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# THE MINISTRY OF LABOUR GAZETTE

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### THE ESSENTIAL WORK (AGRICULTURE) (SCOTLAND) ORDER, 1945.

The above-mentioned Order,\* made by the Minister of Labour and National Service on 21st June, revokes the Essential Work (Agriculture) (Scotland) Orders, 1941 and 1942,† and re-enacts them with certain amendments.

One of the amendments made by the new Order relates to the engagement of workers. It provides that a farmer shall not engage for employment in agriculture as an agricultural worker (as defined in the Order), or as a worker engaged by the day or by the hour, any person whose immediately preceding employment was as an agricultural worker by a farmer or an Agricultural Executive Committee, unless that employment has been properly terminated (that is, in accordance with the requirements of the appropriate Orders) or unless the worker has been submitted to him by a Local Office of the Ministry of Labour and National Service.

A further amendment effected by the new Order relates to persons dismissed from employment on the ground of serious misconduct. Where a worker, summarily dismissed, for serious misconduct, appeals to a Local Appeal Board, and the Board is of opinion that the dismissal was not justified on grounds of serious misconduct, the National Service Officer can now give a notice to this effect as an alternative to directing the worker's reinstatement. Where such notice is given the employment of the worker is to be regarded as being properly terminated on the date thereof, and the wages payable to the worker under the Order are to be calculated up to that date.

The new Order also states that its provisions are not to apply to members of the Armed Forces who, while employed as agricultural workers, are at the same time in receipt of pay from the Forces other than half-pay, reserve pay or retired pay; but such members who are on leave (but not on full service pay) or temporary release granted on compassionate grounds are exempted

\* *The Essential Work (Agriculture) (Scotland) Order, 1945.* S. R. & O. 1945, No. 790/S. 13. H.M. Stationery Office; price 2d. net (3d. post free).

† See the issues of this GAZETTE for October, 1941 (pages 194 and 209), and November, 1942 (page 188), respectively.

only from those provisions of the Order which relate to the engagement of agricultural workers. Another amendment provides that, where an agricultural worker has attained the age of 65 years, a National Service Officer is bound to grant permission to terminate employment on the application of either the worker or the farmer who employs him.

The Order came into force on 2nd July, 1945.

### REINSTATEMENT IN CIVIL EMPLOYMENT ACT.

#### ORDER RELATING TO TERMINATION OF FURTHER PERIODS OF WAR SERVICE.

The Reinstatement in Civil Employment (Termination of Further Periods of War Service) Order, 1945,\* was made on 21st June by the Minister of Labour and National Service, for the purpose of facilitating the reinstatement of certain persons with rights under the Reinstatement in Civil Employment Act, 1944.†

The Order concerns persons whose war service under the Act has been continued by civilian employment performed in consequence of a direction or written request made by the Ministry of Labour and National Service, or is service which they were released or discharged to perform.

The Minister may issue an individual notice under the Order to such a person when it is no longer necessary that he should continue to perform civilian services of the kind mentioned. The effect of the notice would be to bring a period of war service for the purposes of the Act to an end on the day specified in the notice. The person concerned would thus be able to apply for reinstatement with his pre-enlistment employer. The issue of a notice under the Order would have no other effect. In particular, it would not affect the legal relationship of the recipient with his present employer, or the need to give proper notice before leaving his present employment.

The Order came into force on 21st June, 1945.

\* S. R. & O. 1945, No. 783. H.M. Stationery Office; price 1d. net (2d. post free).  
† See the issue of this GAZETTE for January, 1944 (page 1) and April, 1944 (page 59).



## VOCATIONAL TRAINING SCHEME.

In April, 1944, the Government, as part of the general resettlement plan, announced the broad outlines of a scheme of industrial training.\* The intention of this scheme was to facilitate the resettlement in civil life of able-bodied men and women released from work of national importance, including industrial work; and, at the same time, by increasing the number of trained workers, to assist in overcoming the abnormal shortage of skilled labour for civil production due to the cessation during the war of recruitment and training for many peace-time occupations.

The scheme, which will be known as the Vocational Training Scheme, was brought into operation on 2nd July, 1945. Training will now be directed mainly towards resettlement, and training for the munitions industries and other essential war work will continue only on a limited scale.

The Ministry of Labour and National Service have issued a leaflet giving particulars of this new scheme of training. The details are given below.

**Purpose of the Scheme.**—The scheme has been devised to enable men and women released from war service to make a good start in jobs which will lead to their permanent resettlement. Courses of training in a large variety of skilled manual trades, and also in a number of non-manual occupations, are now available. Training will continue until after the end of demobilisation in order that the last to be released may have as good a chance of training for a satisfactory job as those who are released among the earlier groups.

**Persons Eligible.**—The scheme is designed to assist men and women released (a) from the Armed Forces and Merchant Navy, and (b) from other work of national importance, including industrial work. Persons in these classes will be eligible for a course of training if, because of their full-time war service, they have not had a chance to start or complete training for a skilled occupation or have had their occupation interrupted by such service. They must be able to prove that they are in need of training to enable them to obtain employment suitable to their general capacity.

**Basis of the Scheme.**—The Government has worked out training programmes for each occupation after consultation with employers' organisations and trade unions in each industry. This has been done to ensure that, when the training has been completed satisfactorily, trainees will be recognised as being fully qualified to work at the craft for which they have been trained. They will hold the same status as though they had entered through a normal apprenticeship, and they will be accepted by employers and trade unions accordingly. Some of the training courses are also accepted as leading towards such recognised certificates as those of the City and Guilds Institute.

**Training Courses Available.**—Trades in which training is available will vary from time to time to correspond with changes in the demand for labour, but it is probable that in a number of industries the shortage of skilled labour will continue for some time after the war. The choice of trades for which training will be made available in accordance with the demands of industry is very wide and includes the following major industries: agriculture; building (which covers ten trades in all); civil engineering; clerical and commercial occupations (including shorthand and typing); clothing; furniture manufacture; leather trades (including tanning, made-up leather goods, saddlery and harness-making, boot and shoe repairing, etc.); pottery; and retail distribution, etc. In addition to these, arrangements have been discussed with a large number of smaller industries. The latest information on the full range of trades in which training can be obtained, together with full particulars of areas, etc., will be supplied on application at any Local Office of the Ministry of Labour and National Service. A certain amount of information on training for individual trades will also be circulated through Service channels.

**Method of Training.**—Courses will usually be of six months' duration or longer, according to the trade, and will be given either:—

- (i) entirely in Government Training Centres or Technical Colleges; or
- (ii) partly in such Training Centres or Technical Colleges, followed by further training by the employer; or
- (iii) (in some industries) completely by employers.

The training will be "intensive"; that is, the aim will be to make the trainee qualified to work at his chosen trade as soon as possible, and the courses will include progress tests and a final passing-out test. In the case of a trainee who is a little slow in making a start, the course may be slightly lengthened, or the Ministry of Labour and National Service will try to find another trade for which he may be better suited. All training will be fully practical and will include work carried out under actual production conditions. Syllabuses have been agreed with experts from each industry, and the instructors will also be experts in their own lines. Those taking a course in a trade where it is usual for the employee to provide his own tools will be supplied with a kit of tools, free of charge, when they take up employment.

**Conditions during Training.**—There will be no charge for the training, which will be full-time, and allowances to cover living expenses for the trainee and his dependants will be paid during the training period. The rates of these allowances, which are not subject to Income Tax or to deductions for Health and Un-

\* See the issue of this GAZETTE for April, 1944 (page 57). Some particulars of the scheme were also given in the March, 1945, issue (page 46).

employment Insurance, were set out in last month's issue of this GAZETTE (page 93).

Training establishments will be set up in all large centres of population to avoid sending trainees away from home. Should this, however, be unavoidable, the Ministry of Labour and National Service will help the trainee to find accommodation, a living away from home allowance will, in certain circumstances, be granted, and fares to and from the training centre at beginning and end of training will be paid. In the larger training establishments there are well-equipped canteens where a good midday meal is provided. Various social activities, both indoor and outdoor, are organised in connection with these establishments.

**Employment after Training.**—On completion of training, the Ministry of Labour and National Service will help trainees to find work suited to the qualifications which they have gained through their training, and carrying the agreed rate of wages for the industry. Wherever possible, the Ministry will find the trainees employment in the area where they prefer to work, although this, of course, cannot be guaranteed. There will be no question of the men or women trained under this scheme being used as cheap labour.

If for any reason the employment in which a trainee was first placed should come to an end, the Ministry of Labour and National Service will help him to find another job. Once he is settled in the job for which he has been trained, it will be his responsibility to make his way up the scale in the same way as anyone else.

Copies of the leaflet (P.L.156) and any further information respecting the scheme can be obtained from any Local Office of the Ministry of Labour and National Service.

## RELEASE FROM H.M. FORCES.

### RULES FOR SPECIAL CLASSES.

Under the arrangements described in the White Paper on the re-allocation of man-power between the Armed Forces and civilian employment during any interim period between the defeat of Germany and the defeat of Japan (Cmd. 6548),\* provision is made for the release of certain workers, including individual specialists, required for urgent reconstruction work as a special class (Class B.). A leaflet has now been issued by the Ministry of Labour and National Service setting out the conditions and rules applicable to the release of individual specialists falling within this class. The leaflet also gives the rules relating to the release of men from the Forces on compassionate grounds.

**Individual Specialists.**—The general conditions to be fulfilled for the release of individual specialists are as follows: (a) the sole criterion for release must be the national interest; (b) the numbers released in advance of their release group must be kept to the absolute minimum; (c) release out of turn will not be allowed if there are other means of meeting the situation; (d) the man concerned will not be released if he is unwilling.

If these general conditions are fulfilled, the following rules must be applied in each case: (a) the man must be required for work that is vital in the national interest; (b) the post for which the man is required must be a key post; (c) the man must possess the experience, knowledge, training or special qualifications necessary for the post; (d) it must be proved that it would be against the national interest to wait for the man to be released in his normal turn; (e) it must be proved that the post could not be filled from available civilian sources and that no alternative arrangements could reasonably be made for the performance of the work; (f) a man will not be eligible for release to take up a post in which a civilian of his age would not be eligible for deferment under current deferment rules.

The undertaking desiring the man's release must apply to the Government Department principally concerned with their activities. This is the only channel of approach and application should not be made direct to the Service Departments or the Ministry of Labour and National Service. Application from the man himself (unless he is his own employer) cannot be entertained.

**Compassionate Releases.**—Release on compassionate grounds, except in cases of exceptional hardship, is for a temporary period only and may be granted for two reasons, *viz.*, domestic distress or business interest. To receive favourable consideration, the application must be based on hardship to the man himself or his family, and in addition the applicant, in appropriate circumstances, will be required to prove beyond reasonable doubt, in cases of domestic distress, (i) that his claim is genuine (by medical or other evidence), and (ii) that there is no other suitable person who is capable of assisting or of making alternative arrangements; or, as regards business interest, (i) that he is personally and financially interested in the business, (ii) that the business is in danger of being lost; and (iii) there is no other suitable person who is capable of running the business or of making alternative arrangements for it to be carried on.

As compassionate release is a matter entirely within the discretion of the Service Department concerned, the man himself, or the interested party on his behalf, should address the application to the man's commanding officer. This is the only authorised channel of approach.

\* See the issue of this GAZETTE for October, 1944 (page 164).

## "FOR YOUR GUIDANCE" PAMPHLETS.

To every man and woman released from the Forces in Class A is handed a pamphlet entitled "For your Guidance: What to do on leaving the Service, and how to do it."

Three main editions of this pamphlet have been produced jointly by the Ministry of Labour and National Service and the Service Departments. Each edition has a distinctive cover and bears the badge of the Service concerned. The contents vary from one edition to another as regards some points of detail in connection with Service matters, but the series is compiled on a single pattern and much of the subject-matter, which includes an outline of the facilities available for assistance in resettlement in civil life, is common to the three editions.

## RELEASE AND RESETTLEMENT BOOKLET.

The issue of this GAZETTE for April, 1945 (pages 58-59), contained an article reviewing a booklet entitled "Release and Resettlement," which had been compiled by the Ministry of Labour and National Service for distribution to men and women in the Forces. This booklet sets out the plan of release and gives information about resettlement, reinstatement, training, pensions, etc. A sale edition of this booklet has now been prepared and copies may be purchased either direct from H.M. Stationery Office at any of the addresses shown on the last page of this GAZETTE, or through any bookseller, price 3d. net (4d. post free).

## LABOUR SUPPLY FOR THE BUILDING MATERIALS AND BUILDING COMPONENTS INDUSTRIES.

Among the industries whose labour force must be built up because of their vital importance for the reconstruction of the country, the most urgent of all is building. To balance such a build-up, it is necessary to develop the labour force of those industries which supply the material for building, such as the brick, tile, and window-glass industries. The same is true of those industries which produce components for houses, such as gas and electrical appliances or hardware. In some of these industries the labour force was reduced through the call-up of operatives for the Forces or their transfer to the munition industries, while in others of these industries firms have been engaged in making other things than housing fittings.

There is reason for estimating that the labour force of these industries ought, if possible, to be augmented in the next nine months or so by something like 100,000 people. The need has by no means been overlooked, and arrangements of various kinds are being made to meet what it cannot be denied is a very difficult problem. The highest preference for labour supply from the common pool has been accorded to these industries, and they have been allotted their share of the men who will be released from the Forces under Class B. Further, these industries will be regarded as an essential part of the Housing Programme, and all special measures arranged for carrying out that programme will apply equally to the industries producing building materials and building components.

Probably the most helpful first step, however, would be to return to them their experienced workpeople now working in other industries. Accordingly, the Ministry of Labour and National Service have issued to the Press an announcement appealing for the return of former employees and for new recruits. This announcement states that housing is second only to the needs of fighting the war against Japan. The building materials, slate, tile, gypsum plaster and plasterboard, asbestos cement, window glass and iron castings industries urgently need their former employees back as well as new recruits as they become available. There are immediate vacancies. Workers will be allowed to return unless they cannot be spared from their present jobs because of their vital importance. Application should be made in the first instance to the nearest Local Office of the Ministry of Labour and National Service, or workers should apply to their previous employers. Former workers and recruits are also greatly needed in the stock and facing brick, gas and electric cooker, gas and electric meter, sanitary earthenware, glazed tile and vitreous enamelling industries.

It is hoped that, in the general interest, workpeople with experience of these industries will realise the very great importance of their return to them, and will be ready to go back even at the expense of some personal sacrifice. The speed and extent of such return, indeed, will govern to an important degree the progress of the building programme.

Employers also can help. Arrangements have been made for carefully "progressing" the build-up of the labour force of these industries. For this purpose, adequate statistical information as to the vacancies notified to the Exchanges, the numbers filled and the numbers outstanding will be essential. It is regrettable that the filling in of still more forms should have to be asked for, but in this case it is an inevitable step towards success. Everything practicable has been done to simplify this request and to reduce the information asked for to the minimum which is essential. Nevertheless, many firms will be asked to supply such information weekly and others at monthly intervals. It is greatly to be hoped that all will appreciate the importance of supplying those responsible for watching progress with the information so essential to them and will ensure that it is promptly supplied.

The task of manning-up these numerous industries again will not be a simple one, but there is every reason to hope that the measures taken will produce success.

## ASSISTANCE FOR TRANSFERRED WORKERS RETURNING TO HOME AREAS.

A leaflet has been issued by the Ministry of Labour and National Service setting out the types of assistance which will be available to enable workers to return to their home areas. The workers eligible for this assistance are those (1) who were transferred by or with the approval of the Ministry to work away from home on or after 1st June, 1940; (2) who are at liberty as far as their employment is concerned to return home; and (3) for whom similar assistance is not provided by their employers. Details of the assistance provided are given below.

**Fares.**—Free travelling warrants may be provided for the worker and for any dependants who have come to live with him in the area of employment.

**Household Removal Assistance.**—The reasonable cost of the removal of the normal furniture and household effects of an ordinary private household back to the former home area will be met by the Department, if the worker was assisted to remove the furniture and household effects to the area of his present employment. In addition, a grant of £2 will be made towards incidental expenses when the removal to unfurnished accommodation is completed. The worker should, however, consult the Local Office of the Ministry before making any arrangements for removal or incurring any expense, and he will be advised about obtaining estimates and method of removal.

Additional assistance, as described in the following paragraphs, will also be available to a married man (or an unmarried worker with similar responsibilities) who, in addition to the requirements set out above, (1) has had his dependants living with him in the area of employment, or living, in certain circumstances, in another area; (2) is unable to arrange for his dependants immediately to return with him to the former home area, *e.g.*, owing to lack of suitable accommodation; and (3) is placed forthwith by the Ministry of Labour and National Service in work of national importance in the former home area.

**Lodging Allowances.**—A lodging allowance, normally at the rate of 24s. 6d. a week, may be paid, up to a maximum period of 13 weeks, during employment, until the worker's dependants join him in the former home area.

**Continuing Liability Allowance.**—A continuing liability allowance, up to a maximum amount of 24s. 6d. a week, may be paid if the dependants join the worker in the former home area, but if he is still liable for rent, rates, etc., in respect of accommodation in the area in which the employment is being terminated. Alternatively, reasonable storage charges may be paid if the worker cannot remove his furniture and effects into suitable accommodation. The payment will be limited to a maximum period of 13 weeks, including the period for which lodging allowances may have been paid.

**Assistance in Emergencies.**—A worker who qualifies for payment of a lodging allowance may, during the period for which such allowances would be payable, be eligible for the following assistance if he is unable to make provision himself:—

- (1) He may be granted a free warrant to visit his dependants in case of serious domestic emergency requiring his presence;
- (2) If he himself is ill and it is desirable that he should be with his dependants, a warrant may be provided for him and for a travelling companion if this is necessary;
- (3) A warrant may be given for a near relative to visit him if he is taken seriously ill.

Workers in receipt of lodging allowances, whose wages are stopped during illness, may receive increased allowances whilst remaining in the former home area if they do not go into hospital. The lodging allowance is not payable whilst a worker is in hospital, but he may in case of need receive a personal allowance of 5s. a week.

Copies of this leaflet (P.L./E.D.L. 172) and any further information concerning the assistance described above can be obtained from any Local Office of the Ministry of Labour and National Service.

## TRAVELLING FACILITIES FOR TRANSFERRED WORKERS.

### AVAILABILITY OF RAILWAY WARRANTS AT BANK HOLIDAY PERIODS.

Persons transferred from home by the Ministry of Labour and National Service to work of national importance are eligible, subject to certain conditions, to receive from an Employment Exchange twice a year a travelling warrant which can be exchanged at a railway booking office for a return ticket to the home area on payment of 7s. 6d. The arrangements for 1945 were set out in an article on page 21 of the issue of this GAZETTE for February, 1945.

Hitherto this facility has had to be withheld during certain periods of traffic congestion on the railways, *e.g.*, over Bank Holidays, but it has now been decided that in future these cheap travel warrants will be made available at any time during the calendar year, including Bank Holiday periods. It is desired to point out, however, that heavy traffic congestion on the railways at Bank Holidays is likely to continue for some time and persons are earnestly urged to avoid travelling at Bank Holiday periods.



## HIGHER APPOINTMENTS.

## REORGANISATION OF THE APPOINTMENTS DEPARTMENT OF THE MINISTRY OF LABOUR.

In their Report on Higher Appointments (Cmd. 6576), the Committee under the chairmanship of Lord Hankey recommended that the Appointments Department of the Ministry of Labour and National Service should be reorganised in order to meet the needs of men and women who after war service would be seeking posts in the higher ranks of industry, commerce or the professions. A summary of the Report, together with particulars of the action taken on it, was given in the issue of this GAZETTE for January, 1945 (page 4). A leaflet (P.L. 102) describing the organisation and functions of the re-constituted Appointments Department has now been issued, and copies may be obtained from any Local Office of the Ministry of Labour and National Service.

The leaflet points out that the supply of persons to fill posts of a professional, administrative, managerial, or technical character is the focal point of the Department's activities. The Department also provides a careers advisory service which collects information on training facilities for various professions and callings and on the prospects of employment therein. An introductory handbook and a series of pamphlets on careers have been prepared for the guidance of those engaged in any form of war service and will be obtainable at all the Offices of the Appointments Department as soon as printing is completed (see below). Information regarding the Further Education and Training Scheme and the Disabled Persons (Employment) Act, 1944, may also be obtained at the Appointments Offices. These Offices are situated in thirteen large centres of population, viz.:—London, Cambridge, Reading, Bristol, Birmingham, Nottingham, Leeds, Manchester, Liverpool, Newcastle-on-Tyne, Edinburgh, Glasgow and Cardiff.

The Appointments Department is divided into two branches as follows:—

(1) The Technical and Scientific Branch, which deals with professional engineers, scientists, architects, land agents, surveyors and valuers. The work of this Branch is conducted centrally in London. Its address is York House, Kingsway, London, W.C.2.

(2) The Appointments Branch, which deals with persons having professional, administrative, managerial and executive qualifications or experience, and with persons having technical qualifications other than those appropriate to the Technical and Scientific Branch. Enrolments can be made at any of the Appointments Offices. In the case of certain posts of national importance and overseas vacancies the procedure is regulated by the London Office.

An employer who wishes to fill a vacancy of the type indicated above should get in touch with the appropriate Office. Particulars of persons who may be suitable for the post will then be supplied. The arrangements enable the registers of persons available throughout the country to be used for this purpose.

Persons who wish to find fresh employment and whose experience or qualifications are appropriate to the Technical and Scientific Branch should apply to that Branch. Those whose experience or qualifications are appropriate to the Appointments Branch should write to their nearest Appointments Office and arrangements can then be made for an interview, if desired, and enrolment.

The Appointments Department exercises no monopoly, but offers a State Service, free of charge, which works in close co-operation with professional organisations, University Appointments Boards and other specialist employment agencies.

## CAREERS BOOKLETS.

In last month's issue of this GAZETTE (page 93), reference was made to a general handbook and a series of pamphlets entitled "Careers for Men and Women" prepared by the Ministry of Labour and National Service for distribution throughout the three Services. A sale edition of the general handbook and of certain of the pamphlets has now been published and copies can be purchased either direct from H.M. Stationery Office at the addresses shown on the last page of this GAZETTE, or through any bookseller, price 3d. net each (4d. post free).

Pamphlets relating to the following occupations have so far been published:—

Accountancy and Cost Accountancy.	Hospital Administration.
Actuarial Work.	Housing Management.
Agriculture and Horticulture.	Journalism and Publishing.
Architecture.	Land Agency.
Auctioneering and Estate Agency.	Law: Barristers and Solicitors.
Brewing.	Librarianship.
Colliery Management.	Medicine and Surgery.
Dentistry.	Personnel Management.
Dramatic Art, Dancing and Music.	Pharmacy.
Forestry.	Science.
	Secretarial Work.
	Town Planning.
	Veterinary Surgery.

The pamphlets give particulars of the length and cost of training, the concessions available to ex-service entrants, the opportunities for employment after qualification, etc.

## DISTRIBUTION OF INDUSTRY ACT.

The Distribution of Industry Act, 1945, which received the Royal Assent on 15th June, is designed to enable the Government to secure a proper distribution of industry over the country as a whole by stimulating the industrial and social development of areas in which there is a special danger of unemployment (described as "Development Areas") and by exercising some measure of influence on industrial development in other areas where such influence appears to be desirable for economic, social or strategic reasons. The Act does not apply to Northern Ireland.

*Provisions relating to Development Areas.*—The Act empowers the Board of Trade to acquire land in Development Areas either by agreement or by compulsory purchase, so that premises needed for meeting the requirements of industrial undertakings or means of access thereto may be provided by the Board or by other persons. The Board of Trade may, with the consent of the Treasury, make loans to non-profit making trading or industrial estate companies to further the provision of industrial premises in such Areas, and the competent Minister of the Crown may make grants or loans towards the cost of improving basic services such as the provision of transport facilities, power, lighting or heating, and housing, health and other services. The Treasury also may, in accordance with the recommendations of an advisory committee, make annual grants or loans in respect of the capital requirements of industrial undertakings in these Areas.

Powers are vested in the Board of Trade to acquire derelict land in Development Areas and to carry out work upon it, with a view to bringing it into use or improving the amenities of the neighbourhood, and, with the consent of the Treasury, to make grants towards the cost of such work when undertaken by a local authority or a non-profit making company. No building or other work carried out by the Board of Trade under the Act may contravene the provisions of any scheme in force under the Town and Country Planning Acts, 1932.

The Special Areas (Development and Improvement) Acts, 1934 and 1937, are repealed by the new Act, which provides for the winding up of the affairs of the Commissioners for the Special Areas and for the continued operation of any agreements entered into by them.

The Development Areas, which are defined in a Schedule to the Act, are: the North Eastern Development Area, comprising Tyneside, County Durham and parts of the North Riding of Yorkshire; the West Cumberland Development Area; the South Wales and Monmouthshire Development Area; and the Scottish Development Area, which includes the cities of Glasgow and Dundee and the whole or parts of the counties of Dunbarton, Lanark, Renfrew, Ayr, Dumfries, Stirling, West Lothian and Midlothian. Not later than three years from the date of the Act, the Board of Trade is required to take into consideration the question whether any Area should be added to or removed from the Schedule. Orders to effect additions or removals may not be made without prior consultation with the local authorities concerned, and are not to be effective until approved by each House of Parliament.

*General Provisions relating to the Distribution of Industry.*—The Act stipulates that the Board of Trade must be notified of all proposals for the erection of industrial buildings with an aggregate floor space exceeding 10,000 square feet and forming part of a new industrial unit. No contract may be entered into or building operations started until 60 days after the giving of the notice of the proposed erection or such shorter period as the Board may allow. The Board may also require information to be furnished respecting the proposed situation of the building, the industrial process to be carried on therein, the estimated aggregate floor space, and the estimated number of workpeople to be employed. Failure to give the notification required is punishable by fine, and wilful furnishing of false information is punishable by fine or imprisonment or by both. The Board of Trade have power to issue regulations exempting any class or description of industrial building from these provisions of the Act; such regulations are to be laid before Parliament, and may be annulled by either House within forty days.

## NATIONAL INSURANCE (INDUSTRIAL INJURIES) BILL.

The National Insurance (Industrial Injuries) Bill,\* was presented to Parliament on 12th June, 1945, by the Minister of National Insurance, but further progress of the Bill was stopped by the dissolution of Parliament. The Bill was designed to give legislative effect to the proposals of the Government for replacing the present system of workmen's compensation, based on the Workmen's Compensation Acts, 1925 to 1943, by a new scheme of insurance against industrial injury, as set out in Part II of the White Paper on Social Insurance (Cmd. 6551).†

An Explanatory Memorandum has been published‡, indicating the changes made by the Bill in the scheme as outlined in the White Paper. The principal changes embodied in the Bill involve

\* House of Commons Bill 68 (Session 1944-45). H.M. Stationery Office; price 1s. 3d. net (1s. 5d. post free).

† See the issue of this GAZETTE for October, 1944, page 163.

‡ National Insurance (Industrial Injuries) Bill: Explanatory Memorandum by the Minister of National Insurance. Cmd. 6651. H.M. Stationery Office; price 2d. net (3d. post free).

## DOMESTIC WORK IN HOSPITALS.

## RECRUITMENT OF WOMEN FROM BELGIUM.

In view of the serious shortage of women for domestic work in hospitals in London the possibility of recruiting women in Belgium has recently been discussed with the Belgian Government. That Government readily agreed to co-operate in a scheme for this purpose and a delegation from the Belgian Foreign Office and the Belgian Ministry of Labour, accompanied by two Belgian women trade unionists, came to London recently to discuss and settle details and to visit some of the hospitals. The first contingent of women, numbering about 250, arrived in England in mid-July, and a second party was expected to follow about a fortnight later.

There is still a large number of vacancies for hospital domestic workers in Great Britain. About one-quarter of these are in the London and South Eastern Region, which comprises the Metropolitan Police Area (approximately) and the Counties of Kent, Surrey and Sussex. The shortage of domestic workers in the hospitals of the London area was aggravated by demands for domestic staff for hostels opened for building workers brought into London for the repair of bomb damage, as well as for hostels and clubs provided for Service personnel.

The Belgian women workers for the London hospitals are to be employed on the same terms and conditions as are applicable to British women workers. The British Embassy in Belgium, in conjunction with the Belgian Government, arranged for the workers to be sent over. On their arrival at a reception centre in London, the women were issued with identity cards, ration cards and clothing coupons and they were then allocated to the London hospitals which have agreed to take part in the scheme.

The recruitment and bringing over of these Belgian women to assist London in its difficulties was greatly facilitated by the cordial co-operation of the Belgian Ministry of Labour, inspired by the desire to give the utmost possible help in easing the staffing problem of London's hospitals.

## CONTROL AND ORGANISATION OF DOCK LABOUR.

## WORK OF THE NATIONAL DOCK LABOUR CORPORATION.

A review of the activities of the National Dock Labour Corporation during 1944 was given by the Chairman at the Fifth Annual Meeting of the Corporation which was held on 26th June.

The Chairman stated that the total earnings (exclusive of attendance money) of workpeople in the employment of the Corporation rose from £8½ million in 1943 to £12½ million in 1944. This increase was due primarily to the expansion of employment which first became apparent in June, 1943, and had been maintained almost without a break throughout 1944. The raising of the national minimum time rate of wages in March, together with an extension of the piece-work system and considerable shift and overtime working, had also contributed to the increase in earnings. Average *per capita* earnings during the income-tax year ended April, 1945, were £8 1s. 11d. a week, over all Corporation Ports.

The Chairman referred to the part played by the Corporation in the critical days preceding and following the invasion of Europe. In the three months before the landing in June, 5,000 men had been recruited for dock labour, of whom 3,500 were new to the industry. For two or three months after the landing very great demands were made upon the Corporation's manpower resources, and dockers were required to work long hours for seven days a week. The Directors' Report which was laid before the Meeting showed that the number of registered port transport workers reached a peak of 44,900 in September, and stood at 43,200 at the end of the year.

With regard to the future, the Chairman remarked that there were over 8,000 dockers in the Forces and in the Merchant Navy who would expect to find a new order in the industry on their return. The Corporation had in fact set up an administrative machine which offered more modern methods of engagement and regular weekly pay; but it could not be claimed that the de-casualisation of the industry had yet been achieved. Nearly four years' experience of the working of Dock Labour Schemes had shown that certain modifications were necessary in the interests of both employers and workers. Nevertheless, the Chairman was of the opinion that, until the future of the Corporation was assured, there was little point in establishing new Schemes.

The Chairman noted that the carrying out of the Corporation's welfare programme had been hindered during recent months. Legal objections had prevented the inauguration of the port medical schemes which had been prepared by Local Boards with the object of furnishing immediate medical services to men working at the docks. In this connection he pointed out that the industry had one of the highest accident rates and that experience on Merseyside and Clydeside had clearly established the value of efficient port medical services in reducing the amount of time lost through sickness and accidents.

Reference was made in the Chairman's speech to the training scheme established in 1942 in order to assist dockers and others to qualify themselves for posts under the Corporation. The Chairman stated that 50 men, including 35 dockers, had taken the three months' course offered by the scheme, and that most of these were now serving as managers, port labour officers or welfare officers.

increases in the amount of the benefits payable to injured persons and their dependants. Other changes include the extension of the scheme to children under the school-leaving age, and a modification in favour of the workman of the definition of "arising out of and in the course of employment" as applied to accidents.

The Memorandum also presents an outline of the scheme set out in the Bill, including details of the scope of the scheme, the amounts of contributions and benefits, method of administration, etc., supplemented by statements, in tabular form, showing the benefits payable in certain cases (a) under the Workmen's Compensation Acts, (b) as proposed in the White Paper, and (c) as proposed in the Bill.

## THE EDUCATION (SCOTLAND) ACT.

## PROVISIONS AFFECTING THE EMPLOYMENT OF JUVENILES.

The Education (Scotland) Act, 1945, which received the Royal Assent on 15th June, applies to Scotland the Government's policy for the development of education in Great Britain\* and includes, *inter alia*, provisions for the raising of the school-leaving age and for the compulsory part-time education of young persons up to the age of 18 years.

*Primary, Secondary and Further Education.*—The Act makes it the duty of education authorities in Scotland to secure the adequate and efficient provision, throughout their areas, of free primary and secondary education and of further education. In the case of young persons over school age who have not yet attained 18 years, further education is to take the form of compulsory attendance at approved part-time, or, in exceptional cases, full-time courses of instruction. This instruction is to be given, without charge, at junior colleges. Further education will also include the provision of voluntary part-time and full-time courses of instruction, and cultural and recreative activities for persons over school age. The education authorities are required to draw up and submit to the Secretary of State for Scotland for his approval schemes indicating the manner in which they propose to fulfil their duties under the Act.

*Raising of the School-Leaving Age.*—The Act imposes upon parents the duty of securing for their children efficient education, either by regular attendance at school or by other means, from five years of age until the school-leaving age, which is to be raised from 14 to 15 years. The raising of the school-leaving age is, however, to be postponed until 1st April, 1946, or such subsequent date within one year thereafter as the Secretary of State for Scotland may appoint, having regard to the time required for enabling adequate provision to be made for the necessary additional supply of teachers and school accommodation. The school-leaving age is to be further raised to 16 years as soon as the Secretary of State considers that such an extension is practicable.

*Compulsory Attendance at Junior Colleges.*—The education authorities are to serve notices on all young persons, with certain exceptions, who are over school age but have not attained 18 years directing them to attend a junior college for one whole day or two half-days in each of 44 weeks (or for one continuous period of eight weeks or two periods of four weeks) in each year, or, in special circumstances, for periods aggregating 330 hours in the year. The hours spent at junior colleges are to be reckoned as part of the pupils' working hours in their employment. Except when in residence in colleges or hostels, young persons must not be required to attend junior colleges on Sundays or on holidays to which they are entitled in the course of their employment, or between 6 p.m. and 8.30 a.m.

Employers are required to notify the education authorities of all engagements and terminations of employment of young persons, and they are to be provided with copies of all notices served upon young persons in their employment. The Secretary of State for Scotland and the Minister of Labour are to give directions to education authorities and to local offices of the Ministry of Labour, respectively, for ensuring due consultation and exchange of information between such authorities and offices.

The provisions of the Act which relate to the compulsory attendance of young persons at junior colleges will come into operation on a date to be determined by the Secretary of State. This date is to be not later than three years after the date on which the school-leaving age is raised to 15 years.

*Restriction of Employment.*—The education authorities are required to prohibit or restrict the employment of any child of school age which is considered to be prejudicial to his health or to render him unfit to obtain the full benefit of the education provided. The decision of the authorities is, however, subject to the right of appeal to the Secretary of State by the parent or employer concerned. This provision is supplementary to the legislation regulating the employment of children in Scotland.

*Date of Operation.*—Except where otherwise specified in the Act (see, for example, the particulars given above relating to the raising of the school-leaving age and to compulsory attendance at junior colleges), it is provided that the various provisions of the Act are to come into operation on a date or dates to be appointed by the Secretary of State for Scotland. An Order made on 25th June by the Secretary of State has now appointed 2nd July as the date from which certain of the provisions of the Act (specified in a Schedule to the Order) shall operate.

\* See the issue of this GAZETTE for AUGUST, 1943 (page 112).

† The Education (Scotland) Act, 1945, (Appointed Days) (No. 1) Order, 1945. S.R. & O. 1945, No. 787/S. 30. H.M. Stationery Office; price 1d. net (2d. post free) —see page 124.



## FIRST AID SERVICES FOR FACTORIES.

The Ministry of Labour and National Service have recently issued a revised edition of the illustrated pamphlet entitled "First Aid Services for Factories."\* The object of the pamphlet as stated in the introduction is to give guidance to occupiers of factories in establishing efficient first aid services in their factories. The importance of first aid in industry is strongly emphasised, and the pamphlet mentions that at the present time the annual cost of industrial accidents in most, but by no means all, of the industrial field is estimated at £17½ million for workmen's compensation alone. Factory occupiers have to bear a large portion of this cost, which, it is believed, could be considerably reduced if an efficient first aid service were provided in every factory. In the smaller factories, where the risk of injury is slight, there has been a tendency in the past to neglect the provision of a first aid service; the pamphlet deprecates this tendency, pointing out that the number of such factories is very large, and that a few minor but neglected injuries in each means a large amount of serious disablement. The benefits of an effective first aid service are shown to be invaluable to both employer and worker. Suffering is alleviated, and workers who have met with slight accidents are enabled to resume work almost immediately, while, in cases of severe accident, recovery and return to work may be materially expedited.

The pamphlet points out that under the Factories Act, 1937, first aid arrangements are required in all factories and that special arrangements are also required in a number of classes of factories under various Regulations and Welfare Orders. These arrangements include the provision of First Aid Boxes in all cases and a Central Ambulance Room or Combined Ambulance Room and First Aid Post in the larger works. Instructions and suggestions with regard to first aid arrangements are given in separate sections of the pamphlet under the following headings: (a) First Aid Boxes; (b) Ambulance Room; (c) Organisation of First Aid in the Factory; (d) Accident Records; (e) Joint Ambulance Room Services; and (f) Medical Supervision. The pamphlet is illustrated by a number of plates showing various aspects of medical and first aid services in factories. An appendix contains extracts from the Factories Act, 1937, and from other official documents relating to the provision of first aid services. Two other appendices present samples of accident record forms, and plans of ambulance rooms, respectively.

## WELFARE OF WORKERS.

### ISSUE OF INDUSTRIAL TOWEL COUPONS FOR CERTAIN WORKERS.

As a result of negotiations between the Ministry of Labour and National Service and the Board of Trade industrial towel coupons may now be issued to certain classes of workers not covered by the Factory Acts, provided they are employed for more than 22 hours per week and their employers normally provide washing facilities for them. The workers concerned are: (a) cement workers, including lime kiln workers at or near the quarry (not engaged in manufacture which is covered by the Factory Acts); (b) coal and coke distributors; (c) petroleum workers (storekeepers, yard hands and drivers of "pool" vehicles at petroleum depots, not including blending depots covered by the Factory Acts); (d) chimney sweeps; and (e) charcoal burners.

Application for a certificate entitling the holder to an issue of industrial towel coupons should be made on a form to be obtained from the Regional Welfare Officers of the Ministry of Labour and National Service, the addresses of whom may be obtained from any Local Office of the Ministry. The form should be completed by the employer, except in the case of chimney sweeps and charcoal burners who may make individual applications.

The ration of towels for which the certificates are to be issued is to last until 31st December, 1945, and is at the rate of 6 coupons for each 10 workers, each certificate having the coupon value shown on it. Towels not exceeding 3 sq. feet require half a coupon each, those over 3 but not over 6 sq. feet require one coupon, and those over 6 but not over 12 sq. feet require two coupons.

## REGISTRATION FOR EMPLOYMENT ORDERS.

### FURTHER REGISTRATION OF WOMEN.

All women, whether married or single, with or without children, who were born between 1st January, 1927, and 30th June, 1927, both dates inclusive, were required to register under the Registration for Employment Orders on 21st July, 1945, unless they belonged to certain classes specifically exempted under the Orders.

The women so registered will be considered where necessary for vital employment under the procedure of the Registration for Employment Orders, but it is not proposed to compel these women to take work away from home. They can, however, volunteer for nursing and, subject to certain restrictions, for other Services, including the Women's Auxiliary Services.

\* Ministry of Labour and National Service Welfare Pamphlet No. 4. H.M. Stationery Office; price 1s. net. (1s. 1d. post free).

## REGISTRATION OF BOYS AND GIRLS.

A further registration of young persons subject to the Registration of Boys and Girls Order, 1941, took place on 28th July, 1945, in accordance with standing arrangements under which such registrations are normally held on the last Saturday of each month to cover boys and girls attaining the age of 16 since the date of the previous registration.

Subject to the exemptions specified in the Order, the obligation to register on that date applied to all British boys and girls resident in England and Wales or Scotland who were born between 1st July, 1929, and 28th July, 1929, both dates inclusive.

In connection with this registration, all boys and girls, British and alien, resident in England and Wales or Scotland, who were born within the specified period were required, in accordance with arrangements made between the Ministry of Labour and National Service and the Registrar-General, to attend for exchange of identity cards.

## WOMEN STUDENTS AT UNIVERSITIES, ETC.

### ARRANGEMENTS FOR ENTRY IN THE AUTUMN OF 1945.

The Ministry of Labour and National Service have made certain modifications in the arrangements for the admission of women to Universities and other educational and training institutions. The arrangements for those women who wish to commence full-time courses of further education or training in the autumn of 1945 are set out below. It will be appreciated that arrangements made for the reservation of students may have to be adjusted to the national situation and that it is difficult to stipulate far in advance the conditions which should govern entry to courses of training.

Hitherto the entry of women into full-time courses of further education and training has been subject to certain restrictions in regard to age, but the Ministry of Labour and National Service have now made arrangements for the removal of all age restrictions in the case of women entering on courses in the autumn of 1945. The existing arrangements governing the release of women who wish to enter upon or resume courses of training in preparation for the teaching profession will remain in force. Women of any age who are accepted for admission to specified teachers' courses will be permitted to proceed to training provided that they can be released from their present war work. Any women released from their national service, and not required for alternative national service, will be permitted to enter upon recognised courses of training (i.e., courses which lead to a standard qualification) irrespective of their nature or duration. In view of the difficulty of saying in advance whether any particular woman will be in a position to commence or resume training in the autumn, Universities and other educational and training institutions have been asked to postpone their final decisions on the admission of women students until a date near the beginning of the autumn term. It has further been suggested that, in selecting students for admission, educational establishments will wish to give preference, within the limits of academic suitability, to those who have performed national service.

So long as women remain liable to undertake some form of national service, it will be necessary to restrict the courses which may be taken by women proceeding to training straight from school to those providing qualifications which are essential in the national interest. Women entering upon courses of study of this type will be reserved only so long as they continue to make satisfactory progress in their studies. They will, however, be permitted to take courses of normal duration.

Women already reserved under earlier arrangements will now also be permitted to take full courses of study including supplementary courses for professional qualifications.

## INDUSTRIAL AND STAFF CANTEN UNDERTAKINGS.

### WAGES REGULATION PROPOSALS.

The Industrial and Staff Canteen Undertakings Wages Board on 6th July issued a notice, under the Catering Wages Act, 1943, of its intention to submit to the Minister of Labour and National Service wage regulation proposals for minimum remuneration and holidays with pay affecting certain workers employed in industrial and staff canteens. Further notice will be given if the proposals are made effective.

## FOOD CONTROL.

### CHANGES IN MAXIMUM RETAIL PRICES.

As a result of an amending Order made by the Minister of Food, the maximum retail prices of new potatoes previously scheduled in the New Potatoes (1945) Crop Order, 1945, were reduced in respect of sales during the periods 26th June to 9th July in Great Britain and 29th June to 5th July in Northern Ireland. Other recent Orders of the Minister of Food have prescribed new schedules of maximum retail prices for plums, pears, raspberries, nuts and smoked salmon, in substitution for the maximum price schedules in earlier Orders.

### INCREASE IN TEA RATION.

The Minister of Food has announced that the ordinary ration of tea will be increased from 2 ounces to 2½ ounces per week as from 22nd July; for persons of 70 years of age and upwards who have been in receipt of 3 ounces per week since 10th December, 1944, there will be no further increase in the ration.

## CHANGES IN RATES OF WAGES AND HOURS OF LABOUR IN JUNE.

### Rates of Wages.

In the industries covered by the Department's statistics, the changes in rates of wages reported to have come into operation in the United Kingdom during June resulted in an aggregate increase estimated at approximately £140,000 in the weekly full-time wages of nearly 900,000 workpeople. These figures do not take account of increases which affected shop assistants and clerks in certain important sections of the distributive trades and agricultural workers in Northern Ireland.\*

The principal industries in which wage rates were increased during June included cotton spinning and manufacturing, iron and steel manufacture and certain sections of the distributive trades. Other industries and services in which increases were reported included paint, colour and varnish manufacture, the soap, candle and edible fat industry, wire manufacture, electrical cable making, the gold, silver and allied trades at Birmingham, tobacco manufacture, the laundry service, and agriculture in Northern Ireland.

For workpeople employed in the cotton industry wage rates were increased generally by 7s. a week for adults and 4s. for juveniles. In the iron and steel industry (pig-iron manufacture, iron puddling, steel melting and rolling, etc.), the flat-rate additions to wages were increased by 1d. a shift for men and ¾d. or ½d. a shift for youths and boys in most districts, under the operation of sliding-scale agreements based on the official cost-of-living index figure. Shop assistants, clerks and other classes of distributive workers employed by wholesale and retail co-operative societies were granted a further war advance of 3s. 6d. a week for those aged 21 years and over, and 3s. or 2s. a week for younger workers. Similar classes of workpeople engaged in the retail distribution of groceries, provisions and other foods, and in the retail drapery, outfitting, footwear, furnishing and allied trades received increases of 3s. a week, irrespective of age or sex.

In paint, colour and varnish manufacture the minimum rates of wages were increased by 4s. a week for men and women,

other than women wholly employed in place of men to whom an increase of 3s. a week was granted. In the soap, candle and edible fat industry the rates of adults were increased by 4s. a week, with proportional increases for younger workers. In iron and steel wire and wire rope manufacture, the operation of cost-of-living sliding scales resulted in increases of 2s. a week for men and 1s. 6d. a week for women, with smaller increases for younger workers. To male workers in the electrical cable making industry advances were granted of 4s. 6d. a week for men and of smaller amounts for youths and boys. In the gold, silver and allied trades in Birmingham the adoption of revised scales of minimum rates resulted in increases ranging from 3d. to 6d. an hour for different classes of men, and increases of 10s. a week for skilled women and 7s. 11d. for unskilled women. In tobacco, cigarette, etc., manufacture, the statutory minimum rates of wages were increased, under a cost-of-living sliding scale, by 5½d. a week in the case of men and by 3½d. a week in the case of women and juveniles. Workpeople employed in laundries scheduled under the Essential Work Order received increases of 3s. a week in the case of those aged 18 and over and 2s. a week in the case of those under 18 years. The minimum rates of men employed in agriculture in Northern Ireland were increased by 4s. a week, with smaller increases for youths and boys.

Of the estimated increase of £140,000, about £37,000 was the result of arrangements made by joint standing bodies of employers and workpeople (including £800 under cost-of-living sliding scales arranged by such bodies); £4,000 was due to the operation of other sliding scales based on the official cost-of-living figure; £60,000 took effect under arbitration awards; and the remainder was the result of direct negotiations between employers and workpeople or their representatives.

### Hours of Labour.

No important changes in hours of labour were reported during June.

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JUNE.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Agriculture	Northern Ireland ..	18 June	Male workers, 16 years of age and over, other than workers employed in scutching flax and tow.	Increases of 4s. a week in minimum time rates for workers 21 years and over and of 2s. 3d. or 2s. 6d., according to district, for workers 16 years and under 17, rising to 3s. 9d. at 20 and under 21. Minimum time rates after change for workers 21 years and over 5s. 3d. to 6s., according to district.†
Mining and Quarrying.	South and West Durham ..	4 June	Limestone quarrymen .. ..	Flat-rate addition to wages, previously granted, increased by 1d. a shift (2s. 8d. to 2s. 9d.) for men and youths 18 years and over, and by ¾d. (1s. 4d. to 1s. 4½d.) for boys.
	Cleveland .. ..	do.	Iron-ore miners .. ..	Cost-of-living bonus increased at the rate of 0.7d. a shift for men and youths 18 years and over, and of 0.35d. for boys (calculated to the nearest halfpenny). Cost-of-living bonus after change, for 6 shifts worked: men and youths 14s. 11½d., boys 7s. 5½d.
Cumberland .. ..	25 June	Iron-ore miners .. ..	Flat-rate addition to wages, previously granted, increased by ½d. a shift (2s. 3d. to 2s. 3½d.) for men and youths 18 years and over and 1s. 1½d. to 1s. 2d. for boys.‡	
	West Cumberland ..	do.	Limestone quarrymen .. ..	Flat-rate addition to wages, previously granted, increased by ½d. a shift (2s. 8d. to 2s. 9d.) for men, by ¾d. (2s. 9d. to 2s. 9½d.) for youths 18 and under 21 years, and by ½d. (1s. 10d. to 1s. 10½d.) for boys.
	North Lincolnshire ..	3 June	Ironstone miners and quarrymen ..	Flat-rate addition to wages, previously granted, increased by 1d. a shift (4s. 4d. to 4s. 5d.) for men, by ¾d. (3s. 3d. to 3s. 3½d.) for youths 18 and under 21 years, and by ½d. (2s. 2d. to 2s. 2½d.) for boys.
	Notts., Leics., and adjoining parts of Lincs., Northants. (including Corby) and Banbury.	do.	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages, previously granted, increased by 0.1d. an hour (4.7d. to 4.8d.) for men, by 0.075d. (3.525d. to 3.6d.) for youths 18 and under 21, and by 0.05d. (2.35d. to 2.4d.) for boys.‡
Slag and Tar Macadan.	Southorpe (certain firms).	4 June	Men, youths and boys .. ..	Flat-rate addition to wages, previously granted, increased by 1d. a shift (3s. 8d. to 3s. 9d.) for men and for women and youths employed on men's work, by ¾d. (2s. 9d. to 2s. 9½d.) for youths 18 and under 21 years and for women employed on youths' work and by ½d. (1s. 10d. to 1s. 10½d.) for boys and for girls on boys' work.
Coke Manufacture	Cumberland, South Durham, Cleveland, Lincolnshire and Northamptonshire (certain firms).	3 June	Men, youths, boys, women and girls employed at coke oven plants attached to blastfurnaces.	Increase of ½d. an hour in time rates for men and women. Standard basic rates after change include: men—day labourers 1s. 9d., shift workers, 3-shift system 1s. 11d., 2-shift system (day shifts) 1s. 10d., night workers (continuous) 1s. 11½d., women—on women's work, at 21 years and over 1s. 2½d., on men's work, for 1st month 1s. 2½d., thereafter 1s. 4½d., or, if carrying out men's work in full without assistance or supervision, the full men's rates.**
Chemical Manufacture.	England and Wales (certain firms).**	Beginning of 1st full pay period after 28 June.	Men and women employed in the manufacture of heavy chemicals.	Increases of 4s. a week in basic rates for men 21 years and over and women 18 and over, and proportional increases for youths, boys and girls.
Soap, Candle and Edible Fat Manufacture.	Great Britain .. ..	1st pay in week beginning 11 June.	Men, women, youths, boys and girls.	Increase of ½d. an hour in minimum rates for men and women 21 years and over, and of ¼d. for juveniles.
Fat Melting and Bone Degreasing.	Great Britain (certain firms).	1st pay week in June.	Men, women, youths, boys and girls.	Increases of 4s. a week in minimum rate for men and of 1s. to 3s. 6d., according to age, for youths and boys. Minimum rates after change, inclusive of war bonus: men 81s. 6d., youths and boys 21s. at 14 years, rising to 69s. at under 21.
Paint, Colour and Varnish Manufacture.	Great Britain .. ..	1st pay day in week beginning 4 June.	Men, youths and boys .. ..	Increase of 3s. a week in minimum rate. Minimum rate after change, inclusive of war bonus: 58s. during first six months' service, 65s. thereafter.
			Women 21 years and over wholly employed in place of men.	Increases of 4s. a week in minimum rate for women 21 years and over and of 1s. 6d. to 3s. 9d., according to age, for girls. Minimum rates after change, inclusive of war bonus: women 52s.; girls 21s. at 14 years, rising to 48s. 9d. at under 21.
			Other women and girls .. ..	

\* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting Government employees, agricultural workers, shop assistants and clerks, for which classes the information available is not sufficient to form a basis for statistics. Where information is available, however, details of changes in the wages and hours of these classes are shown in the list of principal changes recorded. The estimates of the effects of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect either of short time or of overtime.

† These increases took effect under an Order issued under the Agricultural Wages (Regulation) Acts (Northern Ireland), see page 123. Details of the minimum rates are contained in the Order, obtainable from H.M. Stationery Office.

‡ Under cost-of-living sliding-scale arrangements.

§ Additional war bonus, previously granted, of 3s. a shift worked for men and youths and of 1s. 6d. for boys, remained unchanged.

¶ Wages continue to be supplemented by incentive bonuses of ½d. to 4d. an hour, according to output.

\*\* Women aged 21 years and over are not to receive less than 4s. 8d. a shift, plus an addition of 66.5 per cent, and a flat-rate addition of 3s. 9d.

\*\*\* This increase was the result of an award of the National Arbitration Tribunal; increases for younger workers are to be settled by negotiation between the parties (see page 123). The award did not apply to workpeople employed by constituent firms of Imperial Chemical Industries Ltd.



## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JUNE—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Iron and Steel Manufacture.	Cleveland and Durham, West Cumberland and North Lancs., North Lincs., Derbyshire, Notts., Leics., Staffs., Northants. and South Wales and Mon.	3 June	Workpeople employed at blast-furnaces, except those whose wages are regulated by movements in other industries.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 8d. to 3s. 9d.) for men and for women and youths employed on men's work, by ½d. (2s. 9d. to 2s. 9½d.) for youths 18 and under 21 years and for women employed on youths' work and by ¼d. (1s. 10d. to 1s. 10½d.) for boys and for girls doing boys' work.
	North-East Coast Area	do.	Iron puddlers and millmen . . . .	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 8d. to 3s. 9d.) for men, by ½d. (2s. 9d. to 2s. 9½d.) for youths 18 and under 21 years, and by ¼d. (1s. 10d. to 1s. 10½d.) for boys.
	Great Britain†	do.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producers, semi-skilled workers and labourers, etc.).	
	Great Britain‡	4 June	Workpeople employed at steel sheet rolling mills.	
	North-East Coast Area	3 June	Workpeople employed at steel rolling mills.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 8d. to 3s. 9d.) for men and women, by ½d. (2s. 9d. to 2s. 9½d.) for youths and girls 18 and under 21 years, and by ¼d. (1s. 10d. to 1s. 10½d.) for those under 18.
	Barrow-in-Furness . . . .	do.	Rail millmen, merchant millmen, enginemen, cramenen, etc.	
	Workington . . . . .	do.	Steel millmen and labourers (datal workers).	
	Scunthorpe . . . . .	do.	Steel millmen, wagon builders and repairers.	
	Bilston . . . . .	do.	Steel millmen, maintenance men, etc.	
	West of Scotland . . . .	do.	Millmen, gas producers, enginemen, cramenen, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel-rolling mills.	
South-West Wales . . . .	do.	Workpeople employed in Siemens steel manufacture, other than bricklayers and carpenters.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (2s. 7d. to 2s. 8d.) for men and for women employed on men's work and by ½d. (1s. 3½d. to 1s. 4d.) for youths and boys, and for women employed on youths' and boys' work.	
Galvanising	England and Wales	4 June	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 8d. to 3s. 9d.) for men and women, by ½d. (2s. 9d. to 2s. 9½d.) for youths and girls 18 and under 21 years, and by ¼d. (1s. 10d. to 1s. 10½d.) for those under 18.
	South Wales, Monmouthshire and Gloucestershire.	3 June	Men, women and juveniles, other than those engaged on maintenance work.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 8d. to 3s. 9d.) for men, and for women 21 years and over employed on men's work and by ½d. (1s. 10d. to 1s. 10½d.) for other women and juveniles.
Tinplate Manufacture.	South Wales, Monmouthshire and Gloucestershire.	3 June	Men, women and juveniles, other than those engaged on maintenance work.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 8d. to 3s. 9d.) for men, and for women 21 years and over employed on men's work and by ½d. (1s. 10d. to 1s. 10½d.) for other women and juveniles.
	Newport and Landore.	3 June	Men, youths and boys . . . . .	Cost-of-living bonus increased* by ½d. a shift for men and by ¼d. for youths and boys.
Tube Manufacture.	Great Britain . . . . .	3rd pay day in June.	Men, youths and boys employed as timeworkers or pieceworkers, other than plumber-jointers, etc.	Increases of 4s. 6d. a week of 47 hours in cost-of-living addition for adult males and of 1s. 1½d. to 3s. 11½d., according to age, for youths and boys. Inclusive rates after change for timeworkers: men—District I 82s. 0½d. to 96s. 8½d., according to class of occupation, District II 79s. to 94s.; youths and boys—Districts I and II 23s. 3d. at 14 years rising to 67s. 9d. at 20 and under 21.¶
	Great Britain . . . . .	1st full pay period beginning on or after 12 May.	Men employed in engineers' (small) tools manufacture.	Increase of 4s. 6d. a full week (47 hours) in basic rates of adult male datal workers and piece workers.**
Electrical Cable Manufacture.	Great Britain . . . . .	1st full pay period beginning on or after 12 May.	Men employed in machine knife and allied trades, in saw manufacture and in agricultural machine parts manufacture.	Increases of 4s. 6d. a full week (47 hours) in base rates of adult male datal workers, and of an equivalent amount in basic datal rates of adult male piece workers.**
	Great Britain . . . . .	1st full pay period beginning on or after 26 May.	Men employed in file manufacture and grinding.	Increase of 4s. 6d. a full week (47 hours) in basic rates of adult male datal workers.
Edge Tool Manufacture.	Great Britain . . . . .	1st full pay period beginning on or after 19 May.	Men employed in heavy edge tool manufacture.	Increases of 4s. 6d. a full week (47 hours) in base rate of adult male datal workers, and of 1½d. an hour in basic datal rates of adult male piece workers.**
	Great Britain . . . . .	1st full pay period beginning on or after 16 June.	Youths and boys employed in machine knife and allied trades, saw manufacture, agricultural machine parts manufacture, heavy edge tool and engineers' (small) tools manufacture.	Increases in base rate of ¼d. an hour at 14 years rising to 1d. at 20 and under 21. Weekly rates after change, inclusive of war bonus for a 47-hour week: datal workers and piece workers when working datal 18s. 7½d. at 14 years rising to 61s. 4d. at 20 and under 21.††
Iron and Steel Wire Manufacture.	Great Britain . . . . .	1st full pay week in June.	Men, youths, boys, women and girls.	Increases* of 2s. a week for men 21 years and over, of 1s. 3d. or 1s. 6d., according to age, for youths and boys, of 1s. 6d. for women 21 years and over and from 1s. to 1s. 3d., according to age, for girls under 21.
	Great Britain . . . . .	do.	Men, youths, boys, women and girls.	
Wire Rope Manufacture.	Birmingham . . . . .	1st pay day in May.	Men, youths and boys . . . . .	Increases varying, in the case of men, from approximately 3d. to 6d. an hour, as a result of the adoption of revised minimum rates, as follows: men—skilled 2s. 6d. an hour or 117s. 6d. a week (47 hours); semi-skilled 2s. 1½d. or 99s. 10½d., unskilled 1s. 9½d. or 84s. 2½d.; youths and boys—indentured apprentices 27½ per cent. of adult rate at 15 years rising to 87½ per cent. at 20½, other youths and boys 25 to 85 per cent.‡‡
	Great Britain . . . . .	do.	Women and girls . . . . .	Increases of 10s. a week for skilled women, and of smaller amounts for other women, 19 years and over, and for girls, as a result of the adoption of revised minimum rates, as follows: women—skilled 1s. 4½d. an hour or 65s. a week (47 hours); semi-skilled 1s. 2½d. or 56s. 9½d., unskilled 1s. 1d. or 50s. 11d.; girls 37½ per cent. of adult rate at 15 years rising to 85 per cent. at 18½.††
Cotton	Lancashire, Cheshire, Yorkshire and Derbyshire.	Pay day in week beginning 11 June (in respect of previous week).	Workpeople employed in cotton preparing, spinning and doubling establishments.	Flat-rate addition to wages increased by 7s. a week of 48 hours (9s. to 16s.) for adult occupations and by 4s. (5s. to 9s.) for juvenile occupations.§§

\* Under cost-of-living sliding-scale arrangements.  
† Women aged 21 years and over are not to receive less than 4s. 8d. a shift, plus additions of 53·7, 62·5, 66·5 or 67·5 per cent. according to district, and a flat-rate addition of 3s. 9d.  
‡ These increases affected mainly the 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), the Midlands, South Wales and West of Scotland.  
§ These increases 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.  
|| This increase affected mainly the employees of firms which are members of the Galvanising Conciliation Board.  
¶ District I comprises London, Middlesex, Kent, Surrey, Essex, Hertfordshire, Buckinghamshire, Berkshire and Sussex and District II the remaining counties of Great Britain.  
\*\* Piecework prices are to be such as will enable a workman of average ability to earn at least 27½ per cent. over his new basic time rate.  
†† These increases were recommended by the Joint Council of the Sheffield Lighter Trades Employers' Association. Boys of 14 and 15 years, whose working hours are restricted to 44 hours a week, are to be paid the appropriate proportion of these rates.  
‡‡ The rates apply to the production of civilian goods only, but no worker otherwise employed is to receive less, including bonus, than the earnings produced by these rates. Piece work rates are to be so arranged as to yield to an average worker at least 25 per cent. over and above the minimum day rate. The new rates are without prejudice to the payment of merit rates to individual workers.  
§§ These increases resulted from an award of the Standing Chairman of the Cotton Conciliation Committee. Workpeople who perform the work of absentees are to receive, in addition to their share of the absentees' wages, a due proportion of the flat-rate payments of 16s. or 9s. a week, as the case may be.

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JUNE—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.			
Cotton (continued).	Lancashire, Cheshire, Yorkshire and Derbyshire.	Pay day in week beginning 11 June (in respect of previous week).	Workpeople employed in cotton manufacturing:—				
			Weavers . . . . .	(a) Flat-rate addition to wages increased by 7s. a week of 48 hours (9s. to 16s.) for weavers running a full complement of looms, with proportional increases for those not on a full complement of looms.†† (b) Increases of 7s. a week of 48 hours in minimum rates for competent weavers on a full complement of looms and of 4s. to 5s. 3d. for those not on a full complement.*			
			Winders, warpers and beamers . . . .	(a) Flat-rate addition to wages increased by 7s. a week of 48 hours (9s. to 16s.) for workers employed on a full complement of machinery, with proportional increases for those not employed on a full complement of machinery.†† (b) Increases of 1½d. an hour in minimum rates for workers on a full complement of machinery and of 4s. to 5s. 3d. a week of 48 hours for those not on a full complement.*			
			Reachers assisting twistlers and drawers.	Flat-rate addition to wages increased by 7s. a week of 48 hours (9s. to 16s.) at 21 years and over and by 4s. to 6s. 6d., according to age, at under 21.††			
			Warehouse workers:— Clothlookers, tape labourers, wetmen in charge of wet cellar and general warehousemen.	Increase of 7s. a week of 48 hours. Total minimum wage (inclusive of current cost-of-living and flat-rate additions): clothlookers 86s. 2½d., tape labourers and wetmen in charge 76s. 9d., general warehousemen 74s. 7½d.*			
			Cloth trimmers, stitchers and similar workers.	Flat-rate addition to wages increased by 7s. a week of 48 hours (9s. to 16s.) at 21 years and over and by 4s. to 6s. 6d., according to age, for those under 21.††			
			Youths and boys, 14 and under 22 years, employed in warehouse.	Increases of 4s. to 7s. a week of 48 hours, according to age.*			
			Other classes of workers (e.g., tape sizers, twistlers and drawers, chain beamers, warp dressers, loom overlookers, etc.).	Flat-rate addition to wages increased by 7s. a week of 48 hours (9s. to 16s.) for adults.††			
			Pressed Felt Manufacture.	Rosendale Valley (certain firms).	1 June	Men, women and juveniles . . . .	Increases of 5s. a week of 48 hours in minimum basic rates for men, of 3s. for youths 18 and under 20 years and women 18 years and over and of 2s. for boys and girls under 18, and further increases† of 6d. a week for men and of 4d. for women and juveniles. Minimum rates after change include: men 85s. 8d.; women 18 and over—felt production processes 65s. 6d., cutting and stitching 58s. 8d.
			Dressmaking and Women's Light Clothing.	Scotland . . . . .	6 June	Women 20 years or over employed as bodice, coat, skirt, gown or blouse hands in the retail branch.	General minimum time rate fixed at 1s. 1d. or 1s. 0½d. an hour, according to area, and piece work basis time rate fixed at 1s. 2d. or 1s. 1½d., involving an increase of 1d. an hour.‡
Great Britain . . . . .	1st pay day after 18 June.	Men, youths and boys . . . . .		Increases of 3s. a week for men and youths 18 years and over and of 2s. for younger workers. Rates after change: 33s. at 15 years rising to 85s. at 21 and over (transport drivers under 21 years 54s. to 70s., according to age and experience).			
Laundries scheduled under the Essential Work Order.	Great Britain . . . . .	1st pay day after 18 June.	Women and girls . . . . .	Increases of 3s. a week for women 18 years and over and of 2s. for younger workers; revised rates fixed for women 20 years and over who are new entrants to the trade, resulting in increases of 5s. or 7s. a week, according to period of employment. Rates after change include: drivers, washhouse and general inside workers who perform in full the duties actually or normally undertaken by adult male workers—35s.; other workers employed on women's and girls' work—23s. at 14 years rising to 55s. at 20 years and over.			
			Women and girls . . . . .	Increases of 7s. 6d. a week in minimum basic rates for women 21 years and over, for male and female apprentices after 3rd 6 months' apprenticeship and for juveniles 18 years and over, and of 5s. for other apprentices and juveniles, with consequential increases of approximately 2s. 5d. and 1s. 7d., respectively, in cost-of-living bonus. Rates after change for women 21 years and over include: makers and machinists (on completion of 3 years' apprenticeship to making or machining), buttonhole machinists, passers, finishers 47s. 6d., button machinists, bar tackers, folders, markers, and other workers employed in the production of waterproof garments 43s. 6d., plus cost-of-living bonus of 32½ per cent. in each case.¶			
Waterproof Garment Manufacture.	Manchester, Salford and Hyde districts.	1st full pay period after 1 June.	Women, girls, youths, boys and male and female apprentices.	Increases of 7s. 6d. a week in minimum basic rates for women 21 years and over, for male and female apprentices after 3rd 6 months' apprenticeship and for juveniles 18 years and over, and of 5s. for other apprentices and juveniles, with consequential increases of approximately 2s. 5d. and 1s. 7d., respectively, in cost-of-living bonus. Rates after change for women 21 years and over include: makers and machinists (on completion of 3 years' apprenticeship to making or machining), buttonhole machinists, passers, finishers 47s. 6d., button machinists, bar tackers, folders, markers, and other workers employed in the production of waterproof garments 43s. 6d., plus cost-of-living bonus of 32½ per cent. in each case.¶			
			Men and women 21 years or over substantially employed as makers of bespoke handsewn leather footwear. Male and female piece workers employed on certain classes of work.	General minimum piece rates raised by increases in the piece rates fixed for specified operations ranging from ¼d. to 8½d. a pair or other unit on repairing work and from 1s. 6d. to 3s. 6d. (completed work) and 2d. to 1s. (sectional system) on bespoke making, including bespoke handsewn surgical work (general minimum piece rates are the fixed piece rates plus 25 per cent.).¶¶			
Boot and Shoe Repairing.	Great Britain . . . . .	15 June	Men and women 21 years or over substantially employed as makers of bespoke handsewn leather footwear. Male and female piece workers employed on certain classes of work.	Increases of 7s. a week (83s. to 90s.) in general minimum time rate.¶¶			
			Men and women 21 years or over substantially employed as makers of bespoke handsewn leather footwear. Male and female piece workers employed on certain classes of work.	General minimum piece rates raised by increases in the piece rates fixed for specified operations ranging from ¼d. to 8½d. a pair or other unit on repairing work and from 1s. 6d. to 3s. 6d. (completed work) and 2d. to 1s. (sectional system) on bespoke making, including bespoke handsewn surgical work (general minimum piece rates are the fixed piece rates plus 25 per cent.).¶¶			
Tobacco, etc., Manufacture.	Great Britain . . . . .	1 June	Men, women and juveniles . . . .	Additions on a time basis to minimum rates of both time and piece workers increased† by 5½d. a week for men and by 3½d. for women and juveniles. The additions are not to be counted in calculating overtime.**			
Millsawing	Scotland . . . . .	Week ending 12 May.	Woodcutting machinists and sawyers	Increases on rates of ¼d. an hour for journeymen and male dilutees, of ½d. for female dilutees and of proportional amounts for apprentices and improvers. Minimum rate after change for journeymen 2s. 1½d. an hour.			
Furniture Manufacture.	Northern Ireland . . . .	1 June	Journeymen, upholstresses, mattress sewers and apprentices.	Increases† of ¼d. an hour in cost-of-living addition for journeymen, of ½d. for upholstresses and mattress sewers and of proportional amounts for apprentices. Rates after change: journeymen 1s. 7d. plus cost-of-living addition of ¼d. and special war bonus of 1½d.; upholstresses and mattress sewers 9½d. plus 2½d. and 1½d.			
Public Works Contracting.	Great Britain . . . . .	Day following 1st pay day in June.	Road roller drivers employed by firms engaged in hire service, other than those whose wages are regulated by other agreements.	Standard minimum rate fixed at 1s. 10½d. an hour.††			
Stone Carving	London District (within a 25-mile radius from Charing Cross).	1 June	Journeymen and apprentices . . .	Increases of 9d. an hour in minimum rates for journeymen and of proportional amounts for apprentices. Minimum rates after change: journeymen—carvers and modellers of figures, portraits and symbolical heads 4s., carvers and modellers on all other work, including pointing, 3s. 4d.; apprentices—10 per cent. of journeymen's rate in 1st 4 months rising to 50 per cent. in 5th year.††			
Hair, Bass and Fibre Manufacture.	Great Britain . . . . .	1 June	Men, youths, boys, women and girls.	Increases† of ¼d. or ½d. an hour in general minimum time rates for men, youths and boys in most age groups and of ½d. for women and girls in most age groups, with corresponding increases in piece work basis time rates.‡‡			

\* These increases resulted from an award of the Standing Chairman of the Cotton Conciliation Committee.  
† With proportional increases or decreases where the hours worked are more or less than 48 a week.  
‡ Under cost-of-living sliding-scale arrangements.  
§ These increases took effect under an Order issued under the Wages Councils Act. Full definitions of the workers concerned and of the areas are contained in the Confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.  
¶ These increases were the result of an award of the National Arbitration Tribunal (see page 123). The award was not to operate to reduce any existing rate in excess of rates provided by the award. In addition, the parties agreed to certain additions to the piece rates for finishing on specified kinds of cloth.  
¶¶ These increases took effect under Orders issued under the Wages Councils Act. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.  
\*\* These increases took effect under an Order issued under the Wages Councils Act. Details are contained in the Confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.  
†† The recognised normal working week is of 48 hours, and a minimum weekly payment (including remuneration for steam raising and banking down) at the rate of 1s. 10½d. an hour for 48 hours in any one week is guaranteed, provided that drivers remain with their rollers unless otherwise instructed. The agreement also provides for various allowances to be paid.  
‡‡ The country allowance payable to stone carvers working between 12 and 25 miles from Charing Cross was increased by 12s. a week (30s. to 42s.).  
§§ These increases took effect under an Order issued under the Wages Councils Act. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour and National Service, obtainable from H.M. Stationery Office. The increases did not apply to workpeople employed in the weaving of hair machine belting, who are outside the scope of the Wages Council.



PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JUNE—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Distribution (Co-operative Societies).	Great Britain..	Beginning of 1st full pay period after 31 May.	General distributive, clerical, etc., workers employed by wholesale and retail co-operative societies.	War advances increased by 3s. 6d. a week for workers 21 years and over, by 3s. for those 18 and under 21 and by 2s. for those under 18. Total war advances after change: men, youths and boys—24s. 6d. at 21 years and over, 18s. at 18 and under 21, and 13s. at under 18; women and girls—23s. 6d., 17s. 6d. and 13s., respectively.
Retail Food, etc., Distribution.*	England and Wales..	Pay day in week beginning 4 June.	Branch shop managers, branch shop managers, male and female shop assistants, van salesmen, cashiers, clerks and central warehouse staff and male workers in other occupations (excluding craftsmen, productive staff and transport workers).	Increases of 3s. or 4s. a week, according to weekly amount of trade, for branch shop managers and branch shop managers and of 3s. for other employees, in the minimum rates of remuneration fixed by the Joint Industrial Council for the Retail Food Trades. Minimum rates fixed for boys and girls at 15 years, as follows: London—shop assistants, etc., 28s. a week (boys) 24s. (girls), other occupations—27s. (boys); Provinces—rates 3s. or 5s. a week below London rates.
Retail Drapery, Clothing, and Footwear Distribution.	do. . . . .	do.	Branch shop managers, branch shop managers, male and female sales staff, cashiers and clerks and male workers in other occupations, excluding craftsmen, productive staff and transport workers.	Increases of 3s. or 4s. a week, according to number of employees in branch, for branch shop managers and branch shop managers and of 3s. for other employees, in the minimum rates of remuneration fixed by the National Joint Industrial Council for the Retail Drapery, Outfitting and Footwear Trades. Minimum rates fixed for boys and girls at 15 years, as follows: London—shop assistants, etc., 28s. a week (boys) 24s. (girls), other occupations—27s. (boys); Provinces—rates 3s. or 5s. a week below London rates.
Retail Furnishing, etc., Distribution.†	do. . . . .	11 June	Branch shop managers, branch shop managers, male and female shop assistants, central warehouse staff, van salesmen, cashiers and clerks and male workers in other occupations (including porters but excluding craftsmen, mechanics, productive staff and transport workers).	Increases of 3s. or 4s. a week, according to weekly amount of trade, for branch shop managers and branch shop managers and of 3s. for other employees, in the minimum rates of remuneration fixed by the National Joint Industrial Council for the Retail Furnishing and Allied Trades. Minimum rates fixed for boys and girls at 15 years, as follows: London—shop assistants, etc., 28s. a week (boys) 24s. (girls), other occupations—27s. (boys); Provinces—rates 3s. or 5s. a week below London rates.
Cinematograph Film Production.	Great Britain..	1st pay day in June.	Technicians, whose normal salaries do not exceed £17 10s. a week, employed on the production of short films.	Bonus increased‡ by 6d. a week (23s. 6d. to 24s.) at 21 years and over and by 3d. (11s. 9d. to 12s.) at under 21.
	do. . . . .	do.	Laboratory workers . . . . .	
	do. . . . .	do.	Cine-technicians whose normal salaries do not exceed £17 10s. a week.	Bonus increased‡ by 6d. a week (23s. 6d. to 24s.) at 21 years and over and by 4d. (15s. 8d. to 16s.) at under 21.
	United Kingdom . . . . .	do.	Technical workers, including learners, employed in producing newsreels.	

\* Grocery and provisions, cooked meats and other cooked foods (including fried fish and chips), fresh, cured, dried and smoked fish, game, poultry and rabbits, fruits, vegetables and flowers and excisable liquor (off licence).  
 † Furniture and furnishing, ironmongery and turnery, china and glass, hardware, electrical goods, cycle and accessories, sports goods, radio, oils, paints and wallpaper trades.  
 ‡ Under cost-of-living sliding-scale arrangements.

FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople, other than seamen,\* whose deaths from accidents in the course of their employment occurred or were reported in the United Kingdom in June† was 152, as compared with 132‡ in the previous month and with 137 in June, 1944. Details for separate industries are given below:—

MINES AND QUARRIES.†	FACTORIES—continued.
Under Coal Mines Acts: 44	Paper, Printing, etc. . . . . 3
Underground . . . . . 44	Gas Works . . . . . 2
Surface . . . . . 2	"Other" Industries . . . . . 1
Metalliferous Mines . . . . . 2	WORKS AND PLACES UNDER ss. 105, 107, 108, FACTORIES ACT, 1937.
Quarries . . . . . 2	Docks, Wharves, Quays and Ships . . . . . 10
TOTAL, MINES AND QUARRIES 48	Building Operations . . . . . 13
	Works of Engineering Construction . . . . . 1
	Warehouses . . . . . 1
	TOTAL, FACTORIES ACT 78
	RAILWAY SERVICE.
	Engine Drivers, Motor-men . . . . . 2
	Guards (Passenger) . . . . . 1
	Labourers . . . . . 3
	Permanent Way Men . . . . . 5
	Porters . . . . . 3
	Shunters . . . . . 3
	"Other" Grades . . . . . 8
	Contractors' Servants . . . . . 1
	TOTAL, RAILWAY SERVICE 26
	TOTAL (excluding Seamen) 152

\* Statistics of fatal accidents to seamen are not available.  
 † For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 30th June, 1945, in comparison with the 5 weeks ended 2nd June, 1945, and the 4 weeks ended 1st July, 1944.  
 ‡ Revised figure.

INDUSTRIAL DISEASES.

The Table below shows the number of cases\* and deaths\* in the United Kingdom reported during June under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926:—

I. Cases.	I. Cases—continued.
LEAD POISONING.†	EPITHELIOMATOUS ULCERATION (SKIN CANCER).
Among Operatives engaged in:	Pitch . . . . . 4
Smelting of Metals . . . . . 7	Tar . . . . . 7
Other Contact with Molten Lead . . . . . 1	Oil . . . . . 1
White and Red Lead Works . . . . . 1	TOTAL . . . . . 12
Pottery . . . . . 1	CHROME ULCERATION.
Vitreous Enamelling . . . . . 1	Dyeing and Finishing . . . . . 2
Electric Accumulator Works . . . . . 2	Chrome Tanning . . . . . 2
Paint and Colour Works . . . . . 4	Chromium Plating . . . . . 4
Coach and Car Painting . . . . . 4	"Other" Industries . . . . . 4
Shipbuilding . . . . . 4	TOTAL . . . . . 29
Paint used in other Industries . . . . . 2	TOTAL, Cases . . . . . 29
"Other" Industries . . . . . 1	
Painting of Buildings . . . . . 1	II. Deaths.
TOTAL . . . . . 7	LEAD POISONING.
	Vitreous Enamelling . . . . . 1
	OTHER POISONING.
	Mercurial . . . . . 1
	Aniline . . . . . 3
	Toxic Anæmia . . . . . 1
	Toxic Jaundice . . . . . 1
	TOTAL, Deaths . . . . . 2

\* Cases include all attacks reported during the month, and not previously reported, so far as is known, during the preceding 12 months. Deaths include all fatal cases reported during the month, whether or not they have been included (as cases) in the same or previous returns.  
 † In addition, one case of lead poisoning was reported among plumbers not employed in factories.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 30th June, 1945.\*

Rise since July, 1914 . . . . .	76%	107%
Rise since 1st June, 1945 . . . . .	6	3
	Index Points	Per cent.
	3½†	1½†

FOOD.

During June there was a sharp rise in the average price of potatoes. Owing to the exhaustion of most of the supplies of old potatoes and their replacement by the new crop at considerably higher prices, the average retail price at 30th June was higher by about 5½d. per 7 lb. (or over 50 per cent.) than at the beginning of the month. While there was little change in the prices of other items, the index figure representing the general level of prices of all the articles of food covered by these statistics rose by 6 points during June as a result of the increase in the average price of potatoes.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 30th June, 1945, with the corresponding prices at 1st June, 1945, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ¼d., at—			Percentage Increase or Decrease (—) at 30th June, 1945, compared with	
	30th June, 1945.	1st June, 1945.	1st Sept., 1939.	1st June, 1945.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs . . . . .	1 3½	1 3½	1 2½	..	11
Thin Flank . . . . .	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen					
Ribs . . . . .	1 1	1 1	0 9½	..	35
Thin Flank . . . . .	0 6	0 6	0 4½	..	23
Mutton, British—					
Legs . . . . .	1 5½	1 5½	1 3½	..	13
Breast . . . . .	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs . . . . .	1 0	1 0	0 10½	..	16
Breast . . . . .	0 4	0 4	0 4	..	..
Bacon† . . . . .	1 10½	1 10½	1 3	..	50
Fish . . . . .	—	—	—	..	27
Flour . . . . . per 6 lb.	1 3	1 3	0 11½	..	30
Bread . . . . . per 4 lb.	0 9	0 9	0 8½	..	9
Tea . . . . .	2 10	2 10	2 4	..	21
Sugar (granulated) . . . . .	0 4	0 4	0 3	..	32
Milk . . . . . per quart	0 9	0 9	0 6½	..	32
Butter—					
Fresh . . . . .	1 8	1 8	1 4½	..	21
Salt . . . . .	1 1	1 1	1 3½	..	31
Cheese . . . . .	1 1	1 1	0 10	..	30
Margarine—					
Special . . . . .	0 9	0 9	0 6½	..	12
Standard . . . . .	0 5	0 5	0 5	..	..
Eggs (fresh)‡ . . . . . each	0 2	0 2	0 2	..	1
Potatoes . . . . . per 7 lb.	1 2½	0 9½	0 6½	57	129

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st June, 1945, and 30th June, 1945, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st June, 1945.	30th June, 1945.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs . . . . .	44	59	59
Thin Flank . . . . .	15	46	46
Beef, Chilled or Frozen—			
Ribs . . . . .	32	79	79
Thin Flank . . . . .	1	24	24
Mutton, British—			
Legs . . . . .	48	67	67
Breast . . . . .	14	24	24
Mutton, Frozen—			
Legs . . . . .	51	75	75
Breast . . . . .	—8	—8	—8
Bacon† . . . . .	35	102	102
Fish . . . . .	116	174	174
Flour . . . . .	26	64	64
Bread . . . . .	42	56	56
Tea . . . . .	52	85	85
Sugar (granulated) . . . . .	46	93	93
Milk . . . . .	92	154	154
Butter—			
Fresh . . . . .	13	37	37
Salt . . . . .	7	41	41
Cheese . . . . .	16	51	51
Margarine . . . . .	—8	3	3
Eggs (fresh)‡ . . . . .	58	60	60
Potatoes . . . . .	33	94	203
All above articles (Weighted Average on July, 1914, basis)	38	70	76

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 30th June, 1945, of the articles of food specified was about 76 per cent. higher than in July, 1914, and about 28 per cent. higher than at the beginning of September, 1939.

\* As 1st July was a Sunday, the statistics relate to 30th June, in accordance with the usual practice.  
 † A rise of 6 points on a total of 170 for "food" (the figure for July, 1914, being 100) is equivalent to a rise of about 3½ per cent. Similarly, a rise of 3 points on a total of 204 for "all items" is equivalent to about 1½ per cent.  
 ‡ The description of bacon specified for quotation is streaky, but where this kind was seldom being sold the returns relate to another kind, locally representative.  
 § This figure is an average calculated from the prices of various brands of margarine on sale at 1st September, 1939.  
 || Of the two prices shown for eggs at 30th June and 1st June, 1945, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 30th June was about the same as at 1st June, being about 2 to 3 per cent. above the level of 1st September, 1939, and about 66 per cent. above that of July, 1914.

As regards clothing, there were few changes in retail prices during June. Owing to the wide range of quotations, to changes in quantities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make exact comparisons over a period of many years, but the available information (based on returns from representative retailers in a large number of towns) indicates that at 30th June the average level of prices was about 67 per cent. higher than at 1st September, 1939, and about 245 to 250 per cent. above the level of July, 1914.

In the fuel and light group, the average levels of retail prices of coal and of gas at 30th June were about the same as a month earlier. Prices of coal averaged about 54 per cent. higher than at 1st September, 1939, and about 199 per cent. above the level of July, 1914; prices of gas averaged about 35 per cent. higher than at 1st September, 1939, and about 109 per cent. higher than in July, 1914. There were no appreciable changes during the month in the prices of lamp oil, candles, or matches. For the fuel and light group as a whole the index figure at 30th June was about the same as a month earlier, about 51 per cent. higher than at 1st September, 1939, and about 175 per cent. higher than in July, 1914.

As regards other items\* included in these statistics, there were relatively few changes in prices during June. In the group as a whole the average level of prices at 30th June was about the same as a month earlier, about 63 per cent. higher than at 1st September, 1939, and about 191 per cent. above the level of July, 1914.

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 30th June, 1945, is approximately 107 per cent. over the level of July, 1914, as compared with 104 per cent. at 1st June, 1945, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.

The rise of 52 points since the beginning of September, 1939, is equivalent to about 33½ per cent. Of these 52 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately three-fourths of a point is due to increases resulting from the Purchase Tax.

SUMMARY TABLE: ALL ITEMS.

Average Percentage Increase at the beginning of each month as compared with July, 1914.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920 . . . . .	125	130	130	132	141	150	152	155	161	164	176	169
1921 . . . . .	165	151	141	133	128	119	122	120	110	103	99	92
1922 . . . . .	92	88	86	82	81	80	84	81	79	78	80	80
1923 . . . . .	78	77	76	74	70	69	69	71	73	75	75	77
1924 . . . . .	77	79	78	73	71	69	70	71	72	76	80	81
1925 . . . . .	80	79	79	75	73	72	73	73	74	76	76	77
1926 . . . . .	75	73	72	68	67	68	70	70	72	74	79	79
1927 . . . . .	75	72	71	65	64	63	66	64	65	67	69	69
1928 . . . . .	68	64	64	64	65	65	65	65	65	66	67	68
1929 . . . . .	67	65	66	62	61	60	61	63	64	65	67	67
1930 . . . . .	66	64	61	57	54	55	57	57	56	57	57	55
1931 . . . . .	53	52	50	47	47	45	47	45	45	45	46	48
1932 . . . . .	47	47	46	44	43	42	43	41	41	43	43	43
1933 . . . . .	42	41	39	37	36	36	38	39	41	41	43	43
1934 . . . . .	42	41	40	39	37	38	41	42	43	43	44	44
1935 . . . . .	43	42	41	39	39	40	43	43	43	45	47	47
1936 . . . . .	47	47	46	44	44	44	46	46	47	48	51	51
1937 . . . . .	51	51	51	51	52	52	55	55	55	58	60	60
1938 . . . . .	59	57	56	54	56	55	59	56	56	56	56	56
1939 . . . . .	55	55	53	53	53	53	55	55	55	55	56	56
1940 . . . . .	74	77	79	78	80	81	87	85	87	89	92	95
1941 . . . . .	96	97	97	98	100	100	99	99	99	100	101	101
1942 . . . . .	100	100	100	99	100	99	100	101	100	100	100	100
1943 . . . . .	99											



## TRADE DISPUTES IN JUNE.

**Number and Magnitude.**—The number of disputes involving stoppages of work,\* reported to the Department as beginning in June, was 183. In addition, 22 stoppages which began before June were still in progress at the beginning of that month. The approximate number of workpeople involved in these 205 stoppages, including workpeople thrown out of work at the establishments where the disputes occurred, is estimated at nearly 57,000. The aggregate number of working days lost at the establishments concerned, during June, is estimated at about 200,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in June, the coal mining industry accounted for 91, involving over 22,000 workpeople and resulting in an aggregate loss of about 51,000 working days.

In the following Table an analysis is given, by groups of industries, of all disputes involving stoppages of work\* in the United Kingdom during June :—

Industry Group.	Number of Stoppages in progress in Month.			Number of Work-people involved in all Stoppages in progress in Month.	Aggregate Number of Working Days lost in all Stoppages in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Coal Mining .. .. .	6	85	91	22,400	51,000
Metal, Engineering and Shipbuilding .. .. .	11	60	71	20,300	88,000
Transport .. .. .	3	17	20	8,400	48,000
Other Industries .. .. .	2	21	23	5,700	13,000
<b>Total, June, 1945 .. .. .</b>	<b>22</b>	<b>183</b>	<b>205</b>	<b>56,800</b>	<b>200,000</b>
<i>Total, May, 1945 .. .. .</i>	<i>14</i>	<i>182</i>	<i>196</i>	<i>50,900</i>	<i>129,000</i>
<i>Total, June, 1944 .. .. .</i>	<i>9</i>	<i>118</i>	<i>127</i>	<i>24,600</i>	<i>42,000</i>

In the 183 stoppages which began during June, about 42,000 workpeople were directly involved and about 3,000 indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In the 22 stoppages which began before June, and were still in progress at the beginning of that month, the total number of workpeople involved during June, either directly or indirectly, was nearly 12,000.

**Duration.**—Of 196 stoppages of work, owing to disputes, which came to an end during June, 62, directly involving 10,600 work-

people, lasted not more than one day; 49, directly involving 8,900 workpeople, lasted two days; 22, directly involving 5,200 workpeople, lasted three days; 26, directly involving 4,400 workpeople, lasted four to six days; and 37, directly involving 19,800 workpeople, lasted over six days.

**Causes.**—Of the 183 disputes leading to stoppages of work which began in June, 17, directly involving 5,100 workpeople, arose out of demands for advances in wages, and 52, directly involving 7,400 workpeople, on other wage questions; 7, directly involving 2,000 workpeople, on questions as to working hours; 24, directly involving 2,900 workpeople, on questions respecting the employment of particular classes or persons; 72, directly involving 22,100 workpeople, on other questions respecting working arrangements; and 11, directly involving 2,600 workpeople, on questions of trade union principle.

**TOTALS FOR THE FIRST SIX MONTHS OF 1945 AND 1944.**  
The following Table gives an analysis, by groups of industries, of all stoppages of work\* through industrial disputes in the first six months of 1945 and in the corresponding months of 1944 :—

Industry Group.	January to June, 1945.			January to June, 1944.		
	Number of Stoppages beginning in period.	Number of Work-people involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.	Number of Stoppages beginning in period.	Number of Work-people involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.
Coal Mining .. .. .	559	131,200†	423,000	707	453,800†	2,195,000
Other Mining and Quarrying .. .. .	4	500	1,000	12	2,300	10,000
Brick, Pottery, Glass, Chemical, etc. .. .. .	12	1,300	12,000	9	500	1,000
Engineering .. .. .	139	53,300	221,000	137	77,900	323,000
Shipbuilding .. .. .	104	17,700	74,000	102	28,200	284,000
Other Metal .. .. .	91	10,000	33,000	76	8,200	35,000
Textile .. .. .	22	1,300	4,000	18	2,500	7,000
Clothing .. .. .	17	4,800	7,000	17	1,600	3,000
Food, Drink and Tobacco .. .. .	6	1,300	4,000	6	700	3,000
Woodworking, Furniture, etc. .. .. .	11	900	2,000	4	900	5,000
Building, etc. .. .. .	18	1,600	2,000	33	3,200	5,000
Transport .. .. .	76	41,900	198,000	40	18,000	40,000
Other Industries .. .. .	30	3,800	14,000	31	4,300	10,000
<b>Total .. .. .</b>	<b>1,089</b>	<b>269,600†</b>	<b>995,000</b>	<b>1,192</b>	<b>602,100†</b>	<b>2,917,000</b>

## PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING JUNE.

Occupations and Locality.	Approximate Number of work-people involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	In-directly.‡	Began.	Ended.		
<b>COAL MINING:—</b> Colliery workpeople—Shotts, Lanarkshire (various collieries).	2,250§	..	3 May§	18 June	Dispute respecting hole boring arrangements at one colliery.	Work resumed to permit of negotiations.
Colliery workpeople—Gwaun-cae-Gurwen, Glam. (four collieries).	1,370	..	15 June	23 June	In support of a number of colliers who objected to the deduction from their wages of fines imposed for restriction of output.	Work resumed.
Colliery workpeople—near Barnsley (one colliery).	1,150	..	21 June	14 July	In support of a claim by four coal-cutter men for an increase in their contract base rate.	Work resumed pending negotiations.
Colliery workpeople—near Norman-ton, Yorks. (one colliery).	740	280	28 June	4 July	Dispute respecting working arrangements.	Work resumed on the advice of a trade union official.
<b>ENGINEERING:—</b> Labourers, storekeepers, inspectors, etc., and other engineering operatives employed in aircraft manufacture—near London (one firm).	5,000	..	28 May	13 June	Dissatisfaction of certain workers with non-payment of an output bonus in respect of a week in which the target figure of production was not reached and objection of other workers to suspension of guaranteed wage under Essential Work Order, following the stoppage.	Work resumed to permit of negotiations.
<b>SHIP-REPAIRING:—</b> Ship-repairers—Merseyside .. .. .	5,000¶	..	6 June¶	19 June¶	Against employers' action in discontinuing a war-time concession in respect of booking-on time of workpeople arriving late.	Work resumed on conditions in operation before the stoppage.
<b>TRANSPORT:—</b> Dock workers—Aberdeen .. .. .	500	..	15 May	30 June	For the re-instatement of an employee who had been dismissed for industrial misconduct.	Work resumed.
Dock workers—Southampton .. .. .	1,660	..	8 June	19 June	Demand for an additional two men per gang to handle abnormal amount of dunnage required to stow certain cargo on two vessels.	Work resumed on the advice of trade union officials to permit of negotiations.
Bus drivers and conductors—Lanarkshire and Glasgow areas.	1,680	..	17 June	25 June	In support of a demand for additional running time on three bus services operating from one depot.	Work resumed unconditionally.

\* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. In addition, stoppages involving less than 10 workpeople, and those which lasted less than one day, are also omitted from the statistics, except when the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

† Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1945 was approximately 70,000 and in the corresponding period in 1944 was approximately 330,000. For all industries combined the corresponding net totals were approximately 210,000 and 470,000, respectively.

‡ *i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes.

§ The stoppage involved at first only a small number of workpeople at one colliery, but there were repeated sympathetic stoppages, mainly of short duration.

¶ Only 600 workpeople were involved before 4th June.

|| A small number of workpeople were involved at one shipyard on 6th and 7th June, increasing to about 1,200 from 8th to 11th June. About 350 workpeople at another yard ceased work on 12th June and on 19th June there were "sit-down" strikes at a number of yards, in which it is estimated that approximately 5,000 workpeople were involved.

## UNEMPLOYMENT FUND.

The following Table shows, approximately, the receipts and payments of the Unemployment Fund\* in Great Britain for the periods stated :—

	Thirteen weeks ended		
	30th June, 1945.	31st March, 1945.	24th June, 1944.
	£	£	£
(1) <b>General Account.</b> Contributions received from :—			
Employers .. .. .	5,808,000	5,807,000	6,040,000
Employed persons .. .. .	5,807,000	5,806,000	6,039,000
Exchequer .. .. .	5,801,000	5,828,000	6,032,000
Miscellaneous Receipts .. .. .	133,000	3,247,000	33,000
<b>Total Income .. .. .</b>	<b>17,549,000</b>	<b>20,688,000</b>	<b>18,144,000</b>
Benefit .. .. .	1,213,000	1,294,000	615,000
Cost of Administration .. .. .	772,000	724,000	564,000
Miscellaneous Payments .. .. .	66,000	65,000	67,000
<b>Total Expenditure .. .. .</b>	<b>2,051,000</b>	<b>2,083,000</b>	<b>1,246,000</b>
(2) <b>Agricultural Account.</b> Contributions received from :—			
Employers .. .. .	111,000	115,000	124,000
Employed persons .. .. .	110,000	115,000	124,000
Exchequer .. .. .	116,000	115,000	124,000
Miscellaneous Receipts .. .. .	5,000	96,000	2,000
<b>Total Income .. .. .</b>	<b>342,000</b>	<b>441,000</b>	<b>374,000</b>
Benefit .. .. .	7,000	60,000	9,000
Cost of Administration .. .. .	44,000	43,000	46,000
Miscellaneous Payments .. .. .	1,000	—	—
<b>Total Expenditure .. .. .</b>	<b>52,000</b>	<b>103,000</b>	<b>55,000</b>

## UNEMPLOYMENT ALLOWANCES.

For the period of thirteen weeks ended 30th June, 1945, expenditure on unemployment allowances at Local Offices of the Ministry of Labour and National Service and of the Assistance Board† (excluding the cost of administration) amounted approximately to £520,000. During the thirteen weeks ended 31st March, 1945, the corresponding expenditure was £509,000, and during the thirteen weeks ended 24th June, 1944, £482,000.‡

## EMPLOYMENT OVERSEAS.

## UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in April, 1945, is estimated by the United States Department of Labor to have been approximately 37,750,000. This is 0.7 per cent. lower than the figure for March, 1945, and 2.4 per cent. lower than that for April, 1944, but 24.4 per cent. higher than the average for the year 1939. The figure for March, 1945, was 0.2 per cent. higher than that for February. The number of wage-earners employed in manufacturing industries in April, 1945, is estimated to have been 2.1 per cent. lower than in March, 1945, and 8.2 per cent. lower than in April, 1944, but 54.7 per cent. above the average for the year 1939; the figure for March, 1945, showed a decrease of 1.1 per cent. compared with that for February.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America in April, 1945, was approximately 770,000, compared with 830,000 in March, 1945, with 880,000 in February, 1945, and with 770,000 in April, 1944.

## AUSTRALIA.

According to information received by the Commonwealth Bureau of the Census and Statistics, the number of persons employed in factories in December, 1944, was 0.8 per cent. lower than in November, 1944, and 2.9 per cent. lower than in December, 1943.

## CANADA.

According to returns received by the Dominion Bureau of Statistics from about 15,200 employers in industries other than agriculture and private domestic service, the total number of workpeople in employment at 1st April, 1945, in the establishments covered by the returns was 0.7 per cent. lower than at 1st March, 1945, and 2.0 per cent. lower than at 1st April, 1944. The number of persons employed in manufacturing industries at 1st April, 1945, was 0.7 per cent. lower than the figure for the previous month and 5.6 per cent. lower than that for a year earlier.

\* A detailed account of the Fund is presented to Parliament annually (see H.C. 17 of Session 1943-44 for the period ended 31st March, 1944).

† Comparison of the figures for the quarters shown is affected by the Unemployment Insurance (Increase of Benefit) Act, 1944, which came into operation on 2nd November, 1944.

‡ For periods before the thirteen weeks ended 30th December, 1944, payments at offices of the Assistance Board were not included in the statements of expenditure on unemployment allowances, published at quarterly intervals in this GAZETTE, which related to payments made at local offices of the Ministry of Labour and National Service. The figures now given for the period ended 24th June, 1944, have been revised to include payments of unemployment allowances made at offices of the Assistance Board.

## UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in February, 1945, the number of workpeople employed in manufacturing establishments generally and in mining and transport was 2.7 per cent. higher than in January, 1945, and 3.4 per cent. higher than in February, 1944.

## ÉIRE.

The number of unemployed persons on the live register of Employment Exchanges at 23rd June, 1945, was 43,496, compared with 60,181 at 26th May, 1945. The decrease between the two dates was due to a large extent to the entry into force in June, 1945, of a further Order under the Unemployment Assistance Act, 1933, the effect of which is to apply to other classes of persons living in rural areas the restrictions on the receipt of unemployment assistance imposed in March, 1945, on a specified class of such persons. At 24th June, 1944, when the grant of assistance was similarly restricted, the number on the live register was 45,121.

## SWEDEN.

According to statistics compiled by the Swedish Social Board on the basis of returns from representative establishments, the number of manual workers employed in industrial, commercial and transport undertakings in April, 1945, was slightly higher than in March. The index number (based on the figure for September, 1939, as 100) was 80 in April, 1945, compared with 78 in March, 1945.

Preliminary information received from trade unions with a total membership of about 798,000 showed that 5.7 per cent. of their members were unemployed at 31st March, 1945, compared with 6.2 per cent. at 28th February, 1945, and 7.2 per cent. at 31st March, 1944.

## RETAIL PRICES OVERSEAS.

In the following paragraphs a summary is given of the latest information contained in official publications received since last month's issue of this GAZETTE was prepared, relating to changes in retail prices and the cost of living in overseas countries.

## CANADA.

At 1st May, 1945, the official cost-of-living index figure was 0.3 per cent. above the figure for 1st April and 18.1 per cent. above that for 1st September, 1939. For food alone the index number showed increases of 0.5 per cent. compared with the previous month, and of 32.5 per cent. compared with the level of 1st September, 1939.

## UNION OF SOUTH AFRICA.

In March, 1945, the official cost-of-living index figure was 0.4 per cent. higher than the figure for the previous month and 32.8 per cent. above the level of August, 1939. For food alone the index figure in March, 1945, was 0.8 per cent. higher than that for the previous month and 43.7 per cent. above the level of August, 1939.

## ÉIRE.

At mid-May, 1945, the official cost-of-living index figure was 1.0 per cent. below that for mid-February, 1945, and 68.8 per cent. above the level of mid-August, 1939. For food alone the index figure showed a fall of 1.5 per cent. below the figure for mid-February, 1945, but a rise of 63.9 per cent. above the level of mid-August, 1939.

## INDIA.

In April, 1945, the official cost-of-living index figure for the working classes in Bombay was 0.4 per cent. higher than that for the previous month and 115.2 per cent. above that for mid-July to mid-August, 1939, as compared with 114.3 per cent. in March, 1945. For food alone the index figure for April, 1945, was 0.8 per cent. higher than that for March, 1945, and 127.7 per cent. above the figure for mid-July to mid-August, 1939, as compared with 125.9 per cent. in March, 1945.

## SOUTHERN RHODESIA.

In April, 1945, the official cost-of-living index figure was 0.2 per cent. higher than that for March, 1945, and 26.5 per cent. above the level of August, 1939. For food alone the index figure in April, 1945, was 0.5 per cent. higher than that for March, 1945, and 28.6 per cent. above the level of August, 1939.

## ICELAND.

At 1st May, 1945, the official cost-of-living index figure in Reykjavik showed no change as compared with the previous month, and a rise of 171.3 per cent. above the level of 1st September, 1939. For food alone the index figure at 1st May, 1945, also remained unchanged, compared with the previous month, at 233.7 per cent. above the level of 1st September, 1939.

## PALESTINE.

In April, 1945, according to the combined series of index figures, based on prices in Arab and Jewish markets in three principal towns, the cost of living was 157 per cent. above the pre-war level, as compared with 158 per cent. in March, 153 per cent. in February and 154 per cent. in January.



## PORTUGAL.

In February, 1945, the official weighted index figure of the cost of food, fuel and light, and certain household articles in Lisbon was 0.3 per cent. higher than that for January, 1945, and 88.0 per cent. above the level of August, 1939.

The figure for February, 1945, in the separate series of (unweighted) index figures of retail prices of food, fuel and certain household articles throughout Portugal was 1.2 per cent. above the figure for the previous month, and 79.7 per cent. above the level of August, 1939.

## SWITZERLAND.

At the end of April, 1945, the official cost-of-living index figure was 0.2 per cent. higher than in March, 1945, and approximately 53 per cent. above the level of the end of August, 1939. For food alone the index figure for April, 1945, remained practically unchanged compared with the previous month, and was about 65 per cent. above the level of August, 1939.

## LEGAL CASES AFFECTING LABOUR.

## ESSENTIAL WORK ORDERS—QUESTION WHETHER STOCK-TAKING DAYS ARE HOLIDAYS.

Riley (Coventry) Ltd. carry on an undertaking scheduled under the Essential Work (General Provisions) (No. 2) Order, 1942. The company was formed in 1938, and from that year onwards (except for one year when war conditions made it impracticable) it has been the practice of the company to take stock at the end of the year and for that purpose to post a notice in advance as to the days on which the stock is to be taken. During the stock-taking the works are closed. The only persons employed for the stock-taking are foremen and a certain number of labourers. Two capstan lathe operators employed in the undertaking instituted proceedings against the company in the Coventry County Court claiming wages for Saturday, 1st January, and Monday, 3rd January, 1944, being days of stock-taking on which the works had been closed and on which they were off duty.

The men's right to wages depended upon the question whether the days on which the stock-taking was carried out were holidays within the meaning of the Order which provides: "Where any holiday occurs . . . during any week, the normal working hours of . . . that week shall be treated as reduced by the extent of the holiday and the normal working hours attributable to the holiday." "Holiday" is defined in the Order as meaning "a day recognised as such in a particular scheduled undertaking either generally or as regards any persons or class or description of persons, and in that case the day shall only be treated as a holiday for those persons or class or description of persons." The County Court Judge found as a fact that the workers in the factory were employed on the footing that no wages would be paid in respect of the stock-taking period except to those who were taking stock. He held that the company were entitled to succeed because the days in question were holidays within the meaning of the Order. He therefore dismissed the claims of the men, who now appealed to the Court of Appeal.

The Court of Appeal (Lords Justices Scott, Lawrence and Morton) dismissed the appeal. Lord Justice Scott in the course of his judgment said he would assume that the Order imposed an express obligation on the employer to pay wages whenever a workman was capable of and available for work unless the employer could bring the case within one of the specific exceptions. The only material exception was that of "holidays" and he agreed with the County Court Judge that the days of stock-taking were holidays within the meaning of the Order.

Lord Justice Lawrence said that the men's argument was first that the days of stock-taking were not holidays but periods of enforced idleness, but in his opinion this argument could not be right because it made the test of what is a holiday depend on the point of view of particular workmen. To some people holidays were always periods of enforced idleness, and minorities had generally to recognise the force of the majority. Secondly, it was said that the stock-taking days had not occurred at the same time in each year and therefore could not be recognised as holidays; but as this argument would exclude Easter, His Lordship could not think that there was anything in it. Thirdly, it was said that there had been no agreement or consultation with the workmen; but this argument, said Lord Justice Lawrence, seemed to contradict the Judge's findings of fact, and in any event the Order did not provide that the holidays must be agreed on, or that the workmen must be consulted.—*Nolan v. Riley (Coventry) Ltd.*; *Weigham v. Same*. Court of Appeal, 4th May, 1945.

## FACTORIES ACT—OBLIGATION TO FENCE DANGEROUS MACHINERY.

A young woman, aged 19 years, employed by a rubber company, was placing a strip of rubber into the nip between the two lower rollers of a calender when her hand was caught and pulled between the rollers, with the result that it was so severely crushed that her forearm had to be amputated. The rollers are moved by an electric motor and revolve at the rate of nine feet per minute.

The Inspector of Factories brought a complaint in the Sheriff Court of Edinburgh against the company to have them convicted of a breach of section 14(1) of the Factories Act, 1937, which (so far as material for the present purpose) reads as follows:—"Every dangerous part of any machinery, other than prime movers and transmission machinery, shall be securely

fenced unless it is in such a position or of such construction as to be as safe to every person employed or working on the premises as it would be if securely fenced."

The calender concerned in the accident had been in use since 1917, and no similar accident had occurred. The factory had been regularly inspected by Government Inspectors and no complaint had been made that the calender was dangerous or that it should be fenced. On these facts the Sheriff-Substitute took the view that "having regard to the simplicity of the process of placing the sheet of rubber in position on the roller and the slowness of the rollers in revolution, the nip was not a dangerous part of the machinery within the meaning" of the section, and he found the company not guilty.

The Inspector appealed by way of stated case to the High Court of Justiciary. The Court (the Lord Justice Clerk and Lord Stevenson; Lord Mackay dissenting) allowed the appeal and remitted the case to the Sheriff-Substitute with instructions to convict. The Lord Justice Clerk said that the necessary and sufficient condition for the emergency of the duty to fence imposed by section 14 of the Factories Act was that some part of some machinery should be "dangerous". The question was not whether the occupiers of the factory knew that it was dangerous; nor whether a Factory Inspector had so reported; nor whether previous accidents had occurred; nor whether the victims of these accidents had or had not been contributorily negligent. The test was objective and impersonal. Is the part such in its character and so circumstanced in its position, exposure, method of operation and the like, that in the ordinary course of human affairs danger may reasonably be anticipated from its use unfenced, not only to the prudent, alert and skilled operative intent upon his task, but also to the careless or inattentive worker whose inadvertent or indolent conduct might expose him to risk of injury or death from the unguarded part?

The Lord Justice Clerk said that the fact that the machine had been in regular use since 1917 without an accident was undoubtedly an element for consideration, but it was an element which did not go far and which had frequently been disregarded. Long immunity from accident might be due to good fortune or unusual skill and care on the part of a succession of operatives, or other causes, and was quite compatible with a machine having been "dangerous" all along. No encouragement should be given to the view that it was only after an accident had happened that a "dangerous" part of a machine should be fenced.—*Mitchell v. The North British Rubber Company Ltd.*, High Court of Justiciary, Scotland, 23rd February, 1945.

## UNEMPLOYMENT INSURANCE.

## DECISIONS GIVEN BY THE UMPIRE.

The Umpire is a judicial authority independent of the Ministry of National Insurance, appointed by the Crown (see Section 40 of the Unemployment Insurance Act, 1935) for the purpose of determining disputed claims to benefit. His decisions\* are final.

Appeals to the Umpire may be made by the Insurance Officer or by an Association of which the claimant is a member, or, with the leave of the Chairman of the Court of Referees, by the claimant himself. The claimant may also appeal if the decision of the Court was not unanimous.

A recent decision in a case of general interest is set out below.

## Case No. 145/45 (2nd June, 1945).

SECTION 38 (1) (c) (ii) OF UNEMPLOYMENT INSURANCE ACT, 1935—CLAIM FOR DEPENDANT'S BENEFIT FOR WIDOWED MOTHER DISALLOWED—SUPPLEMENTARY PENSION RECEIVED BY MOTHER TO BE INCLUDED AS PART OF HER INCOME.

The terms of the Umpire's decision in this case were as follows:—

"My decision is that the claim for benefit is disallowed in respect of the claimant's widowed mother.

"The claimant is the main contributor to the family fund for maintenance of the three adult members of the household—his mother, his sister and himself. His mother is not, manifestly, wholly maintained by him, for she has a pension which (including the 'supplementary' pension) amounts to 23s. a week and this is a first charge on her own maintenance.

"He would be entitled to increase of benefit in respect of her only if she were mainly maintained by him, that is to say, if he contributes, when employed, more than half the actual cost of her maintenance.

"His contribution is 70s. a week; his sister received, at the material times, 16s. a week 'under the "Assistance in Tubercular Cases" Scheme' and 9s. from National Health Insurance. If the 16s. be left out of account, the cost of maintenance of each adult is

$$\begin{array}{r} 70s. + 23s. + 9s. = 102s. \\ \frac{102s.}{3} = 34s. \text{ If it be taken} \\ \frac{118s.}{3} = 39s. \text{ 4d.} \end{array}$$

"On any permissible basis of calculation the mother's income of 23s. constitutes more than half the cost of her own maintenance. There is no valid ground for holding that the 'supplementary' part of the pension is to be treated differently, in estimating the mother's income and contribution, from the 'main' part of it.

"I accordingly agree with the majority decision of the Court of Referees and do not allow the claimant's appeal."

\* Selected decisions of the Umpire are published (i) in monthly pamphlets—U.I. Code 8B; (ii) in annual volumes. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on the back page of this GAZETTE.

## INDUSTRIAL COURTS ACT, 1919, AND CONCILIATION ACT, 1896.

## INDUSTRIAL COURT AWARDS.

During June, 1945, the Industrial Court issued four awards, Nos. 2011–2014, one of which is summarised below.

*Award No. 2011 (4th June).*—*Parties*: The Guild of Insurance Officials and the Royal Liver Friendly Society (National Health Section). *Claim*: For an improved salary scale for the female clerical staff employed at the Society's Head Office. *Award*: The Court awarded that the present basic rates of pay of the workers concerned should be enhanced as follows:—basic rates under 20s. by 1s. 6d. per week; basic rates of 20s. and under 40s. by 2s. 6d. per week; basic rates of 40s. and over by 4s. per week. In addition the war wage addition at present being paid should continue to operate.

## SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During June, 1945, four awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. One of these awards is summarised below; the others related to individual undertakings.

*Parties*: The two Sides of a Joint Committee representative of the Iron and Steel Trades Employers' Association and the North East Coast Iron and Steel Trades Allied Craftsmen's Committee. *Claim*: For additional payment to shift workers in respect of work performed on days on which holiday extra of time and a half applies. *Award*: The Arbitrator found against the claim.

In addition, an Independent Chairman was appointed under the Conciliation Act, 1896, to deal with a difference between the two Sides of the Petroleum Board Conciliation Committee.

## CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

## NATIONAL ARBITRATION TRIBUNAL AWARDS.

During June, 1945, the National Arbitration Tribunal issued twelve awards\*, Nos. 734–745. Four of these awards are summarised below; the others related to individual employers.

*Award No. 734 (1st June).*—*Parties*: Members of the Rubber Proofed Garment Manufacturers' Association, and members of the Waterproof Garment Workers' Trade Union in their employment. *Claim*: For the revision of certain of the existing rates of remuneration in the waterproof garment manufacturing trade. *Award*: The Tribunal awarded that revisions should be made in the rates of remuneration for certain classes of workers (see page 117).

*Award No. 743 (25th June).*—*Parties*: The Navy, Army and Air Force Institutes, and members of the National Union of Distributive and Allied Workers and the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks in their employment. *Claim*: That under the "non-prejudice" clauses of the agreement between the parties relating, respectively, to warehouse workers and to clerks, differentials over the minimum rates which were in existence immediately prior to the time of the last increases in minimum rates should be maintained. *Award*: Without prejudice to the question of the maintenance of existing differentials in individual cases, the Tribunal found that there had been no breach of the "non-prejudice" clauses of the agreements between the parties.

*Award No. 744 (26th June).*—*Parties*: The London Passenger Transport Board, and certain members of the London Passenger Transport Staff Association in the employment of the Board. *Claim*: That an extension of the normal working week should, in the case of administrative staff, railway classification, in the assistant and special classes, be accompanied by a "pro rata" extension of the normal rate of payment. *Award*: The Tribunal found that the claim had not been established.

*Award No. 745 (28th June).*—*Parties*: Firms represented by the Employers' Side of the Chemical Trade Joint Industrial Council and members of Trade Unions constituting the Workers' Side of the Chemical Trade Joint Industrial Council in their employment. *Claim*: For an increase of 1d. an hour in the hourly rates for all male and female workers. *Award*: The Tribunal awarded an increase of 3d. an hour in the existing time rates for all adult male and female workers, with corresponding increases in the existing time rates for youths, boys and girls, the amounts of such corresponding increases to be settled by negotiation between the parties.

## NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During June, 1945, the National Arbitration Tribunal (Northern Ireland) issued three awards, Nos. 445–447. Two of these awards are summarised below; the third related to a case affecting an individual undertaking.

*Award No. 446 (18th June).*—*Parties*: Members of the Northern Ireland Quarry Owners' Association, and certain employees of the member firms. *Claim*: For an increase of 3d. per hour in the rates of wages of employees, other than lorry drivers, in the Blackmountain and Whitmountain districts. *Award*: The Tribunal found that the claim had not been established and awarded accordingly.

\* See footnote \* on page 124.

*Award No. 447 (22nd June).*—*Parties*: Members of the Irish Bleachers' Association Ltd., the Irish Dyers Ltd., and the Hydraulic Mangle Finishers' Association; and certain employees of the member firms. *Claim*: For the introduction of certain minimum time rates for young persons. *Award*: The Tribunal awarded minimum time rates varying from 20s. per week at under 15 years of age to 55s. per week at 20½ and under 21 years in the case of males, and from 20s. per week at under 15 years to 42s. per week at 20½ and under 21 years in the case of females. (Particulars of the claim and of the Tribunal's findings are set out in full in the Award.)

## WAGES COUNCILS ACT.

Particulars are given below of proposals and Orders relating to remuneration in certain trades which were made during June, 1945, under the Wages Councils Act, 1945. This Act repealed and re-enacted with modifications the Trade Boards Acts, 1909 and 1918, and Trade Boards set up under those Acts are deemed to be Wages Councils operating in relation to the workers and employers covered by the Boards which operated in Great Britain immediately before the Act of 1945 came into force.

## NOTICES OF PROPOSAL.

The following proposals for the fixing of statutory minimum remuneration in substitution for the minimum rates of wages at present in force in the trades concerned were issued during June, 1945:—

*Made-up Textiles Wages Council (Great Britain).*—Proposal M.T. (25), dated 22nd June, 1945.

*Paper Box Wages Council (Great Britain).*—Proposal B. (33), dated 22nd June, 1945.

*Jute Wages Council (Great Britain).*—Proposal J. (72), dated 26th June, 1945.

*Sugar Confectionery and Food Preserving Wages Council (Great Britain).*—Proposal F. (36), dated 26th June, 1945.

*Tin Box Wages Council (Great Britain).*—Proposal X. (25), dated 26th June, 1945.

Further information concerning any of the proposals listed above may be obtained by persons engaged in the respective trades from the Secretary of the Council at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

## CONFIRMING ORDERS.

During June, 1945, an Order\* confirming the variation of certain of the minimum rates of wages in the trade concerned, following proposals issued by the Trade Board before the passing of the Wages Councils Act, was made as follows:—

*Baking Wages Council (England and Wales).*—Order B.K. (E. & W.) 10, dated 15th June, 1945; effective from 9th July, 1945.

## AGRICULTURAL WAGES REGULATION ACTS.

During May, 1945, an Order (No. 10) was made by the Agricultural Wages Board for Northern Ireland under the Agricultural Wages (Regulation) Acts (Northern Ireland), 1939 to 1942. The Order provides for increased minimum rates of wages, etc., for male workers employed in agriculture on time work in Northern Ireland, except workers employed at or in flax scutch mills to whom the Board's Order of 27th July, 1942, applies. The principal changes brought about by the Order, which became effective on 18th June, 1945, are set out on page 115 of this GAZETTE.

## CATERING WAGES ACT.

## NOTICE OF PROPOSAL.

During July, 1945, a proposal to establish minimum remuneration and holidays with pay has been issued as follows:—*Industrial and Staff Canteen Undertakings Wages Board.*—Proposal I.S.C. (1), dated 6th July, 1945.

Further information concerning this proposal may be obtained by persons engaged in the trade from the Secretary of the Board at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

## FACTORIES ACTS.

## FACTORY FORMS.

From time to time the Ministry of Labour and National Service issue Factory Forms regarding Regulations and Orders made under the Factories Acts. The undermentioned Forms have been issued or reprinted since the previous list was published in the December, 1944, issue of this GAZETTE and may be purchased at the prices shown.\* The prices in brackets include postage.

No.	Title and Price.
85A	Workmen's Compensation Act, 1925. Accident Book, July, 1938. (Reprinted 1945, revised price) 7½d. (8½d.).
278	Factories Act, 1937. Fencing and other Safety Precautions for Power Presses. December, 1944, price 1d. (2d.).
827	Memorandum on Carbon Monoxide Poisoning. Revised Edition, May, 1945, price 6d. (7d.).

\* See footnote \* on page 124.



## STATUTORY RULES AND ORDERS.

Since last month's issue of this GAZETTE was prepared, the undermentioned Orders\* relating to matters with which the Ministry of Labour and National Service is concerned, either directly or indirectly, have been published in the series of *Statutory Rules and Orders*. The price of each Order, unless otherwise indicated, is 1d. net (2d. post free).

*The Location of Industry (Restriction) Order, 1945* (S.R. & O. 1945, No. 671), dated June 11, 1945, made by the Board of Trade under Regulation 55A of the Defence (General) Regulations, 1939.—This Order revokes the Location of Industry (Restriction) Order, 1942, particulars of which were given in the issue of this GAZETTE for November, 1942 (pages 191-2 and 202), and relaxes the control over factory and storage premises. Licences will not be required under the new Order in respect of (a) premises with an aggregate floor space of less than 3,000 square feet; (b) garages, etc.; and (c) factories and warehouses let or sold by a Government Department. The Order came into force on 14th June, 1945.

*The Factory Undertakings (Records and Information) (No. 3) (Revocation) Order, 1945* (S.R. & O. 1945, No. 743), dated June 16, 1945, made by the Minister of Supply under Regulation 55 of the Defence (General) Regulations, 1939, and the Order-in-Council dated May 20, 1943, amending the said Regulation.—This Order revokes the Factory Undertakings (Records and Information) (No. 1) and (No. 2) Orders, 1940, which related to the keeping and production of certain records and the furnishing of information. The terms of the two Orders now revoked were reproduced in the issues of this GAZETTE for April, 1940 (page 125), and June, 1940 (page 180), respectively. The new Order came into force on 18th June, 1945.

*The Reinstatement in Civil Employment (Termination of Further Periods of War Service) Order, 1945* (S.R. & O. 1945, No. 783), dated June 21, 1945, made by the Minister of Labour and National Service under the Reinstatement in Civil Employment Act, 1944—See page 109.

*The Education (Scotland) Act, 1945, (Appointed Days) (No. 1) Order, 1945* (S.R. & O. 1945, No. 787/S.30), dated June 25, 1945, made by the Secretary of State for Scotland under the Education (Scotland) Act, 1945.—This Order appoints 2nd July, 1945, as the "appointed day" on which various provisions (specified in

a Schedule annexed to the Order) of the Education (Scotland) Act, 1945, are to come into operation. (A summary of certain provisions of the Act which relate to the employment of juveniles is given on page 113 of this GAZETTE.)

*The Essential Work (Agriculture) (Scotland) Order, 1945* (S.R. & O. 1945, No. 790/S13; price 2d. net (3d. post free)), dated June 21, 1945, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See page 109.

## OFFICIAL PUBLICATIONS RECEIVED.\*

[NOTE.—The prices shown are net; those in brackets include postage.]

**CAREERS BOOKLETS.**—*Careers for Men and Women*: (1) General handbook giving a brief summary of professional opportunities open to Service personnel and war workers. Price 3d. (4d.); (ii) Pamphlets giving detailed descriptions of qualifications, training and prospects of employment in various occupations. Price 3d. each (4d.).—Ministry of Labour and National Service.—See page 112.

**COAL MINING INDUSTRY.**—*Regional Survey Reports*: (a) North Eastern Coalfield. Price 1s. 6d. (1s. 8d.); (b) North Western Coalfields. Price 2s. (2s. 3d.). Ministry of Fuel and Power.

**COLONIAL DEVELOPMENT AND WELFARE.**—*Return of Schemes made under the Colonial Development and Welfare Act, 1940, by the Secretary of State for the Colonies with the concurrence of the Treasury in the period from April 1st, 1944, to March 31st, 1945.* H.C. 106, Session 1944-1945. Price 6d. (7d.).

**INDUSTRIAL INJURIES INSURANCE.**—*National Insurance (Industrial Injuries) Bill: Explanatory Memorandum by the Minister of National Insurance.* Cmd. 6651. Price 2d. (3d.).—See page 112.

**RESETTLEMENT AFTER WAR SERVICE.**—*Release and Resettlement.* A reprint of the Booklet distributed to serving members of H.M. Forces explaining their position and rights. Ministry of Labour and National Service. Price 3d. (4d.).—See page 111.

**WELFARE IN FACTORIES.**—*First Aid Services for Factories.* Welfare Pamphlet No. 4 (5th Edition). Ministry of Labour and National Service. Price 1s. (1s. 1d.).—See page 114.

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

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