTE.
§ These ports are Cardiff, Newport, Swansea, Barry, Gloucester and Bristol.
|| Under sliding-scale arrangements based on the official index of retail prices.
¶ These increases took effect under Orders issued under the Wages Councils Act. See page 118 of the March issue of this GAZETTE.
** Including boiler attendants, storemen, transport mechanics, transport drivers, charge-hand cleaners, cleaners, commissionaires, doormen and gate-men, charge-hand painters, painters, painters' mates, carpenters, carpenters' mates and general labourers.

Principal Changes in Rates of Wages Reported during March—continued

Table with columns: Industry, District, Date from which Change took effect, Classes of Workpeople, Particulars of Change. Rows include Hair, Bass and Fibre Processing; Building; Heating, Ventilating and Domestic Engineering; Electrical Contracting; Gas Supply; Electricity Supply; Waterworks Undertakings; Road Passenger Transport Services; Goods Transport by Road; Dock, Wharf and Riverside Labour; Civil Air Transport.

* These increases took effect under an Order issued under the Wages Councils Act. See page 118 of the March issue of this GAZETTE.
† These increases were agreed in March and had retrospective effect to the dates shown.
‡ These rates took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 160 of this GAZETTE. The Order does not apply to workpeople employed on vehicles operated by the Ulster Transport Authority, nor to certain other specified groups of workers. Area A comprises the County of the City of Belfast and districts situated within a radius of 15 statute miles from the Belfast City Hall, Area B the County of the City of Londonderry, and Area C all other areas. The general minimum time rates are based on a working week of 44 hours for all workers under 16 years of age and for other workers whose home depots are situated in Areas A and B, and of 46 hours for other workers whose home depots are situated in Area C.

Principal Changes in Rates of Wages Reported during March—continued

Table with columns: Industry, District, Date from which Change took effect, Classes of Workpeople, Particulars of Change. Rows include Coal Distribution; General Waste Materials Reclamation Trade; Retail Food Distribution; Milk Distribution; Retail Bread and Flour Confectionery Trade.

* These increases took effect under Orders issued under the Wages Councils Act. See page 160 of this GAZETTE.
† These increases took effect under Orders issued under the Wages Councils Act. See page 118 of the March issue of this GAZETTE.

Principal Changes in Rates of Wages Reported during March—continued

Table with columns: Industry, District, Date from which Change took effect, Classes of Workpeople, Particulars of Change. Rows include Retail Bread and Flour Confectionery Trade, Retail Drapery, Outfitting and Footwear Trades, Retail Bookselling and Stationery Trades, Government Industrial Establishments, Local Authority Services.

* These increases took effect under Orders issued under the Wages Councils Act. See page 160 of this GAZETTE.
† These increases took effect under Orders issued under the Wages Councils Act. See page 118 of the March issue of this GAZETTE.

Principal Changes in Rates of Wages Reported during March—continued

Table with columns: Industry, District, Date from which Change took effect, Classes of Workpeople, Particulars of Change. Rows include Local Authority Services, Hospitals and Allied Institutions, Licensed Residential Establishments and Licensed Restaurants.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING MARCH

Table with columns: Industry, District, Week commencing, Men, youths, boys, women and girls, Particulars of Change. Row: Bacon Curing, Great Britain (122), Week commencing 5 Mar., Normal weekly working hours reduced from 46 to 45.

* The charges for board, lodging and laundry for resident staff have been increased from 42s. to 46s. 3d. a week for men, and from 41s. 3d. to 45s. 3d. for women.
† See page 329 of the September, 1954, issue of this GAZETTE.
‡ These increases took effect under an Order issued under the Catering Wages Act. See page 118 of the March issue of this GAZETTE. Lower rates are prescribed where workers are supplied with such meals as are normally available in an establishment during the time they are on duty, or where full board and lodging is supplied on seven days a week.

Index of Rates of Wages

The index figure of rates of wages measures the movement, from month to month, in the level of full-time weekly rates of wages in the principal industries and services in the United Kingdom compared with the level at 30th June, 1947, taken as 100. The industries and services covered by the index and the method of calculation were described on page 41 of the issue of this GAZETTE for February, 1948. The index is based on the recognised rates of wages fixed by collective agreements between organisations of employers and workpeople, arbitration awards or statutory orders. The percentage increases in the various industries are combined in accordance with the relative importance of the industries, as measured by the total wages bill in 1946. The index does not reflect changes in earnings due to such factors as alterations in working hours, or in piece-work earnings due to variations in output or the introduction of new machinery, etc. As indicated on page 83 of the March issue of this GAZETTE, the index of actual weekly earnings in October, 1955, the latest available, was 181 for all workers combined as compared with 155 for rates of wages in those industries covered by the earnings enquiries (and 153 in all the principal industries and services).

All figures in the Tables are on the basis of 30th June, 1947 = 100, and relate to the end of the month.

Table showing Index of Rates of Wages from 1947 to 1956, categorized by Date, Men, Women, Juveniles, and All Workers.

Where necessary, the figures have been revised to include changes arranged with retrospective effect or reported too late for inclusion in the current figures.

In the first Table opposite are shown the separate index figures for men, women, juveniles and "all workers" for December in each of the years 1947 to 1954, inclusive, for March, June, September and December, 1955, and for each month of 1956 to date. The second Table shows the figure for "all workers" for each month since June, 1947.

Table showing Index of Rates of Wages for All Workers from 1947 to 1956, categorized by Year and Month.

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MISCELLANEOUS STATISTICS

Contents of this Section

Fatal Industrial Accidents... Industrial Rehabilitation... Industrial Diseases... Business Training for Ex-Regulars

Fatal Industrial Accidents

The number of workpeople (other than seamen) in the United Kingdom whose deaths from accidents in the course of their employment were reported in March was 120, compared with 106 in the previous month and 113 (revised figure) in March, 1955.

Table with 2 columns: Industry/Workplace and Deaths. Includes Mines and Quarries, Factories, Railway Service, Seamen, and other categories.

Industrial Rehabilitation

The statistics of training at Industrial Rehabilitation Units given below relate to the four weeks ended 5th March, 1956.

Table with 4 columns: Category, Men, Women, Total. Rows include Persons admitted to courses, Persons in attendance, and Persons who completed courses.

* For mines and quarries, weekly returns are obtained and the figures cover the 5 weeks ended 31st March, 1956.

Industrial Diseases

The number of cases and deaths* in the United Kingdom reported during March under the Factories Act, 1937, or the Lead Paint (Protection against Poisoning) Act, 1926, are shown below.

Table with 2 columns: I. Cases and II. Deaths. Sub-categories include Lead Poisoning, Phosphorus Poisoning, Aniline Poisoning, Anthrax, Epitheliomatous Ulceration, and Lead Poisoning (Deaths).

Business Training for Ex-Regulars

The figures below relate to applications for training under the Scheme of Business Training for Ex-Regulars since its inception in February, 1949. The figures show the position at the end of February, 1956, and are in continuation of those published in the issue of this GAZETTE for November, 1955 (page 413).

Table with 2 columns: Application Status and Number. Rows include Number of applications received, rejected or withdrawn, under consideration, applicants who entered training, and awaiting training.

Of the 738 applicants who entered training, 649 completed their course, 72 terminated their training prematurely (most of them to take employment) and 17 were still in training at the end of February. After completion of training, 555 applicants were placed in, or found employment, 82 lapsed their registration for employment and 12 were awaiting suitable employment.

* Deaths comprise all fatal cases reported during the month; they have also been included (as cases) in the same or previous returns.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

Contents of this Section

Arbitration Awards: Industrial Disputes and National Arbitration Tribunals... Notices and Orders: Wages Councils Acts... Agricultural Wages (Scotland) Act... Catering Wages Act... Decisions of National Insurance Commissioner

Industrial Disputes Order, 1951, and Conditions of Employment and National Arbitration (Northern Ireland) Orders, 1940 to 1945

Industrial Disputes Tribunal Awards

During March the Industrial Disputes Tribunal issued ten awards, Nos. 810 to 819. One of the awards is summarised below; the others related to individual employers.

Award No. 818 (27th March).—Parties: Employers represented by the Employers' Side of the National Joint Council for the Building Industry, and members of the trade unions represented by the Operatives' Side of the Council in their employment. Claim: For an increase of 6d. an hour in the current rates of wages of craftsmen and labourers. Award: The Tribunal awarded that the current standard rates of wages of building craftsmen and the corresponding rates of wages for building labourers should be increased by 2½d. an hour.

National Arbitration Tribunal (Northern Ireland) Awards

During March the National Arbitration Tribunal (Northern Ireland) issued one award, which did not relate to a substantial part of an industry.

Civil Service Arbitration Tribunal

During March no awards were issued by the Civil Service Arbitration Tribunal.

Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During March the Industrial Court issued three awards, Nos. 2599 to 2601, which are summarised below.

Award No. 2599 (8th March).—Parties: Scottish Transport and General Workers' Union and Glasgow Wholesale Meat Salesmen's Society. Claim: That the minimum weekly wage of workers employed as meat market porters by members of the Glasgow Wholesale Meat Salesmen's Society shall be £9 5s. a week. Award: The Court awarded that the minimum weekly wage of workers employed as meat market porters by members of the Glasgow Wholesale Meat Salesmen's Society shall be £8 a week.

Award No. 2600 (15th March).—Parties: Staff Side and Management Side of the Administrative and Clerical Staffs Council of the Whitley Councils for the Health Services (Great Britain). Claim: For increase in salary scales of Assistant Home Wardens employed in the National Health Service. Award: The Court awarded: (a) that the salary scales of Assistant Home Wardens employed in the National Health Service shall be: over 250 residents (a) type post £415 by £15(5) to £490 by £10 to £500, over 250 residents (b) type post and 151-250 residents (a) type post £380 by £15(5) to £455 by £5 to £460; (b) that effect shall be given to the above scales as from 1st November, 1955; (c) that an officer in post on 1st November, 1955, shall enter the salary scale appropriate to the post she occupied at that date at her existing salary or, if more favourable, at the point she would have reached had she entered the new scale at the minimum at the date of her appointment to that post, provided that not more than three years of service shall be counted for this purpose and provided that, if during the three years immediately preceding 1st November, 1955, she transferred without break of service from one post to another in the same salary group (the salary groups of both posts being those applying at 1st November, 1955), she shall be deemed to have been in the same post for the purposes of this sub-paragraph; (d) that an officer who has taken up a new post since 1st November, 1955, shall enter the salary scale for her new post at the minimum. If she has already been appointed to the post at a salary higher than

the minimum, she shall enter the new scale at the salary on which she was appointed and shall at her next incremental date move to the incremental point next above it on the new scale; (e) that officers in post at the date of the award shall have the option to retain the salary scale and conditions of service on which they were employed at that date or to enter the new scale in accordance with (c) and (d) above, with other conditions of service as agreed, by the Whitley Council, for Assistant Home Wardens.

Award No. 2601 (31st March).—Parties: The Musicians' Union and Hammersmith Palais Limited, Mecca Dancing Limited, and Circuits Management Association Limited. Claim: That (a) minimum weekly salaries stated in the Agreement (dated 18th November, 1952) paid to musicians employed in dance-halls controlled by the Proprietors should be increased by £2, and (b) that the Royal, Tottenham, and the Palais-de-Danse, Ilford, should be transferred from Category (c) in the Agreement to Category (b). Award: The Court awarded (a) against the claim that dance-halls known as the Royal, Tottenham, and the Palais-de-Danse, Ilford, should be transferred from Category (c) in the Agreement to Category (b); and (b) that the minimum weekly salaries paid to musicians employed in dance-halls controlled by the Proprietors referred to in the Terms of Reference shall be increased by £1 10s. with effect from the beginning of the first full pay period following the date of the award.

Single Arbitrators and ad hoc Boards of Arbitration

During March there were no appointments of Single Arbitrators or ad hoc Boards of Arbitration under the Industrial Courts Act, 1919.

Three independent Chairmen were appointed under the Conciliation Act, 1896, to preside at meetings dealing with the following differences.

(1) In accordance with the Constitution of the National Joint Industrial Council for the Cast Stone and Cast Concrete Products Industry a special meeting was called to consider an application made by the trade unions represented on the Council for an increase of 4d. an hour in the basic rate of wages. The Council failed to reach agreement and the independent Chairman accordingly exercised his authority to give a ruling decision and awarded that the present minimum basic adult rates should be increased by 2d. an hour, with the customary proportionate advance to women and juveniles, to operate from the first full pay week following 12th March, 1956.

(2) Under the Constitution of the National Joint Industrial Council for the Quarrying Industry a Court of Arbitration met to consider an application by the Workers' Side of the Roadstone Sectional Joint Industrial Council for an increase in wages of 4d. an hour for adult workers. The Court failed to reach agreement and the Chairman, in exercise of his authority to act as umpire, awarded an increase of 2d. an hour to adult workers in the Roadstone Quarrying Industry, with proportionate increases to youths, to operate from the first full pay week following 19th March, 1956.

(3) An independent Chairman was appointed to preside over a special Conference of the Leather Producers' Association for England, Scotland and Wales and trade unions representing the Workers' Side of the industry to consider a claim for certain alterations in their National Holiday Scheme. The Conference reached agreement.

Wages Councils Acts, 1945-1948

Notices of Proposals

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

Hollow-ware Wages Council (Great Britain).—Proposal H. (67), dated 2nd March, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Great Britain).—Proposal H.L. (47), dated 20th March, for fixing revised general minimum time rates for male and female workers and piecework basis time rates for females.

Boot and Shoe Repairing Wages Council (Great Britain).—Proposal D. (114), dated 20th March, for fixing revised guaranteed and general minimum time rates and general minimum piece rates for male and female workers.

Retail Bespoke Tailoring Wages Council (Scotland).—Proposal R.B.S. (46), dated 20th March, for fixing revised general minimum

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* See footnote * in second column on page 163.

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