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## SPECIAL ARTICLES, REVIEWS, ETC.

### INDUSTRIAL TRAINING ON RELEASE FROM WAR SERVICE.

The Government's plans for providing industrial training after the war for men and women whose careers have been interrupted by war service were set out in a statement, which is reproduced below, circulated by the Parliamentary Secretary to the Ministry of Labour and National Service in the Official Report of the House of Commons on 6th April.

As part of the resettlement scheme and as a means of furthering the supply of skilled workers in industry to meet abnormal deficiencies in the post-war period, industrial training will be introduced to assist men and women released from war service who are in need of a course of training to enable them to obtain employment of a kind likely to lead to permanent resettlement, having regard to their capacity and to the estimated probable needs of industry. In order to provide opportunities for those who are the last to be released from the Forces, the training scheme will be continued until the end of the demobilisation of persons who have served during the period of hostilities. The scheme will apply to men and women released from the Armed Forces, Merchant Navy, Civil Defence Services, National Fire Service, Police Auxiliaries and Civil Nursing Reserve, and to persons whose war service has been on other types of work of national importance including industrial work. In administration of the scheme special care will be taken to ensure that men and women who have served in the Armed Forces and are eligible for training under the scheme receive their training as early as possible after release from the colours, and, if at any time the facilities for training are insufficient to meet the needs of all applicants without delay, men and women released from the Forces or from the Merchant Navy will, in general, be admitted first.

For those within the scope of the scheme the broad conditions of eligibility will be :—

- (1) that a period of full-time service in work of national importance has been served during the war ;

- (2) that by reason of such service the person concerned has either :
  - (a) been unable to start or complete training for a skilled occupation, or
  - (b) suffered interruption in the following of his occupation ;
- (3) that he is in need of a course of training to enable him to obtain employment of a satisfactory kind having regard to his general capacity.

The training will be given in Government Training Centres administered direct by the Ministry of Labour and National Service, and also, under arrangements made by the Ministry in consultation with the Board of Education and the Scottish Education Department, in Technical Colleges, or in other educational institutions. During training adequate allowances, including supplementary allowances in respect of dependants, will be paid. The allowances will be the same irrespective of the trade for which the individual is being trained. Arrangements will also be made where appropriate for training in employers' establishments under suitable financial arrangements. Training in agricultural occupations will be provided by the Departments of Agriculture.

The detailed application of the training scheme to the different industries will be worked out in full consultation with the representative organisations of employers and workpeople concerned. The Government's proposals for training adults for the building and civil engineering industries after the war have already been announced (Cmd. Paper 6428)\* and the details are under discussion with representatives of the industries. The educational and vocational training given inside the Services will, as far as possible, be co-ordinated with the training to be given, after release from the Forces, under the scheme set out above.

\* See the issue of this GAZETTE for March, 1943, page 35.

## TRAINING AND RESETTLEMENT OF DISABLED PERSONS.

In 1941 the Ministry of Labour and National Service started a scheme for the training and resettlement of disabled persons. This scheme had two objects, *viz.*, (a) to help those who had suffered recent disablement, whether through war service, in air raids or from other causes, to take up employment of a kind suited to their disability; and (b) to help those whose disability was of earlier date to prove their capacity for useful work and to play their part in the war effort.

Every effort is made under the scheme to get disabled people into the kind of employment that is best suited to their disability—not to any employment but to the most skilled work which they can take and keep on their merits and in competition with their fellows. In wartime the choice of employment is necessarily restricted and must be connected directly or indirectly with the war effort, but subject to this the Ministry tries to meet individual wishes. The scheme provides, as an interim measure, facilities of the kind which will eventually be provided under the Disabled Persons (Employment) Act, 1944, which became law on 1st March, 1944.\*

The scheme has been developed since it was first introduced and the various facilities now available for disabled persons are outlined below. Copies of a pamphlet on this subject (PL93/1944 (Revised)) and any further particulars concerning the facilities in question can be obtained at any Local Office or Appointments Office of the Ministry of Labour and National Service. Except where otherwise indicated these facilities are for the benefit of women, as well as men.

**Interviews in Hospital.**—Every Local Office of the Ministry keeps in close touch with all hospitals in its area and with service establishments from which discharges on medical grounds take place. A representative from the Ministry, known as the Disablement Rehabilitation Officer, attends at the hospital to interview, before discharge, any person who has a disablement and who needs advice and help to find suitable employment. The representative gets a report from the medical authorities as to the nature of the disablement and the kind of employment or training most suitable; in amputation cases a special report is obtained from the limb fitting surgeon at the centre where the artificial limb is provided. A record of the interview is made, and is used by the Local Office to advise the patient as soon as he returns home and is ready to make a start.

**Return to Employment.**—Many disabled persons will be able and will want to return to their former occupation, but will not know whether such employment will be available to them. Others will wish to know which of the occupations open to them will be of the greatest value for the war effort. Some, unable to return to their old occupation, will want to know what other suitable employment is available. Such matters can be discussed with the patient and advice given by the Ministry's representative at the interview in hospital, etc.

At the interview the patient is given a card which he can produce at the Local Office in his home area for any further help he may require. If the individual wants employment of a professional or executive character his particulars will be sent to the Appointments Register and his card will introduce him to the Appointments Office nearest his home, to which he can send it when he wants further help. If the individual has high technical or scientific qualifications, arrangements will be made for the Central (Technical and Scientific) Register at Alexandra House, Kingsway, London, W.C.2, to get into touch with him. Disabled persons who have not been interviewed in hospital can apply at any time to the Disablement Rehabilitation Officer at any Local Office of the Ministry of Labour and National Service for assistance under the Scheme.

Training for a new occupation can be provided where necessary as explained below; it may be for a war occupation which will continue when peace returns, but even if a change of occupation is then necessary the experience gained in wartime work will help the change-over to peace-time employment and a further course of training will be provided if required. So far as possible, however, every effort will be made during the war to help a disabled person to get the training and the kind of employment he wants—with due regard to his disability and his previous experience.

**Reinstatement.**—A person who joined H.M. Forces during the present emergency may on discharge have a statutory right to reinstatement in the employment which he left to undertake war service. Such right depends, among other things, on the question whether it is reasonable and practicable to re-employ him, having regard to all the circumstances. If, therefore, difficulty arises when such a person seeks to return to his former employment, the Local Office will enquire into the position. In cases where a person having reinstatement rights is prevented from exercising them because he has been sent to other work by direction or written request issued by the Local Office, the reinstatement rights may be preserved.

**Industrial Rehabilitation Centre.**—A special residential centre has been set up at Egham, Surrey, with the object of assisting the return to work of men who, following a period of hospital or other medical treatment, are not immediately fit to take up employment or full-time vocational training. This Centre is for men only. Its object is to restore confidence and mental and physical fitness through healthy indoor and outdoor occupation. The Centre has workshops equipped to test suitability for different occupations. The course, which is free, lasts from

\* See the issues of this GAZETTE for December, 1943, page 163-4, and March, 1944, page 47.

6-8 weeks; men attending the course will be paid the rates of allowances for boarders shown below. Further information and a leaflet (PL137/1943) about this course can be obtained at any Local Office of the Ministry of Labour, or through the Hospital Authorities.

**Vocational Training for Industrial and Other Occupations.**—Training is available for all disabled persons aged 16 or over who are prevented by their disablement from resuming their normal occupation and cannot otherwise obtain satisfactory employment. The courses cover a number of occupations and are designed to assist the disabled person to learn a new occupation through which he can enter employment suited to his capacity and disability. In certain exceptional circumstances training may be given to enable a disabled person to work on his own account. Whilst undergoing training, which is provided free by the Ministry, the individual receives either wages or maintenance allowances. The available schemes of training, particulars of which have been given from time to time in earlier issues of this GAZETTE, are (a) the Munitions Scheme, (b) the Scheme for Training with Employers, and (c) Special Courses for Disabled Persons. Application for training should be made at a Local Office. The training is provided as near as possible to the individual's home (or to any other place he may prefer), but those living in areas where there are no facilities must be prepared to go to a Centre in another area. Fares to and from the Training Centre are paid and lodgings are found by the Ministry.

**Payments to Disabled Persons in Training.**—During the period of training under the Munitions Scheme men trainees aged 19 and over, and women trainees aged 18 and over are paid wages; trainees under those ages receive special maintenance allowances as shown below. Under the Scheme for Training with Employers the method and the rate of payment during the training period will be arranged according to circumstances. In the case of persons attending any of the Special Courses for Disabled Persons (and also young persons receiving training under the Munitions Scheme) allowances are payable as follows:—

### (a) Persons living at Home.

Age.	Weekly Rate for	
	Men and Boys.	Women and Girls.
21 and over .. .. .	45s. Od.	38s. Od.
20 .. .. .	37s. Od.	35s. Od.
19 .. .. .	34s. 6d.	32s. Od.
18 .. .. .	27s. 6d.	25s. Od.
17 .. .. .	21s. Od.	19s. Od.
16 .. .. .	20s. Od.	18s. Od.

In addition, the trainee receives (i) 10s. a week for a wife (or in certain circumstances other adult dependant) and 4s. a week for each child under 16, and (ii) a mid-day meal or 5s. a week in lieu.

### (b) Persons living in Lodgings or at Residential Centres.

Age.	Weekly Rate for	
	Men and Boys.	Women and Girls.
21 and over .. .. .	24s. Od.	17s. Od.
20 .. .. .	16s. Od.	14s. Od.
19 .. .. .	13s. 6d.	11s. Od.
18 .. .. .	10s. 6d.	10s. Od.
17 .. .. .	9s. Od.	8s. Od.
16 .. .. .	9s. Od.	8s. Od.

In addition, the trainee living in lodgings or at a residential centre receives (i) 10s. a week for a wife (or in certain circumstances other adult dependant) and 4s. a week for each child under 16, and (ii) the cost of lodgings not exceeding 25s. a week and a mid-day meal or 5s. a week in lieu or, in the case of trainees at Residential Centres, full board, and lodgings including a mid-day meal.

In addition to the allowances, under (a) and (b) above, daily travelling expenses are also payable to trainees where necessary, and if the training is given away from the home area and the trainee continues to maintain his former home, an additional allowance of 23s. a week is payable. Allowances are payable without regard to any pension, allowance or other payment the trainee may receive in respect of disability.

**Higher Training and Education.**—Training in occupations of a professional, technical or executive character may also be arranged and full information can be obtained from any Appointments Office of the Ministry. There is also a Further Education and Training Scheme for providing financial assistance to enable certain suitably qualified men and women, whose education or careers have been interrupted by war service, to undertake or continue further education or training beyond the secondary school standard. Further information on this subject, with a leaflet PL 120/1943, can be obtained from any Appointments Office or from the Hospital Authorities.

**Artificial Limbs.**—The Ministry have arranged, through the Committee of the Queen Mary's (Roehampton) Hospital and in co-operation with the limb fitting service of the Ministry of Pensions, for artificial limbs to be supplied, subject to prescribed conditions, to persons who have suffered limb amputation and are not entitled to a free issue of limbs as service or air raid casualties.

**Sheltered Employment.**—A special scheme has been introduced to assist Voluntary Undertakings to provide employment under sheltered conditions for persons whose disablement is of so serious a nature as to prevent their employment under ordinary conditions. Where necessary, training is provided by the undertakings, during which weekly allowances are paid to the individuals at the rates shown above.

## REGULATION RELATING TO THE INSTIGATION OF STRIKES.

The Government have taken additional powers, under a new Defence Regulation, to deal with the instigation or the furtherance of strikes among persons engaged in the performance of essential services.

Under Regulation 1A of the Defence (General) Regulations, 1939, it is an offence for any person to do any act having reasonable cause to believe that it will be likely to prevent or interfere with the carrying on of their work by persons engaged in the performance of essential services. This Regulation contains a proviso to the following effect: "provided that a person shall not be guilty of an offence against this Regulation by reason only of his taking part in or peacefully persuading any other person to take part in a strike."

Under Defence Regulation 58AA the Minister of Labour and National Service has powers to make an Order for prohibiting, subject to the provisions of the Order, a strike or lock-out in connection with any trade dispute. This Regulation and the Order made under that Regulation (the Conditions of Employment and National Arbitration Order, 1940) were based upon an industrial agreement made in May, 1940, between the Trades Union Congress and the British Employers' Confederation. The object was to substitute compulsory arbitration for the weapon of strike or lock-out as a final settlement of trade disputes which were not determined by normal methods of negotiation. The Order made under the Regulation provided a procedure whereby trade disputes could be reported to the Minister, and the Order prohibited a strike or lock-out in connection with such a dispute unless 21 days had elapsed since the date of the report of the dispute and the dispute had not been referred by the Minister for settlement. For this purpose the expression "trade dispute" was defined in the same way as in the Industrial Courts Act. Some disputes do not come within the legal definition of "trade dispute", and it may not be an offence to take part in a stoppage of work, even though the stoppage of work may seriously interfere with essential services.

The present powers under Defence Regulation 58AA and the Conditions of Employment and National Arbitration Order are adequate for the prosecution of persons who themselves take part in an illegal strike in connection with a trade dispute as defined in the Order. Also, proceedings against "aiders and abettors" can be taken under the Accessories and Abettors Act, 1861, but usually only if the principals are also prosecuted.

An Order\* has now been made amending Defence Regulation 1A and making a new Regulation (1AA) to give powers to deal with persons who are responsible for inciting strikes or lock-outs which interfere with essential services, whether or not the cause of the stoppage comes within the legal definition of "trade dispute." The text of the Order is as follows:—

1. In Regulation 1A of the Defence (General) Regulations, 1939 (which, amongst other things, prohibits acts calculated to prevent or interfere with the carrying on of their work by persons engaged in the performance of essential services), for the words "Provided that a person shall not be guilty of an offence against this Regulation by reason only of his taking part in, or peacefully persuading any other person to take part in a strike," there shall be substituted the following words:—

"Provided that no person shall be deemed to have committed an offence against this Regulation by reason only of his having, in the course of a strike, ceased to work or refused to continue to work or to accept employment."

In this Regulation the expression "strike" has the same meaning as in Regulation 1AA of these Regulations."

2. After the said Regulation 1A there shall be inserted the following Regulation:—

1AA—(1) No person shall declare, instigate or incite any other person to take part in, or shall otherwise act in furtherance of, any strike among persons engaged in the performance of essential services† or any lock-out of persons so engaged.

Provided that no person shall be deemed to have committed an offence against this Regulation by reason only of—

- his having ceased work or refused to continue to work or to accept employment;‡ or
- any act done by him at a meeting of members of a trade union to which he belongs or of two or more trade unions to one of which he belongs, being a meeting duly summoned by some person authorised to summon it either by the rules, or by the executive or other governing body, of that trade union or those trade unions or any federation of trade unions to which those trade unions belong.

(2) Any person convicted of an offence against this Regulation shall, if convicted on indictment, be liable to penal servitude for any term not exceeding five years, or to a fine not exceeding five hundred pounds, or to both such penal servitude and such fine.

\* S. R. & O. 1944, No. 461. H.M. Stationery Office; price 1d. net (2d. post free).

† The "essential services" referred to in this paragraph are defined by Regulation 100 (1) as meaning "services essential for the defence of the realm or the prosecution of the war or essential to the life of the community."

‡ A person who ceases work or refuses to continue to work or to accept employment, though not guilty of an offence against this Regulation, may infringe Art. 4 of the Conditions of Employment and National Arbitration Order, 1940 (S. R. & O. 1940, No. 1305), and thereby become guilty of an offence against Regulation 58AA.

(3) A prosecution for an offence against this Regulation shall not be instituted except by or with the consent of the Director of Public Prosecutions.

(4) For the purposes of this Regulation—

(a) the expression "lock-out" means the closing of a place of employment or the suspension of work, or the refusal by an employer to continue to employ any number of persons employed by him in consequence of a dispute done with a view to compelling those persons, or to aid another employer in compelling persons employed by him, to accept terms or conditions of or affecting employment;

(b) the expression "strike" means the cessation of work by a body of persons employed in any trade or industry acting in combination, or a concerted refusal or a refusal under a common understanding of any number of persons who are or have been so employed to continue to work or to accept employment;

(c) the expression "trade union" means any combination which is by virtue of section two of the Trade Union Act, 1913, a trade union for the purpose of the Trade Union Acts, 1871 to 1927.

(5) In the application of this Regulation to Scotland, paragraph (3) shall be omitted.

## REINSTATEMENT IN CIVIL EMPLOYMENT ACT, 1944.

The above Act received the Royal Assent on 21st March. An account of the Bill as presented to Parliament by the Minister of Labour and National Service was given in the issue of this GAZETTE for January, 1944, (pages 1-2), and that account may be read as a summary of the Act, subject to the following modifications in consequence of amendments of the Bill made in the course of its passage through Parliament:—

The original provisions of the Bill relating to the obligation of employers to continue to employ reinstated employees stipulated that a person reinstated under the Act must be employed as a minimum for the following 26 weeks or for so much of that period as is reasonable and practicable. By a new provision incorporated in the Act the period of 26 weeks is to be extended to 52 weeks in cases where the applicant for reinstatement had been continuously employed for not less than 52 weeks before the beginning of his war service.

The Bill originally proposed to empower the Minister of Labour and National Service to make regulations defining the meaning of "reasonable and practicable" in relation to certain requirements with regard to reinstatement. The relevant provision has been deleted from the Act.

Revised provisions relating to the right of appeal against the decision of a Reinstatement Committee in a dispute affecting reinstatement extend this right so that, where the Committee is unanimous and leave to appeal is not granted, either the employer or the applicant for reinstatement may apply to the Empire for leave to appeal.

The maximum fine which a Court may impose on an employer who fails to comply with an order for reinstatement has been increased to £100 from £50, the amount proposed in the Bill.

The new Act is to come into operation on such day as the Minister may by Order appoint, and until the appointed day the provisions of the National Service Acts regarding reinstatement are to remain in force.

## INTERNATIONAL LABOUR CONFERENCE: TWENTY-SIXTH SESSION.

The Twenty-sixth Session of the International Labour Conference opened at Philadelphia on 20th April. The items on the Agenda are:—(i) The future policy, programme and status of the International Labour Organization; (ii) Recommendations to the United Nations for present and post-war social policy; (iii) The organisation of employment in the transition from war to peace; (iv) Social security—principles, and problems arising out of the war; (v) Minimum standards of social policy in dependent territories; (vi) Reports on the application of Conventions (Article 22 of the Constitution); (vii) Director's Report.

The British Government Delegates to the Conference are Mr. George Tomlinson, M.P., Joint Parliamentary Secretary, Ministry of Labour and National Service, and Sir Frederick Leggett, C.B., Joint Deputy Secretary, Ministry of Labour and National Service, Member of the Governing Body of the International Labour Office, with Mr. T. I. K. Lloyd, C.M.G., Assistant Under-Secretary of State, Colonial Office, and Mr. G. Myrddin-Evans, Under-Secretary, Ministry of Labour and National Service, as Substitute Delegates and Advisers. The Employers' Delegate is Sir John Forbes Watson, Director of the British Employers' Confederation, and the Workers' Delegate is Mr. Joseph Hallsworth, General Secretary of the National Union of Distributive and Allied Workers, and member of the General Council of the Trades Union Congress; both are Members of the Governing Body of the International Labour Office. The Delegates are accompanied by a number of Advisers.

## EMPLOYMENT OF NURSES AND MIDWIVES.

### TRAINING OR EMPLOYMENT IN FIELDS OF SPECIAL SHORTAGE.

The steps which have been taken during the past year to increase the flow of recruits into the Nursing and Midwifery professions, and to secure the return of those members of the professions who had left, have resulted in a substantial improvement in the general supply. This improvement is not, however, evenly distributed over the whole field of urgent requirements and to help overcome the most dangerous of the shortages, that of practising midwives, the Minister of Labour and National Service, in announcing the extension of the Employment of Women (Control of Engagement) Order to nurses and midwives in September, 1943, said that he proposed in future to require all newly qualified midwives to practise for at least a year.\*

The whole position in respect of the recruitment and distribution of nurses and midwives has recently been again under general review by the National Advisory Council for the Recruitment and Distribution of Nurses and Midwives.† Despite the general improvement in the supply of nurses there has not been a corresponding alleviation of the acute shortages, particularly of trained staff, in certain special fields of nursing employment. These shortages can only be relieved by some measure of redistribution of trained nurses. The Minister has accordingly decided, on the advice of the National Advisory Council, that all nurses after admission to the General State Register (including those successful at the last examination) shall be held to be available for allocation to take further training or employment for a year in one of the fields of special shortage. The only exceptions will be (1) those nurses who have already had at least a year's employment in one of these fields, e.g., during fever training or under an affiliation scheme between a sanatorium and a general training hospital; (2) those accepted for immediate service in one of the Nursing Services of the Crown—in this connection the Minister wishes to emphasise the urgent needs of Q.A.I.M.N.S.R.; (3) those taking a further course of training to become District Nurses.

The requirement will operate as an emergency measure on the completion of State Registration and will not be postponed merely to enable hospital contracts for a longer period of training to be fulfilled. The Minister has accordingly asked all training hospitals to review their staffing and training arrangements now, on the basis that they will in future be required to release trained nurses for the year's special service immediately after State Registration. The Minister realises that in some cases the changeover will at first present exceptional staffing difficulties. In these cases the Ministry of Labour and National Service will be prepared, on the advice of its Local Advisory Committee, to defer for limited periods, the transfer of such of the nurses affected as cannot immediately be spared. Such periods of deferment will, if the nurse desires, count towards the nurse's liability to undertake work in one of the special fields for a period of one year, provided that periods of deferment will not have the effect of leaving a nurse in her training hospital for more than six months after State Registration or for more than four years after entry to training (three years in the case of those already on a supplementary part of the State Register). Nurses who were successful at the last examination and who are in hospitals with E.M.S. commitments may, in certain circumstances, be given periods of deferment in excess of six months.

The fields in which a nurse may choose to spend her year's special service are Midwifery Training, Mental Nursing, Tuberculosis Nursing, Fever Nursing, District Nursing and Nursing of the Chronic Sick. This list may, however, be amended from time to time, and in present circumstances it has been decided to give nurses the additional option of spending the first half of the year's special service in Emergency Hospitals to which they will be allocated in accordance with the urgency of requirements. Subject to the existence of approved vacancies, nurses will be free within the list to choose their own field. Where this can be arranged, and is desired, the year may be divided between two special fields. Nurses taking Part I only of Midwifery Training will thereafter be required to spend six months' service in one of the special fields set out above, or in maternity nursing, unless they have been accepted for the Colonial Nursing Service or are over 27 years old and have been accepted for training as Health Visitors, in which cases they will be free to take up appointment forthwith.

On completion of the year's special service, nurses will not be compelled to stay in their selected field of employment unless they have chosen Midwifery Training, in which case they will, in addition, have to practise for a year. But nurses who have chosen to enter upon a contract of training in one of the special fields lasting for more than the year will be expected to complete the course.

### POSITION UNDER EMPLOYMENT OF WOMEN (CONTROL OF ENGAGEMENT) ORDERS.

How nurses and midwives are affected, as regards their engagement for employment, by the Employment of Women (Control of Engagement) Orders, 1943,† is explained in a pamphlet (PL 146/1944) which has recently been issued by the

\* See the issue of this GAZETTE for September, 1943, page 125.

† See the issue of this GAZETTE for February, 1943, page 22.

‡ See the issues of this GAZETTE for February, 1943, page 20, and September, 1943, page 125.

Ministry of Labour and National Service. In the form of replies to specific questions the leaflet gives detailed information as to the scope of the Orders so far as they affect nurses and midwives, the restrictions imposed by the Orders on their freedom to obtain employment and on the rights of employers with regard to their engagement for employment, the issue of exemption certificates under the Orders, the agencies that have been approved by the Ministry of Labour and National Service for the purposes of the placing of women covered by the Orders, the procedure to be followed by hospitals for recruiting trained staff or students, and various other matters concerning the operation and effects of the Orders.

## HIGHER TECHNOLOGICAL EDUCATION.

### APPOINTMENT OF DEPARTMENTAL COMMITTEE.

In reply to a question in the House of Commons on 5th April, the President of the Board of Education announced that he had appointed a Departmental Committee to inquire into the relations of universities to technical colleges in the field of higher technological education. The Committee's terms of reference were as follows:—

"Having regard to the requirements of industry, to consider the needs of higher technological education in England and Wales and the respective contributions to be made thereto by Universities and Technical Colleges, and to make recommendations, among other things, as to the means for maintaining appropriate collaboration between Universities and Technical Colleges in this field."

The Chairman of the Committee is the Right Hon. Lord Eustace Percy and the other members are: Dr. D. S. Anderson, Sir Lawrence Bragg, O.B.E., M.C., Mr. W. H. S. Chance, Sir Charles Darwin, K.B.E., Dr. E. V. Evans, O.B.E., Mr. Mout Jones, Mr. S. C. Laws, Dr. H. Lowery, Mr. H. S. Magnay, Sir George Nelson, Mr. J. F. Rees, Dr. R. V. Southwell, Mr. H. Fitzherbert Wright, and Mr. Maxwell-Hyslop (Board of Education), Secretary. Officers of the Board will attend meetings of the Committee as assessors.

The constitution of the Committee, the President stated, did not imply that the enquiry was to be confined to such matters as engineering and related sciences. Other important fields such as textile technology or the chemical industries were to be brought under review, and additional members were to be co-opted to the committee or appropriate sub-committees for special purposes, as required.

## AGRICULTURAL WAGES REGULATION IN SCOTLAND.

### CHANGES IN PROCEDURE.

By an Order in Council\* dated 24th March, 1944, certain changes have been made in the machinery for fixing the rates of wages of agricultural workers in Scotland.

In a statement as to the effects of this Order, circulated in the House of Commons' Official Report on 28th March, 1944, the Secretary of State for Scotland explained that hitherto, under the Agricultural Wages (Regulation) (Scotland) Acts, 1937 and 1940, responsibility for fixing minimum rates of wages for agricultural workers has rested with the eleven District Agricultural Wages Committees, subject to the exercise of revising powers by the Scottish Agricultural Wages Board. The Defence Regulation enacted by the Order in Council has the effect of transferring the initiative in minimum wage rate fixation from the District Committees to the Board. The Board is required to consult the District Committee concerned before fixing, cancelling or varying any minimum rate for any district and the Committees are authorised to make representations and recommendations to the Board at any time as to the exercise of the Board's powers. As the Board is thus made the wage regulating authority for Scottish agricultural workers, the powers of the District Committee, under the Holidays with Pay Act, 1938, to give directions as to the allowance of holidays with pay for these workers are also transferred to the Board. The Regulation brings Scottish procedure into line with English, and, as in that country, its operation is limited to the period during which agricultural prices are fixed nationally and a market is assured for agricultural produce.

## ASSISTED TRAVEL FACILITIES FOR TRANSFERRED WORKERS.

The scheme of cheap travel announced in May, 1942, and continued last year, to enable transferred workers to visit their homes during periods of authorised absence from work, is being continued again this year, subject to overriding emergencies. Full particulars of the scheme were given on page 65 of the issue of this GAZETTE for May, 1943.

In general, the facilities provided by the scheme will be available only during the months April to September inclusive; but agricultural workers may take advantage of the scheme at any time during the twelve months beginning 1st April, 1944. The scheme was suspended for a few days over Easter (from 6th-11th April, inclusive) and similar restrictions will be imposed for the Whitsun and August Bank Holidays.

\* S. R. & O. 1944, No. 326. H.M. Stationery Office; price 1d. net (2d. post free)

## EMERGENCY SERVICE IN THE ROYAL NAVY.

### APPEAL FOR VOLUNTEERS FOR HARBOUR SERVICE CRAFT AND OTHER SMALL VESSELS.

Yachtsmen and others with motor boat or steam boat experience, either as seamen or engineers, are invited to put their services at the disposal of the Royal Navy for short periods of duty during the next six months. Volunteers would be required to serve in harbour service craft and other small vessels, thus releasing trained naval ratings for general service. Each period of duty will be from three to four weeks' duration. Men able to undertake these duties should apply for particulars to the nearest local office of the Ministry of Labour and National Service.

Men in employment will need to provide a declaration from their employers that their services can be spared for a maximum of four weeks, but it will not be possible to allot to each individual in advance the actual dates of his duty. Each volunteer will be given notice before his services are required. A similar declaration will be required from the Home Guard or Civil Defence Authorities in the case of men belonging to these organisations. No individual who is required to obtain an employer's permission to serve will be called upon more than once during the complete cycle.

Applications will not be accepted from members of the Merchant Navy, whether they are serving in ships or whether they are in the Merchant Navy Reserve Pool.

## JOINT INDUSTRIAL COUNCILS.

### ESTABLISHMENT OF NEW COUNCILS.

A National Joint Industrial Council has been established for glass container manufacture in Great Britain. The Council is representative on the employers' side of the Association of Glass Container Manufacturers, and on the employees' side of the Transport and General Workers' Union, the National Union of General and Municipal Workers, the National Union of Distributive and Allied Workers, and the London Glass Bottle Workers' Trade Society.

A Joint Industrial Council of the Wood Box, Packing Case and Wooden Container Industry has also been established for England and Wales. The Council is representative on the employers' side of the National Federation of Box and Packing Case Manufacturers, and on the employees' side of the Amalgamated Society of Wood Cutting Machinists, the National Union of Packing Case Makers (Wood and Tin), Box Makers, Sawyers and Millworkers, the National Union of General and Municipal Workers and the Transport and General Workers' Union.

The object of the Council in each case is to secure the largest possible measure of joint action between the respective employers and employees concerned, including the consideration of remuneration and working conditions and the settlement of differences.

## FATAL ACCIDENTS AT MINES AND QUARRIES IN 1943.

A "Provisional Statement of Number of Deaths by Accidents at Mines and Quarries in Great Britain, together with the Isle of Man, during 1943"\* has been issued by the Ministry of Fuel and Power.

The Statement shows that, in all, 774 persons were killed by accidents which occurred during the year 1943 at mines and quarries in Great Britain and the Isle of Man. The corresponding figures for 1942 and 1941 were 946 and 999, respectively. The total number of deaths caused by accidents in 1943 at mines under the Coal Mines Act, 1911, was 710, and of these 378 resulted from falls of ground.

## ABSENCE FROM WORK.

### ENQUIRY BY THE INDUSTRIAL HEALTH RESEARCH BOARD.

In the second of their pamphlets in the series "Conditions for Industrial Health and Efficiency"† the Industrial Health Research Board of the Medical Research Council have set out the results of their study of the problems of absence from work and the prevention of industrial fatigue.

In an attempt to discover the chief causes of absence from work the Board made enquiries in nearly sixty factories, varying in size from small concerns to those having 25,000 employees. In peace-time, the Board state, it was usually reckoned that absence due to all causes should not exceed five per cent. of the possible hours of work per annum. In war-time, however, it has been estimated that percentages of six to eight for men and ten to fifteen for women may not be too high. In most factories women lose about twice as much time as men, and married women may lose up to three times as much as single women. The frequency and extent to which workers are absent from their jobs vary according to the situation and type of

\* H.M. Stationery Office; price 1d. net (2d. post free).

† Conditions for Industrial Health and Efficiency: Pamphlet No. 2.—Absence from Work. Prevention of Fatigue. H.M. Stationery Office; price 3d. (4d. post free).

factory, and the Board point out that in some of the very large and comparatively new factories, situated a long way from the homes of the workers and often employing many women unused to factory work, the absence rate is almost twice as high as at some of the smaller, old-established works within easy travelling distance of the workers' homes.

Among the conditions which have necessarily led to the war-time increase in absence from work are increased hours of work, the employment of women who have home responsibilities, the black-out, travelling difficulties and the call-up of the younger and fitter men. Regarding the conditions inside factories which lead to absence from work, the Board find that if the working time exceeds 60 hours a week for men and 55 for women, absence increases and production usually drops, and in this connection they emphasise the need for an adequate week-end break. Other factors within the factory which occasion absence from work are the effects of bad working conditions on the health, efficiency and general contentment of the workers, idle time for unexplained reasons, obscurities and difficulties regarding the reckoning of wages, and lack of good feeling and co-operation between the management and the workers and between all groups in the factory.

Among the conditions outside the factories which occasion absence from work, the Board point to difficulties in travelling to and from work and, in the case of married women, the fact that most of them are trying to do two big jobs at once—running a home and working in the factory.

Two conditions which, the Board consider, require special attention are boredom with work, which chiefly affects the younger workers, and the lack in some quarters of a feeling of urgency about the war. In suggesting various remedies for these conditions the Board emphasise the need for safeguarding the mental and physical health of the workers, in view of the fact that illness is the most important cause of absence and accounts for at least half of the total amount of working time lost.

In conclusion, the Board refer to the responsibility of the workers, the managements, the transport authorities and the Government for improving the conditions which are conducive to absence from work, and they express the view that the lead in securing co-operative action by all the parties concerned should come from the workers, both individually or collectively.

In a separate section of the pamphlet the problem of industrial fatigue and boredom and their prevention is discussed by the Board from more general points of view.

## REGULATION OF WAR-TIME INDUSTRIAL RELATIONS IN CANADA.

A Dominion-wide measure for the regulation of industrial relations in Canada in war-time was issued on 17th February, 1944, in the form of an Order in Council, entitled the War-time Labour Relations Order. A measure of this kind was recommended in the report of the National War Labour Board on the enquiry into industrial relations and wage conditions undertaken by the Board in 1943. The Order, which was drawn up in consultation with provincial governments, employers' organisations and trade unions, is designed to promote the war-time collaboration of employers and workers by ensuring the peaceful settlement of disputes through negotiation. For this purpose it introduces a system of compulsory collective bargaining administered by a War-time Labour Relations Board to be appointed by the Governor General in Council. The system is to apply to industries of a national or inter-provincial character that are ordinarily within Dominion jurisdiction and to industries scheduled as essential to the efficient prosecution of the war; other industries may be brought within its scope by the Provincial legislatures. In the industries covered, employers or workers, through their accredited bargaining representatives, may initiate negotiations with a view to the completion or renewal of a collective agreement. Agreements are to be made for not less than one year but may be terminated by one month's notice at any time after a year; the procedure for ensuring the peaceful settlement of disputes arising out of their application is to be specified. If, after negotiations have lasted 30 days, either party believes that an agreement will not be completed in a reasonable time, it may seek the intervention of the War-time Labour Relations Board, which will refer the matter to the Dominion Minister of Labour for the institution of conciliation proceedings. No stoppage of work may take place until 14 days after the result of these proceedings has been reported to the Minister. There is no provision for imposing an agreement compulsorily.

Bargaining representatives are to be elected by a majority vote of the workers, but in certain conditions they may be appointed by a trade union; their election or appointment must be certified by the War-time Labour Relations Board. The Order affirms the right of the workers to belong to trade unions and to participate in their activities. The use of coercion or intimidation by trade unions is prohibited and they may not engage in activities designed to restrict or limit production. Employers are forbidden to interfere with trade unions or to contribute financial support to them; they may not discriminate against their members or refuse to employ them. Penalties are prescribed for workers, employers and trade unions contravening the provisions of the Order.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR IN MARCH.

Rates of Wages.

In the industries covered by the Department's statistics\*, the changes in rates of wages reported to have come into operation in the United Kingdom during March resulted in an aggregate increase estimated at nearly £150,000 in the weekly full-time wages of about 870,000 workpeople, and in a small decrease affecting about 9,000 workpeople.

The principal industries and services in which wage rates were increased included shipbuilding and ship-repairing, the woollen and worsted industry, iron and steel manufacture, electrical cable manufacture, the jute industry, tobacco manufacture, furniture making, the leather industry, port transport service, and certain of the retail distributive trades.

In the shipbuilding and ship-repairing industry, the bonus for men employed on timework and piecework was increased by 4s. a week and there were increases of 8d. to 2s. a week for younger workers. For workpeople in the woollen and worsted industry in the West Riding of Yorkshire there were general increases equivalent to about 6½ per cent. on current rates in the case of timeworkers and 4½ per cent. in the case of pieceworkers; in addition, there were increases of various amounts in the base rates of particular classes of workpeople. Dock labourers and other port workers were granted an increase of 1s. a day or 6d. a half-day. The flat-rate additions to wages in the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.) were increased in most districts by 0·8d. a shift for men and 0·6d. or 0·4d. a shift for youths and boys by the operation of sliding-scale agreements under which wage rates vary with movements of the official cost-of-living index number. Increases of similar amounts took effect also in iron-ore mining in certain districts and in tinplate manufacture. Men employed as timeworkers in the electrical cable making industry were granted increases varying, for different occupations, from about 1s. to 7s. a week. In the jute industry, the minimum rates fixed under

the Trade Boards Acts were raised by approximately 7½ per cent. In tobacco manufacture, the Trade Board minimum time rates were raised, under the operation of a cost-of-living sliding scale, by 5½d. a week for men and 3½d. a week for women and juveniles. In the furniture and bedding manufacturing industry, a special war bonus of 1½d. an hour or less was granted to those adult timeworkers who were being paid wage rates less than 1½d. an hour above the district minimum rates. In the tanning, currying and leather dressing industry there were increases in time rates of ½d. an hour for men and ¼d. an hour for women and juveniles, and the bonus on pre-war piece rates was raised from 22½ to 25 per cent. Minimum rates in the retail food trade and the retail drapery, etc., trade were raised by 4s. a week for men, youths and boys and 3s. for women and girls.

There were small reductions in the wages of coal miners in Leicestershire and of cokemen and by-product workers in Durham, due to the operation of sliding-scale agreements based, in the one case, on the proceeds of the coal mining industry, and, in the other, on the selling price of coke.

Of the total increase of £150,000, about £68,000 was the result of arrangements made by joint standing bodies of employers and workers; £37,000 took effect under arbitration awards; £3,000 resulted from the operation of sliding scales based upon fluctuations in the cost-of-living index number or upon the proceeds of the coal mining industry; and the remainder was the result of direct negotiations between employers and workpeople or their representatives. The whole of the decrease took effect under the operation of sliding scales based upon the proceeds of the coal mining industry or upon the selling price of coke.

Hours of Labour.

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

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING MARCH.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Coal Mining	Leicestershire . . . . .	1 Mar.	Workpeople employed in and about coal mines.	<i>Decrease of 0·73 per cent. on basis rates, leaving wages 86·59 per cent. above the basis rates.†</i>
	Somerset . . . . .	do.	do.	<i>Increase of 1·26 per cent. on basis rates, making wages 41·26 per cent. above the basis rates.†</i>
Iron, etc., Mining and Quarrying.	South and West Durham.	6 Mar.	Limestone quarrymen . . . . .	Flat-rate addition to wages, previously granted, increased‡ by 0·8d. a shift (1s. 5·6d. to 1s. 6·4d.) for men and youths 18 years and over, and by 0·4d. (8·8d. to 9·2d.) for boys.
	Cleveland . . . . .	do.	Iron-ore miners . . . . .	Flat-rate addition to wages, previously granted, increased‡ by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for boys.§
	North Leicestershire and adjoining parts of Lincs.	do.	Ironstone miners and limestone quarrymen.	Flat-rate addition to wages, previously granted, increased‡ by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for boys.§
	Northamptonshire (excluding Corby).	do.	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages, previously granted, increased‡ by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for boys.
	Banbury and district North Lincolnshire . . . . .	do.	Ironstone miners and quarrymen . . . . .	Flat-rate addition to wages, previously granted, increased‡ by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for boys.
	Corby . . . . .	do.	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages, previously granted, increased‡ by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for boys.
	Scunthorpe (certain firms).	6 Mar.	Slag and tar macadam workers . . . . .	Flat-rate addition to wages, previously granted, increased‡ by 0·1d. an hour (4·4d. to 4·5d.) for men, by 0·075d. (3·3d. to 3·375d.) for youths 18 and under 21 years, and by 0·05d. (2·2d. to 2·25d.) for boys.
	Cornwall . . . . .	1 Mar.	Granite masons and quarry workers	Increase of 1d. an hour. Rates after change: banker masons and toolsmiths 2s. 1d., quarrymen, polishers and labourers 1s. 8½d.
	Cornwall and Devon . . . . .	14 Feb.¶	Men, youths, boys, women and girls employed in the china clay industry.	Good time-keeping bonus of 4s. a week granted to all workers who work, or are available for work, during the agreed normal number of weekly working hours, or, in the case of pieceworkers, have completed the allotted tasks.
Coke Manufacture	Durham . . . . .	1 Mar.	Cokemen and by-product workers . . . . .	<i>Decrease of 1 per cent. on basis rates, leaving wages 82 per cent. above the basis rates.**</i>
Glass Manufacture	Gateshead, Sunderland and Knottingley (certain firms).	1st week in Mar.	Pressed glass makers, labourers, youths and boys.	War bonus increased by 4s. a week (14s. to 18s.) for men, and by 1s., 2s. or 2s. 6d., according to age, for youths and boys.
	Glasgow, Edinburgh and Aberdeen.	20 Mar.	Glass bevellers, silverers, cutters and blockers.	Increase of 1½d. an hour (2s. to 2s. 1½d.).
Boot and Floor Polish Manufacture.	Great Britain . . . . .	29 Mar.	Men, youths and boys . . . . .	Increase of 5s. a week (70s. to 75s.) in general minimum time rates for men, of 2s. to 4s., according to age, for youths and boys and of 1½d. an hour in piecework basis time rate (all ages).††
	do. . . . .	do.	Women and girls . . . . .	Increase of 4s. a week (44s. to 48s.) in general minimum time rates for women 18 years and over, of 2s. or 3s., according to age, for girls and of 1d. an hour in piecework basis time rate (all ages).††
Iron and Steel Manufacture.	Cleveland and Durham, West Cumberland and North Lincs., North Lincs., North Staffs., Bilston Staffs., Bilston, Northants., and South Wales and Mon.	5 Mar.	Workpeople employed at blast-furnaces, except those whose wages are regulated by movements in other industries.	Flat-rate addition to wages, previously granted, increased‡ by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men and for women employed on men's work, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths 18 and under 21 years, and for women‡‡ employed on youths' work, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for boys and for girls doing boys' work.
	Nottinghamshire and Leicestershire.	1st pay day in Mar.	do. . . . .	do. . . . .

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

† Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.  
 ‡ Under cost-of-living sliding-scale arrangements.  
 § The flat-rate additions were supplemented by 1s., 9d. and 6d. a shift, for men, youths and boys respectively.  
 ¶ Wages continued to be supplemented by incentive bonuses of ¼d. to 4d. an hour, according to output.  
 \*\* This change was agreed to on 24th March and made retrospective to the date shown.  
 †† This decrease took effect under an arrangement whereby wage rates fluctuate in accordance with a sliding scale based upon the selling price of coke. Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.  
 ‡‡ These increases took effect under an Order issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.  
 ††† Women aged 21 years and over were not to receive less than 4s. 8d. a shift, plus additions of 53·7, 62·5, 66·5 or 67·5 per cent. according to district, and a flat-rate addition of 2s. 6·4d.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Iron and Steel Manufacture (contd.).	West of Scotland . . . . .	Pay period beginning nearest 1 Mar.	Workpeople employed at certain blast-furnaces, excluding those engaged on maintenance work.	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (2s. 4d. to 2s. 4·8d.) for men 21 years and over, by 0·4d. (1s. 2d. to 1s. 2·4d.) for youths and boys, by 0·8d. (1s. to 1s. 0·8d.) for women 21 years and over, and by 0·4d. (6d. to 6·4d.) for girls.
	North-East Coast Area	5 Mar.	Iron puddlers and millmen . . . . .	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for boys.
	Great Britain†	5 Mar.	Workpeople employed at steel sheet rolling mills.	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men and women, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths and girls 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for those under 18.
	Great Britain‡	5 Mar.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladle-men, furnace helpers, gas producers, semi-skilled workers and labourers, etc.).	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men and women, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths and girls 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for those under 18.
	North-East Coast Area	5 Mar.	Workpeople employed at steel rolling mills.	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men and women, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths and girls 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for those under 18.
	Barrow-in-Furness . . . . .	5 Mar.	Rail millmen, merchant millmen, enginemn, cranimen, etc.	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men and women, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths and girls 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for those under 18.
	Workington . . . . .	5 Mar.	Steel millmen and labourers (datal workers).	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men and women, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths and girls 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for those under 18.
	Scunthorpe . . . . .	5 Mar.	Steel millmen, wagon builders and repairers.	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men and women, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths and girls 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for those under 18.
	Bilston . . . . .	5 Mar.	Steel millmen, maintenance men, etc.	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men and women, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths and girls 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for those under 18.
	West of Scotland . . . . .	5 Mar.	Millmen, gas producermen, enginemn, cranimen, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel rolling mills.	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (1s. 4·8d. to 1s. 5·6d.) for men 21 years and over, and for women employed on men's work and by 0·4d. (8·4d. to 8·8d.) for youths and boys, and for women employed on youths' and boys' work.
South-West Wales . . . . .	5 Mar.	Workpeople employed in Siemens steel manufacture.	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (1s. 4·8d. to 1s. 5·6d.) for men 21 years and over, and for women employed on men's work and by 0·4d. (8·4d. to 8·8d.) for youths and boys, and for women employed on youths' and boys' work.	
Shipbuilding and Ship-repairing.	All federated ship-building and ship-repairing centres in the United Kingdom.§	Beginning of 1st full pay period after 30 Mar.	Workpeople employed in the ship-building and ship-repairing industry, except skilled engineers and others whose wages are regulated by movements in other industries:—	
			Men . . . . .	Bonus increased by 4s. a week of 47 hours for both timeworkers and pieceworkers.¶ National uniform rates after change, inclusive of bonus, for principal classes of timeworkers engaged on new work: fully skilled men who have served an apprenticeship 93s. 6d., unskilled men 74s. 6d. The rates in the West of England (Lytham and Northwich) are 1s. a week less.
			Male apprentices . . . . .	Bonus increased by 8d. a week in 1st year of apprenticeship, 1s. in 2nd year, 1s. 4d. in 3rd year, 1s. 8d. in 4th year and 2s. in 5th year for both timeworkers and pieceworkers.
		Other youths and boys . . . . .	Bonus increased by 8d. a week at 15 and 16 years, 1s. at 17, 1s. 4d. at 18, 1s. 8d. at 19 and 2s. at 20 and under 21 for both timeworkers and pieceworkers.	
		Women and girls . . . . .	Bonus increased by following amounts: workers 21 years and over—1st 8 months' employment 2s. a week, thereafter 3s. 3d. in skilled classes and 3s. 7d. in semi-skilled and unskilled classes for those not in receipt of full time rate and bonus of displaced male workers and 4s. in all classes for those in receipt of full male time rates and bonus; under 21 years—8d. a week at 16 rising to 2s. at 20.	
	Upper Thames district (Teddington to Oxford).	1st full pay week following 30 Mar.	Workpeople employed in shipyard boat-building and repairing:—	
			Men . . . . .	Bonus increased by 4s. a week. Rates after change on new work: Shipwrights, wood machinists, boatbuilders, joiners, plumbers and electricians (fully skilled plain timeworkers) 104s. 8d., painters 96s. 10d., labourers and general hands 85s. 1d., inclusive of 43s. 6d. a week bonus in all cases.
			Male apprentices . . . . .	Bonus increased by 8d. a week in 1st year of apprenticeship, 1s. in 2nd year, 1s. 4d. in 3rd year, 1s. 8d. in 4th year and 2s. in 5th year.
			Other youths and boys . . . . .	Bonus increased by 8d. a week at 15 and 16 years, 1s. at 17, 1s. 4d. at 18, 1s. 8d. at 19 and 2s. at 20 and under 21.
			Women and girls . . . . .	Bonus increased by following amounts: workers 21 years and over—1st 8 months' employment 2s. a week, thereafter 3s. 7d.; under 21 years—8d. a week at 16 rising to 2s. at 20.
Boiler Scaling, etc.	Hull . . . . .	6 Mar.	Workpeople employed in boiler scaling, ship cleaning, etc.	Increase of 1s. a day.
Galvanising	England and Wales ¶	6 Mar.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing.	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men and women, by 0·6d. (1s. 10·2d. to 1s. 10·8d.) for youths and girls 18 and under 21 years, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for those under 18.
Tin Plate Manufacture.	South Wales, Monmouthshire, and Gloucestershire.	5 Mar.	Men, women and juveniles, excluding those engaged on maintenance work.	Flat-rate addition to wages, previously granted, increased* by 0·8d. a shift (2s. 5·6d. to 2s. 6·4d.) for men, and for women 21 years and over employed on men's work, and by 0·4d. (1s. 2·8d. to 1s. 3·2d.) for other women and juveniles.
Electrical Cable Manufacture.	Great Britain . . . . .	3rd pay day in Mar.	Male timeworkers 21 years and over, except plumber-jointers, etc.	Increases of 11½d. to 7s. a week of 47 hours, according to class of occupation and district, for all workers other than general labourers who have not completed a probationary period of 3 months. Rates after change: District I 73s. 6½d. to 88s. 2½d., according to class of occupation, II 70s. 6d. to 85s. 6d.**
Surgical Instrument Manufacture.	England and Wales (excluding Sheffield).	1st pay day after 27 Mar.	Men, youths and boys, except surgical appliance and orthopaedic instrument makers.	War bonus increased by 7s. 6d. a week of 47 hours (15s. to 22s. 6d.) for workers 18 and over and by 3s. 9d. (7s. 6d. to 11s. 3d.) for younger workers. Basic rate for determining piecework prices fixed at 1s. 8d. an hour; piecework prices to be adjusted, where necessary, to enable a worker of average ability to earn at least 2s. 1½d. an hour (i.e., 1s. 8d. plus 27½ per cent.).

\* Under cost-of-living sliding-scale arrangements.  
 † These increases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.  
 ‡ These increases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), the Midlands, South Wales and West of Scotland.  
 § These increases were also applied to a number of workpeople employed in boatbuilding and boatrepairing.  
 ¶ This increase was awarded by the National Arbitration Tribunal.  
 \*\* This increase affected mainly the employees of firms which are members of the Galvanising Conciliation Board.  
 †† District I comprises London, Middlesex, Kent, Surrey, Essex, Hertfordshire, Buckinghamshire, Berkshire and Sussex, and District II the remaining counties of Great Britain. The rates of 73s. 6½d. in District I and 70s. 6d. in District II are applicable to workpeople in Class I occupations (general labourers) who have not completed a probationary period of 3 months; when this period has been completed, the rates are increased by 1s. a week to 74s. 6½d. and 71s. 6d., respectively. The scale of rates adopted includes a new class of occupation (Class 6) comprising the most highly skilled workers.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Woolen and Worsted, including Woolcombing.	West Riding of Yorkshire.	Full pay period covered by pay-day in week ending 18 Mar.	Workers other than wool sorters on piece rates, woolcombing warehousemen on piecework packing, and overlookers.†	Percentage advance of 10 per cent. on base rates raised to 17½ per cent. in the case of time rates and to 15 per cent. in the case of piece rates, with additional increases in the base rates of the classes of workpeople enumerated below.*†
	do.	do.	Worsted spinning section:— Drawers, reducers, rovers and re-rovers, twistors, winders, reelers, doffers, etc. Warpers and beamers Spinners	Uniform base rate adopted of 17s. 9d. a week, resulting in increases ranging from 2s. 1d. to 5s. 3d. on the base rates previously in operation.* Increase in base rate of 2s. 1½d. a week (17s. 1½d. to 19s. 3d.).* Allowance of 1d. an hour to certain number of spindles mounded (288 or 240) with additions of 3d. or 4d. per dozen for extra spindles, in place of a rate of 13s. 10d. a week for 3 sides of 72 spindles each.*†
	do.	do.	Yarn warehousemen Manufacturing section:— Women employed as scribbler feeders or condenser minders. Other women Adult male burlers in Morley district and warehousemen.	Base rate increased from 28s. 10½d. a week to 28s. 10½d. a week.* Increase in base rate of 1s. 6d. a week (17s. to 18s. 6d.) with extra payments, as previously, for extra bobbins or extra machines.* Increase in base rate of 9d. a week (17s. to 17s. 9d.).* Increase in base rate of 1s. 1½d. a week (27s. 9d. to 28s. 10½d.).*
	do.	do.	Juveniles employed in worsted spinning, worsted manufacturing, woollen spinning and woollen manufacturing, including dyeing and finishing, burlers and rag grinders in Morley district and pattern weavers under 18 years of age.	Revised scales of base rates of wages adopted, resulting in increases in most cases varying from 3d. to 4s. a week according to age and occupation.*§
	do.	do.	Night workers:— Employed in woolcombing Employed in other sections of the industry.	Special night allowance of ¼d. an hour (not subject to cost-of-living advance) in addition to existing higher rates. Allowance of 1d. an hour to certain night workers increased to 1½d. and extended to all night workers. Increase of 6s. a week (83s. to 89s.).
	West Riding of Yorkshire.	Pay day of week ending 18 Mar.	Roller coverers employed in the worsted spinning industry.	Increase of 6s. a week (83s. to 89s.).
Flannel Manufacture.	Rochdale and district	Pay day in week ending 18 Mar.	Timeworkers and pieceworkers	Increases of 6-8 per cent. on current rates for timeworkers and of 4-5½ per cent. for pieceworkers.
	Wales	Week beginning 6 Mar.	Workpeople paid at time rates	Increases of 6s. a week in minimum time rates for men, of 5s. for women 19 years and over and of proportional amounts for juveniles. Minimum rates after change for adults: men 66s. 9d., women 37s. 10d.
	do.	do.	Workpeople paid at piece rates	Increases of 6s. a week for men and of 5s. for women 19 years and over, to be paid as time rates additional to current piecework earnings.
Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Manufacture.	Great Britain	29 Mar.	Men, youths and boys	Revised scale of general minimum time rates fixed, resulting in increases of approximately 7-9 per cent. for men and 7-4 to 23-2 per cent. for younger workers. General minimum time rates after change: 5½d. an hour at under 15 years, 5½d. an hour at 15, 7d. an hour or 28s. a week (48 hours) at 16 years rising to 1s. 5½d. or 70s. at 21 and over.¶
	do.	do.	Women and girls	Revised scale of general minimum time rates fixed, resulting in increases of approximately 15-7 per cent. in general minimum time rates for women 18 years and over, and 13-2 to 21-2 per cent. for those entering the trade at 18 or over, with less than 12 months' employment, and for younger workers; increase of 13-6 per cent. in piecework basis time rates. Rates after change: general minimum time rates—4d. an hour at under 15 years, 5d. an hour at 15, 6½d. an hour or 26s. a week (48 hours) at 16 rising to 10½d. or 42s. at 18 and over; workers entering the trade for the first time at 18 years or over, 6½d. or 27s. 6d. during first three months' employment, rising to 9d. or 36s. during fourth three months; piecework basis time rate 11½d. an hour or 45s. a week (all ages).¶
Sack and Bag Manufacture.	Great Britain	13 Mar.	Men, youths and boys	Further increase of 20 per cent. (30 to 50 per cent.) on general minimum time rates operative at February, 1938.¶
	do.	do.	Women 18 years and over employed as examiners of mended work, allocators, forewomen, hand sewers of heavy twill sacks and bags of 10 porter and upwards, selectors or graders of mixed loads or setters-up on branding machines.	Further increase of 30 per cent. (30 to 60 per cent.) on general minimum time rates and piecework basis time rates operative at February, 1938.¶
	do.	do.	Other women and girls	Further increases of 35 per cent. (30 to 65 per cent.) on general minimum time rates and 30 per cent. (30 to 60 per cent.) on piecework basis time rates operative at February, 1938.¶
Jute Manufacture.	Great Britain	10 Mar.	Men, women and juveniles, except those whose wages are regulated by movements in other industries.	Increase of approximately 7½ per cent. in all rates. General minimum time rates after change include: males—adult loom tenters 86s. 1d., loom under tenters 23 years and over 68s. 4d., other adults 66s. 1d., females—single spinners 44s. 1d. to 69s. 11d., double spinners 46s. 8d. to 67s. 1d., according to size of bobbins and number of spindles attended, with additional payments for sizes of yarn greater than normal, spinning shifting mistresses 55s. 5d., adult orra (or spare) spinners 44s. 6d.¶
	Dundee	Week beginning 16 Mar.	Calenderers and dyers	Further increase of 7½ per cent. (32½ to 40 per cent.) on rates operative at August, 1939.
Hosiery Manufacture.	Dumfries and district	Pay day in week beginning 6 Mar.	Women 18 years and over employed as inside workers.	Increase of 2s. a week of 48 hours in current minimum rates, as a result of increases from 43s. 7d. to 45s. 10d. in basic minimum weekly rate for timeworkers and from 48s. to 50s. 2d. in basic minimum earnings for pieceworkers, subject in each case to the current deduction of 1d. in the shilling under a cost-of-living sliding scale. Current minimum rates after change: timeworkers 42s., pieceworkers 46s.
	do.	do.	Female learners entering the trade at under 18 years who have completed 4 years' service and those entering the trade at 18 and over who have completed 3 years' service.	Increase of 2s. a week of 48 hours in current minimum time rate (40s. to 42s.), as a result of an increase from 43s. 7d. to 45s. 10d. in basic minimum weekly rate, subject to the current deduction of 1d. in the shilling under a cost-of-living sliding scale.

\* The base rates, as enhanced, continue to be subject to the addition of the existing cost-of-living wage percentages of 112½ for timeworkers, 99 for pieceworkers, 85½ for pressers and blanket raisers, 91-189 for Saddleworth warpers and winders, and 83-336 for Saddleworth shawl fringers. The cost-of-living wage for timeworkers is subject to a maximum of either (a) 39s. 8d. a week or (b) an amount derived from applying the following percentages to the base rates:—99 per cent. on the first 51s., 19-8 per cent. on the next 13s. and 9-9 per cent. on any excess over 64s., whichever yields the greater amount.

† In the case of combing, worsted spinning and power-loom overlookers the increase was 4s. 6d. a week instead of 7½ per cent. In the case of woolcombing warehousemen on piecework packing, and wool sorters on English and Colonial wools, the increase was 2-27 per cent. on gross rates, instead of 5 per cent. on base rates. The rates for sorting South American wools remained unchanged.

‡ The rates quoted for spinners apply to White Botany; for coloured work 1s. a week extra is paid on gross wages.

§ In a few cases the rates in the revised scales are below the rates previously in operation, but it is provided that the agreement shall not operate so as to reduce the rates of any of the workpeople concerned.

¶ This increase resulted from a modification of the cost-of-living sliding-scale arrangements.

¶ These increases took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the confirming Orders of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Pressed Felt Manufacture.	Rosendale Valley (certain firms).	31 Mar.	Men, women and juveniles	Increases* of 3d. a week for men and of 2d. for women 18 years and over and juveniles. Minimum rates after change: men 79s. 8d., youths and boys 32s. 10d. at 14 years rising to 59s. 4d. at 20, females—felt production processes 62s. 2d., cutting and stitching 55s. 4d.
Tailoring	London (West-End)	On and after week ending 17 Mar.	Tailors and tailoresses	Increased basic rates adopted, with consolidation into basic rates of differential rates for male timeworkers and pieceworkers on second-class work, resulting in an increase of approximately 12 per cent. on current rates, with additional increases, on second-class work, of 2d. an hour for male timeworkers and ¼d. a log hour for pieceworkers. Rates after change: timeworkers—males 2s. 8½d. an hour, females, 1st class hands 79s. a week of 48 hours, 2nd class hands 68s. 6d., pieceworkers 1s. 4½d. a log hour; learners 19s. 10d. a week of 44 hours in 1st year of learnership increasing to 68s. 6d. in 5th year.
Brewing	Edinburgh district and Falkirk.	1 Mar.	Men, and youths on men's work	Increase* of 1s. a week in cost-of-living bonus. Rates after change, inclusive of bonus: maltmen 85s., brewery labourers 79s.
Tobacco, etc., Manufacture.	Great Britain	1 Mar.	Men, women and juveniles	Additions on a time basis to minimum rates of both time and pieceworkers increased* by 5½d. a week for men and by 3½d. for women and juveniles. The additions are not to be counted in estimating overtime.†
Flour Milling	Great Britain, excluding London.	1st full pay period following 8 Mar.	Women and girls employed in the sackhouse.	Increases of 1s. to 5s. a week, according to location of mill. Rates after change, including war supplements: at 20 years is. a week less.
Sugar Refining	Greenock (certain firms).	Beginning of 1st pay period following 22 Mar.	Shiftworkers engaged on continuous process as sugar boilers, pansmen, liquor men, etc.	Shift allowance granted of 1d. an hour over and above existing rates of pay.‡
Millsawing	Various towns in Scotland.	Week ending 18 Mar.	Labourers, youths and boys	Increases of 1d. an hour for men 19 years and over, and of ¼d. for youths and boys. Rates after change: men—Glasgow and district 1s. 7d., Leith 1s. 7½d., other towns 1s. 7½d.; youths and boys—6d. at 14 years increasing to 11½d. at 18 and under 19.¶
	do.	do.	Women and girls employed on work normally done by women and girls or by male labour up to the age of 19 years.	Increase of ¼d. an hour. Rates after change 5½d. at 14 years increasing to 1s. 0½d. at 20 and over.¶
	Northern Ireland	Beginning of 1st full pay period following 1 Mar.	Labourers, youths and boys	Increase of ¼d. an hour (1s. 5½d. to 1s. 6½d.) in minimum rate, inclusive of war bonus, for labourers; minimum rates adopted for youths and boys of 7d. an hour at 15 years rising to 1s. 3d. at 20.**
Furniture Manufacture.	Great Britain	20 Mar.	Adult†† timeworkers, excluding dilutees, employed in furniture and bedding manufacture.	War bonus of 1½d. an hour granted to those whose wage rates (including any special factory timeworkers' bonus) do not exceed the appropriate district minimum time rates. In the case of those whose total hourly wages, excluding overtime, exceed the appropriate district minimum time rates by less than 1½d. an hour, the war bonus to be of such amount as will bring the total hourly wage, excluding overtime, to a sum not less than the appropriate district minimum time rates plus 1½d. an hour.††
	do.	do.	Journeyman polishers employed in furniture manufacture.	Minimum wage rates to be equal to the minimum rates for cabinet makers as provided in the appropriate agreements, involving increases of varying amounts in some districts.
Dock, Wharf and Riverside Labour.	Great Britain	6 Mar.	Dock labourers and other workers (except coal tipplers and trimmers at principal coal exporting centres) employed in the actual handling of cargoes in or on ship, quay, warehouse or craft.— Timeworkers Pieceworkers Permanent men whose wage rates are directly governed by agreements of the National Joint Council for Dock Labour.	Increase of 1s. a day. Minimum daily rates after change, on half-daily basis: Greater Ports 16s., Smaller Ports 15s.‡‡ Increase of 6d. a half-day.§§ Increase of 5s. 6d. a week. Rates after change: Greater Ports 88s., Smaller Ports 82s. 6d.§§
	Thames	do.	Lightermen in rough goods trade	Increase of 6s. a week. Rate after change 109s. a week.
	do.	do.	Quay lightermen, watchmen and apprentices.	Increases of 1s. a day in the daily rate, of 6d. a "short night" (between 8 p.m. and 12 p.m.) and of 1s. 2d. a "long night" (between 8 p.m. and 6 a.m.) and other rates increased <i>pro rata</i> ; increases varying from 6d. to 10d. a day, according to years of service, for apprentices. Rates after change for quay lightermen and watchmen 16s. a day, 9s. a "short night" and 17s. 9d. a "long night".
	do.	do.	Captains, mates, drivers and firemen of quay lighterage and seeking tugs.	Increase of 6s. a week, and wage rate of greater boys increased <i>pro rata</i> .
	do.	do.	Quay lighterage roadmen, wharf hands and other weekly paid employees.	Increase of 6s. a week for men engaged on a 6-day week basis, and of 7s. a week for those on a 7-day week basis.
	Belfast, Londonderry and Coleraine.	do.	Dock labourers	Increase of 1s. a day.
Local Authority Services.	City of London	1st pay period following 9 Mar.	Manual workers in Corporation non-trading services, except those whose wages are regulated by movements in other industries.	Increases of 4s. a week in war wage addition for men, of 6s. 9d. for women and of proportional amounts for younger workers. War wage additions for adult workers after change: men 19s. 6d., women 14s. 6d.§

\* Under cost-of-living sliding-scale arrangements.

† On certain garments, *viz.*, military dress uniforms (excluding khaki), naval frock and dress uniforms, hunt coats and hunt riding breeches, frock and dress coats, and court and diplomatic garments, the pieceworkers' rate is 1s. 5d. a log hour.

‡ These increases took effect under an Order issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

§ These increases were the result of awards by the Industrial Court.

¶ Including Aberdeen, Dundee, Falkirk, Glasgow, Grangemouth, Leith and Tayport.

¶ In addition, arrears of wages to be paid, calculated at the rate of 5 per cent. on the total of all wages paid in the week ending 15 January, 1944, and up to and in the week ending 11 March.

\*\* These changes were the result of an award by the National Arbitration Tribunal (Northern Ireland). The provisions of the award were not to operate to reduce existing rates of wages.

†† These changes were the result of a recommendation of the Joint Industrial Council for the British Furniture Manufacturing Trades. In the Edinburgh district, in which furniture trade rates of wages were formerly regulated by changes in rates of wages in the building industry, the above war bonus became applicable in consequence of a local agreement providing that wage rates should, as from 20th March, be the same as those in the furniture trade in the Glasgow district.

‡‡ Journeyman and journeywomen, other males aged 21 and over and other females aged 19 and over.

§§ These increases were the result of an agreement made on 28th February, 1944, between the National Association of Port Employers and the Transport and General Workers' Union, the National Union of General and Municipal Workers and the National Amalgamated Stevedores and Dockers. The classification of ports is as follows: Greater Ports—Aberdeen, Ardrossan, Avonmouth, Ayr, Barrow-in-Furness, Barry, Birkenhead, Blyth, Bristol, Cardiff, Chatham, Dundee, Falmouth, Garston, Glasgow, Grangemouth, Greenock, Hartlepool, Humber Ports, Ipswich, Irvine, King's Lynn, Lancaster, Leith, Liverpool, Llanelli, London, Lowestoft, Manchester, Maryport, Middlesbrough, Newport, Penarth, Plymouth, Portsmouth, Port Talbot, Preston, Queenborough, Rochester, Southampton, Stockton, Sunderland, Sutton Bridge, Swansea, Troon, Tyne Area, Weymouth, Whitehaven, Widnes, Wisbech, Workington and Yarmouth. Smaller Ports—Arbroath, Aberystwyth, Banff, Barnstaple, Berwick, Bridgewater, Briton Ferry, Carlisle, Colchester, Cowes, Dumfries, Exeter, Exmouth, Faversham, Fraserburgh, Hayle, Inverness, Isle of Man Ports, Kirkcaldy, Kirkwall, Lerwick, Montrose, Newhaven, Padstow, Penzance, Peterhead, Poole, Ramsgate, Scilly Isles, Stornoway, Teignmouth, Torquay, Whitby, Whitstable, Wick and Wigton. At some ports, differential day work rates (higher than the general minimum rates) are in operation for certain classes of men.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Tanning, Currying and Leather Dressing.	Great Britain	1st full pay period after 3 Mar.	Workpeople paid at time rates	Increases of 1d. an hour in basic time rates for men and of 1d. for youths, boys, women and girls. Rates after change include: men—skilled, semi-skilled and unskilled respectively—London, urban 1s. 10d., 1s. 8d., 1s. 7d., rural 1s. 9d., 1s. 7d., 1s. 5d., Scotland and Lancashire 1s. 9d., 1s. 7d., 1s. 6d., elsewhere 1s. 9d., 1s. 7d., 1s. 6d., carriers Walsall 1s. 10d., 1s. 7d., 1s. 6d., hat leather workers 1s. 9d., 1s. 7d., 1s. 6d.; women 20 years and over employed on women's work—London, semi-skilled 1s. 0d., unskilled 1s. 0d., Scotland 1s., elsewhere 1s. 0d., hat leather workers 1s.†
Skip and Basket Making.	Lancashire and Cheshire	1 Mar.	Workpeople paid at piece rates	Further bonus of 2½ per cent. on pre-war piece rates, making a total bonus of 25 per cent.†
Retail Food, etc., Distribution.	England and Wales	Pay day in week beginning 13 Mar.	Skip and basket makers	Cost-of-living bonus increased† by 1 per cent. (from 139 to 140 per cent.) on time rates and on list prices.
Retail Drapery, Clothing and Footwear Distribution.	England and Wales	Pay day in week beginning 13 Mar.	Branch managers, branch managers, male and female shop assistants, van salesmen, cashiers, clerks and central warehouse staff and male workers in other occupations (excluding craftsmen, productive staff and transport workers) employed in the retail distribution of grocery and provisions, cooked meats and other cooked foods (including fried fish and chips), fresh, cured, dried and smoked fish, game, poultry and rabbits, fruit, vegetables and flowers and excisable liquor (off licence).	Increases of 4s. a week for men, youths and boys and of 3s. for women and girls in the minimum rates of remuneration fixed by the Retail Food Trades Joint Industrial Council.
Coal Distribution	Hull and district	1st full pay period after 9 Mar.	Drivers, droppmen, yardmen, fillers and carriers-off.	Increases of 9s. 6d. a week in minimum rates for one-horse drivers, of 5s. 6d. for drivers of mechanically propelled vehicles and for droppmen, yardmen, fillers and carriers-off 21 years and over and of 4s. for those 19 and under 21. Minimum rates after change, for a working week of 48 hours: one-horse drivers 7s. 6d., drivers of mechanically propelled vehicles 7s. 6d., 7s. 6d. and 8s. 6d., according to carrying capacity of vehicle; droppmen, yardmen, fillers and carriers-off 5s. 3d. at 19 years rising to 6s. 6d. at 21 and over.
	Northampton and district.	1 Mar.	Drivers and loaders	Increase of 3s. a week. Minimum weekly rates after change: drivers of mechanically propelled vehicles 7s. 6d., horse drivers and loaders 6s.
	Somerset	1 Mar.	Drivers, mates, carters and yardmen.	Minimum rates adopted, for a guaranteed working week of 48 hours, as follows: men—drivers of mechanically propelled vehicles, Grade I areas 7s. to 8s. 6d., according to carrying capacity of vehicle, II 6s. 6d. to 8s. 6d., III 6s. 6d. to 7s. 6d., mates—7s. 6d., 7s. 6d., 6s. 6d., carters—7s. 6d., 7s. 6d., 6s. 6d. (inclusive of week-end duties), chargehands or foremen yardmen 7s. 6d., 7s. 6d., 7s. 6d., other yardmen 7s. 6d., 6s. 6d., 6s. 6d.; youths and boys—Grade I areas 3s. 3d. at 16 years rising to 6s. at 20 and under 21, II 3s. 6d. to 5s. 6d., III 3s. to 5s.; casual workers employed on a daily basis to receive the above rates plus 1s. a day.†
	Devon	4 Nov., 1943.†	Drivers, yardmen and mates	Rates of wages adopted, for a guaranteed working week of 48 hours, as follows: men—drivers of mechanically propelled vehicles, Grade I areas 7s. 6d. to 8s., according to carrying capacity of vehicle, II 6s. 6d. to 7s. 6d., III 6s. 6d. to 7s. 6d., drivers of horse-drawn vehicles, yardmen and mates 7s. 6d., 6s. 6d., 6s. 6d. (inclusive of week-end duties); youths and boys—Grade I areas 3s. at 16 years rising to 6s. at 20 and under 21, II 3s. 6d. to 5s. 6d., III 3s. to 5s.; casual workers employed on a daily basis to receive the above rates plus 1s. a day.†
	do.	1 Mar.	do.	Increases of 2s. 6d., 3s. and 3s. 6d. a week for men and of 1s. 3d., 1s. 6d. and 1s. 9d. for youths and boys in Grades I, II and III areas respectively.**
Colliery Canteen Catering.	West Yorkshire	Beginning 1st full pay period after 15 Mar.	Workpeople employed in colliery canteens.	Increases of 6d. to 2s. 6d. a week, according to age, in minimum rates for lower grade workers. Minimum rates after change, exclusive of emoluments: 20s. a week at 14 and under 15 years rising to 39s. 6d. at 21 and over.†
Entertainments	Lancashire, Cheshire and Yorkshire.	23 Sept., 1943.††	Musicians employed in theatres and music halls.	Increases of 11s. 6d. a week in minimum rates for theatres and music halls in Grade A, 8s. in Grades B and C, and 11s. in Grade D (now merged in Grade C). Minimum rates after change: Grade A 100s., B 90s., C 85s., leaders to receive not less than 10s. above these rates.
Cinematograph Film Production.	Great Britain	1st pay day in Mar.	Men, women and juvenile workers (all employees paid by the hour and employees paid by the week whose normal salaries do not exceed £17 10s. a week), other than cine-technicians, laboratory workers, and technicians employed in production of short films.	Bonus increased† by 6d. a week (2s. to 2s. 6d. for those paid hourly and 2s. to 2s. 6d. for those paid weekly) at 21 years and over and by 4d. (15s. 4d. to 15s. 8d. for those paid hourly and 14s. 8d. to 15s. for those paid weekly) at under 21.
	do.	do.	Laboratory workers	
	do.	do.	Cine-technicians, whose normal salaries do not exceed £17 10s. a week.	
	do.	do.	Technicians, whose normal salaries do not exceed £17 10s. a week, employed in the production of short films.	Bonus increased† by 6d. a week (2s. to 2s. 6d.) at 21 years and over and by 4d. (14s. 8d. to 15s.) at under 21.

\* Women employed on timework on work formerly done by men receive, during the first 8 weeks of employment, the appropriate women's rates plus 1d. an hour and, thereafter, rates calculated to approximately 75 per cent. of the appropriate men's rates. Subject to certain qualifications, women who are able to do a man's full work receive the men's full rates.

† These increases were awarded by the National Arbitration Tribunal.

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

§ The retail distribution of fried fish was previously outside the scope of the Retail Food Trades Joint Industrial Council.

¶ These rates were to be without prejudice to the operation of any higher rates. The grading of areas is that adopted by the Road Haulage Central Wages Board.

‡ These rates were fixed by an award of the Industrial Court dated 7th March, with effect from the date stated above, except at Torquay where the operative date was 4th September. The rates were to be without prejudice to the operation of any higher rates. The grading of areas is that adopted by the Road Haulage Central Wages Board.

\*\* These increases were awarded by the Industrial Court on 7th March.

†† These increases were the result of an award of the Industrial Court dated 24th March, and were made retrospective to the date shown.

## OUTPUT BONUS IN THE COAL MINING INDUSTRY.

Under the scheme providing for the payment of a bonus to workers in the coal mining industry for output in excess of a specified tonnage (see the issue of this GAZETTE for November, 1942, page 191), bonuses became payable, in respect of the four weeks ended 19th February, of 1s. 9d. a shift for adult workers in Leicestershire, and 3d. a shift in South Derbyshire. These bonuses are payable for a period of four weeks, the first payment being made on the pay-day in the week ended 18th March.

## TRADE DISPUTES IN MARCH.\*

**Number and Magnitude.**—The number of disputes involving stoppages of work, reported to the Department† as beginning in March, was 285. In addition, 23 stoppages which began before March were still in progress at the beginning of that month. The approximate number of workpeople involved in these 308 stoppages, including workpeople thrown out of work at the establishments where the disputes occurred, is estimated at about 310,000, and the aggregate number of working days lost at those establishments, during March, is estimated at about 1,600,000.

Of all the stoppages of work through industrial disputes known to have been in progress at some time in March, the coal mining industry accounted for 155, involving nearly 270,000 workpeople and resulting in an aggregate loss of approximately 1,250,000 working days.

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

Industry Group.	Number of Stoppages in progress in Month.			Number of Workpeople involved in all Stoppages in progress in Month.	Aggregate Duration in Working Days of all Stoppages in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Coal Mining	6	149	155	266,100	1,263,000
Metal, Engineering and Shipbuilding	12	105	117	32,000	315,000
Transport	1	7	8	7,400	15,000
Other Industries	4	24	28	3,900	7,000
Total, March, 1944†	23	285	308	309,400	1,600,000
Total, February, 1944†	16	232	248	123,600	273,000
Total, March, 1943†	7	173	180	49,100	123,000

**Duration.**—Of 269 stoppages of work, owing to disputes, which came to an end during March, 109, directly involving 14,300 workpeople, lasted not more than one day; 62, directly involving 9,500 workpeople, lasted two days; 40, directly involving 11,100 workpeople, lasted three days; 32, directly

involving 9,500 workpeople, lasted four to six days; and 26, directly involving 119,300 workpeople, lasted over six days.

**Causes.**—Of the 285 disputes, leading to stoppages of work beginning in March, 56, directly involving 8,500 workpeople, arose out of demands for advances in wages, 6, directly involving 1,400 workpeople, out of proposed reductions in wages, and 113, directly involving 254,100 workpeople, on other wage questions; 5, directly involving 1,700 workpeople, on questions as to working hours; 29, directly involving 6,100 workpeople, on questions respecting the employment of particular classes or persons; and 76, involving 20,800 workpeople, on other questions.

TOTALS FOR THE FIRST THREE MONTHS OF 1944 AND 1943.†

Industry Group.	January to March, 1944.			January to March, 1943.		
	Number of Stoppages beginning in all period.	Number of Workpeople involved in progress.	Aggregate Duration in Working Days of all Stoppages in progress.	Number of Stoppages beginning in all period.	Number of Workpeople involved in all Stoppages in progress.	Aggregate Duration in Working Days of all Stoppages in progress.
Coal Mining	387	382,800†	1,641,000	158	37,700†	83,000
Other Mining and Quarrying	8	2,200	10,000	3	300	1,000
Engineering	104	50,600	214,000	73	28,300	52,000
Shipbuilding	82	14,100	193,000	42	6,800	27,000
Other Metal	52	5,500	10,000	38	5,800	18,000
Building, etc.	25	2,600	4,000	16	4,100	8,000
Transport	28	12,800	27,000	17	6,200	15,000
Other Industries	53	6,700	10,000	31	2,600	6,000
Total	739	477,300†	2,109,000	378	91,800†	210,000

The foregoing statistics relate to stoppages of work arising from industrial disputes. They accordingly exclude the strikes of apprentices in the engineering, shipbuilding, etc., industries on the Tyne and Clyde, and at Huddersfield and Middlesbrough, which began on 28th and 29th March in support of a demand for the exemption of apprentices from liability for compulsory recruitment for work in the coal mining industry. It is estimated that the total number of apprentices involved in these strikes was about 17,000 and that the aggregate number of working days lost was about 60,000 in March and 90,000 in April.

## PRINCIPAL TRADE DISPUTES INVOLVING STOPPAGES OF WORK DURING MARCH.

Occupations‡ and Locality.	Approximate Number of Workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	Indirectly.§	Began.	Ended.		
COAL MINING:— Colliery workpeople—Wales and Monmouthshire.	100,000	..	6 Mar.	18 Mar.	Dissatisfaction with the minimum wage award of the National Reference Tribunal for the Coal Mining Industry.	Work resumed between 13th and 20th March, on the basis of an agreement reached on 8th March, between the two sides of the industry and approved by the Minister of Fuel and Power, to pay, in addition to the minimum wage awarded, allowances provided for in existing agreements to individuals working in excessive dust or in water, and for certain ambulance services. The Minister undertook that certain other matters concerning allowances peculiar to South Wales would be considered after work had been resumed.
Colliery workpeople—Lanarkshire, Ayrshire, Fife, Stirlingshire and Lothians.	15,000	..	8 Mar.¶	20 Mar.¶	Dissatisfaction with the minimum wage award of the National Reference Tribunal for the Coal Mining Industry.	Work resumed on conditions in operation prior to stoppage.
Colliery workpeople—Yorkshire	120,000¶	¶	¶	¶	Dissatisfaction at the inclusion of 3s. 6d. a week, in respect of "home coal" allowance, in the minimum wage payable under the award of the National Reference Tribunal for the Coal Mining Industry.	Agreement was reached, on 25th and 27th March, providing that no deductions on account of home coal should be made from the wages of men not receiving an allowance of home coal, and that for those receiving the allowance the deduction of 3s. 6d. a week should be reduced to 2s. a week. Work was finally resumed on these terms.
SHIPBUILDING:— Fitters and fitters' helpers employed in shipyard—Belfast (one firm).	5,397	1,721	25 Feb.	10 April	For an increase in the wages of time workers to 3s. an hour.	Agreement reached providing for the introduction of a piece-work system, calculated to yield on an average not less than 27½ per cent. on a new basic rate of 69s. 9d. a week. The imprisoned shop stewards released on bail pending appeal.
ENGINEERING:— Engineering operatives—Belfast (one firm).	6,729	..	16 Mar.	11 April	In sympathy with the workpeople involved in the above stoppage and subsequently in protest against the imprisonment of shop stewards for having participated in an illegal strike.	

\* Stoppages involving less than 10 workpeople, and those which lasted less than one day, have, as usual, been omitted from the statistics, except when the aggregate duration (i.e., number of workpeople multiplied by number of working days, allowing for workpeople replaced, etc.) exceeded 100 days.

† The figures given for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

‡ Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage, and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1944, was approximately 300,000 and in 1943, 30,000. For all industries combined the corresponding net totals were approximately 400,000 and 80,000, respectively.

§ The occupations printed in italics are those of workpeople indirectly involved, i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes.

¶ The stoppage began at a few collieries on 8th March and subsequently extended. A resumption of work began on 13th March and by 20th March work had been resumed by the majority of the strikers.

¶ There were stoppages at a large number of collieries, beginning at different dates between 14th March and the first week of April, and lasting for varying periods at different pits. In some cases work was resumed after a stoppage of only a few days, but there were large numbers of workpeople on strike in the last week of March and at the beginning of the first week of April. The majority of these workpeople returned to work during the latter week, and the remainder after the Easter holidays. The number of workpeople shown as involved (120,000) is a provisional estimate of the total who ceased work at some time between 14th March and 6th April, and may be subject to revision when later information is received.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st April, 1944.

Increase since July, 1914 ..	68%	100%
Change since 1st March, 1944	Index Points	nil
	Per cent.	nil
	Food	All Items
	68%	100%
	nil	nil
	nil	nil

FOOD.

There was little change, on average, in the retail prices of food during March.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 1st April, 1944, with the corresponding prices at 1st March, 1944, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ¼d., at—			Percentage Increase or Decrease (—) at 1st April, 1944, compared with	
	1st April, 1944.	1st Mar., 1944.	1st Sept., 1939.	1st Mar., 1944.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs .. .. .	1 3½	1 3½	1 2½	..	21
Thin Flank ..	0 9½	0 9½	0 7½	..	17
Beef, Chilled or Frozen					
Ribs .. .. .	1 1	1 1	0 9½	..	35
Thin Flank ..	0 6	0 6	0 4½	..	23
Mutton, British—					
Legs .. .. .	1 5½	1 5½	1 3½	..	13
Breast .. .. .	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs .. .. .	1 0	1 0	0 10½	..	16
Breast .. .. .	0 4	0 4	0 4	..	50
Bacon* .. .. .	1 10½	1 10½	1 3	..	26
Fish .. .. .					
Flour .. .. . per 6 lb.	1 2½	1 2½	0 11½	..	29
Bread .. .. . per 4 lb.	0 9	0 9	0 8½	..	9
Tea .. .. .	2 10	2 10	2 4	..	21
Sugar (granulated) ..	0 4	0 4	0 3	..	32
Milk .. .. . per quart	0 9	0 9	0 6½	..	32
Butter—					
Fresh .. .. .	1 8	1 8	1 4½	..	21
Salt .. .. .	1 1	1 1	0 10	..	30
Cheese .. .. .					
Margarine—					
Special .. .. .	0 9	0 9	0 6½	..	12
Standard .. .. .	0 5	0 5	0 5	..	..
Eggs (fresh)† .. each	0 2	0 2	..	..	1
Potatoes Per 7 lb.	0 6½	0 7	0 6½	..	6

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st March, 1944, and 1st April, 1944, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Mar., 1944.	1st April, 1944.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs .. .. .	44	59	59
Thin Flank ..	15	46	46
Beef, Chilled or Frozen			
Ribs .. .. .	32	79	79
Thin Flank ..	1	24	24
Mutton, British—			
Legs .. .. .	48	67	67
Breast .. .. .	14	24	24
Mutton, Frozen—			
Legs .. .. .	51	75	75
Breast .. .. .	—3	—3	—3
Bacon* .. .. .	35	102	102
Fish .. .. .	116	173	173
Flour .. .. .	26	62	63
Bread .. .. .	42	56	55
Tea .. .. .	52	85	85
Sugar (granulated) ..	46	94	94
Milk .. .. .	92	154	154
Butter—			
Fresh .. .. .	13	37	37
Salt .. .. .	7	41	41
Cheese .. .. .	16	51	51
Margarine .. .. .	—9	3	3
Eggs (fresh) .. .. .	58	60	60
Potatoes .. .. .	33	42	41
All above articles (Weighted Average on July, 1914, basis)	38	68	68

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st April, 1944, of the articles of food specified was about 68 per cent. higher than in July, 1914, about 22 per cent. higher than at the beginning of September, 1939, and approximately the same as at 1st March, 1944.

\* The description of bacon specified for quotation is streaky, but where this kind was seldom being sold the returns relate to another kind, locally representative.  
 † This figure is an average calculated from the prices of various brands of margarine on sale at 1st September, 1939.  
 ‡ Of the two prices shown for eggs at 1st April and 1st March, 1944, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.  
 § The decrease in average price, as compared with 1st March, was slight, but sufficient to alter the average to the nearest ¼d.

ITEMS OTHER THAN FOOD.

The average level of working-class rents (including rates) at 1st April was about the same as at 1st March, being about 1 per cent. above the level of 1st September, 1939, and about 64 per cent. above that of July, 1914.

As regards clothing, there was very little change in the average level of prices generally at 1st April as compared with a month earlier. For men's suits and overcoats there was a rise of between one-half and one per cent. in the average level of prices; for the remaining groups of items included in the figures, viz., woollen materials, woollen underclothing and hosiery, cotton materials and cotton hosiery, and boots and shoes, there was very little change in the average level of prices between 1st March and 1st April. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make exact comparisons over a period of many years, but the available information (based on returns from representative retailers in a large number of towns) indicates that at 1st April the average level of prices was about 65 per cent. higher than at 1st September, 1939, and about 240 to 245 per cent. above the level of July, 1914.

In the fuel and light group, the average level of prices of coal and of gas at 1st April showed little change as compared with a month earlier. Prices of coal averaged about 37 per cent. higher than at 1st September, 1939, and about 166 per cent. above the level of July, 1914; prices of gas averaged about 29 per cent. higher than at 1st September, 1939, and about 100 per cent. higher than in July, 1914. There was no appreciable change during the month in the prices of lamp oil, candles or matches. In the fuel and light group as a whole the average level of prices at 1st April showed little change as compared with 1st March, being about 38 per cent. higher than at 1st September, 1939, and about 152 per cent. higher than in July, 1914.

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

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 1st April, 1944, is approximately 100 per cent. over the level of July, 1914, the same figure as at 1st March, 1944, as compared with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.

The rise of 45 points since the beginning of September, 1939, is equivalent to about 29 per cent. Of these 45 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately three-fourths of a point is due to increases resulting from the Purchase Tax.

SUMMARY TABLE : ALL ITEMS.

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

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920 ..	125	130	130	132	141	150	152	155	161	164	176	169
1921 ..	165	181	141	133	128	119	119	122	120	110	103	99
1922 ..	92	88	86	82	81	80	84	81	79	78	80	80
1923 ..	78	77	76	74	70	69	69	71	73	74	75	77
1924 ..	77	79	78	73	71	69	70	71	72	76	80	81
1925 ..	80	79	79	75	73	72	73	73	74	76	76	77
1926 ..	75	73	72	68	67	68	70	70	72	74	79	79
1927 ..	75	72	71	65	64	63	66	64	65	67	69	69
1928 ..	68	66	64	64	64	65	65	65	65	66	67	68
1929 ..	67	66	66	62	61	60	61	63	64	65	67	67
1930 ..	66	64	61	57	54	55	54	55	57	57	56	57
1931 ..	53	52	50	47	47	45	47	45	45	45	46	48
1932 ..	47	47	46	44	43	42	43	41	41	43	43	43
1933 ..	42	41	39	37	36	36	38	39	41	41	43	43
1934 ..	42	41	40	39	37	38	41	42	43	43	44	44
1935 ..	43	42	41	39	39	40	43	43	43	45	47	47
1936 ..	47	47	46	44	44	44	46	46	47	49	51	51
1937 ..	51	51	51	51	52	52	55	55	55	55	56	56
1938 ..	59	57	56	54	56	55	55	55	55	55	56	57
1939 ..	55	55	53	53	53	53	56	55	55	55	65	69
1940 ..	74	77	79	78	80	81	87	85	87	89	92	95
1941 ..	96	97	98	100	100	100	99	99	99	99	100	101
1942 ..	100	100	100	99	100	99	100	101	100	100	100	100
1943 ..	99	99	99	98	99	98	100	99	98	99	99	99
1944 ..	99	100	100	100	..	..	..	..	..	..	..	..

A detailed account of the method of compilation of these statistics, "The Cost of Living Index Number: Method of Compilation," is obtainable, price 3d. net, from H.M. Stationery Office, at the addresses shown on page 72 of this GAZETTE.

\* Soap, soda, domestic ironmongery, brushes, pottery, tobacco and cigarettes fares and newspapers.

FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople, other than seamen,\* whose deaths from accidents in the course of their employment occurred or were reported in the United Kingdom in March† was 209, as compared with 169† in the previous month and with 215† in March, 1943. Details for separate industries are given below:—

MINES AND QUARRIES.		FACTORIES—continued.	
Under Coal Mines Acts:		Paper, Printing, etc. . . . .	2
Underground .. .. .	58	Rubber Trades .. .. .	..
Surface .. .. .	6	Gas Works .. .. .	2
Metalliferous Mines ..	1	Electrical Stations .. ..	3
Quarries .. .. .	5	Other Industries .. .. .	1
TOTAL,			
MINES AND QUARRIES	70	WORKS AND PLACES UNDER	
		SS. 105, 107, 108, FACTORIES	
		ACT, 1937.	
		Docks, Wharves, Quays	
		and Ships .. .. .	10
		Building Operations .. ..	13
		Works of Engineering	
		Construction .. .. .	..
		Warehouses .. .. .	..
		TOTAL, FACTORIES ACT	112
		RAILWAY SERVICE.	
		Brakemen, Goods Guards	2
		Engine Drivers, Motor-	
		men .. .. .	..
		Firemen .. .. .	2
		Guards (Passenger) .. ..	..
		Labourers .. .. .	3
		Mechanics .. .. .	4
		Permanent Way Men .. ..	6
		Porters .. .. .	3
		Shunters .. .. .	3
		Other Grades .. .. .	4
		Contractors' Servants .. ..	..
		TOTAL, RAILWAY SERVICE	27
		Food and Drink .. .. .	5
		General Woodwork and	
		Furniture .. .. .	1
		TOTAL (excluding Seamen)	209

INDUSTRIAL DISEASES.

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

I. Cases.	I. Cases—continued.
LEAD POISONING.	EPITHELIOMATOUS ULCERATION (SKIN CANCER).
Among Operatives engaged in:	Pitch .. .. .
Smelting of Metals .. ..	Tar .. .. .
Shipbreaking .. .. .	Paraffin .. .. .
Other Contact with Molten Lead .. .. .	Oil .. .. .
White and Red Lead Works .. .. .	TOTAL .. .. .
Vitreous Enamelling .. ..	CHROME ULCERATION.
Electric Accumulator Works .. .. .	Manufacture of Bichromates .. .. .
Paint and Colour Works ..	Dyeing and Finishing .. ..
Shipbuilding .. .. .	Chrome Tanning .. .. .
Other Industries .. .. .	Chromium Plating .. .. .
Painting of Buildings .. ..	Other Industries .. .. .
TOTAL .. .. .	TOTAL .. .. .
OTHER POISONING.	II. Deaths.
Phosphorus .. .. .	LEAD POISONING.
Aniline .. .. .	"Other" Industries .. .. .
Chronic Benzene .. .. .	OTHER POISONING.
Toxic Jaundice .. .. .	Chronic Benzene .. .. .
Toxic Anaemia .. .. .	TOTAL, Deaths .. .. .
TOTAL .. .. .	

\* Statistics of fatal accidents to seamen are not available.  
 † For mines and quarries, weekly returns are furnished and the figures cover the 5 weeks ended 1st April, 1944, in comparison with the 4 weeks ended 26th February, 1944, and the 5 weeks ended 3rd April, 1943.  
 ‡ Revised figure.  
 § Cases include all attacks reported during the month, and not previously reported, so far as is known, during the preceding 12 months. Deaths include all fatal cases reported during the month, whether or not included (as cases) in the same or previous returns.

UNEMPLOYMENT FUND.

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

	Thirteen weeks ended		
	25th March, 1944.	25th December, 1943.	27th March, 1943.
	£	£	£
(1) General Account			
Contributions received from:—			
Employers .. .. .	5,915,000	5,911,000	6,223,000
Employed persons .. ..	5,914,000	5,910,000	6,222,000
Exchequer .. .. .	5,917,000	5,909,000	6,227,000
Miscellaneous Receipts ..	2,303,000	374,000	1,613,000
Total Income .. .. .	20,049,000	18,104,000	20,285,000
Benefit .. .. .	635,000	654,000	727,000
Cost of Administration ..	466,000	640,000	422,000
Miscellaneous Payments ..	68,000	64,000	72,000
Total Expenditure .. ..	1,169,000	1,358,000	1,221,000
(2) Agricultural Account			
Contributions received from:—			
Employers .. .. .	102,000	95,000	134,000
Employed persons .. .. .	102,000	94,000	133

## UNEMPLOYMENT ALLOWANCES.

For the period of thirteen weeks ended 25th March, 1944 expenditure on unemployment allowances (excluding the cost of administration) amounted to approximately £430,000, compared with £397,000 during the thirteen weeks ended 25th December, 1943, and £526,000 during the thirteen weeks ended 27th March, 1943.

Comparison of the figures for the March quarter of 1944 with those for earlier periods is affected by the Unemployment Assistance (Determination of Need and Assessment of Needs) (Amendment) Regulations, 1943, and by the Unemployment Assistance (Determination of Need and Assessment of Needs) Regulations, 1943. Particulars of these two sets of Regulations were given in the issues of this GAZETTE for August, 1943 (page 124), and January, 1944 (pages 2-3), respectively.

## RETAIL PRICES OVERSEAS.

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

## UNITED STATES OF AMERICA.

At mid-December, 1943, the official cost-of-living index figure was 0.2 per cent. higher than the revised figure for the previous month and 26.2 per cent. above that for mid-August, 1939. For food alone the index figure at mid-December was 0.2 per cent. lower than that for mid-November, 1943, but 46.6 per cent. higher than that for mid-August, 1939.

## CANADA.

At 1st February, 1944, the official cost-of-living index figure was 0.1 per cent. below the figure for 3rd January, 1944, and 18.0 per cent. above that for 1st September, 1939. For food alone the index figure at 1st February was 0.5 per cent. lower than that for the previous month, and 31.7 per cent. above the level of 1st September, 1939.

## SOUTHERN RHODESIA.

In January, 1944, the official cost-of-living index figure (unadjusted for seasonal movements) was 0.5 per cent. above the figure for the previous month and 22.5 per cent. higher than that for August, 1939. For food alone the index figure for January, 1944, was 1.5 per cent. higher than that for December, 1943, and 23.2 per cent. higher than the figure for August, 1939.

## INDIA.

In December, 1943, the official cost-of-living index figure for the working classes in Bombay showed a decline of 0.4 per cent. below the figure for the previous month but a rise of 135.2 per cent. above the figure for mid-July to mid-August, 1939. For food alone the index figure for December, 1943, was 3.2 per cent. lower than that for November, 1943, but 141.1 per cent. higher than the figure for mid-July to mid-August, 1939.

## CEYLON.

In November, 1943, the official figure in the revised series of index numbers showing changes in the working-class cost-of-living in Colombo Town was 108 and thus showed no change as compared with the figure for the previous month. Linked with the earlier series of index numbers, it was 97 per cent. above the average for the period November, 1938, to April, 1939.

## ICELAND.

At 1st February, 1944, the official index figure of the cost-of-living in Reykjavik showed no change as compared with the figure for the previous month but a rise of 160.4 per cent. above that for 1st September, 1939. For food alone the index figure at 1st February was 0.6 per cent. higher than that for 1st January, 1944, and 227.7 per cent. above the figure for 1st September, 1939.

## PORTUGAL.

In October, 1943, the official weighted index figure of the cost of food, fuel and light and certain household articles in Lisbon was 0.5 per cent. higher than the revised figure for the previous month and 60.3 per cent. above the figure for August, 1939.

The figure for 15th October, 1943, in the separate official series of (unweighted) index figures relating to the whole of Portugal was 0.2 per cent. higher than the revised figure for the previous month and 66.2 per cent. above the figure for 15th August, 1939.

## EMPLOYMENT OVERSEAS.

## UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in December, 1943, is estimated by the United States Department of Labour to have been approximately 38,335,000. This was 0.1 per cent. higher than the figure for November, 1943, 1.6 per cent. lower than that for December, 1942, and 28.8 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in December, 1943, is estimated to have been 0.6 per cent. lower than in November, 1943, but 3.2 per cent. higher than in December, 1942, and 69.7 per cent. above the average for the year 1939.

## CANADA.

According to returns received by the Dominion Bureau of Statistics from over 14,000 employers, the total number of workpeople in employment at 1st January in industries other than agriculture and private domestic service was 2.6 per cent. lower than at 1st December, 1943, but 1.1 per cent. higher than at 1st January, 1943, and 85.7 per cent. above the average number for the year 1926.

Returns rendered by trade unions with a total membership of nearly 483,000 showed that the percentage rate of unemployment among their members at the beginning of January, 1944, was 0.8, compared with 0.6 at the beginning of December, 1943, 0.3 at the beginning of November, 1943, and 1.2 at the beginning of January, 1942.

## UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in November, 1943, the number of workpeople employed in manufacturing establishments generally and in mining and transport was 0.1 per cent. higher than in October, but 4.3 per cent. lower than in November, 1942.

## ÉIRE.

The number of persons on the live register of Employment Exchanges at 25th March, 1944, was 67,227, compared with 72,481 at 26th February. The decrease between the two dates is stated to be due partly to the operation of an Order made under the Unemployment Assistance Act, 1933, restricting during the period 8th March to 24th October, 1944, the eligibility for unemployment assistance of a particular class of persons living in rural areas. At 27th March, 1943, the number of persons on the live registers was 78,813; this total is comparable with the figure for 25th March, 1944.

## SWEDEN.

Preliminary information received by the Swedish Social Board from trade unions with a total membership of over 775,000 showed that 9.6 per cent. of their members were unemployed at 31st December, 1943, compared with 5.8 per cent. at 30th November, 1943, 4.5 per cent. at 31st October, 1943, and 10.3 per cent. at 31st December, 1942.

## LEGAL CASES AFFECTING LABOUR.

## FACTORIES ACT—DUTY TO FENCE DANGEROUS MACHINERY—WOODWORKING MACHINERY REGULATIONS, 1922.

1. The plaintiff in this action was a joiner at some saw mills who lost his thumb as a result of getting it caught in a circular saw whilst cutting up timber. He brought an action against his employers claiming damages for their alleged breach of statutory duty, the breach complained of being the alleged failure securely to fence the circular saw contrary to section 14 (1) of the Factories Act, 1937, which reads as follows:—

"14 (1)—Every dangerous part of any machinery, other than prime movers and transmission machinery, shall be securely fenced unless it is in such a position or of such construction as to be as safe to every person employed or working on the premises as it would be if securely fenced: "Provided that, in so far as the safety of a dangerous part of any machinery cannot by reason of the nature of the operation be secured by means of a fixed guard, the requirements of this subsection shall be deemed to have been complied with if a device is provided which automatically prevents the operator from coming into contact with that part."

The workman contended that this section imposed an absolute obligation to fence securely and that it was no answer for the employers to say that if the machine were securely fenced it could not be used. Mr. Justice Stable dismissed the action and the workman now appealed to the Court of Appeal.

The Court of Appeal (Scott, Luxmoore and Goddard L.J.J.) dismissed the workman's appeal. Lord Justice Goddard who delivered the judgment of the Court said that the saw was entirely enclosed at the bottom underneath the table and had an adjustable guard over the top; the guard was of standard pattern and according to the evidence no better guard was in existence. Of necessity, if the saw was to be used some part of the cutting edge must be exposed, otherwise the wood to be cut could not be brought into contact with it. His Lordship said that to that extent the saw was not securely fenced, nor was it suggested that there was any device which could be provided and which would, in the words of the section "automatically" prevent "the operator from coming into contact with that" dangerous "part". It seemed from the evidence that no guard had been invented which would afford completely secure fencing for these saws; some part of the cutting edge must be exposed or the wood could not be cut. His Lordship pointed out that accordingly, if the prohibition of section 14 were absolute, the use of these saws in a factory inevitably rendered the owners liable to penalties and it must follow that they could not be used at all. His Lordship said that it was unnecessary to emphasise the seriousness of such a result.

Lord Justice Goddard said that section 14 was not the only section which dealt with the matter. Section 60 (1) provided, quoting only the material words:—

"Where the Secretary of State is satisfied that any . . . machinery . . . used in factories is of such a nature as to cause risk of bodily injury to persons employed in connection therewith . . . he may, subject to the provisions of this Act, make such special regulations as appear to him to be reasonably practicable and to meet the necessity of the case."

By subsection (2) (c) such special regulations might, among other things

" . . . modify or extend with respect to any class or description of factory any provisions of . . . Part II (which includes section 14) . . . imposing requirements as to . . . safety . . ."

The learned Lord Justice said that a power to modify was thus expressly conferred. The legislature had recognised that there were some machines necessary for modern industry that could not be completely fenced if they were to be used, and circular and band saws afforded a good illustration.

The Woodworking Machinery Regulations made by the Secretary of State in 1922 must be regarded as modifying the provisions of section 14 in respect of saws, band saws and planing machines, and of substituting the prescribed guarding and fencing for the absolutely secure fencing which the section would otherwise require.—*Miller v. William Boothman & Sons Ltd.* Court of Appeal, 12th and 19th January, 1944.

2. The Woodworking Machinery Regulations, 1922, referred to in the above reported case also came under review in another action brought by a woodworker machinist against his employers, claiming damages for alleged breach of statutory duty. The index finger of the workman's right hand had been very seriously injured by being caught in a chain mortising machine. The workman relied on regulations (20) and (21).

Regulation (20) says:—  
"The chain on every chain mortising machine shall be provided with a guard which shall enclose the cutters as far as is practicable."

Regulation (21) says:—  
"The guards and other appliances required by these regulations shall be maintained in an efficient state and shall be constantly kept in position while the machinery is in motion, except when, owing to the nature of the work being done, the use of the guards or appliances is rendered impracticable. The guards shall be so adjusted as to enable the work to be carried out without unnecessary risk."

The employers in resisting the workman's claim called in aid regulation (23) which provides:—

"Every person employed on a woodworking machine shall (i) use and maintain in proper adjustment the guards provided in accordance with these regulations . . ."

Mr. Justice Singleton held that upon the facts of the case the employers had failed to carry out their duty under regulation (21), in that they failed to see from time to time that the guard on the machine was properly adjusted. The workman was awarded £500 damages and costs. The learned Judge said that according to the evidence of the plaintiff and a fellow worker the chain cutter projected some three-eighths of an inch below the guard. The plaintiff said that it had been in this position for the twelve months during which he had been working the machine; that at no time had he made an adjustment; that he did not know how to make an adjustment; and that he had never been told how to make any adjustment.

In his Lordship's view neither the plaintiff nor the fellow workman who gave evidence was in control of the adjustment of the guard. It was true that the foreman gave evidence that he had seen these men adjust the guard, but his Lordship accepted the evidence of the plaintiff and the fellow workman that during the time the plaintiff was working there the guard remained in the same position all the time. He was never instructed how to make an adjustment and he did not, in fact, make an adjustment.

His Lordship said that accepting as he did the plaintiff's evidence as to the position of the guard before the accident and as to his not having been instructed with regard to adjusting the machine, he (his Lordship) found that this was a machine which, during the time the plaintiff worked on it had a guard, but that that guard by reason of the adjustment stopped short, leaving some three-eighths of an inch of the cutter exposed. In Mr. Justice Singleton's view the guard then was not so adjusted as to enable the work to be carried on without unnecessary risk. There was always a risk of danger to workmen as long as that portion was exposed and whether it be under the Regulations or under the Act itself, the machine was not as safe as it would have been if there had been a guard properly adjusted. It was the duty of the employers to see that the guard was properly adjusted. Once the guard was properly adjusted it was the duty of the person employed to use and maintain in proper adjustment the guards provided.

His Lordship thought it was the duty of the employers to go and see from time to time that the guard was properly adjusted and if it was seen that there was this exposed place, it was the duty of the employers then to see that the system of work stopped. The plaintiff had met with his accident by reason of a breach of statutory duty by the employers and he was entitled to succeed in the action.—*Lay v. D. & L. Studios, Ltd.* High Court of Justice, King's Bench Division, 20th December, 1943.

## CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

## NATIONAL ARBITRATION TRIBUNAL AWARDS.

During March, 1944, the National Arbitration Tribunal issued fifteen awards,\* Nos. 519 to 533. Seven of these awards are summarised below; the other awards related to cases affecting individual employers.

*Award No. 519 (2nd March).—Parties:* Members of the constituent Scottish Associations of the Shipbuilding Employers' Federation and members of the Shipconstructors' and Shipwrights' Association employed by them. *Claim:* For the operation in respect of their shipwrights by all the employers concerned of a system of straight piece rates, and the payment to any shipwrights who cannot participate in such piece rate system of an enhanced rate of 50 per cent. above the existing rate for fully skilled plain time-workers. *Award:* The Tribunal found against the claim. In rejecting the claim, the Tribunal shared the view of both parties to the award as to the desirability of the utmost possible extension to the work of shipwrights of systems of payment-by-results, which may in certain cases take the form, as they now sometimes do, of straight piece rates, and in other cases the form of contract systems of payment. In the latter case the Tribunal were of opinion that, so far as practicable, contracts should be sectionalised and that the bonus payments arising under the system should be made at as frequent intervals as possible.

*Award No. 520 (3rd March).—Parties:* Firms represented by the Leather Producers' Associations for England, Scotland and Wales and members of the Amalgamated Society of Leather Workers and Kindred Trades, the National Leather Trades Federation of Trade Unions, the National Union of General and Municipal Workers and the Transport and General Workers' Union employed by them. *Claim:* For advances in wages and a national scheme for twelve days holiday with pay per annum. *Award:* The Tribunal awarded increases in rates of remuneration and an increase in the bonus on pre-war piece-work prices and made no award regarding the claim in respect of holidays with pay. Particulars of the Tribunal's findings are set out in full in the award.

*Award No. 522 (3rd March).—Parties:* Members of the Fleetwood Fishing Vessel Owners' Association Ltd. and members of the Transport and General Workers' Union employed by them. *Claim:* For the payment to skippers and mates of trip money and bonuses in the form of a percentage on the gross earnings of the vessel. *Award:* The Tribunal found against the claim.

*Award No. 526 (15th March).—Parties:* Members of the Yeovil and District Association of Glove Manufacturers and members of the National Union of Glovers employed by them. *Claim:* For an increase of 3d. a dozen in the existing piece-work rates for cutting certain classes of men's gloves of sizes 8½ or over. *Award:* The Tribunal found that the claim had not been established.

*Award No. 527 (15th March).—Parties:* Management Committees of West Yorkshire Colliery Canteens and members of the National Union of Distributive and Allied Workers employed by them. *Claim:* For certain specified revisions in existing wage rates and other conditions. *Award:* The Tribunal awarded certain increases in rates of remuneration, including an increase in the rate of holiday pay. Particulars of the Tribunal's findings are set out in full in the award.

*Award No. 529 (20th March).—Parties:* Members of the Wagon Repairing Association and members of the Amalgamated Society of Vehicle Builders, Carpenters and Mechanics employed by them. *Claim:* For specified increases in piece prices and for the establishment of production rates for day-workers. *Award:* The Tribunal found that the claim had not been established.

*Award No. 533 (30th March).—Parties:* Members of the constituent Associations of the Shipbuilding Employers' Federation and members of Trade Unions affiliated to the Confederation of Shipbuilding and Engineering Unions employed by them. *Claim:* For a substantial increase in wages. *Award:* The Tribunal awarded a flat rate increase of 4s. per week to all adult male workers, such increase to be applied in the same manner as the existing bonus.

## NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During March, 1944, the National Arbitration Tribunal (Northern Ireland) issued eleven awards, Nos. 308-318. Three of these awards are summarised below.

*Award No. 313 (1st March).—Parties:* The Belfast Members of the Northern Ireland Timber Importers' Association and certain employees of the member firms. *Claim:* For the following changes in the existing rates of wages of labourers and youths employed in sawmills:—That (1) the existing rate of wages (including war bonus) for labourers be increased to 1s. 7d. per hour as from 1st January, 1944; (2) overtime be paid on the basis of total earnings; (3) rates varying from 8d. per hour at 15 years of age to 1s. 3½d. per hour at 20 years of age be paid to youths, without prejudice to any youth already

\* See footnote \* on page 72.



enjoying a higher rate. *Award*: (1) A rate of 1s. 6½d. per hour, inclusive of war bonus to be paid to labourers, being an increase of ¾d. per hour on the present inclusive rate; (2) payment for overtime to be calculated on the inclusive rate of 1s. 6½d. per hour;— (3) the rates of wages for youths to range from 7d. per hour at age 15 years to 1s. 3d. per hour at age 20 years.

*Award No. 316 (10th March).*—*Parties*: Messrs. Harland and Wolff, Ltd., Belfast, and certain of their employees. *Claim*: (1) That the wages of pieceworker platers' helpers in engineering departments be increased by 6s. per week; (2) alternatively, that they shall receive an increase to bring their earnings up to those of platers' helpers employed with piece-work platers in the shipyard department. *Award*: Piecework platers' helpers employed by Messrs. Harland and Wolff, Ltd., at the Queen's Works, Belfast, to receive an increase of 1s. 6d. per week on their existing special bonus of 1s. 6d. per week. The Tribunal found that the second part of the claim had not been established and they awarded accordingly.

*Award No. 318 (31st March).*—*Parties*: Messrs. Harland and Wolff, Ltd., Belfast, and certain of their employees. *Claim*: "For a substantial increase in wages." *Award*: Temporary lightmen shall be paid an allowance of 10s. per week over and above the shipyard labourers' national plain time rate for a 47 hour week, being an increase of 2s. 6d. per week on the present allowance of 7s. 6d. per week of 47 hours.

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

### INDUSTRIAL COURT AWARDS.

During March, 1944, the Industrial Court issued seven awards, Nos. 1950 to 1956. These awards, apart from one which related to an interpretation of Industrial Court Award No. 1843, are summarised below.

*Award No. 1950 (7th March).*—*Parties*: Transport and General Workers' Union and National Union of Distributive and Allied Workers, and the Devon County Coal Merchants' Association. *Claim*: As to the observance of an Agreement set out in the award and the payment of certain additional rates of wages. *Award*: The Court decided in favour of the claim.

*Award No. 1952 (9th March).*—*Parties*: National Union of General and Municipal Workers and the Corporation of London. *Claim*: For an increase in the wages of the manual employees in the non-trading services of the Corporation. *Award*: The Court awarded an increase in the war advances to equal those recommended by the National Joint Council for Local Authorities' Non-Trading Services (Manual Workers).

*Award No. 1953 (22nd March).*—*Parties*: Transport and General Workers' Union and Sugar Refiners in the Greenock District. *Claim*: For the payment of a shift allowance. *Award*: The Court awarded an allowance of 1d. per hour.

*Award No. 1954 (24th March).*—*Parties*: Musicians' Union and the Provincial Entertainments Proprietors' and Managers' Association, Ltd. *Claim*: As to the rates of wages of musicians employed in a number of theatres and music halls and the grading of the theatres and music halls. *Award*: The Court awarded certain increases in wages and graded the theatres and music halls in certain categories.

*Award No. 1955 (28th March).*—*Parties*: Trade Union Side and Official Side of the Shipbuilding Trade Joint Council for Government Departments. *Claim*: That skilled labourers employed in the Naval Store Department of H.M. Dockyards as providers of stores be paid in accordance with Schedule II of the Skilled Labourers Scheme. *Award*: The Court awarded that the claim had not been established.

*Award No. 1956 (31st March).*—*Parties*: Trades Unions' Side and Employers' Side of the National Joint Council for the Electricity Supply Industry. *Claim*: For an increase of 4d. per hour in the schedule rates for all grades in the London area. *Award*: The Court awarded that the claim had not been established.

### SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During March, 1944, four awards, one of which related to a dispute reported under the Conditions of Employment and National Arbitration Order, 1940, were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. One of the awards is summarised below; the other three awards related to individual undertakings.

*Parties*: National Association of Theatrical and Kine Employees and the Cinematograph Exhibitors' Association (Amman Valley Cinemas District). *Claim*: To determine the wages

and conditions of employment of employees at the Cwmamman Workmen's Hall Cinema, Garnant, and the Welfare Hall Cinema, Gwaun-cae-Gurwen. *Award*: The Arbitrator in his award issued on 18th March prescribed the rates of wages and conditions of employment for the classes and grades of labour employed at the cinemas in question.

## TRADE BOARDS ACTS.

### NOTICES OF PROPOSAL.

During March, 1944, proposals to vary minimum rates of wages for all classes of male and female workers in the trades concerned were issued as shown below:—

*Baking Trade Board (England and Wales).*—Proposals E. (5), M. (5), S.E. (5), S.W. (5), W.M. (5) and Y.L. (8), dated 6th March, 1944.

*Keg and Drum Trade Board (Great Britain).*—Proposal K.D. (27), dated 21st March, 1944.

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

### CONFIRMING ORDERS.

During March, 1944, Orders\* confirming variations of minimum rates of wages for all classes of male and female workers in the trades concerned were made as follows:—

*Jute Trade Board (Great Britain).*—Order J. (71), dated 2nd March, 1944; effective from 10th March, 1944.

*Sack and Bag Trade Board (Great Britain).*—Order S.B. (21), dated 7th March, 1944; effective from 13th March, 1944.

*Boot and Floor Polish Trade Board (Great Britain).*—Order B.P. (21), dated 20th March, 1944; effective from 29th March, 1944.

*Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Trade Board (Great Britain).*—Order H.L. (26), dated 20th March, 1944; effective from 29th March, 1944.

## STATUTORY RULES AND ORDERS.

Since last month's issue of this GAZETTE was prepared the undermentioned Orders\* relating to matters with which the Ministry of Labour and National Service is concerned, either directly or indirectly, have been published in the series of Statutory Rules and Orders.

*The Coal Mining Undertakings Control Order, 1942, General Direction (Employment in Coal Mines) No. 1. (S. R. & O. 1944, No. 280. Price 1d. net (2d. post free)).*—This Direction, given by the Minister of Fuel and Power on 14th March, 1944, under Regulation 54D of the Defence (General) Regulations, 1939, and the Coal Mining Undertakings Control Order, 1942, requires persons carrying on coal mining undertakings (a) to engage therein persons directed thereto by the Minister of Labour and National Service or a National Service Officer; (b) to employ such persons on the services which they have been directed to perform; and (c) in appropriate cases to arrange for the instruction and provide the supervision required under the Coal Mining (Training and Medical Examination) Order, 1944.

*Order in Council, dated 24th March, 1944, substituting a new Regulation for Regulation 25 of the Defence (Agriculture and Fisheries) Regulations, 1939 (S.R. & O. 1944, No. 326. Price 1d. net (2d. post free)).* See summary on page 60.

*Order in Council, dated 17th April, 1944, amending Regulation 1A of the Defence (General) Regulations, 1939, and adding Regulation 1AA to those Regulations. (S.R. & O. 1944, No. 461 (Price 1d. net (2d. post free)).* See page 59.

## OFFICIAL PUBLICATIONS RECEIVED.\*

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

**INDUSTRIAL HEALTH AND EFFICIENCY.**—*Conditions for Industrial Health and Efficiency: Pamphlet No. 2. Absence from Work: Prevention of Fatigue.* Industrial Health Research Board of the Medical Research Council. Price 3d. (4d.).—See summary on page 61 of this GAZETTE.

**MINES AND QUARRIES.**—*Provisional Statement of Number of Deaths by Accidents at Mines and Quarries in Great Britain, together with the Isle of Man, during the Year 1943.* Ministry of Fuel and Power. Price 1d. (2d.).—See page 61 of this GAZETTE.

**UNEMPLOYMENT INSURANCE.**—*Unemployment Insurance Statutory Committee: Reports on the Financial Condition of the Unemployment Fund on 31st December, 1943.* Ministry of Labour and National Service. H.C. 60 of Session 1943/1944. Price 2d. (3d.).—See page 69 of this GAZETTE.

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

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