



THE MINISTRY OF LABOUR GAZETTE

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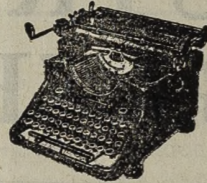
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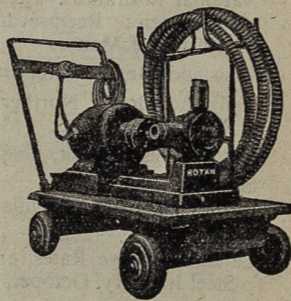
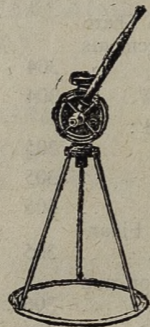
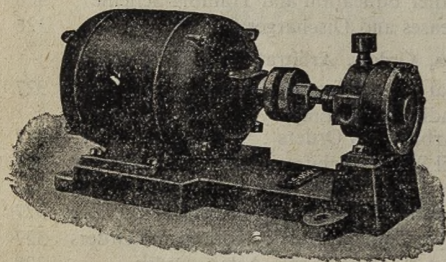
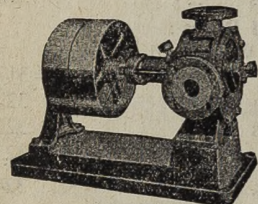
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SUMMARY OF PRINCIPAL STATISTICS.

EMPLOYMENT.

The following is a summary of the employment statistics for Great Britain for July, 1948, and for mid-1939, mid-1945, end-1947, and June, 1948:—

	(Thousands)				
	Mid-1939.	Mid-1945.	End-1947.	June, 1948.	July, 1948.
Number in Civil Employment:—					
Manufacture for Export ..	990	410	1,942	2,010	2,000
Other Manufacture:—					
Equipment, etc., for the Forces ..	1,270	3,830	350		
Manufacture for Home Market ..	4,555	2,580	4,959	5,240	5,240
Agriculture, Fishing, Mining, etc., Utilities and Transport ..	3,298	3,288	3,629	3,702	3,709
Building and Civil Engineering ..	1,310	722	1,364	1,375	1,377
Government Services ..	1,465	2,030	2,173	2,219	2,223
Distribution ..	2,887	1,958	2,351	2,354	2,360
Other Services ..	2,225	1,598	2,120	2,157	2,160
Total in Civil Employment	18,000	16,416	18,888	19,057	19,069
Armed Forces and Auxiliary Services ..	480	5,090	1,119	847	816
Ex-H.M. Forces who have not yet taken up Employment ..	—	40	123	110	90
Insured Persons registered as Unemployed ..	1,270	103	300	272	290
Total Working Population (excluding Indoor Private Domestic Service) ..	19,750	21,649	20,430	20,286	20,265

The figures for August, 1948, are analysed in greater detail on pages 311 to 314, on which statistics are given for each of the Regions and for a number of the larger towns and also for the separate industries.

An article describing the changes in the scope of the unemployment figures as a result of the coming into operation of the National Insurance Scheme on 5th July appeared on page 260 of the August GAZETTE.

WAGES AND HOURS OF LABOUR.

In the industries covered by the Department's statistics, the changes in rates of wages reported to have come into operation in August resulted in an aggregate increase estimated at approximately £87,000 in the weekly full-time wages of about 550,000 workpeople, and in a slight decrease in the wages of about 2,000 workpeople.

The principal groups of workpeople affected by increases in wage rates were employed in the civil engineering construction industry, the iron and steel industry, Government engineering establishments, rubber manufacture, hosiery manufacture in the Midlands, carpet manufacture, and licensed residential establishments and licensed restaurants in London and large towns. The workpeople affected by decreases were employed in iron ore mining and limestone quarrying in Cumberland.

At the end of August, 1948, the average level of weekly rates of wages compared with the level at the end of June, 1947 (taken as 100), was 106, the same figure as at 31st July, 1948.

The number of workpeople whose hours were reduced in August was about 12,000, the average reduction being about 3½ hours a week. The reductions affected workpeople employed in chalk quarrying, the made-up textile industry, and the hat, cap and millinery trade in Scotland.

Full particulars of the changes in rates of wages and hours of labour in August are given on pages 317 to 321.

INDUSTRIAL DISPUTES.

The number of stoppages of work arising from industrial disputes reported to the Department as beginning in August was 138. In addition, 6 stoppages which began before August were still in progress at the beginning of that month. The approximate number of workers involved, during August, in these 144 stoppages (including workers thrown out of work at the establishments where the stoppages occurred) was about 34,000, and the aggregate number of working days lost at the establishments concerned, during August, was about 121,000.

Further particulars of disputes involving stoppages of work during August are given on page 322.

RETAIL PRICES.

At 17th August, the official index figure, which measures changes in the average level of retail prices compared with the level at the base date, 17th June, 1947 (taken as 100), was 108, the same figure as at 13th July.

Further details of changes in retail prices during the month under review are given on page 323.

UNEMPLOYMENT.

The numbers of persons registered as unemployed in Great Britain at 16th August, 1948, are given below, together with the corresponding figures for July and for mid-1939.

	Mid-1939.	12th July, 1948.	16th August, 1948.	Increase at August compared with July.
Men ..	992,000	209,488	215,387	5,899
Boys (under 18) ..	20,000	5,468	10,879	5,411
Women ..	239,000	62,867	64,428	1,561
Girls (under 18) ..	19,000	4,351	8,079	3,728

It is estimated that the number of persons registered as unemployed at 16th August represented about 1½ per cent. of the total industrial population.

Of the total of 298,773 persons unemployed, 290,139 were wholly unemployed and 8,634 were temporarily stopped. Of the former, 80,402 had been out of work for not more than two weeks, 66,391 for more than two but not more than eight weeks, and 143,346 for more than eight weeks.

RECENT COLLECTIVE AGREEMENTS.

SHIPBUILDING AND SHIPREPAIRING INDUSTRY :
AGREEMENT REGARDING JOINT PRODUCTION
COMMITTEES.

The following is the text of an agreement made in August, 1948, between the Shipbuilding Employers' Federation and the Confederation of Shipbuilding and Engineering Unions on the subject of joint production committees :—

The Shipbuilding Employers' Federation and the Confederation of Shipbuilding and Engineering Unions in accordance with the recommendation of the Government's National Joint Advisory Council accept the principle (where joint yard committees do not already exist) of the setting up on a voluntary basis in shipbuilding and shiprepairing establishments of joint consultative machinery for the regular exchange of views between managements and their workpeople on production questions, on the following basis :—

1. A Committee set up in accordance with this Agreement shall be known as "The Joint Production Committee."
2. The Joint Production Committee shall act in a consultative and advisory capacity, in such a way as to provide effective co-operation between the management and their workpeople in the consideration of questions relating to production, the effective use of plant and equipment, economical methods of production, questions of timekeeping, absenteeism, welfare, and other similar questions concerning the efficiency of the establishment and the maintenance of production at the highest possible level.
3. A Joint Production Committee shall not deal with any questions relating to terms and conditions of employment of the workpeople, or any other matters which are normally dealt with between the employers and the unions through the ordinary procedure machinery in the industry.
4. The Committee shall normally consist of twelve members, half of whom shall be nominated by the management, and the other half elected by adult workpeople employed in the establishment.
5. No employee shall be eligible for election to membership of the Committee unless he is an adult and has been employed continuously in the service of the firm for at least the two years immediately preceding the election.
6. The workpeople's representatives on the Committee shall be elected by ballot, on a departmental basis agreed between the management and representatives of the workpeople in the yard.
7. At each election four scrutineers shall be appointed, two by the management and two by the representatives of the workpeople.
8. Members of the Committee shall be elected for a term of two years, except that half of the workpeople's members elected at the first election shall hold office only for one year, such members to be determined by lot immediately after the election.
9. Retiring members shall be eligible for re-election.
10. Casual vacancies of workpeople's members on the Committee shall be filled by ballot on the same basis as the retiring member was elected, and a member so appointed shall hold office for the unexpired period of the retiring member's membership of the Committee.
11. A chairman shall be appointed by the management; and both sides shall appoint a secretary, who shall jointly be responsible for the preparing of the agendas and the convening of meetings and the recording of the Committee's discussions.
12. The Committee shall have power in connection with any matter under discussion to co-opt in a consultative capacity persons employed in the establishment having a special knowledge of the particular question.
13. The Committee shall normally meet once a month, but special meetings may be called as necessary.
14. Meetings of the Committee shall be arranged so as to interfere as little as possible with production.
15. Payment shall be made by the firm to workpeople's members of the Committee at the member's plain time rate for all hours of attendance at meetings of the Committee.

ELECTRICITY SUPPLY INDUSTRY : SALARIES AND
CONDITIONS OF SERVICE OF ADMINISTRATIVE AND
CLERICAL WORKERS.

An interim scheme of salaries and conditions of service for general clerical grades and for staff engaged in legal, accounting, secretarial, administrative or other comparable work in the electricity supply industry has been approved by the National Joint Council (Administrative and Clerical Grades).

The scheme, which is issued solely as an interim measure and without prejudice to the negotiations for a final agreement, is effective from 1st April, 1948. It includes interim general clerical scales of salaries for male and female workers in the provinces and in London. For males in the provinces the scale rises by annual increments from £135 a year at the age of 16 to £385 at 32, and for females from £108 at 16 to £308 at 32. The London scales, which are payable to staff whose principal place of business is within the Metropolitan Police area, are £10 a year higher at ages 16 to 20, £20 higher at ages 21 to 25, and £30 higher at age 26 and over. Staff whose salaries are in excess of the scale are to have their rates and conditions preserved for the time being. Normal hours of duty are 38 a week, except for staff who are allocated to other hours as a condition of employment. For overtime worked by staff to whom the interim scales apply, payment is made

at plain time rate for the first 10 hours in any week and at plain time plus 25 per cent. for each hour in excess of 10, but overtime which is less than one hour on any day does not rank for payment.

Interim salary ranges are provided for other grades of workers in the provinces as follows :—

Grade A	..	£270 to £450
" B	..	£450 ,, £550
" C	..	£350 ,, £450
" D	..	£450 ,, £600
" E	..	£600 ,, £760

These salary ranges are subject to increases of £10, £20 or £30, according to age, for staff in the London area. Grades A and B are defined as staff who are engaged in legal, accounting, secretarial or other work comparable with that covered by a professional institute, whether qualified or not, and who do not hold a supervisory position. Grades C, D and E are staff responsible for the administration of instructions and the supervision of organisation or in control of sections or departments.

No differentiation is made between male and female workers in the interim scheme of salary ranges, and no provision is made for increments, but the intervals at which staff are to be allocated to the appropriate ranges are laid down. Further provisions of this section of the scheme are that no employee in Grades A or C is to receive a salary which is less than that which he would have received had he been on the general clerical scale, and that for employees in Grades A to E there is an option of remaining on their existing scales of salaries and conditions of service or of being transferred to the interim salary ranges; in the latter event their conditions of service are to be those issued from time to time as a provisional measure by the British Electricity Authority.

GOVERNMENT INDUSTRIAL EMPLOYEES : SCHEME
OF PAID SICK LEAVE.

The following scheme providing for sick leave with pay to Government industrial employees has been agreed by the Joint Co-ordinating Committee for Government Industrial Establishments :—

- (i) *Employees affected.* This scheme covers all full-time Government industrial employees, male and female, in Great Britain and Northern Ireland, who are within the purview of the Joint Co-ordinating Committee. Part-time employees who work regularly for not less than 18 hours a week are also included if otherwise eligible. All existing arrangements by which industrial employees may be given paid sick leave are superseded by this scheme.
- (ii) *Qualifying service.* Sick pay is not to be issued to any employee who has not served for at least 26 reckonable weeks in a Government Department. In calculating broken service for this purpose, all periods of service preceding a break of three months or more must be disregarded, but other periods may be aggregated. Service preceding discharge at own request or for misconduct or for inefficiency may not be reckoned.
- (iii) *Medical certificates.* Sick leave with pay will not be authorised without medical evidence of incapacity certified by a qualified medical practitioner. Medical certificates will be required after three days of sickness and at weekly intervals thereafter; it will be open to Departments on the advice of their Medical Officer to vary the frequency of medical certificates according to the nature of the employee's incapacity. As at present, sick leave will be granted only when it appears to the Department that there is a reasonable prospect of the employee ultimately returning to duty.
- (iv) *Injuries.* Absence due to injury (sustained either on or off duty) and supported by a proper medical certificate will be treated as sick leave and the period of absence will be reckoned against the amount of paid sick leave to which the employee is entitled, except when the employing Department has claimed and obtained compensation from a third party for the loss of the employee's services. But when this would mean that an employee would receive either no sick pay for a subsequent illness or sick pay at a rate lower than compensation or injury benefit, he will be allowed some sick pay during the absence through illness. It will be limited to the number of days of the injury absence already reckoned against the amount of paid sick leave and will amount to the difference between the injury benefit or compensation which he has already received during injury absence and any sickness benefit received from the Ministry of National Insurance for the sick absence. After this he can, if necessary, receive any balance of sick leave on half pay which may be due to him.
- (v) *Maternity leave.* Women employees, who have to cease working on account of confinement, will be regarded as on sick leave for the purpose of this scheme.
- (vi) *Waiting period.* Sick pay will not be issued for the first 3 days of sickness or injury unless the incapacity lasts at least 5 working days (for employees conditioned to a 5-day week) or 6 working days (for employees conditioned to a 6-day week).
- (vii) *Amount of paid sick leave.* After the qualifying period of service, eligible employees may in any period of twelve months be granted sick leave with full pay (defined in the next paragraph) for up to 65 working days (if conditioned to a 5-day week) or 78 working days (if conditioned to a 6-day week) excluding paid holidays occurring in the sick absence. After 5 years' service reckonable under the Superannuation Acts, employees who have exhausted the amount of sick leave on full pay to which they are entitled may be granted a further period on half pay within the limits of 65 or 78 working days respectively (see also paragraph (ix)). Juvenile service, however, may be reckoned in full in

calculating the 5 years' service required to qualify for this further period of sick leave.

(viii) *Amount of pay.* (a) Full pay means the employee's ordinary time rate less any National Insurance benefit received for sickness, maternity allowance, injury benefit awarded under the National Insurance (Industrial Injuries) Act, or compensation payable under the Workmen's Compensation Acts, Government Scheme of Compensation or Treasury Injury Warrant, in respect of the injury for which sick pay is being issued. Because it will not be possible to ascertain immediately for every employee exactly what payments are being made by the Ministry of National Insurance, the employee will be paid initially time pay less 49s. 6d. a week (for sickness) or 68s. 6d. a week (for injuries covered by the National Insurance (Industrial Injuries) Act) or 36s. (for maternity benefit). It will then be the employee's responsibility to claim any adjustment if the amount received from the Ministry of National Insurance is less than the deductions made. (The Ministry do not disclose to employers the amounts paid to workpeople.) The foregoing is subject to the overriding limitation that the weekly payments made by the Ministry of National Insurance when added to pay issued by the Department will in no case exceed the employee's ordinary time rate.

(b) No deductions will be made when employees, for some reason, are not entitled to obtain benefit from the Ministry, nor will account be taken of insurance benefit received for the incapacity of the employee's wife or dependant by virtue of their own insurance, death grants, maternity grants, attendance allowance, or disablement benefit.

(c) Half pay means half the amount payable by the Department when making up full pay, i.e., half the difference between time pay and sick benefit, etc.

(d) Part-timers will receive sick pay calculated on the ordinary time rate for the hours they regularly work.

(ix) *Paid holidays.* Paid holidays occurring in a period of sickness or injury are reckonable as part of paid sick leave, but the amount of paid sick leave to which the employee is entitled in any period of twelve months will be increased by the number of paid holidays so reckoned. Annual paid leave will not reckon against paid sick leave; if an employee falls sick while on annual paid leave, he will be granted sick leave and be permitted to take the balance of annual paid leave later in the leave year.

(x) *Limitations.* In any period of 4 years or less, sick leave may not exceed a total of 312 working days (for employees conditioned to a 6-day week) or 260 working days (for employees conditioned to a 5-day week). Authorised unpaid leave will not be included in these limits. Unpaid sick leave, including injury absence for which no pay is issued, does not reckon as service qualifying for further sick leave. Where previous service has been counted towards the qualifying period mentioned in paragraph (ii) it will be counted also in applying the maximum limits of paid sick leave. When sick pay has ceased it will not be restored during the same sick absence.

(xi) The scheme will come into operation from the beginning of the pay week containing 1st September, 1948, and is subject to review in two years.

ENGINEERING INDUSTRY.

REPORT OF COURT OF INQUIRY.

The "Report of a Court of Inquiry appointed to Inquire into a Dispute between The Engineering and Allied Employers' National Federation and The Confederation of Shipbuilding and Engineering Unions" has recently been published by H.M. Stationery Office as a Command Paper (Cmd. 7511), price 4d. net (5d. post free). The appointment of the Court of Inquiry, with Sir John Forster, K.B.E., K.C., as Chairman, was reported in last month's issue of this GAZETTE (page 293).

The terms of reference of the Court were to inquire into the following application made by the trade unions and rejected by the Employers' Federation :—

"The introduction of a national minimum consolidated skilled rate of £5 15s. 0d. per week and a national minimum consolidated unskilled rate of £5 0s. 0d. per week with *pro rata* adjustments in the wages of intermediate grades, and the maintenance of existing differentials; and that piecework prices, bonus or basis times to be such as will enable a workman of average ability to earn not less than 20 per cent. on the new consolidated rates; and that workpeople employed on piecework systems to which the basic rate bears no relationship shall receive the same increase as time workers."

The Report opens with an account of the history of the application and a brief description of the wage structure in the engineering industry. It then records the arguments put forward by the unions in support of their claim.

The unions maintained that there had been a considerable rise in the cost of living over the past two years, with the result that the present minimum rates for both skilled and unskilled workers were below the level required to maintain a reasonable standard of living; the minimum rates in the industry were well below comparable rates for craftsmen in other industries; there had been a rise in the productivity of the industry during the past two years; the industry was prosperous and could afford to pay higher wages; and the low basic rates of wages were the cause of great discontent, with the result that the workers could not give of their best. They maintained that the employers' estimate of £60 million as the cost of the claim to the members of the Federa-

tion was exaggerated as, if a company's profits fell as a consequence of conceding the claim, its liability for taxation would be correspondingly reduced. Finally, they took the view that the claim was in no way invalidated by anything contained in the White Paper on Personal Incomes, Costs and Prices. There had been a considerable time lag in the adjustment of the wage rates in the industry. They had been waiting for two years for the employers' decision on their proposals for a new wage structure, which contained suggestions for higher wage scales very much in line with the proposals put forward in the present application. When the unions were informed in December, 1947, that the employers could see no purpose in continuing the discussions, they gave warning that they would consider the alternative of a direct wage application. If the employers had intimated earlier that they could not accept the proposals for a revised wage structure the direct wage application would have been presented before the end of 1947. As it was, it was formulated in January, 1948, and presented on the 16th February, some 14 days only after the White Paper was published. The unions argued further that their claim could be justified within the terms of the White Paper on the grounds that since their last wage claim was settled there had been a substantial rise in the cost of living and also on the grounds that there had been, in their view, a remarkable increase in production and productivity per man during the past two years. They also referred to the offer recently made by the Government itself to increase the wages of engineering personnel in Government establishments.

In their reply, the Federation pointed out that the claim now presented was very much more than an application for an increase in the rates of wages of the lowest paid workers. If the basic rates were altered, it was inevitable that the increase would be reflected, through the differentials, throughout the whole wage structure. Nor was the application restricted to an increase of 13s. a week for all workers in the industry, as it was evident that the piece worker stood to gain very much more from the application than the time worker. They maintained that merely to look at the agreed minimum rates of wages gave an entirely false impression of the earning power of the workers; figures published in THE MINISTRY OF LABOUR GAZETTE showed that in October, 1947, the earnings of adult male workers in engineering compared favourably with those in any other industry and easily surpassed those in most. The Federation thought that consolidation, to which they were not opposed in principle, was a task of great difficulty which the industry should not be called upon to face at a time when the whole emphasis should be on increased production. It had never been visualised by the employers as a method of bringing about an increase of wages. The Federation estimated the cost of conceding the claim at £60 million per annum and they completely rejected the suggestion put forward by the unions that the industry could afford to pay higher wages because, owing to the incidence of taxation in profits, the Government, or the taxpayers, would have to find half the cost. It did not follow that, because the industry was prosperous and high profits had been made, they had been distributed. The industry had committed itself to a policy of dividend limitation, and profits had to be ploughed back because of the urgent necessity for re-equipment and retooling after five years of war. If only part of the present application were granted it would be sufficient to wipe out the profits available for distribution altogether. On the question of production they pointed out that between June, 1939, and May, 1948, the numbers employed in the industry had gone up by 281,000, which must have had some effect on production. The argument implied in the trade unions' case that, whilst the cost of living had gone up, earnings had remained stationary was, in their view, entirely fallacious and they submitted figures of average earnings from October, 1938, to October, 1947, which proved in their view that earnings had not failed to keep step with increases in the price index. They maintained that to grant the application would be bad for the industry and bad for the national economy. A further advance in wages would have repercussions over the whole field of industry and would, it was claimed, be a negation of sound national policy and in direct conflict with the principles of the White Paper.

In their conclusions, the Court say that if the claim were to be judged solely by the White Paper standards they would find it difficult to justify any part of it. The two sides of the industry had been in negotiation for close on two years before the issue of the White Paper on proposals for a new wage structure and the present claim was in essence a development from those negotiations which were never really terminated. In view of the course adopted towards claims in other industries which were under discussion when the White Paper was issued, the Court feel that they are warranted in taking the present claim into their consideration. The Court make it clear, however, that the fact that they have accepted this claim as being admissible must not be taken as a precedent for future claims in the engineering industry, or for claims in other industries unless the circumstances should be found to be strictly comparable.

The Court consider that the establishment as a long-term policy of a new and simplified wage structure, which it might well be thought should involve consolidation of basic rates and bonus, is highly desirable, and they recommend that the parties should again re-open negotiations regarding this matter. They could not, however, advise consolidation on the basis of the present claim, which would impose a heavy additional burden on the industry and might seriously affect its export position; nor do they consider that consolidation must necessarily result in an automatic all-round increase in wages and earnings throughout the industry while conditions remain as they are to-day. They are convinced

minority who allowed themselves to be involved in unofficial strikes could not be condoned. She was sure that the Congress would emphatically condemn active mischief-makers who were ever on the alert to magnify every grievance or ground of complaint. The movement had achieved many of its objectives and had reached a stage where it must recognise and accept responsibilities. It was the duty of individual workers to resist attempts to intensify difficulties arising in union negotiations.

Similar difficulties were to be seen in international affairs. Although none had striven harder than the British representatives in the World Federation of Trade Unions to clear up misunderstandings and causes of conflict, relations with the World Federation had become a matter of serious concern. Commenting on the proposed Anglo-American industrial consultations, the President said that the trade union movement was anxious to take advantage of every opportunity of seeing what other countries claimed to be doing better in the field of industrial production than was being done in this country.

The Congress, after a discussion regarding unofficial strikes, passed a resolution declaring its determination to expose and defeat those elements in the trade union movement whose activities, if unchecked, would result in undermining the progressive advance of social, economic and industrial emancipation.

Following an address by the Chancellor of the Exchequer on the need for increasing productivity, in which he said that all available man-power was being used and a stage had been reached at which it was only possible to increase the volume of production by producing more per man-year per head, there was a discussion on the General Council's report on the problems of securing increased productivity.

A composite resolution was carried urging that persons appointed to administer nationalised industries at all levels should be chosen on the basis of proved ability and belief in the policy of nationalisation.

Another composite resolution was carried urging the Government to expedite the formation and operation of development councils in all appropriate industries.

A resolution was carried instructing the General Council to sponsor the setting up of a joint advisory council for the Post Office, upon which representatives of the recognised staff associations would sit in equal number and status with Government nominees, for the purpose of advising the Post Office Board.

A somewhat similar resolution urging equal representation for the workers on all committees set up to carry out agricultural plans, and another calling for more representation of health workers on committees appointed under the National Health Service, were remitted to the General Council.

A resolution urging legislation to make joint consultative committees compulsory throughout industry was also remitted to the General Council for consideration.

An amended resolution was passed placing on record the Congress's appreciation of the contribution made by all engaged in the iron and steel industries towards national recovery, but rejecting the request that the Government should be urged to resort to special emergency measures to achieve the nationalisation of these industries.

The General Council's report on the economic situation and its policy on wages, prices and profits were debated and a composite resolution was carried urging the Government to take more effective action to control prices, to maintain and, if need be, to extend cost-of-living subsidies and to impose a stricter limitation on profits. A composite resolution calling for statutory control of profits and dividends was defeated.

Other subjects which were considered and upon which resolutions were passed included conditions in offices, the use of ordnance factories in the production of scarce goods, attracting labour to the land, university education, cleaner coal, the extension of trading with the Union of Soviet Socialist Republics and freedom and democracy in Greece. A statement on peace was adopted.

A number of other resolutions were remitted to the General Council for consideration.

The Congress was addressed by the Secretary of State for War, representing the Labour Party, and by representatives of the American Federation of Labor, the Trades and Labour Congress of Canada, and the Co-operative Union Ltd. Mr. David Morse, the Director General of the International Labour Office, also spoke to the Congress.

Mr. Will Lawther, president of the National Union of Mine-workers and a member of the General Council, was elected Chairman for the forthcoming year.

COAL MINING INDUSTRY.

EARNINGS IN THE SECOND QUARTER OF 1948.

A Statistical Statement of the costs of production, proceeds and profit or loss of collieries for the second quarter of 1948 has been published by the National Coal Board. The statistics relate to the mines worked by the Board and exclude those relating to mines licensed in accordance with Section 36 of the Coal Industry Nationalisation Act, which in the second quarter of 1948 produced 1.1 per cent. of the total quantity of saleable coal. The Statement contains information with regard to cash earnings and the value of allowances in kind during the period, and a summary of this information is given in the Table in the next column.

Earnings of Coal Miners in Second Quarter of 1948.

	Under-ground.		Surface.		All Workers.	
	s.	d.	s.	d.	s.	d.
Earnings per Manshift worked (all ages) :-	34	1.4	23	0.9	31	5.5
Cash Earnings	1	4.3	1	1.8	1	3.7
Value of Allowances in Kind						
Total	35	5.7	24	2.7	32	9.2
Average Weekly Earnings per Wage-earner (all ages) :-						
Cash Earnings	168	4	124	11	158	7
Value of Allowances in Kind	6	9	6	2	6	7
Total	175	1	131	1	165	2

Similar figures are given in the Statement for each of the twenty wage districts in Great Britain. The average earnings in the quarter per man-shift worked, including the value of allowances in kind, for workers of all ages ranged from 28s. 5.9d. in Bristol and Somerset and 29s. 11.6d. in South Wales and Monmouthshire to 37s. 4.6d. in Nottinghamshire and 37s. 6.1d. in Leicestershire. The average weekly earnings ranged from 146s. 2d. in Cannock Chase and 147s. 2d. in Shropshire to 188s. 5d. in Leicestershire and 194s. 10d. in South Derbyshire.

The estimated average earnings, including the value of allowances in kind, for all adult male workers in collieries in Great Britain during the quarter amounted to 34s. 5d. per man-shift worked and 173s. 6d. per week.

Similar figures for each quarter of 1947 and for the first quarter of 1948 were given on page 266 of the issue of this GAZETTE for August.

PAMPHLETS ON EMPLOYMENT, TRAINING, Etc.

In articles published in the April issue of this GAZETTE (page 130), and in earlier issues, particulars were given of a number of pamphlets on employment, training, etc., prepared by the Ministry of Labour and National Service and other Government Departments. Further pamphlets, leaflets, etc., which have been issued are described briefly in the following paragraphs. Unless otherwise stated, copies may be obtained from any Local Office of the Ministry.

Coal Mining.—A new leaflet (P.L.297) has been issued by the Ministry in collaboration with the National Coal Board, entitled: "If you want a job with good money and a guaranteed future . . .". This leaflet contains information about wages and conditions in the coal mining industry and is primarily designed to interest men recently demobilised from H.M. Forces.

Agriculture.—A folder (P.L.301), entitled: "Not just 'getting a living'—Farm work is living," has been issued by the Ministry in conjunction with the Ministry of Agriculture and Fisheries. It outlines briefly the conditions of work and rates of pay for farm workers, including workers employed by the Agricultural Employment Committees.

Civil Service.—Information regarding rates of pay and conditions of service for young women employed in the Civil Service in the Greater London Area as shorthand-typists, copy typists, clerical assistants and machine assistants is contained in leaflet P.L.302, entitled: "An Invitation from the Civil Service," which has been issued by the Ministry and the Civil Service Commission.

The Ministry have issued a further leaflet (P.L.307), entitled: "Opportunities in the Civil Service," which contains similar information for girls under 18 years of age and is obtainable at Youth Employment Bureaux.

Ministry of Labour and National Service.—A leaflet (P.L.300), entitled: "A Service to Industry," contains a short description of the functions of the Ministry and of the various services offered at Local Employment Exchanges, Appointments Offices and Regional Offices. Appended to the leaflet is a list of other leaflets and pamphlets relating to the work of the Ministry, copies of which can be obtained from Employment Exchanges or the Ministry's Public Relations Department (St. James's Square, London, S.W.1).

Vocational Training.—The Ministry have issued a leaflet (P.L.156, revised), bringing up to date the information about the Government Vocational Training Scheme contained in leaflet P.L.156 (see the issue of this GAZETTE for July, 1945, page 110).

Education.—The Ministry of Education have prepared a revised edition of a pamphlet, entitled: "Teaching as a Career (England and Wales)," for the use of men and women released from H.M. Forces and other National Service. The developments in education provided for by the Education Act, 1944, the consequent need for more teachers, and the personal qualities and qualifications required by teachers are briefly described. The pamphlet then furnishes a short general guide to the available courses of training for teaching, followed by sections dealing with emergency courses of training for teaching in primary and secondary schools, for teachers of technical or commercial subjects in colleges and schools of technology or commerce and for the teaching of some particular subjects; the conditions on which financial assistance is granted during training are indicated. The concluding section of the pamphlet sets out the conditions of employment, salaries and pensions of teachers. Copies of this pamphlet can be purchased from H.M. Stationery Office at any of the addresses shown on the front cover of this GAZETTE, or through any bookseller, price 4d. net (5d. post free).

CONSULTATION BETWEEN GOVERNMENT AND INDUSTRY.

ISSUE OF REFERENCE HANDBOOK.

The Central Office of Information have prepared a handbook entitled "Government and Industry, A Survey of Machinery for Consultation and Co-operation," which has been published by H.M. Stationery Office as Number Two of a series of Reference Handbooks, price 9d. net (10d. post free). This handbook gives a summary account of the machinery in operation for consultation between the Government and the two sides of industry, with special reference to economic planning on a national scale.

The introduction to the handbook points out that to make national planning a success it is essential that Government and industry should be able to consult each other, so that quick, agreed decisions can be taken in dealing with the country's economic problems. Great advances are, it is stated, being made towards such co-operation. The handbook describes the arrangements for consultation operative at the end of March, 1948, many of which were introduced during the war while others have been established since.

The first part of the handbook describes the representative bodies which deal with national economic planning problems. General economic planning problems are the concern of the Economic Planning Board, set up in July, 1947, under the chairmanship of the Chief Planning Officer to H.M. Government. The membership of the Board consists of three employers, three trade unionists, the Permanent Secretaries of the Government Departments chiefly concerned, and certain expert members; and their functions are to advise the Government on the best use of the national economic resources, both for the realisation of a long-term plan and for remedial measures against immediate difficulties.

Production problems are considered by the National Production Advisory Council on Industry, which includes representatives of industry appointed by the Chancellor of the Exchequer from nominations by the Federation of British Industries, the British Employers' Confederation and the Trades Union Congress. Advice on local production problems is furnished by the Regional Boards for Industry and their District Committee, on which also both sides of industry are represented.

As regards labour problems, the National Joint Advisory Council was set up in 1939 and reconstituted in 1946 to advise on matters in which employers and workers have a common interest and to provide for closer consultation between the Government and organised industry; the Council also provides a channel through which the Government can make available to both sides of industry confidential information concerning Government policy and the national economic position. The Joint Consultative Committee was set up in 1940 and reconstituted in 1946 as the Executive Committee of the National Joint Advisory Council. (The activities of the Council are reviewed from time to time in this GAZETTE—see for example page 259 of last month's issue.) Local Employment Committees were established in 1917; their function is to bring Employment Exchanges into close touch with employers and workpeople in their respective areas, to secure for the Ministry of Labour and National Service the full benefit of their local knowledge, and, in general, to advise on any matters arising out of the work of the Exchanges.

Reference is made in this part of the handbook to a proposal by the Government that existing arrangements for the consideration of Scottish questions should be supplemented by the convening of a Scottish Economic Conference to meet regularly under the chairmanship of the Secretary of State for Scotland for the exchange of information and for consultation with regard to Scottish economic affairs. This Conference has since been established (see page 268 of last month's issue of this GAZETTE).

The second part of the handbook describes the consultative bodies which deal with problems common to industry as a whole and those which deal with the problems of particular industries. Consultative bodies of the former type include the Fuel Efficiency Committee and its Sub-Committees and the Regional Fuel Efficiency Committees; the National Youth Employment Council and the London Regional Advisory Councils for Youth Employment; and the National Advisory Council on the Employment of the Disabled. A brief account is given of the numerous consultative bodies which are concerned with the problems particular to the building and civil engineering and building materials industries, the engineering, iron and steel, and shipbuilding industries, and agriculture.

The addresses of the Secretaries, and in some cases the Chairmen, of various joint consultative bodies are set out in appendices to the handbook.

NATIONAL INSURANCE (INDUSTRIAL INJURIES) ACT, 1946.

APPOINTMENTS TO INDUSTRIAL INJURIES ADVISORY COUNCIL.

The Minister of National Insurance has appointed Miss Florence Hancock, C.B.E., and Mr. C. R. Dale to be members of the Industrial Injuries Advisory Council in place of Dame Anne Loughlin, D.B.E., and Mr. F. Wolstencroft, C.B.E., who have resigned owing to pressure of other work. The appointment and the functions and membership of the Council were noticed in the December, 1947, issue of this GAZETTE (page 408).



"His disability has been no disadvantage"

writes MAJOR E. J. DUNSCOMBE, Managing Director of a large firm of Opticians

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NATIONAL INSURANCE.

INSURANCE OF SHARE FISHERMEN.

After presenting their Report to the Minister of National Insurance on the insurance of share fishermen, the National Insurance Advisory Committee were asked to consider and report upon the preliminary draft of the National Insurance (Mariners) Amendment Regulations, 1948, which are to implement the Committee's recommendations (see the issue of this GAZETTE for July, page 229.)

These Regulations provide that, in general, share fishermen not employed under a contract of service shall nevertheless be insured as employed persons under the National Insurance Scheme. Such share fishermen are to be treated as being employed by the owner of their fishing vessel and the employer's contribution is to be deducted from the gross earnings of the vessel.

The Regulations will revoke the National Insurance (Share Fishermen) Provisional Regulations, 1948 (see page 230 of the July issue of this GAZETTE), but substantially incorporate their provisions. The present preliminary draft contains also additional conditions for the receipt of unemployment benefit by share fishermen.

Copies of the draft Regulations may be purchased from H.M. Stationery Office at any of the addresses shown on the front cover of this GAZETTE or through any bookseller, price 1d. net (2d. post free).

RECIPROCAL ARRANGEMENTS WITH THE ISLE OF MAN.

By an Order-in-Council entitled the National Insurance (Isle of Man Reciprocal Agreement) Order, 1948, which was made on 5th August under the National Insurance Act, 1946, and came into operation on 9th August, full force and effect have been given in Great Britain to the provisions of an agreement relating to National Insurance made in July between the Minister of National Insurance and the Lieutenant-Governor of the Isle of Man, with the advice and consent of the Isle of Man Board of Social Services. The Order also modifies, as necessary, the National Insurance Act in its application to persons affected by the agreement.

The agreement, which is reproduced in a Schedule to the Order, provides for full reciprocity, as from 5th July, 1948, between the systems of insurance established by the National Insurance Act, 1946, in Great Britain and the National Insurance (Isle of Man) Act, 1948, in the Isle of Man. In particular, facts as to insurance, residence, employment, contributions paid (including contributions credited or treated as paid), exceptions from liability to pay contributions, and benefit claimed in one country are to be treated as if they had been the same facts in the other country. The reciprocal arrangements are, however, subject to the provision that appeals from decisions given under the Acts (including decisions as to claims for benefit) are to be made, and questions as to the review of decisions raised, in the country in which the decisions were given. The agreement, also, does not confer a right to double benefit or a right to receive unemployment benefit in the Isle of Man in respect of any day of unemployment occurring before 3rd January, 1949.

The Minister of National Insurance and the Isle of Man Board of Social Services are to determine from time to time the procedure appropriate for the purposes of the agreement. The Minister, with the consent of the Treasury, and the Lieutenant-Governor, or Deputy Lieutenant-Governor, with the advice and consent of the Board, are to make such financial adjustments between the National Insurance Fund and the Manx National Insurance Fund as they may agree to be necessary. The agreement may be terminated by either side on giving not less than six months' notice in writing.

Copies of the Order (S.I. 1948, No. 1844) may be purchased from H.M. Stationery Office at any of the addresses shown on the front cover of this GAZETTE, or through any bookseller, price 1d. net (2d. post free).

ASSISTANCE BOARD.

REPORT FOR 1947.

The Report of the Assistance Board for the year ended 31st December, 1947, has recently been published by H.M. Stationery Office as a Command Paper (Cmd. 7502), price 6d. net (8d. post free).

In introducing the Report, the Chairman points out that this will be the last Annual Report to be issued by the Board under their original name, as by the provisions of the National Assistance Act, 1948, the title has been changed to National Assistance Board as from 5th July, 1948. From this date the Board have become responsible for meeting the needs of all persons aged 16 or over, and their dependants, in so far as those needs can be met by monetary grants.

The number of persons in receipt of unemployment assistance, which was 58,704 at the end of 1946, rose to 64,238 at the end of January, 1947, but by the end of February had dropped to 44,917. The decrease was due to the introduction of the National Insurance (Extension of Unemployment Benefit) Regulations, 1948, which enabled the Minister of National Insurance, on the recommendation of Courts of Referees, to authorise the grant of extended unemployment insurance benefit to persons who had had at least 30 weeks of insurable work since January, 1944 (or January,

1942, in certain cases), but who had exhausted their standard unemployment benefit. The Regulations had the immediate effect of transferring a considerable number of persons from unemployment assistance to extended benefit, and the subsequent effect of reducing the number of new applicants for assistance. The number continued to fall until September, when the figure was 28,551, subsequently rising slightly to 30,349 in December. All these figures include persons in receipt of assistance under the Regulations which extended the provisions of the Unemployment Assistance Act to persons in distress as a direct result of the war ("P.R.D." allowances); the number of such persons decreased from 1,863 at the end of 1946 to 1,085 at the end of 1947. In addition to the continuing weekly allowances covered by the foregoing figures, about 400,000 payments were made during the year to persons whose needs could be satisfied by a single payment.

The total amount paid during 1947 in unemployment assistance, including P.R.D. allowances, was £2,895,000. Excluding allowances paid in supplementation of unemployment insurance benefit, the average weekly payment was 30s. 4d. at the beginning and 30s. at the end of the year. Supplementation allowances cost about £290,000, an increase of more than 100 per cent. compared with the previous year. The increase was due to the fact that many persons who reverted to unemployment benefit on the introduction of the new Regulations in February had been receiving more by way of assistance than the rate of benefit appropriate to them, and consequently needed assistance in supplementation of benefit. The average weekly number of supplementation payments rose from about 4,500 in January to over 13,000 in May, decreasing later to some 9,000 by the end of the year. The average weekly payment, which was 13s. 9d. at the beginning of the year, fell in May to 10s. 2d. and subsequently rose gradually to 11s. 10d. in December.

In October, 1947, the Board carried out a sample examination of the circumstances of persons currently in receipt of unemployment assistance, similar in scope to that undertaken two years before (see the issue of this GAZETTE for September, 1946, page 249). The results of the enquiry are summarised in the Report and show that, of persons in receipt of assistance at the time of the enquiry, 35 per cent. were receiving unemployment assistance in supplementation of benefit, 7½ per cent. had been disqualified or suspended from benefit because of refusal or abandonment of work, and the remainder had exhausted, or were unable to qualify for, unemployment benefit and could not receive extended benefit. Nearly 58 per cent. of the recipients were 45 years of age or over and some 30 per cent. of the men and 20 per cent. of the women were classified by the Ministry of Labour and National Service as unsuitable for ordinary employment. More than 64 per cent. of the males and 52 per cent. of the females had had no employment during the preceding twelve months, apart from short periods of employment lasting four days or less.

The number of supplementary pensions in payment at the end of 1947 was 521,494 (including 48,620 paid to widows under 60 years of age), compared with 570,552 (including 45,277 paid to widows) at the end of the preceding year. The average weekly payment for all classes rose from 6s. 7d. at the end of 1946 to 7s. 11d. in December, 1947.

Full administration of the Non-Contributory Old Age Pension Scheme was taken over by the Board at the end of March, 1947, at which date the number of pensions in payment was nearly 429,000. The number increased steadily and by the end of the year had reached 441,606, including 16,639 paid to blind pensioners under 70 years of age. The rise in the number of claims for pensions is ascribed to the increase in the old age pension rates in October, 1946, and the corresponding increase in the figure of yearly means within which a person may be entitled to a pension. The Report states that the increase represents a reversal, probably temporary only, of the decline in the number of non-contributory pensions which has been shown since the introduction of contributory old age pensions in 1926.

The Report gives an account of the activities of the Board, in conjunction with the War Office, the Ministry of Labour and National Service and other Government Departments, in assisting the resettlement of Poles. The functions assigned to the Board under the provisions of the Polish Resettlement Act, 1947, included, as a temporary measure, the granting of allowances to specified categories of Poles and their dependants, and the provision of accommodation in camps, hostels and other residential establishments, and of welfare arrangements. During 1947, six camps, accommodating about 4,000 persons, came under the direct administration of the Board, but many Poles and their dependants were still being provided with accommodation by the War Office at the end of the year.

The Report describes briefly the agency work undertaken by the Board on behalf of certain Government Departments, in connection with contributory old age pensions, the distribution of clothing, etc., to European Volunteer Workers, and the issue of tokens under the Tobacco Duty (Relief for Pensioners) Regulations, 1947. Some particulars are given of the organisation of the work of the Board and the Local Advisory Committees. At the end of 1947 there were 83 Local Advisory Committees throughout the country each consisting of 15 to 20 members, of whom two-thirds were nominated by Local Authorities or Local Employment Committees, and the remainder were persons with considerable knowledge of or interest in social services in the locality. The Committees concerned themselves with a variety of welfare problems among old people, including bad housing, ill-health, neglect and loneliness. Appendices to the Report contain statistical information relating to the activities of the Board during 1947.

ASSISTANCE BOARD FOR NORTHERN IRELAND.

REPORT FOR 1947.

The Report of the Assistance Board for Northern Ireland for the year ended 31st December, 1947, has been published by H.M. Stationery Office as a Command Paper (Cmd. 261 of Northern Ireland), price 6d. net (7d. post free).

The Report states that the functions of the Board were extended in 1947 by the transfer from the Ministry of Labour and National Insurance of the administration of pensions paid under the Old Age Pensions Act (Northern Ireland), 1936. It also states that the number of agency services undertaken by the Board was increased by the Tobacco Token Scheme, under which the Board undertake, as agents for the Board of H.M. Customs and Excise, the issue of books of tobacco tokens to those persons whose applications have been approved by the Post Office.

The work of the Board was affected by the National Insurance (Extension of Unemployment Benefit) Regulations (Northern Ireland), 1947, which were made by the Ministry of Labour and National Insurance on 6th January. These Regulations enabled benefit to be paid, for days of unemployment after 10th February, to applicants who had exhausted their benefit rights and whose applications for extended benefit were recommended by a Local Tribunal. An immediate effect of the Regulations was to transfer many applicants from unemployment assistance paid by the Board to extended benefit paid by the Ministry of Labour and National Insurance; at the same time, applicants who would otherwise have claimed assistance as their ordinary benefit became exhausted were enabled to claim extended benefit. The number of applicants for unemployment assistance fell from 4,600 in January to 1,364 in December, 1947, while the number of applicants for supplementation grants increased during the same period from 100 to 1,456. The increase in applications for these grants is ascribed in part to the fact that a substantial number of the applicants were receiving less in extended benefit than they had been getting as assistance and would be expected therefore to apply for supplementation grants, and partly to the growing inclination of benefit applicants to apply also for supplementation grants. The total amount paid in 1947 as unemployment assistance was £154,895, as compared with £227,643 in 1946. The Report gives a summary of the results of an enquiry into the circumstances and conditions of unemployment assistance applicants at the end of 1946, similar to that relating to supplementary pensioners which was described in the Report for the previous year.

As regards supplementary pensions, the Report states that, after the heavy fall in the number of these pensions in October, 1946, which followed the introduction of higher pension rates, the number of applicants remained almost constant, the average for 1947 being 9,261. The total amount paid as supplementary pensions in 1947 was £262,643, compared with £1,294,045 in 1946. The average weekly rate of supplementary pension was 11s. in 1947, compared with 9s. 3d. towards the end of 1946; the increase is ascribed to the higher scale rates for children which came into force in December of the latter year.

The total amount paid in 1947 as old age pensions after the transfer to the Board of the administration of the Old Age Pensions Act on 1st April was £1,414,184; the number of pensions taken over on that date was about 31,000.

The Report gives some account of the welfare functions of the Board and of the work of Advisory Committees and Appeal Tribunals during 1947.

NATIONAL SERVICE ACT, 1948.

The National Service Act, 1948,* which received the Royal Assent on 30th July, comes into force on 1st January, 1949, on which date the National Service Acts, 1939 to 1947, will be repealed.

During its passage through Parliament, the Bill, of which a brief summary was published on page 227 of the July issue of this GAZETTE, received minor drafting amendments only. The Act, which is a consolidating measure, reproduces the law contained in the National Service Acts, 1939 to 1947, and so much of the law contained in the Reinstatement in Civil Employment Act, 1944, as relates to persons called up for service after 31st December, 1948.

GAS ACT, 1948.

The Gas Act, 1948,† which received the Royal Assent on 30th July, provides for the transfer to public ownership of undertakings in Great Britain engaged in the manufacture and supply of gas and coke.

For the purposes of the Act, Great Britain will be divided into twelve areas, for each of which an Area Board is to be established whose duties will be to develop and maintain an efficient, co-ordinated and economical system in the area for the supply of gas and coke (other than metallurgical coke) and for recovering by-products obtained in the process of manufacturing gas. In addition to manufacturing and supplying gas and coke in their

* 11 and 12 Geo. 6. Ch. 64. H.M. Stationery Office; price 1s. net (1s. 2d. post free).

† 11 and 12 Geo. 6. Ch. 67. H.M. Stationery Office; price 2s. net (2s. 3d. post free).

areas, Area Boards are empowered to sell, hire, or otherwise supply or, where necessary, manufacture gas and coke fittings and to instal, repair, maintain or remove them. They are required to promote the welfare, health and safety of persons in their employment and to make provision for advancing their skill by providing, or assisting to provide, facilities for training and education or by other means. They are also to reduce so far as practicable the price and avoid undue preference in the supply of gas and coke.

A Council, to be known as the Gas Council, is to be established with the duties of advising the Minister of Fuel and Power on questions affecting the gas industry and relevant matters and of promoting and assisting the efficient exercise and performance by Area Boards of their functions. The Council is empowered to perform services for Area Boards, when authorised to do so by the Boards, in relation to matters of common interest; to manufacture the plant required by Area Boards and to sell, supply, instal, repair, maintain, or remove such plant; to manufacture gas and coke fittings (except for export), and to sell or supply them; and to initiate a programme of research in matters affecting gas supply.

Members of the Gas Council and the Area Boards will be appointed by the Minister of Fuel and Power from among persons qualified by experience and proved capacity in gas supply, industrial, commercial or financial matters, applied science, administration, the organisation of workers, or, in the case of Area Boards, local government. In addition to the chairman and deputy chairman, membership of the Gas Council will consist of the holders for the time being of the office of chairman of Area Boards. Membership of each Area Board will include not less than six nor more than eight members, with the addition of one other member who will be the person holding for the time being the office of chairman of the Gas Consultative Council to be established for the area.

A Gas Consultative Council is to be established in each area covered by an Area Board, not later than six months after the vesting date, for the purpose of considering and reporting to the Area Board on any matter affecting the supply of gas in the area, including the variation of tariffs and the provision of new or improved services and facilities. The Council will consist of a chairman and not less than twenty nor more than thirty other members, appointed by the Minister, of whom a proportion are to be members of local authorities and the remainder are to be representative of commerce, industry, labour and the general interests of gas consumers and others interested in the development of gas in the area.

The undertakings which are to be transferred to public ownership under the Act comprise gas undertakings authorised by enactments; undertakings not so authorised but providing supplies of gas of which the whole or main part is taken by consumers other than the supplying undertakings or their subsidiaries; and companies (not being private companies) with one or more subsidiary gas undertakings and having at least 75 per cent. of their assets represented by the securities of such subsidiaries. The Act does not apply to the National Coal Board or the British Transport Commission. The Area Board and the National Coal Board are, however, required to co-ordinate their activities wherever the latter Board operate coke oven gas plants. The property, rights, liabilities and obligations of all undertakings within the scope of the Act are to vest, on a date to be appointed by the Minister, not earlier than 1st April, 1949, in such Area Boards as he may determine or, in certain circumstances, in the Gas Council. Provision is made for compensation to holders of securities, local authorities, Electricity Boards and other undertakings affected.

The Act provides that, except where adequate machinery already exists, the Gas Council shall seek consultation with the appropriate organisations with a view to establishing and maintaining machinery for the settlement by negotiation or arbitration of terms and conditions of employment of the staffs of the Area Boards and Gas Council. The Area Boards and the Gas Council are required to take similar action with a view to the promotion and encouragement of measures affecting the safety, health and welfare of staff and the discussion of other matters, including efficiency in operation. It will be the duty of every Area Board to comply with any agreement as to terms and conditions of employment made by the Gas Council under these provisions, and copies of all agreements, or variants of agreements, are to be sent to the Minister of Fuel and Power and the Minister of Labour and National Service. Provision is also made regarding pension rights, the continuance of co-partnership schemes and the payment of compensation to officers of gas undertakings adversely affected by the transfer.

FISHING INDUSTRY.

REGULATION AND FINANCIAL ASSISTANCE.

The White Fish and Herring Industries Act, 1948,* which received the Royal Assent on 30th July, provides for regulating the mesh of fishing nets; for licensing fishing in the North Sea; and for giving financial assistance, or further financial assistance, to inshore fishermen and persons desiring to engage in the inshore fishing industry, to co-operative societies and organisations of fishermen, and to the Herring Industry Board. It also provides for certain amendments to the Herring Industry Acts, 1935 to 1944 (see the issue of this GAZETTE for August, 1944, page 123).

The Act stipulates that, as from a date to be appointed, no

* 11 and 12 Geo. 6. Ch. 51. H.M. Stationery Office; price 3d. net (6d. post free).

NATIONAL INSURANCE.

INSURANCE OF SHARE FISHERMEN.

After presenting their Report to the Minister of National Insurance on the insurance of share fishermen, the National Insurance Advisory Committee were asked to consider and report upon the preliminary draft of the National Insurance (Mariners) Amendment Regulations, 1948, which are to implement the Committee's recommendations (see the issue of this GAZETTE for July, page 229.)

These Regulations provide that, in general, share fishermen not employed under a contract of service shall nevertheless be insured as employed persons under the National Insurance Scheme. Such share fishermen are to be treated as being employed by the owner of their fishing vessel and the employer's contribution is to be deducted from the gross earnings of the vessel.

The Regulations will revoke the National Insurance (Share Fishermen) Provisional Regulations, 1948 (see page 230 of the July issue of this GAZETTE), but substantially incorporate their provisions. The present preliminary draft contains also additional conditions for the receipt of unemployment benefit by share fishermen.

Copies of the draft Regulations may be purchased from H.M. Stationery Office at any of the addresses shown on the front cover of this GAZETTE or through any bookseller, price 1d. net (2d. post free).

RECIPROCAL ARRANGEMENTS WITH THE ISLE OF MAN.

By an Order-in-Council entitled the National Insurance (Isle of Man Reciprocal Agreement) Order, 1948, which was made on 5th August under the National Insurance Act, 1946, and came into operation on 9th August, full force and effect have been given in Great Britain to the provisions of an agreement relating to National Insurance made in July between the Minister of National Insurance and the Lieutenant-Governor of the Isle of Man, with the advice and consent of the Isle of Man Board of Social Services. The Order also modifies, as necessary, the National Insurance Act in its application to persons affected by the agreement.

The agreement, which is reproduced in a Schedule to the Order, provides for full reciprocity, as from 5th July, 1948, between the systems of insurance established by the National Insurance Act, 1946, in Great Britain and the National Insurance (Isle of Man) Act, 1948, in the Isle of Man. In particular, facts as to insurance, residence, employment, contributions paid (including contributions credited or treated as paid), exceptions from liability to pay contributions, and benefit claimed in one country are to be treated as if they had been the same facts in the other country. The reciprocal arrangements are, however, subject to the provision that appeals from decisions given under the Acts (including decisions as to claims for benefit) are to be made, and questions as to the review of decisions raised, in the country in which the decisions were given. The agreement, also, does not confer a right to double benefit or a right to receive unemployment benefit in the Isle of Man in respect of any day of unemployment occurring before 3rd January, 1949.

The Minister of National Insurance and the Isle of Man Board of Social Services are to determine from time to time the procedure appropriate for the purposes of the agreement. The Minister, with the consent of the Treasury, and the Lieutenant-Governor, or Deputy Lieutenant-Governor, with the advice and consent of the Board, are to make such financial adjustments between the National Insurance Fund and the Manx National Insurance Fund as they may agree to be necessary. The agreement may be terminated by either side on giving not less than six months' notice in writing.

Copies of the Order (S.I. 1948, No. 1844) may be purchased from H.M. Stationery Office at any of the addresses shown on the front cover of this GAZETTE, or through any bookseller, price 1d. net (2d. post free).

ASSISTANCE BOARD.

REPORT FOR 1947.

The Report of the Assistance Board for the year ended 31st December, 1947, has recently been published by H.M. Stationery Office as a Command Paper (Cmd. 7502), price 6d. net (8d. post free).

In introducing the Report, the Chairman points out that this will be the last Annual Report to be issued by the Board under their original name, as by the provisions of the National Assistance Act, 1948, the title has been changed to National Assistance Board as from 5th July, 1948. From this date the Board have become responsible for meeting the needs of all persons aged 16 or over, and their dependants, in so far as those needs can be met by monetary grants.

The number of persons in receipt of unemployment assistance, which was 58,704 at the end of 1946, rose to 64,238 at the end of January, 1947, but by the end of February had dropped to 44,917. The decrease was due to the introduction of the National Insurance (Extension of Unemployment Benefit) Regulations, 1948, which enabled the Minister of National Insurance, on the recommendation of Courts of Referees, to authorise the grant of extended unemployment insurance benefit to persons who had had at least 30 weeks of insurable work since January, 1944 (or January,

1942, in certain cases), but who had exhausted their standard unemployment benefit. The Regulations had the immediate effect of transferring a considerable number of persons from unemployment assistance to extended benefit, and the subsequent effect of reducing the number of new applicants for assistance. The number continued to fall until September, when the figure was 28,551, subsequently rising slightly to 30,349 in December. All these figures include persons in receipt of assistance under the Regulations which extended the provisions of the Unemployment Assistance Act to persons in distress as a direct result of the war ("P.R.D." allowances); the number of such persons decreased from 1,863 at the end of 1946 to 1,085 at the end of 1947. In addition to the continuing weekly allowances covered by the foregoing figures, about 400,000 payments were made during the year to persons whose needs could be satisfied by a single payment.

The total amount paid during 1947 in unemployment assistance, including P.R.D. allowances, was £2,895,000. Excluding allowances paid in supplementation of unemployment insurance benefit, the average weekly payment was 30s. 4d. at the beginning and 30s. at the end of the year. Supplementation allowances cost about £290,000, an increase of more than 100 per cent. compared with the previous year. The increase was due to the fact that many persons who reverted to unemployment benefit on the introduction of the new Regulations in February had been receiving more by way of assistance than the rate of benefit appropriate to them, and consequently needed assistance in supplementation of benefit. The average weekly number of supplementation payments rose from about 4,500 in January to over 13,000 in May, decreasing later to some 9,000 by the end of the year. The average weekly payment, which was 13s. 9d. at the beginning of the year, fell in May to 10s. 2d. and subsequently rose gradually to 11s. 10d. in December.

In October, 1947, the Board carried out a sample examination of the circumstances of persons currently in receipt of unemployment assistance, similar in scope to that undertaken two years before (see the issue of this GAZETTE for September, 1946, page 249). The results of the enquiry are summarised in the Report and show that, of persons in receipt of assistance at the time of the enquiry, 35 per cent. were receiving unemployment assistance in supplementation of benefit, 7½ per cent. had been disqualified or suspended from benefit because of refusal or abandonment of work, and the remainder had exhausted, or were unable to qualify for, unemployment benefit and could not receive extended benefit. Nearly 58 per cent. of the recipients were 45 years of age or over and some 30 per cent. of the men and 20 per cent. of the women were classified by the Ministry of Labour and National Service as unsuitable for ordinary employment. More than 64 per cent. of the males and 52 per cent. of the females had had no employment during the preceding twelve months, apart from short periods of employment lasting four days or less.

The number of supplementary pensions in payment at the end of 1947 was 521,494 (including 48,620 paid to widows under 60 years of age), compared with 570,552 (including 45,277 paid to widows) at the end of the preceding year. The average weekly payment for all classes rose from 6s. 7d. at the end of 1946 to 7s. 11d. in December, 1947.

Full administration of the Non-Contributory Old Age Pension Scheme was taken over by the Board at the end of March, 1947, at which date the number of pensions in payment was nearly 429,000. The number increased steadily and by the end of the year had reached 441,606, including 16,639 paid to blind pensioners under 70 years of age. The rise in the number of claims for pensions is ascribed to the increase in the old age pension rates in October, 1946, and the corresponding increase in the figure of yearly means within which a person may be entitled to a pension. The Report states that the increase represents a reversal, probably temporary only, of the decline in the number of non-contributory pensions which has been shown since the introduction of contributory old age pensions in 1926.

The Report gives an account of the activities of the Board, in conjunction with the War Office, the Ministry of Labour and National Service and other Government Departments, in assisting the resettlement of Poles. The functions assigned to the Board under the provisions of the Polish Resettlement Act, 1947, included, as a temporary measure, the granting of allowances to specified categories of Poles and their dependants, and the provision of accommodation in camps, hostels and other residential establishments, and of welfare arrangements. During 1947, six camps, accommodating about 4,000 persons, came under the direct administration of the Board, but many Poles and their dependants were still being provided with accommodation by the War Office at the end of the year.

The Report describes briefly the agency work undertaken by the Board on behalf of certain Government Departments, in conjunction with contributory old age pensions, the distribution of clothing, etc., to European Volunteer Workers, and the issue of tokens under the Tobacco Duty (Relief for Pensioners) Regulations, 1947. Some particulars are given of the organisation of the work of the Board and the Local Advisory Committees. At the end of 1947 there were 83 Local Advisory Committees throughout the country each consisting of 15 to 20 members, of whom two-thirds were nominated by Local Authorities or Local Employment Committees, and the remainder were persons with considerable knowledge of or interest in social services in the locality. The Committees concerned themselves with a variety of welfare problems among old people, including bad housing, ill-health, neglect and loneliness. Appendices to the Report contain statistical information relating to the activities of the Board during 1947.

ASSISTANCE BOARD FOR NORTHERN IRELAND.

REPORT FOR 1947.

The Report of the Assistance Board for Northern Ireland for the year ended 31st December, 1947, has been published by H.M. Stationery Office as a Command Paper (Cmd. 261 of Northern Ireland), price 6d. net (7d. post free).

The Report states that the functions of the Board were extended in 1947 by the transfer from the Ministry of Labour and National Insurance of the administration of pensions paid under the Old Age Pensions Act (Northern Ireland), 1936. It also states that the number of agency services undertaken by the Board was increased by the Tobacco Token Scheme, under which the Board undertake, as agents for the Board of H.M. Customs and Excise, the issue of books of tobacco tokens to those persons whose applications have been approved by the Post Office.

The work of the Board was affected by the National Insurance (Extension of Unemployment Benefit) Regulations (Northern Ireland), 1947, which were made by the Ministry of Labour and National Insurance on 6th January. These Regulations enabled benefit to be paid, for days of unemployment after 10th February, to applicants who had exhausted their benefit rights and whose applications for extended benefit were recommended by a Local Tribunal. An immediate effect of the Regulations was to transfer many applicants from unemployment assistance paid by the Board to extended benefit paid by the Ministry of Labour and National Insurance; at the same time, applicants who would otherwise have claimed assistance as their ordinary benefit became exhausted were enabled to claim extended benefit. The number of applicants for unemployment assistance fell from 4,600 in January to 1,364 in December, 1947, while the number of applicants for supplementation grants increased during the same period from 100 to 1,456. The increase in applications for these grants is ascribed in part to the fact that a substantial number of the applicants were receiving less in extended benefit than they had been getting as assistance and would be expected therefore to apply for supplementation grants, and partly to the growing inclination of benefit applicants to apply also for supplementation grants. The total amount paid in 1947 as unemployment assistance was £154,895, as compared with £227,643 in 1946. The Report gives a summary of the results of an enquiry into the circumstances and conditions of unemployment assistance applicants at the end of 1946, similar to that relating to supplementary pensioners which was described in the Report for the previous year.

As regards supplementary pensions, the Report states that, after the heavy fall in the number of these pensions in October, 1946, which followed the introduction of higher pension rates, the number of applicants remained almost constant, the average for 1947 being 9,261. The total amount paid as supplementary pensions in 1947 was £262,643, compared with £1,294,045 in 1946. The average weekly rate of supplementary pension was 11s. in 1947, compared with 9s. 3d. towards the end of 1946; the increase is ascribed to the higher scale rates for children which came into force in December of the latter year.

The total amount paid in 1947 as old age pensions after the transfer to the Board of the administration of the Old Age Pensions Act on 1st April was £1,414,184; the number of pensions taken over on that date was about 31,000.

The Report gives some account of the welfare functions of the Board and of the work of Advisory Committees and Appeal Tribunals during 1947.

NATIONAL SERVICE ACT, 1948.

The National Service Act, 1948,* which received the Royal Assent on 30th July, comes into force on 1st January, 1949, on which date the National Service Acts, 1939 to 1947, will be repealed.

During its passage through Parliament, the Bill, of which a brief summary was published on page 227 of the July issue of this GAZETTE, received minor drafting amendments only. The Act, which is a consolidating measure, reproduces the law contained in the National Service Acts, 1939 to 1947, and so much of the law contained in the Reinstatement in Civil Employment Act, 1944, as relates to persons called up for service after 31st December, 1948.

GAS ACT, 1948.

The Gas Act, 1948,† which received the Royal Assent on 30th July, provides for the transfer to public ownership of undertakings in Great Britain engaged in the manufacture and supply of gas and coke.

For the purposes of the Act, Great Britain will be divided into twelve areas, for each of which an Area Board is to be established whose duties will be to develop and maintain an efficient, co-ordinated and economical system in the area for the supply of gas and coke (other than metallurgical coke) and for recovering by-products obtained in the process of manufacturing gas. In addition to manufacturing and supplying gas and coke in their

* 11 and 12 Geo. 6. Ch. 64. H.M. Stationery Office; price 1s. net (1s. 2d. post free).

† 11 and 12 Geo. 6. Ch. 67. H.M. Stationery Office; price 2s. net (2s. 3d. post free).

areas, Area Boards are empowered to sell, hire, or otherwise supply or, where necessary, manufacture gas and coke fittings and to instal, repair, maintain or remove them. They are required to promote the welfare, health and safety of persons in their employment and to make provision for advancing their skill by providing, or assisting to provide, facilities for training and education or by other means. They are also to reduce so far as practicable the price and avoid undue preference in the supply of gas and coke.

A Council, to be known as the Gas Council, is to be established with the duties of advising the Minister of Fuel and Power on questions affecting the gas industry and relevant matters and of promoting and assisting the efficient exercise and performance by Area Boards of their functions. The Council is empowered to perform services for Area Boards, when authorised to do so by the Boards, in relation to matters of common interest; to manufacture the plant required by Area Boards and to sell, supply, instal, repair, maintain, or remove such plant; to manufacture gas and coke fittings (except for export), and to sell or supply them; and to initiate a programme of research in matters affecting gas supply.

Members of the Gas Council and the Area Boards will be appointed by the Minister of Fuel and Power from among persons qualified by experience and proved capacity in gas supply, industrial, commercial or financial matters, applied science, administration, the organisation of workers, or, in the case of Area Boards, local government. In addition to the chairman and deputy chairman, membership of the Gas Council will consist of the holders for the time being of the office of chairman of Area Boards. Membership of each Area Board will include not less than six nor more than eight members, with the addition of one other member who will be the person holding for the time being the office of chairman of the Gas Consultative Council to be established for the area.

A Gas Consultative Council is to be established in each area covered by an Area Board, not later than six months after the vesting date, for the purpose of considering and reporting to the Area Board on any matter affecting the supply of gas in the area, including the variation of tariffs and the provision of new or improved services and facilities. The Council will consist of a chairman and not less than twenty nor more than thirty other members, appointed by the Minister, of whom a proportion are to be members of local authorities and the remainder are to be representative of commerce, industry, labour and the general interests of gas consumers and others interested in the development of gas in the area.

The undertakings which are to be transferred to public ownership under the Act comprise gas undertakings authorised by enactments; undertakings not so authorised but providing supplies of gas of which the whole or main part is taken by consumers other than the supplying undertakings or their subsidiaries; and companies (not being private companies) with one or more subsidiary gas undertakings and having at least 75 per cent. of their assets represented by the securities of such subsidiaries. The Act does not apply to the National Coal Board or the British Transport Commission. The Area Board and the National Coal Board are, however, required to co-ordinate their activities wherever the latter Board operate coke oven gas plants. The property, rights, liabilities and obligations of all undertakings within the scope of the Act are to vest, on a date to be appointed by the Minister, not earlier than 1st April, 1949, in such Area Boards as he may determine or, in certain circumstances, in the Gas Council. Provision is made for compensation to holders of securities, local authorities, Electricity Boards and other undertakings affected.

The Act provides that, except where adequate machinery already exists, the Gas Council shall seek consultation with the appropriate organisations with a view to establishing and maintaining machinery for the settlement by negotiation or arbitration of terms and conditions of employment of the staffs of the Area Boards and Gas Council. The Area Boards and the Gas Council are required to take similar action with a view to the promotion and encouragement of measures affecting the safety, health and welfare of staff and the discussion of other matters, including efficiency in operation. It will be the duty of every Area Board to comply with any agreement as to terms and conditions of employment made by the Gas Council under these provisions, and copies of all agreements, or variants of agreements, are to be sent to the Minister of Fuel and Power and the Minister of Labour and National Service. Provision is also made regarding pension rights, the continuance of co-partnership schemes and the payment of compensation to officers of gas undertakings adversely affected by the transfer.

FISHING INDUSTRY.

REGULATION AND FINANCIAL ASSISTANCE.

The White Fish and Herring Industries Act, 1948,* which received the Royal Assent on 30th July, provides for regulating the mesh of fishing nets; for licensing fishing in the North Sea; and for giving financial assistance, or further financial assistance, to inshore fishermen and persons desiring to engage in the inshore fishing industry, to co-operative societies and organisations of fishermen, and to the Herring Industry Board. It also provides for certain amendments to the Herring Industry Acts, 1935 to 1944 (see the issue of this GAZETTE for August, 1944, page 123).

The Act stipulates that, as from a date to be appointed, no

* 11 and 12 Geo. 6. Ch. 51. H.M. Stationery Office; price 3d. net (6d. post free).

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Brewing	Burton-on-Trent ..	16 Aug.	Men, youths, boys, women and girls.	Increases of 8s. a week in basic rates for men 21 years and over, of 5s. for women 21 and over, and of varying amounts, according to age, from 2s. to 6s. for youths and boys, and from 2s. to 5s. for girls. Rates after change include: men—loco drivers 107s. 6d. a week, spare drivers, first year 103s. 6d., second year 104s. 6d., third year 105s. 6d., stationary enginemen 98s., head shunters 97s., steam and petrol lorry drivers 96s., stokers 95s. 6d., brewery shiftmen and cold room workers 92s., steersmen and cellarmen 91s., ale loaders, firemen (including cleaners) and under shunters 89s., brewery labourers 86s., carters and drivers 86s., plus in each case 16s. war bonus; youths and boys 33s. at 15, rising to 87s. at 20; women and girls 32s. at 15, rising to 70s. at 21 and over.
Coopering	Great Britain and Belfast.	First pay day following 2 Aug.	Day workers Pieceworkers	Increases* of 1d. an hour in national minimum time rates for men and of proportional amounts for apprentices. Rates after change for journeymen: London 2s. 11d. an hour, elsewhere 2s. 10d. Increases† of 5 per cent. (70 to 75 per cent.) in piecework percentage.†
Veneer Producing and Plywood Manufacture.	England and Wales	First pay day in Aug.	Young male and female workers	Lieu bonus of 2d. or 1½d. an hour, according to occupation, for men and of 1½d. for women, hitherto paid only to adult workers not employed under a payment by results scheme, granted to young male and female workers in the following proportions: 40 per cent. of adult rate at 15 years, rising to 92½ per cent. at 19½ and 100 per cent. at 20.
Printing	Scotland	Pay week commencing 7 June.‡	Workpeople employed on the production of daily morning and evening newspapers.	Increases of 9s. a week for day workers and of 12s. for nightworkers. Rates after change: Glasgow—evening and morning newspapers respectively—compositors and machinemen 147s. and 157s. a week, readers 149s. 6d. and 159s. 6d., linotype operators 153s. 3d. and 164s. 3d., upmakers 152s. and 162s., Aberdeen, Paisley and Greenock—evening newspapers—compositors and machinemen 143s. 6d., readers 146s., linotype operators 150s. 9d., upmakers 148s. 6d.; Aberdeen morning newspapers—153s. 6d., 156s., 160s. 9d., 158s. 6d.
Civil Engineering Construction.	Great Britain ..	18 Aug.	Men, youths and boys ..	Increases of 4d. an hour for men, and of proportional amounts for youths and boys. Rates after change for navvies and labourers: London Area Super Grade 2s. 4d. an hour, Class I districts 2s. 3d.; 1A, 2s. 2½d.; 2, 2s. 2d.; 2A, 2s. 1½d.‡
Rubber Manufacture.	Great Britain ..	Beginning of first full pay period following 8 Aug.	Men, youths, boys, women and girls.	Increases of 2d. an hour in minimum basic time rates for men 21 years and over in the general rubber goods division and 1d. in the tyre division, of 1½d. or 1½d., according to age, for youths and boys in the general rubber goods division and 1d. or 1½d. in the tyre division, of 1½d. for women 21 years and over, and of ½d. to 1½d., according to age, for girls. Minimum rates after change: tyre and general rubber goods divisions—men, youths and boys 8½d. an hour at under 16, rising to 1s. 9½d. at 21 and over, women and girls 6½d. to 1s. 2½d., plus in each case, flat war bonus ranging from 2½d. an hour at under 16 to 4d. at 21 and over; operational group rates—men, grade "A" (unskilled) 1s. 9½d. an hour, "B" (semi-skilled)—tyre division 1s. 11d., general rubber goods division 1s. 10½d., "C" (skilled) 2s. 0½d., 1s. 11½d., "D" (working charge hands) 2s. 2d., 2s. 0½d.; women (both divisions) 1s. 2½d., 1s. 3d., 1s. 3½d., 1s. 4d.; plus, in each case, flat war bonus of 4d. an hour. Piecework price or bonus schemes to yield to a worker of ordinary skill and experience at least 25 per cent. above the appropriate basic time rates.‡
Rubber Floor Laying.	Great Britain ..	do.	Men, youths and boys ..	Increases of 2d. an hour for men 21 years and over, and of 1½d. or 1½d., according to age, for younger workers. Minimum rates after change: men 21 years and over—skilled layers 2s. 3½d. an hour, labourers 2s., plus, in each case, flat war bonus of 2d. an hour (payable to workers not in receipt of piecework or bonus earnings) and flat war bonus of 4d. an hour; youths and boys 8½d. at under 16 years, rising to 1s. 5½d. at 20, plus flat war bonus ranging from 2½d. an hour at under 16 to 4d. at 20.
General Waste Materials Reclamation.	Northern Ireland ..	18 Aug.	Men, youths, boys, women and girls.	New general minimum hourly time rates adopted, resulting in increases of 4s. 2d. a week of 44 hours for male workers 21 years and over, of 2s. 10½d. for female workers 20 years and over, and of varying amounts for younger workers; increase of 1d. an hour (1s. 10½d. to 1s. 11½d. for male workers and 1s. 1d. to 1s. 2d. for female workers) in piecework basis time rates. General minimum time rates after change: male workers 21 years and over 1s. 10½d. an hour or 82s. 6d. a week of 44 hours, youths and boys 9d. or 33s. at under 16, rising to 1s. 6d. or 66s. at 18 and under 21, female workers 20 years and over 1s. or 44s., 18 and under 20 years 10d. or 36s. 8d., under 18 years 8½d. or 31s. 2d.†
Retail Meat Distribution.	England and Wales	5 July**	Female assistants in pork butchers' shops.	Scale of wages adopted for female assistants wholly or mainly engaged as makers-up, as follows: London, 36s. at 16 years of age, rising to 76s. at 24, provincial A, 31s. 6d. to 72s., provincial B, 29s. to 66s.††
Licensed Residential Establishments and Licensed Restaurants.	London and towns in Great Britain with a population of 250,000 or more (Areas "A" and "B").	23 Aug.	Men, youths, boys, women and girls.	Weekly minimum remuneration fixed for workers employed in (area "A") the City of London and Metropolitan Police District, and (area "B") areas with a population of 250,000 or more, resulting in increases over the national minimum remuneration previously paid of 3s. a week in area "A" and 2s. in area "B" for workers supplied by the employer with full board and lodging on 7 days a week, and of 5s. and 3s., respectively, for other workers in areas "A" and "B"; remuneration in (area "C") the remainder of Great Britain remains unchanged.‡‡ Minimum rates of remuneration after change include: where no lodging or meals are supplied—men 21 years or over, chef de cuisine, area "A" 235s. a week, area "B" 233s., area "C" 230s., chef or head cook 155s., 153s., 150s., head waiter 145s., 143s., 140s., cook 125s., 123s., 120s., clerk or receptionist 115s., 113s., 110s., waiter 105s., 103s., 100s., public barman, cloakroom attendant, porter or "boots" 95s., 93s., 90s.; youths and boys—waiters, area "A" 57s. 6d. at 15 years, rising to 95s. at 20 and under 21, "B" 55s. 6d. to 93s., "C" 52s. 6d. to 90s.; in other occupations, "A" 55s. to 90s., "B" 53s. to 88s., "C" 50s. to 85s.; women 21 years or over—cook 102s. 6d., 100s. 6d., 97s. 6d., clerk or receptionist 95s., 93s., 90s., waitress 85s., 83s., 80s., barmaid 82s., 80s., 77s., chambermaid 80s., 78s., 75s., cleaner, cloakroom attendant, housemaid, lift attendant, kitchen maid 72s. 6d., 70s. 6d., 67s. 6d., girls, "A" 45s. at 15 years, rising to 70s. at 20, "B" 43s. to 68s., "C" 40s. to 65s.‡§§
Warehousing.	Liverpool	First pay day following 4 Aug.	Workpeople employed in general warehouses.	Increases in minimum rates for permanent workers of 15s. a week for captains, of 13s. for chargehands, of 10s. for other male workers 21 years and over, and of 5s. for younger workers; increases of 1s. 6d. a day for casual workers 21 years and over, and of 9d. for younger workers. Minimum rates after change: permanent workers—21 years and over, captains 140s. a week, chargehands 121s., weighers, bookmen, samplers, pilemen, doormen 113s., ordinary porters 110s., workers 18 and under 21 years 95s., under 18 years 87s. 6d.; casual workers—21 years and over 20s. 6d. a day, 18 and under 21 years 17s. 9d., under 18 years 16s. 3d.

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

† Piecework rates are to be calculated by adding at least 50 per cent. to existing basic piecework prices before the addition of the current piecework percentage.

‡ These increases were the result of an arbitration award under the Industrial Courts Act, dated 20th July, 1948, and had retrospective effect to the date shown.

§ For wages purposes, localities have been assigned to the various grades, but the localities so graded are too numerous to be quoted in the space available.

¶ These increases resulted from an agreement of the National Joint Industrial Council for the Rubber Manufacturing Industry.

‡‡ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 328 of this GAZETTE.

§§ The new scale of wages is contained in a revised agreement of the Joint Industrial Council for the Retail Meat Trade, dated 1st August, 1948, and had retrospective effect to the date shown.

†† Provincial "A" rates apply to places with 10,000 or more inhabitants (except the City of London and the Metropolitan Police District) and to certain other towns listed in an appendix to this agreement, and Provincial "B" rates apply to all other places.

‡‡ Area "A" is defined as the City of London and Metropolitan Police District, area "B" as other areas in England and Wales administered by County Borough, Municipal Borough or Urban District Councils, and Burghs in Scotland which, in 1941 in England and Wales and 1943 in Scotland, had a population of 250,000 inhabitants or more, and area "C" as all areas other than those in areas "A" or "B".

§§ These increases took effect under an Order issued under the Catering Wages Act, 1943. (See page 293 of last month's GAZETTE). Where a worker is supplied with such meals as are normally available in an establishment during the time he is on duty, the weekly remuneration is 12s. less than for a worker receiving no meals; and where full board and lodging is supplied on 7 days a week the remuneration in Area "A" is 31s. 9d., in area "B" 30s. 9d. and in area "C" 29s. 9d. less.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING AUGUST.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Quarrying	Various districts in England.	2 Aug.	Workpeople employed in chalk quarrying (other than for the manufacture of cement) and the production of lime and whitening from chalk.	Normal weekly working hours reduced from 48 to 44.*
Made-up Textiles Manufacture.	Great Britain ..	25 Aug.	Men, youths, boys, women and girls.	Normal working hours beyond which overtime rates become payable reduced from 48 to 45.†
Hat and Cap Making and Millinery.	Scotland	2 Aug.	Workpeople, other than those employed in the wholesale cloth hat and cap making branch.	Normal weekly hours beyond which overtime rates become payable reduced from 46 to 44.‡
Baking	Scotland	27 Aug.	Men, youths, boys, women and girls.	Normal weekly working hours beyond which overtime rates become payable reduced from 47 to 45 hours.§

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

† This reduction took effect under an Order issued under the Wages Councils Act. See also under "Changes in Rates of Wages." The normal weekly hours for workers in the wholesale cloth hat and cap making branch were reduced from 46 to 44 on 30th December, 1946.

‡ These reductions took effect under an Order issued under the Wages Councils Act. See also under "Changes in Rates of Wages." A 45-hour week, applicable to private traders and co-operative societies, has been in operation since 28th September, 1947, under the terms of an agreement made by the National Joint Committee for the Baking Industry (Scotland).

INDEX OF RATES OF WAGES.

The index figure of rates of wages measures the movement, from month to month, in the level of full-time weekly rates of wages in the principal industries and services in the United Kingdom compared with the level at 30th June, 1947, taken as 100. The industries and services covered by the index and the method of calculation were described on page 41 of the issue of this GAZETTE for February, 1948. The index is based on the recognised rates of wages fixed by collective agreements between organisations of employers and workpeople, arbitration awards or statutory orders. The percentage increases in the various industries are combined in accordance with the relative importance of the industries, as measured by the total wages bill in 1946. The index does not reflect changes in earnings due to such factors as alterations in working hours, or in piece-work earnings due to variations in output or the introduction of new machinery, etc. Where necessary the figures have been revised to include changes arranged with retrospective effect or reported too late for inclusion in the current figures.

The figures for the end of each month, on the basis of 30th June, 1947 = 100, are as follows:—

Date (end of month).	Men.	Women.	Juveniles.	All Workers.
1947				
June	100	100	100	100
July	100	100	100	100
August	101	101	102	101
September .. .	101	101	102	101
October	101	103	103	102
November .. .	103	103	105	103
December .. .	103	103	106	103
1948				
January	104	104	106	104
February .. .	104	105	106	104
March	105	107	107	105
April	105	107	108	105
May	105	107	108	105
June	105	107	108	106
July	105	108	108	106
August	105	108	109	106

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WAGES REGULATION ORDERS.

During August, the Minister of Labour and National Service made the following Wages Regulation Orders,* giving effect to the proposals made to him by the Wages Councils concerned:—

The Sugar Confectionery and Food Preserving Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1948: S.I. 1948, No. 1851 (F.477), dated 6th August and effective from 20th August.—This Order prescribes the annual holidays and certain customary holidays to be allowed to workers and fixes payment for such holidays.

The Made-up Textiles Wages Council (Great Britain) Wages Regulation Order, 1948: S.I. 1948, No. 1873 (M.T.32), dated 10th August and effective from 25th August.—This Order prescribes the general minimum time rates, piece work basis time rates and overtime rates.—See page 319.

The Baking Wages Council (Scotland) Wages Regulation Order, 1948: S.I. 1948, No. 1874 (S.161) (B.K.S.177), dated 10th August and effective from 27th August.—This Order prescribes the minimum weekly remuneration and overtime rates, and amends the Baking Wages Council (Scotland) Wages Regulation (Holidays) Order, 1947 (B.K.S.144).—See page 319.

The Laundry Wages Council (Great Britain) Wages Regulation Order, 1948: S.I. 1948, No. 1924 (W.62), dated 18th August and effective from 6th September.—This Order prescribes the general minimum time rates, piece work basis time rates for female workers, supplemental shift work rates, supplemental night work rate, guaranteed weekly remuneration and overtime rates.

The Laundry Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1948: S.I. 1948, No. 1925 (W.63), dated 18th August and effective from 6th September.—This Order prescribes the annual holidays and certain customary holidays to be allowed to workers and fixes payment for such holidays.

WAGES COUNCILS ACT
(NORTHERN IRELAND), 1945.

NOTICES OF PROPOSAL.

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

Dressmaking and Women's Light Clothing Wages Council (Northern Ireland).—Proposal N.I.W.D. (N. 57), dated 16th August; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates for female workers in the retail branch of the trade.

Dressmaking and Women's Light Clothing Wages Council (Northern Ireland).—Proposal N.I.W.D. (N.56), dated 20th August; relating to the fixing of revised general minimum time rates, piece work basis time rates and overtime rates for male and female workers in the factory branch of the trade.

Further information about either of the above proposals may be obtained by persons engaged in the trade affected by application to the Secretary of the Council in question at Tyrone House, Ormeau Avenue, Belfast.

WAGES REGULATION ORDERS.

During August, the Ministry of Labour and National Insurance made the following Wages Regulation Orders* giving effect to the proposals made by the Wages Councils concerned:—

The Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) Wages Regulation Order, 1948 (N.I.F. 29)), dated 3rd August and effective from 9th August.—This Order prescribes increases in general minimum time rates, piece work basis time rates and overtime rates for male and female workers.—See page 319.

The Baking Wages Council (Northern Ireland) Wages Regulation (No. 5) Order, 1948 (N.I.Bk. (66)), dated 3rd August and effective from 9th August.—This Order prescribes increases in general minimum time rates and overtime rates for certain male workers employed in establishments other than home bakeries.—See page 319.

The Baking Wages Council (Northern Ireland) Wages Regulation (No. 6), (No. 7) and (No. 8) Orders, 1948 (N.I.Bk. (67), N.I.Bk. (68) and N.I.Bk. (69)), dated 11th August and effective from 16th August.—These Orders prescribe increases in general minimum time rates and overtime rates for certain male workers employed in establishments other than home bakeries in Areas A, B and C respectively.—See page 319.

The General Waste Materials Reclamation Wages Council (Northern Ireland) Wages Regulation Order, 1948 (N.I.W.R. (27)), dated 12th August and effective from 18th August.—This Order prescribes increases in general minimum time rates, piece work basis time rates and overtime rates for male and female workers.—See page 320.

The Laundry Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1948 (N.I.L. (34)), dated 24th August and effective from 30th August.—This Order prescribes variations in overtime rates for male and female workers and the fixing of guaranteed weekly remuneration.

* See footnote * in next column.

The Rope, Twine and Net Wages Council (Northern Ireland) Wages Regulation Order, 1948 (N.I.R. (49)), dated 31st August and effective from 6th September.—This Order prescribes increases in general minimum time rates, piece work basis time rates and overtime rates for male and female workers, and the reduction of the normal weekly hours of work from 48 to 45.

ROAD HAULAGE WAGES ACTS.
ORDER RELATING TO WAGES, Etc.

On 17th August, the Minister of Labour and National Service made the Road Haulage Wages (No. 2) Order, 1948, S.I. 1948, No. 1914 (R.H.(26)),* under the Road Haulage Wages Acts. This Order amends, as from 6th September, the existing Road Haulage Wages Order, 1948 (R.H.(24)), which fixes the statutory remuneration for road haulage workers employed in connection with vehicles operating under A or B licences or defence permits, by the introduction of special provisions for milk workers, and increases in the subsistence allowances covering periods of rest away from the home depot and periods of temporary transference exceeding one week.

OFFICIAL PUBLICATIONS RECEIVED.*

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

ASSISTANCE BOARDS.—(i) *Report of the Assistance Board for the year ended 31st December, 1947.* Cmd. 7502. Ministry of National Insurance. Price 6d. (8d.). (ii) *Report of the Assistance Board of Northern Ireland for the year ended 31st December, 1947.* Cmd. 261 of Northern Ireland. Price 6d. (7d.).—See pages 304 and 305.

COLONIAL RESEARCH.—*Colonial Research 1947-48.* Cmd. 7493. Colonial Office. Price 2s. (2s. 2d.).

ENGINEERING INDUSTRY.—*Report of a Court of Inquiry appointed to Inquire into a Dispute between the Engineering and Allied Employers' National Federation and the Confederation of Shipbuilding and Engineering Unions.* Cmd. 7511. Ministry of Labour and National Service. Price 4d. (5d.).—See page 299.

GOVERNMENT AND INDUSTRY.—*Government and Industry. A Survey of Machinery for Consultation and Co-operation.* Central Office of Information. Price 9d. (10d.).—See page 303.

INDUSTRIAL ORGANISATION AND DEVELOPMENT ACT, 1947.—*Proposals for a Development Council for (i) The Furniture Industry and (ii) The Jewellery and Silverware Industry.* Board of Trade. Price 3d. (4d.) each.

NURSES' SALARIES.—*Nurses' Salaries Committee Revised Recommendations.* Nurses' S.C. Notes No. 18. Ministry of Health. Price 1d. (2d.).

REINSTATEMENT IN CIVIL EMPLOYMENT.—*Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944.* R.E. Code 1. Pamphlets Nos. 72 and 73. Ministry of Labour and National Service. Price 1d. (2d.) each.

UNEMPLOYMENT INSURANCE.—*Selected Decisions given by the Umpire on Claims for Benefit during June, 1948.* U.I. Code 8 B. Pamphlet 6/1948. Ministry of National Insurance. Price 2d. (3d.).

COAL INDUSTRY.—*Quarterly Statistical Statement of the Costs of Production, Proceeds and Profit or Loss of Collieries for the Second Quarter of 1948.* Price 3d. (4d.). National Coal Board, Hobart House, Grosvenor Place, London, S.W.1.—See page 302.

* Copies of official publications (including Orders, Regulations, etc.) referred to in the GAZETTE may be purchased from H.M. Stationery Office at any of the addresses shown on the front cover, or through any bookseller.

NOTICE

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