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PRINCIPAL CONTENTS.

	PAGE		PAGE
Special Articles, Reviews, etc. :—		Food Control	65
Control of Employment (Directed Persons) Order ..	61	Employment in April :—	
Strikes and Lockouts in 1942	62	General Summary	66
Protection against Silica Dust: Report by the Tile Dust Committee	63	Unemployment Chart	66
Education and Training after the War: Facilities for Members of the Forces and other War Workers ..	63	Composition of Unemployment Statistics.. ..	67
Guide to the Essential Work (General Provisions) Order	63	Employment Overseas	67
Holidays with Pay in the Building and Civil Engineering Industries	64	Fatal Industrial Accidents: Industrial Diseases ..	67
Conciliation Scheme for the Coal Mining Industry: Modification of National Agreement of March, 1940 ..	64	Changes in Rates of Wages and Hours of Labour ..	68
Recruitment of Juveniles in the Coal Mining Industry: Supplemental Report of Committee of Enquiry ..	64	Changes in Retail Prices and Cost of Living ..	72
Government Training Schemes: Revised Rates of Wages and Allowances	64	Trade Disputes	73
Nurses' Salaries and Conditions of Service: Scotland ..	64	Retail Prices Overseas	74
Assisted Travel Facilities for Transferred Workers ..	65	Official Publications Received	74
Joint Production Committees in Great Britain: Report by International Labour Office	65	Legal Cases affecting Labour	74
Pensions and Determination of Needs Bill	65	Conditions of Employment and National Arbitration Orders, 1940-42: Arbitration Awards	75
		Industrial Courts Act, 1919, and Conciliation Act, 1896: Arbitration Awards	76
		Trade Boards Acts: Notices and Orders	76
		Statutory Rules and Orders	76

SPECIAL ARTICLES, REVIEWS, ETC.

CONTROL OF EMPLOYMENT (DIRECTED PERSONS) ORDER, 1943.

By the Control of Employment (Directed Persons) Order, 1943,* made by the Minister of Labour and National Service on 28th April, provision has been made for safeguarding the conditions of employment of persons who, under Regulation 58A of the Defence (General) Regulations, 1939, are directed by National Service Officers into employment not covered by an Essential Work Order. The Order came into force on 8th May, 1943.

Hitherto, the power to direct persons into employment has been exercised only exceptionally as regards full-time employment which is not covered by an Essential Work Order; and it has been the rule not to issue compulsory directions into part-time work, such work, even in scheduled undertakings, not being covered by Essential Work Orders. It is now necessary to contemplate a considerable extension of direction into full-time unscheduled work and direction into part-time work. In the case of full-time work, the primary object is the supply of substitutes for workers who are needed for work elsewhere which is of the highest importance. As regards part-time work, compulsory direction into such work is now rendered necessary in view of the growing importance of the use of part-time labour and in order to ensure that this labour is used to the best advantage. The issue of directions to part-time work is contemplated only in so far as this may be found to be necessary, and such directions will not be issued to women with children of their own under 14 years of age who are living with them. Moreover, women will, in general, be directed to part-time work only where Women's Advisory Panels advise that they should be expected to take such work, and they will not be directed to part-time work which is outside reasonable daily travelling distance of their homes.

Compulsory directions into employment will in future specify the period during which they are to be operative, and the effect

of the new Order will be that during this period (i) the employer may not discharge the worker, except for serious misconduct, unless the National Service Officer withdraws the direction, and (ii) the worker may not leave the employment unless the National Service Officer withdraws the direction. Application for the withdrawal of a direction may be made to the National Service Officer by either the employer or the worker. If application is made by the worker on the ground that he is, or was until not more than three days prior to his application, stood off from his work without wages, the National Service Officer must withdraw the directions, provided that he is satisfied as to the truth of the worker's statement. In cases where either the employer or the worker is aggrieved by a National Service Officer's withdrawal of or refusal to withdraw a direction, or if a worker has been dismissed for serious misconduct, appeal may be made to a Local Appeal Board. The Board is required to make such recommendation as it thinks fit to the National Service Officer, and the latter, after considering the recommendation, may either confirm or vary his previous decision and in appropriate circumstances may direct the worker to return to the employment or direct the employer to reinstate him.

The period during which the individual directions are to remain in force will normally be a period of six months, though shorter periods may be specified in exceptional cases where there is urgent work to be done which it is known will not last for as long as six months. The minimum period in cases of this kind will be a period of three weeks, but it may be necessary in the event of some exceptional emergency, e.g., to meet military requirements, to give a direction for a shorter period than three weeks. In directions which were issued before the date on which the Order came into force, no period has ordinarily been specified; the Order now provides that these directions, if still operative at the foregoing date, shall have effect for six months thereafter, and during this period the terms of the Order are to apply to the worker and to his employer. If it is necessary for the obligations to remain in force longer than six months, a new direction will have to be issued at the termination of that period.

* S. R. & O., 1943, No. 651. H.M. Stationery Office; price 1d. (2d. post free).

STRIKES AND LOCKOUTS IN 1942.

In the issue of this GAZETTE for January, 1943 (page 5), some preliminary statistics were given of industrial disputes, involving stoppages of work, which occurred in Great Britain and Northern Ireland in 1942. More detailed statistics regarding these disputes, revised in accordance with the latest information received, are now available and are given below.

The number of disputes* involving stoppages of work reported to the Department as having begun in Great Britain and Northern Ireland in 1942 was 1,303, as compared with 1,251 in 1941. In these 1,303 disputes about 349,500 workpeople were directly involved (*i.e.*, on strike or locked-out), and about 106,900 indirectly involved (*i.e.*, thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In addition, about 300 workpeople were involved, directly or indirectly, in 5 disputes which began in 1941 and were still in progress at the beginning of 1942. The total number of workpeople involved, either directly or indirectly, in all disputes in progress in 1942 was thus about 456,700,† as compared with 361,500† in the previous year. The aggregate time lost in 1942 by these workpeople owing to the disputes is estimated at about 1,527,000 working days, compared with 1,079,000 working days in 1941.

The great majority of the disputes in 1942 involved only the employees of single firms, and more than three-fifths of them lasted not more than two days.

In the following Table the disputes beginning in 1942 are classified according to their duration in working days. The figures relating to the aggregate number of working days lost by workers involved in the disputes include days lost in 1943 in the case of disputes which began in 1942 and continued into 1943.

Duration of stoppage in working days.	Disputes beginning in 1942.		
	Number of disputes.	Number of workpeople involved, directly and indirectly.	Aggregate number of working days lost.
Not more than 1 day	453	97,300	85,000
Over 1 and not more than 2 days ..	352	88,500	135,000
" 2 " " " 3 " " ..	202	83,400	189,000
" 3 " " " 4 " " ..	91	37,100	108,000
" 4 " " " 5 " " ..	49	14,500	62,000
" 5 " " " 6 " " ..	44	12,400	59,000
" 6 " " " 12 " " ..	80	83,700	482,000
" 12 " " " 18 " " ..	21	22,700	169,000
" 18 days	11	16,800	241,000
Total	1,303	456,400	1,530,000

The following Table summarises by industry groups the number of disputes reported as beginning in 1942 and 1941 in Great Britain and Northern Ireland, and the number of workpeople involved in, and the aggregate number of working days lost through, all disputes in progress in each year :-

Industry group.	1942.			1941.		
	Number of disputes beginning in 1942.	Number of workpeople involved in all disputes in progress.	Aggregate number of working days lost through all disputes in progress.	Number of disputes beginning in 1941.	Number of workpeople involved in all disputes in progress.	Aggregate number of working days lost through all disputes in progress.
Coal Mining	526	252,300†	840,000	470	154,200†	335,000
Other Mining and Quarrying	29	4,600	22,000	12	800	3,000
Brick, Pottery, Glass, Chemical, etc.	39	5,500	10,000	35	4,800	10,000
Engineering	233	81,400	283,000	180	97,000	318,000
Shipbuilding	111	42,000	192,000	147	27,300	110,000
Iron and Steel and Other Metal	132	18,200	51,000	145	29,600	127,000
Cotton	17	2,800	10,000	4	700	2,000
Other Textile	30	6,800	16,000	38	6,600	35,000
Clothing	13	5,100	19,000	20	5,600	16,000
Food, Drink and Tobacco	12	2,000	4,000	13	700	2,000
Woodworking, Furniture, etc.	8	1,700	6,000	9	900	7,000
Building, Public Works, Contracting, etc.	66	13,400	29,000	77	10,500	36,000
Transport	51	15,600	35,000	58	15,800	54,000
Commerce, Distribution and Finance	8	2,000	3,000	6	2,400	4,000
All Other Industries	28	3,300	7,000	37	4,600	20,000
Total	1,303	456,700†	1,527,000	1,251	361,500†	1,079,000

Of the total number of workpeople shown above as involved in all disputes which were in progress in the two years, approximately 106,900 in 1942 and 63,500 in 1941 were involved only indirectly (*i.e.*, thrown out of work at the establishments affected, but not themselves parties to the disputes).

* Disputes involving less than ten workpeople, and those which lasted less than one day, are omitted from the statistics, except when the aggregate loss in working days (*i.e.*, number of workpeople multiplied by duration in working days, allowing for workpeople replaced by others, etc.) exceeded 100 days.

† Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage in the year, and have therefore been counted more than once in the year's total. The net number of individuals involved in stoppages in progress during the year was approximately 338,000 in 1942, compared with 269,000 in 1941. For coal mining alone the corresponding totals were approximately 153,000 in 1942 and 79,000 in 1941.

PRINCIPAL DISPUTES IN 1942.

There were no disputes of outstanding importance during 1942, and the great majority of the stoppages involved only small numbers of workpeople. Two-thirds of the stoppages each involved less than 250 workpeople and one-half of these involved less than 50 workpeople. Disputes in the coal mining industry accounted for two-fifths of all the stoppages reported, and for more than one-half of the aggregate number of working days lost through disputes in all industries. There were numerous disputes at individual collieries, mostly on questions of wages. The majority of these disputes arose in the first half of the year, but after general increases in wage rates had been granted on the recommendation of a Board of Investigation there was a marked reduction during the later months of the year in the number of stoppages and in the numbers of workpeople involved. Among the principal disputes in the coal mining industry were two, on questions of wages, which resulted in stoppages of work in May and June at certain pits in Lancashire; the first of these involved some 15,000 men and an aggregate loss of over 80,000 working days, while the second involved about 13,000 men and a loss of about 60,000 working days. At the end of May and in the early part of June, a demand for an increase in wages for youths and boys at certain collieries in South Wales caused a stoppage of work involving nearly 10,000 workpeople and an aggregate loss of about 28,000 working days. In Cumberland, the rejection by an arbitrator's award of a claim for an advance in wages led to a stoppage of work in June, involving nearly 5,000 coal miners and the loss of about 60,000 working days. In December there was a protracted stoppage at a colliery in Yorkshire, on a question of a new price list for a particular seam, and although the number of workpeople affected was only about 1,500, about 40,000 working days were lost.

Among industries other than coal mining, the engineering, shipbuilding and other metal industries accounted for nearly two-fifths of the total number of stoppages reported during 1942, and for approximately one-third of the aggregate number of working days lost. Most of these stoppages affected only individual establishments. In October, however, nearly 20,000 workers engaged in shipbuilding and ship-repairing on Tyneside ceased work in objection to a re-arrangement of their pay week, the aggregate number of working days lost being 135,000. In the same month about 9,000 workpeople in the engineering industry in Belfast and district were involved in a stoppage, in which over 120,000 working days were lost, in support of a demand for the reinstatement of two shop stewards who had been dismissed by their employers.

CAUSES OF DISPUTES.

An analysis of the principal causes of disputes beginning in 1942, showing the numbers and proportions of disputes and of workpeople directly involved therein, is given below. In some cases disputes originate from more than one cause; *e.g.*, a claim for an advance in wages may be accompanied by a claim for a reduction in working hours. For the purpose of the statistics such disputes have been classified according to what appeared to be the principal cause of the stoppage.

Principal causes.	Disputes beginning in 1942.		Workpeople directly involved in disputes beginning in 1942.	
	Number.	Per cent. of Total.	Number.	Per cent. of Total.
Wage increase questions	394	30.2	102,300	29.3
Wage decrease questions	55	4.2	17,500	5.0
Other wage questions	363	27.9	108,300	31.0
All wage questions	812	62.3	228,100	65.3
Hours of labour	47	3.6	13,200	3.8
Employment of particular classes or persons	166	12.7	57,300	16.4
Other working arrangements, rules and discipline	234	18.0	33,600	9.6
Trade unionism	18	1.4	5,200	1.5
Sympathetic action	12	0.9	3,700	1.0
Other questions	14	1.1	8,400	2.4
Total	1,303	100.0	349,500	100.0

Wages questions, as a whole, accounted for more than three-fifths both of the total number of disputes beginning in 1942 and of the workpeople directly involved therein.

METHODS OF SETTLEMENT OF DISPUTES.

The principal methods by which disputes beginning in 1942 were settled are shown in the following Table :-

Methods of settlement.	Disputes beginning in 1942.		Workpeople directly involved in disputes beginning in 1942.	
	Number.	Per cent. of Total.	Number.	Per cent. of Total.
By direct negotiation between the parties or their representatives ..	685	52.7	163,200	46.7
By conciliation	104	8.0	21,500	6.2
By arbitration	24	1.8	21,100	6.0
By return to work on employers' terms, without negotiation	470	36.1	136,600	39.1
Otherwise	18	1.4	6,900	2.0
Total	1,301*	100.0	349,300*	100.0

* Excluding two disputes which had not been finally settled at the time of going to press.

EDUCATION AND TRAINING AFTER THE WAR.

FACILITIES FOR MEMBERS OF THE FORCES AND OTHER WAR WORKERS.

In the House of Commons on 25th March, the Minister of Labour and National Service made a statement, which was reproduced on page 50 of the issue of this GAZETTE for April, 1943, regarding the plans that had been approved by H.M. Government for the purpose of assisting suitably qualified men and women to obtain after the war the further education and training which their war service has interrupted or prevented. In amplification of this statement a leaflet* has now been issued giving the latest available information concerning the scheme authorised for this purpose by the Minister of Labour and National Service, the President of the Board of Education, the Minister of Agriculture and Fisheries and the Secretary of State for Scotland.

The scheme is based on the recognition by the Government of the importance of securing to the country, after the war, the service and influence of those highly trained in the humane studies, such as history, philosophy, law and the fine arts, and of ensuring an adequate supply of men and women equipped to fill the higher posts in industry (including agriculture), commerce and the professions. To meet this need, men and women whose education or training has been interrupted by war service and who show capabilities or potentialities sufficient to suggest that their training would justify expenditure of public money may, on demobilisation, be granted financial assistance to enable them to undertake or continue further education or training (*i.e.*, beyond the secondary school standard).

The scheme is designed primarily for ex-members of the fighting and civilian war services and of the merchant navy; but opportunity to benefit under the scheme will be provided for a number of men and women whose further education or training has been prevented or interrupted by employment in work of national importance other than the foregoing types of service. In order to be eligible for assistance under the scheme candidates must first of all submit proof of a period of full-time effective service on work of national importance during the war, and show that, by reason of this service, they (a) have been unable to start training, or (b) have suffered interruption or diversion of a career, or of training for a career, or (c) are unable to resume or continue a career, or (d) require a "refresher" course to enable them to follow their profession. Part-time service will not satisfy the primary condition of eligibility unless the part-time service has led to a disability which has rendered the person concerned unable to follow his normal occupation.

The types of work or professions which will be recognised for the purposes of the scheme will, in general, be those which require the attainment of a recognised standard as a condition of entry or those in which technical training or higher education will materially improve an entrant's prospects of advancement to a responsible or administrative position. It will be for the applicant to state the business or profession for which he wishes to train, but account will be taken of the absorptive capacity of the profession chosen in deciding whether the applicant should be given assistance to train for the profession or calling chosen by him. The numbers of persons who should be encouraged to enter upon the various kinds of further education or training are to be determined in accordance with the expert advice of an interdepartmental committee which is to be appointed under the chairmanship of Lord Hankey.

The education and training grants given to successful applicants will be sufficient to defray the cost of the full-time course of training, and allowances will also be given to cover the reasonable living expenses of the person being trained and of his wife and children. In assessing the amount of the grants, account will, however, be taken of the applicant's private means or resources from other sources. No provision is made in the scheme for the payment of premiums to employers in respect of the acceptance by them of men and women for training.

The scheme will not come into full operation until general demobilisation begins after the war, but men and women who have been discharged from their war service through disablement or on medical grounds and are not required by the Ministry of Labour and National Service to undertake other forms of national service can, if otherwise qualified, apply for awards at once.

GUIDE TO THE ESSENTIAL WORK (GENERAL PROVISIONS) ORDER.

A "Guide to the Essential Work (General Provisions) (No. 2) Order, 1942" has recently been issued by the Ministry of Labour and National Service. The Guide is in the form of a leaflet giving in non-legal language replies to specific questions as to the meaning of the Order, its advantages to the workers covered thereby, the arrangements regulating suspension for disciplinary reasons, and the penalties that may be incurred for offences under the Order. Copies of the leaflet (P.L.103/1943) may be obtained from any Employment Exchange.

The most frequent method of settlement of disputes in 1942, as in previous years, was that of direct negotiation between the parties or their representatives. In more than one-third of the disputes work was resumed on employers' terms, without negotiation.

DISPUTES IN PREVIOUS YEARS.

In the following Table comparative figures are given for each of the past fifteen years, showing the numbers of disputes beginning in each year, the numbers of workpeople involved in these disputes, and the aggregate number of working days lost within each year through all disputes in progress.

Year.	Number of disputes beginning in year.	Number of workpeople involved in disputes beginning in year.*		Aggregate number of working days lost through all disputes in progress during year (to nearest 10,000).
		Directly.	Indirectly.	
1928 ..	302	80,000	44,000	1,390,000
1929 ..	431	493,000	40,000	8,290,000
1930 ..	422	286,000	21,000	4,400,000
1931 ..	420	424,000	66,000	6,980,000
1932 ..	389	337,000	42,000	6,490,000
1933 ..	357	114,000	22,000	1,070,000
1934 ..	471	109,000	25,000	960,000
1935 ..	553	230,000	41,000	1,960,000
1936 ..	818	241,000	75,000	1,830,000
1937 ..	1,129	388,000	209,000	3,410,000
1938 ..	875	211,000	63,000	1,330,000
1939 ..	940	246,000	91,000	1,360,000
1940 ..	922	225,000	74,000	1,940,000
1941 ..	1,251	297,000	63,000	1,080,000
1942 ..	1,303	349,000	107,000	1,530,000

The aggregate number of working days lost through stoppages of work due to industrial disputes in 1942, though larger than for any of the four preceding years, was equivalent to only a small fraction of one working day per head when averaged over the whole of the wage-earning population. During the last war, the aggregate numbers of working days lost in disputes ranged from 2,450,000 in 1916 to nearly 5,900,000 in 1918.

PROTECTION AGAINST SILICA DUST.

REPORT BY THE TILE DUST COMMITTEE.

The Report† has recently been published of a Committee appointed by the Chief Inspector of Factories to consider methods of suppression and removal of dust containing silica in the tile-making and the electrical porcelain fittings section of the pottery industry. The Committee was set up in 1938 under the chairmanship of the Deputy Chief Inspector of Factories and comprised representatives of both sides of the industry and of the Home Office Factory Department, now a Department of the Ministry of Labour and National Service. The investigations of the Committee were, however, delayed as a result of the outbreak of war.

The safe-guarding of workers in potteries and allied works from dust of a siliceous nature is provided for by statutory provisions of the Factories Act and certain more detailed provisions of the two Codes of Pottery Regulations. Although much has been accomplished under these provisions, the Committee state that conditions still obtain in certain processes which give rise to serious risk of silicosis to the workers concerned. This is particularly the case in the manufacture of tiles and other articles which are produced by pressure from finely ground material containing free silica in the form of ground flint.

Each process in the industry is considered in turn by the Committee, and various recommendations are made regarding improved safeguards. Some of these, it is urged, should be adopted at once or within a short time, while others, of a long-term character, should be given serious consideration by the industry with a view to their adoption in all possible cases, in particular where new works or extensive reconstructions are under consideration. Both sides of the industry, the Report states, strongly support the Committee's recommendation that the plans for such works should be subject to approval by certificate of the Chief Inspector of Factories.

Other important recommendations propose that the employment of women and young persons should be prohibited in certain specified processes, and that the workers generally should be properly instructed in right working habits and be encouraged to co-operate in safeguarding themselves from unnecessary dust.

In view of the importance of helping in any way towards minimising the dust hazard, the Committee think that their Report should be made available to the industry at once in order that any alterations contemplated may be carried out in the spirit of their proposals, and they recommend that certain of these proposals should be made legally obligatory by being embodied in a code of Regulations under the Factories Acts as soon after the cessation of hostilities as is possible.

* Workpeople involved in more than one stoppage in any year are counted more than once in the year's total: see note † in first column on page 62.

† Report of a Committee appointed to consider Methods of Suppression and Removal of Dust containing Silica in the Tile Making and the Electrical Porcelain Fittings Sections of the Pottery Industry. H.M. Stationery Office, price 6d. net (7d. post free).

* Further Education and Training Scheme—P.L. 120/1943. Copies may be obtained from the Ministry of Labour and National Service, Appointments Department, Sardinia Street, London, W.C.2.

HOLIDAYS WITH PAY IN THE BUILDING AND CIVIL ENGINEERING INDUSTRIES.

An Agreement has been reached, and is now in force, between the National Federation of Building Trades Employers, the National Federation of Building Trades Operatives, the Federation of Civil Engineering Contractors, and the Operatives' Panel of the Civil Engineering Construction Conciliation Board, for the operation of a scheme for holidays with pay in the building and civil engineering contracting industries. The scheme applies to all operatives covered by the wage agreements of the National Joint Council for the Building Industry and of the Civil Engineering Construction Conciliation Board.

The responsibility for the administration of the scheme and for settlement of questions of interpretation arising from its provisions rests with a Company known as "Building and Civil Engineering Holidays Scheme Management Limited," which is representative of the parties to the Agreement. The scheme is based on a weekly credit of 1s. 6d. payable by the employer in the form of holiday stamps to be affixed to the operative's holiday credit card. The stamps and cards are to be purchased by employers from the Management Company and the operative will not be entitled to holiday credit for any week during which he is wholly absent owing to sickness, accident or other cause, or for the week during which the holiday is taken.

The operative will be entitled to an annual holiday of six consecutive working days between 1st April and 31st October, and a sum equal to the credits on his card will be paid to him by his employer when the holiday is taken, the amount so paid being subsequently recovered by the employer from the Management Company. The card will be handed over by the operative to the employer on entering new employment, similarly to health and unemployment insurance cards.

The existing holidays with pay scheme for the building industry in the Liverpool, Birkenhead and Wirral districts is to be determined in favour of the larger national scheme; during the transitional period special arrangements will apply, of which particulars can be obtained from the General Manager, Building Holidays Scheme, 82 New Cavendish Street, London, W1.

CONCILIATION SCHEME FOR THE COAL MINING INDUSTRY.

MODIFICATION OF NATIONAL AGREEMENT OF MARCH, 1940.

In the issue of this GAZETTE for April, 1943, reference was made to the fact that representatives of the workers in Northumberland and Cumberland had raised objections to the new Conciliation Scheme for the coal mining industry, arising from the effect on the Scheme of an Agreement of March, 1940, between the Mining Association and the Mineworkers' Federation. The matter was referred to the Board of Investigation, and the two National Associations have agreed to accept the decision of the Board as to the extent to which, and the manner in which, the provisions of the National War Wage Additions Agreement of 20th March, 1940, should be brought within the scope and purpose of the Conciliation Scheme. The Board, after considering the views of the two National Associations, have arrived at a unanimous decision, which has been embodied in an Award issued on 11th May.

In preliminary paragraphs to the Award, the Board point out that the Agreement of March, 1940, provides that the district wage agreements shall continue to operate during the war subject to mutually agreed alterations. The Board call attention to the fact that under the Conciliation Scheme the principle has been accepted that settlements made or Awards given on national questions are to be subject to review upon proof of a substantial change of circumstances since the date of the settlement or Award. They are of opinion that a collective bargain which cannot be terminated by notice before the expiration of a long and indeterminate period (as in the case of the Agreement of 1940) should, in the interests of fairness and industrial peace, be regarded as open to review at the instance of either party who is able to establish a substantial change of circumstances but not otherwise.

The Board are of opinion that the principle of "substantial change of circumstances" should be made applicable to the Agreement of 1940. Accordingly they award that the Agreement of 1940 is to be regarded as modified in certain respects. Firstly, save as regards arrangements dealing with the fixing of ratios and minimum percentages, every district wage arrangement, as existing at the time of the Agreement of 1940, or as altered subsequently to that date by mutual consent, shall be open to review on the application of either party. Certain details of procedure follow. Secondly, any question raised by either or both of the two National Associations in the form of a claim that a matter of wages shall be dealt with on a national basis shall be regarded as falling within the jurisdiction of the National Board constituted under the Conciliation Scheme. Thirdly, the Agreement of 1940, as modified by this Award, shall for all the purposes of the Conciliation Scheme be regarded as a settlement made by the National Negotiating Committee thereunder, and shall be open to review upon proof of a substantial change of circumstances since the date of this Award.

RECRUITMENT OF JUVENILES IN THE COAL MINING INDUSTRY.

SUPPLEMENTAL REPORT OF COMMITTEE OF ENQUIRY.

The establishment of a national minimum wage for juveniles in the coal mining industry was approved in principle in the First Report of the Committee of Enquiry which was appointed, under the chairmanship of Sir John Forster, to examine questions related to the recruitment of juveniles in the industry (see this GAZETTE for September, 1942, page 161). In that Report, the Committee announced their intention of issuing a separate Report on the subject after further discussion with representatives of the employers and workpeople concerned. A Supplemental Report* has now been issued in which the Committee state that an extended examination of the question has confirmed their view that, in the same way as there are national minimum rates of wages for adult workers in the coal mining industry, there should be national minima applying to juveniles. In their opinion, the establishment of such rates, providing for measured progress in earning capacity from entry into the industry to the attainment of adult status, would contribute towards making employment in the industry more attractive to young persons.

As to the form which these rates should take, the Committee recommend that separate scales of minimum rates should apply to juveniles on the surface and underground, and state that they incline to the view that scales expressed as progressive percentages of the national minimum rates operative for adult workers would be an attractive and convenient method of applying the principle recommended. They recommend further that the fixing of the rates should take place within the industry and by means of its own machinery, rather than that it should be done by an external body.

GOVERNMENT TRAINING SCHEMES.

REVISED RATES OF WAGES AND ALLOWANCES.

Certain changes have recently been made in the rates of wages and allowances hitherto payable to men and boy trainees in Government Training Centres and Emergency and Auxiliary Training Establishments (see page 8 of the issue of this GAZETTE for January, 1942). The revised rates took effect as from 22nd March, 1943, at Government Training Centres and as from 25th March at Emergency and Auxiliary Training Establishments.

As regards wages, the weekly starting rates have been increased for the several age groups as follows:—Aged 21 years and over, from 65s. 6d. to 71s. 6d.; aged 20 years, from 42s. 6d. to 48s.; aged 19 years, from 37s. to 41s. 6d. Changes have also been made in the rates of the increments which, subject to the attainment of certain standards of proficiency, are payable at approximately the eighth and twelfth week of training to trainees who take the longer course. These increments have now been fixed at the rate of 3s. a week for trainees aged 21 years and over and at the rate of 2s. a week for trainees aged 20 and 19 years, so that the final weekly training rates are now increased from 75s. 6d. to 77s. 6d. a week for trainees aged 21 years and over; from 48s. 6d. to 52s. for those aged 20 years; and from 42s. to 45s. 6d. for those aged 19 years.

As regards the allowances payable to young trainees whose homes are within daily travelling distance from the training establishments, the starting rates of these allowances have been increased from 25s. to 27s. 6d. a week for those aged 18 years; from 19s. to 21s. a week for those aged 17 years; and from 19s. to 20s. a week for those aged 16 years. No change has been made in the increments on these allowances, so that the final rates of allowances now amount to 31s. 6d. a week for trainees aged 18 years; 25s. a week for those aged 17 years; and 24s. a week for those aged 16 years.

The personal allowances payable, in addition to the cost of board and lodging, to young trainees living away from home have been increased from 9s. to 10s. 6d. a week for trainees aged 18 years, and from 8s. to 9s. a week for those aged 17 and 16 years. The increments on these allowances are at the same rates as heretofore and accordingly the final rates of the personal allowances are now 14s. 6d. a week for trainees aged 18 years and 13s. a week for those aged 17 and 16 years. Boarder trainees who continue to maintain their homes in areas from which they have been transferred are normally eligible for Transferred War Workers' Allowances at the rate of 24s. 6d. a week; and young trainees of 16 to 18 years are supplied with a free mid-day meal.

NURSES' SALARIES AND CONDITIONS OF SERVICE: SCOTLAND.

The Committee which was appointed by the Secretary of State for Scotland in October, 1941, to draw up agreed scales of salaries and emoluments and related conditions of service for nurses in hospitals and in the public health services in Scotland has issued a Second Report†. The Report reproduces, in a slightly amended and expanded form, the recommendations as regards female nurses in general hospitals, midwives, health

* Committee on the Recruitment of Juveniles in the Coal-Mining Industry. Supplemental Report, 2nd April, 1943. H.M. Stationery Office, price 1d. net (2d. post free).

† Second Report of Scottish Nurses' Salaries Committee, April, 1943. Cmd. 6439. H.M. Stationery Office, price 6d. net (8d. post free).

PENSIONS AND DETERMINATION OF NEEDS BILL.

A Bill "to amend the law with respect to the treatment of capital assets and superannuation payments for the purpose of determination of needs, with respect to the relief, maintenance and assistance of members of a household under the Poor Law Acts and Blind Persons Acts and with respect to supplementary pensions, and to amend the Old Age Pensions Act, 1936, as respects the calculation of the means of blind persons, and reciprocity with the Isle of Man" was introduced in the House of Commons by the Minister of Health on 11th May. The Bill applies to England, Wales and Scotland, but not to Northern Ireland.

One of the principal proposals of the Bill is to extend eligibility for supplementary pensions, paid by the Assistance Board, to widow pensioners under 60 years of age who receive as part of their pension an additional allowance in respect of a child. A further important proposal relates to the calculation of the resources of applicants for supplementary pensions, unemployment assistance and financial assistance for the blind, particularly with regard to the treatment of capital assets. At present a pensioner may have up to £300 capital and still be considered for an allowance or a supplementary pension. In assessing the amount of the allowance or pension the first £25 is disregarded and every complete £25 after the first is treated as producing a weekly income of one shilling. The Bill now proposes to increase the maximum amount of the capital from £300 to £400 and to reduce the "notional" weekly income per £25 of capital from 1s. to 6d. As before, the new maximum of £400 is exclusive of new money lent to the Government during the war up to a limit of £375. The effect of these proposed changes will be to add some shillings a week to the pensions or allowances of a number of applicants and to increase the number of applicants who will qualify for allowances. In the assessment of supplementary pensions it is also proposed to disregard the first 10s. 6d. a week of superannuation payments received by applicants, and to limit the total amount to be disregarded on this head in any one case to 10s. 6d. a week. At present only the first 7s. 6d. a week of a superannuation payment is disregarded, but where there are two or more of such payments the first 7s. 6d. a week of each of them is disregarded. The foregoing increase is similar to that which was made for National Health Insurance benefits when the rates were raised by 3s. a week at the beginning of 1942. The Bill also proposes, *inter alia*, to apply the principles of the Determination of Needs Act, 1941,* abolishing the "household means test" to the grant by local authorities of outdoor Poor Law relief and of financial assistance to blind persons.

FOOD CONTROL.

MAXIMUM PRICES.

As from 29th April the prices of new potatoes have been controlled by the Potatoes (1943 Crop) (Control and Prices) Order, 1943. Under this Order the maximum permitted retail prices are reduced as the season advances, ranging from 4d. per lb. in the period 29th April to 14th June, down to 1½d. per lb. on and after 3rd August, with somewhat lower prices in Northern Ireland.

An earlier Order of the Minister of Food had prescribed maximum retail prices, between 11th January and 9th May, for various types of green vegetables. Under a new Order, maximum prices for some of these, and for certain additional kinds of green vegetables, have now been specified for the period 10th May to 5th September, the maximum prices being prescribed by reference to weight as in the previous Order. The Minister of Food has also made Orders controlling the retail prices of soft fruits and tomatoes of the 1943 crop.

A recent amendment to the Flour Order, 1943, prohibits, as from 2nd May, the packing of flour for sale in quantities up to 28 lb. except in containers holding 3 lb., 6 lb., 12½ lb., or 24 lb. For the present, however, this restriction does not apply to the packing of flour by a retailer for sale on the premises on which it is packed or from the packer's vehicle.

The retail prices of meat in Northern Ireland are controlled, as from 9th May, by a new Order issued by the Minister of Food, replacing the Order which had been in force since January, 1940. The new Order simplifies the schedule of maximum prices in Northern Ireland on lines similar to those followed for Great Britain at the end of 1942; and under the new Order the prices in Northern Ireland are now the same as those in England and Wales except for certain cuts for which variation has been necessary in order to take account of different methods of cutting in Northern Ireland.

Other recent Orders, or amendments to Orders, of the Minister of Food affect the retail prices of biscuits, shell fish, and jam sold loose in small quantities.

RATIONING.

As regards rationing, there was a reduction in the ordinary cheese ration from 4 oz. to 3 oz. per person as from 2nd May, with no change in the special ration available to various classes of workers. During the period from 4th April to 26th June consumers are permitted to acquire extra rations of sugar, by relinquishing the equivalent quantity of their preserves ration. As from 4th April, canned peas and canned tomatoes were included in the points rationing scheme.

* See the issue of this GAZETTE for April, 1941, page 70.

visitors, district nurses, etc., which were contained in the Committee's Interim Report, issued in February, 1943 (see this GAZETTE for March, page 37). In addition, it lays down scales of salaries and emoluments for the nursing staffs of infectious diseases hospitals, children's hospitals, sanatoria and tuberculosis hospitals.

Where a registered general nurse is employed in an infectious diseases hospital or a sick children's hospital and is, in addition, a registered fever nurse or a registered sick children's nurse respectively, it is recommended that she shall receive a salary of £110 a year rising by annual increments of £10 to £130 a year. This is £10 higher than the scale recommended for staff nurses in general hospitals. Registered general nurses in sanatoria and tuberculosis hospitals are also to receive the higher scale of £110 by £10 to £130. Somewhat lower salaries are recommended for staff nurses working in infectious diseases hospitals or children's hospitals who are registered fever nurses or registered sick children's nurses only. The total annual value at which the emoluments provided in addition to cash remuneration (*viz.*, board, lodging and laundry) are to be taken into account for superannuation purposes is £90 a year for registered staff nurses in hospitals of all types.

The salary scales laid down in the Second Report are based on a normal fortnight of 96 working hours. The Report includes recommendations that all nurses should have one complete day off duty in each week and annual leave of 28 days with pay and should be entitled to sick pay in accordance with a specified scale.

ASSISTED TRAVEL FACILITIES FOR TRANSFERRED WORKERS.

The scheme of cheap travel announced in May last year* to enable transferred workers to visit their homes during periods of authorised absence from work is being continued this year, subject to overriding emergencies.

The scheme will apply, as hitherto, to workers who have been transferred to war work by the Ministry of Labour and National Service on or after 1st June, 1940, and for whom no similar provision is available under any industrial agreement or practice. It does not apply to workers whose dependants are living with them in the area in which they are employed. Workers covered by the scheme may be granted two warrants each entitling the worker to a return railway ticket at a cost of 7s. 6d. in cases where the fare would exceed that amount. Dockers on temporary transfer may qualify for the first warrant after a period of two months and for the second after a further period of one month.

Generally, these warrants will be available only during the months April-September inclusive. Agricultural workers may, however, receive their warrants at any time during the 12 months beginning 1st April, 1943, and workers transferred from Northern Ireland and Eire to employment in approved industries (other than agriculture) may, if they wish, use one of their warrants between October and March inclusive.

Warrants have not been issued for travel at Easter (from 22nd to 27th April, inclusive), and similar restrictions will be imposed for the Whitsun and August Bank Holidays.

Application forms may be obtained from any local office of the Ministry of Labour and National Service and should be returned duly completed and certified by the employer at least seven days before the date of the proposed journey. Workers who are qualified will receive warrants which they can exchange at the railway booking office for return tickets on payment of 7s. 6d. They are urged to obtain their tickets in good time, as no preference can be given to them over other passengers, and to travel in mid-week, if at all possible, so as to avoid the week-end congestion on the railways.

JOINT PRODUCTION COMMITTEES IN GREAT BRITAIN.

The International Labour Office has issued a Report† on Joint Production Committees in Great Britain.

In certain industries works committees, composed of representatives of the management and the workers, have been in existence in some establishments for many years, mainly for the purpose of dealing with questions of wages and working conditions. It was not until 1941, however, that any widespread interest was taken in the development of works committees designed to improve production. From March, 1941, the provisions of the Essential Work Orders stimulated the formation of joint bodies to assist in the application of the Orders in individual establishments. Further impetus was provided by the announcement, in February and March, 1942, of formal agreements for the setting up of joint production committees in all ordnance factories operated by the Ministry of Supply, and in private munitions establishments.

The Report is primarily concerned with these relatively new committees, whose basic purpose is to save man-hours and increase production. It describes the methods of constitution of the committees, their composition and functions and gives examples of their activities and results.

* See the issue of this GAZETTE for May, 1942, page 165.

† Studies and Reports, Series A (Industrial Relations) No. 42. Published in the United Kingdom for the International Labour Office, by P. S. King and Staples, Ltd., London, S.W.1., price 2s.

EMPLOYMENT IN APRIL.

The number of men and boys registered at Employment Exchanges in Great Britain as wholly unemployed at 12th April (exclusive of 21,026 men who had been classified by interviewing panels as unsuitable for ordinary industrial employment) was 51,216; those registered as on short time or otherwise temporarily suspended from work on the understanding that they were shortly to return to their former employment numbered 753; and those registered as unemployed casual workers (being persons who normally seek their livelihood by jobs of short duration) numbered 1,869. As compared with 18th January, the latest date for which comparable statistics are available,* the numbers wholly unemployed showed a decrease of 7,118, those temporarily suspended from work showed a decrease of 538, and unemployed casual workers showed a decrease of 215.

The corresponding figures for women and girls at 12th April were 25,553 wholly unemployed (exclusive of those, numbering 643, who had been classified by interviewing panels as unsuitable for normal full-time employment), 559 temporarily stopped, and 141 unemployed casual workers. Of the 25,553 wholly unemployed, 1,023 had been classified as unable for good cause to transfer to another area. As compared with 18th January, the numbers wholly unemployed showed a decrease of 9,821, those temporarily stopped showed a decrease of 1,264, and unemployed casual workers showed an increase of 30.

The number of applicants for unemployment benefit or allowances included in the foregoing totals for 12th April was 55,679, as compared with 67,859 at 18th January, and 79,663 at 13th April, 1942.

The numbers registered as unemployed† at 12th April, 1943, are analysed below:—

	Wholly Unemployed.	Temporarily Stopped.	Unemployed Casual Workers.
Great Britain.			
Men	44,102	747	1,867
Boys	7,114	6	2
Women	18,872	519	122
Girls	6,681	40	19
Total	76,769	1,312	2,010
Decrease (—) as compared with:			
18th January, 1943	—16,939	—1,802	—185
13th April, 1942	—40,279	—5,169	—1,960
Great Britain and Northern Ireland.			
Men	55,241	949	3,042
Boys	8,075	10	3
Women	22,390	1,213	148
Girls	7,068	49	19
Total	92,774	2,221	3,212
Decrease (—) as compared with:			
18th January, 1943	—19,897	—2,654	—253
13th April, 1942	—40,701	—7,989	—1,808

The numbers of unemployed persons† on the registers at 12th April, 1943, in each administrative region are shown below:—

Region.	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.
Wholly Unemployed.					
London and South-Eastern	8,961	1,400	4,167	1,261	15,789
Eastern	1,417	194	1,017	193	2,821
Southern	892	204	508	297	1,901
South-Western	1,238	144	510	171	2,063
Midlands	1,055	348	308	201	1,912
North-Midlands	807	157	387	131	1,482
North-Eastern	2,864	317	1,004	265	4,450
North-Western	5,772	911	1,914	681	9,278
Northern	4,338	960	1,899	1,178	8,375
Scotland	9,478	1,648	4,966	1,225	17,317
Wales	7,280	831	2,192	1,078	11,381
Great Britain	44,102	7,114	18,872	6,681	76,769
Northern Ireland	11,139	961	3,518	387	16,005
Great Britain and Northern Ireland	55,241	8,075	22,390	7,068	92,774
Temporarily Stopped and Unemployed Casual Workers.					
London and South-Eastern	460	—	141	1	602
Eastern	39	—	52	28	119
Southern	17	—	8	—	25
South-Western	91	1	19	—	111
Midlands	45	—	17	—	62
North-Midlands	111	—	37	4	153
North-Eastern	281	—	71	8	360
North-Western	327	2	19	—	348
Northern	355	1	106	1	463
Scotland	328	1	140	7	476
Wales	560	2	31	10	603
Great Britain	2,614	8	641	59	3,322
Northern Ireland	1,377	5	720	9	2,111
Great Britain and Northern Ireland	3,991	13	1,361	68	5,433

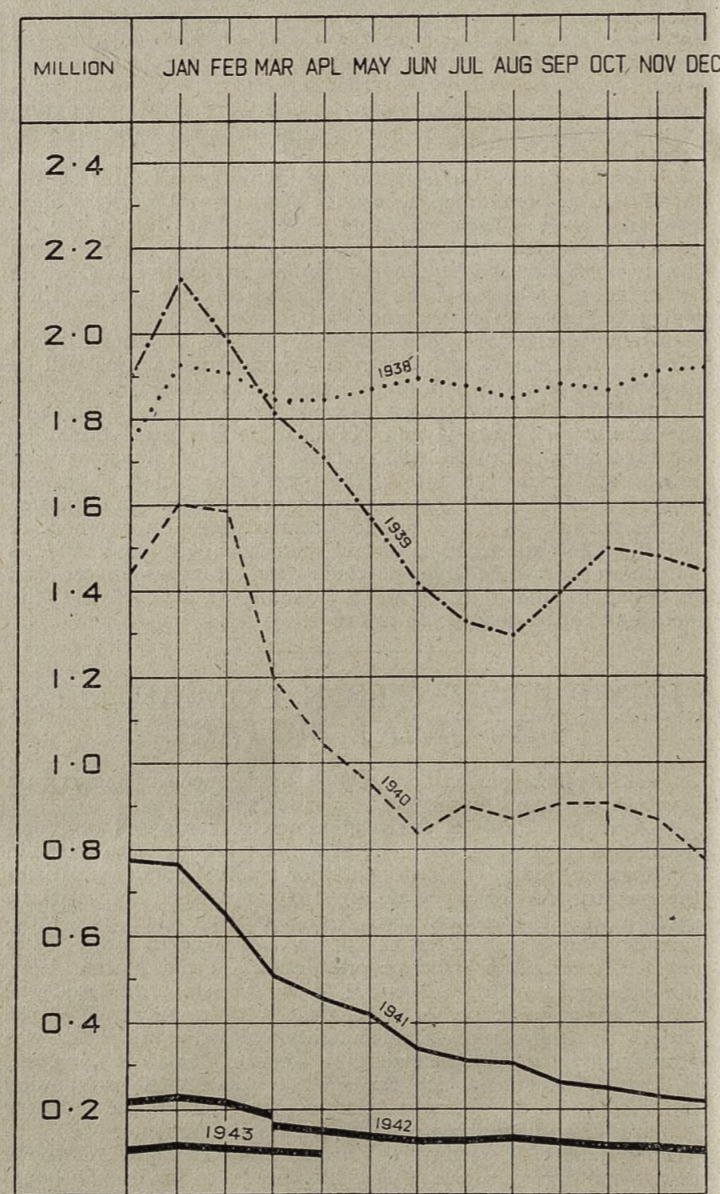
* The Minister of Labour and National Service announced in the House of Commons on 4th February that statistics of unemployment would in future be compiled and published at quarterly intervals (see the issue of this GAZETTE for February, page 22).
† The figures are exclusive of 21,026 men classified as unsuitable for ordinary industrial employment and 643 women unsuitable for normal full-time employment.

The following Table shows the numbers of unemployed persons* on the registers of Employment Exchanges in Great Britain and Great Britain and Northern Ireland at each date since April, 1942, for which figures are available†:—

Date.	Great Britain.					G. Britain & N. Ireland.
	Men 18 years and over.	Boys 14-17 years.	Women 18 years and over.	Girls 14-17 years.	Total.	
Wholly Unemployed.						
13 April	55,365	14,178	34,509	12,996	117,048	133,475
11 May	55,060	10,711	32,902	10,290	108,963	124,265
15 June	54,097	8,669	28,758	7,716	99,240	113,679
13 July	55,953	10,163	26,767	8,553	101,436	115,820
17 August	55,693	15,615	23,793	12,433	107,534	122,850
14 September	51,546	12,157	23,996	10,963	96,662	113,523
12 October	50,661	10,108	25,273	9,975	96,017	110,712
16 November	50,803	8,348	23,488	8,023	90,662	106,412
14 December	46,078	7,128	22,337	6,400	81,943	99,392
Temporarily Stopped and Unemployed Casual Workers.						
13 April	6,942	64	3,245	200	10,451	15,230
11 May	5,524	26	3,365	106	9,021	12,655
15 June	4,840	23	1,970	97	6,930	10,534
13 July	3,883	25	1,555	106	5,569	8,708
17 August	4,285	29	1,880	97	6,291	9,344
14 September	4,115	14	1,278	39	5,446	8,604
12 October	4,097	6	926	34	5,063	8,090
16 November	3,935	16	799	30	4,780	7,835
14 December	3,842	5	976	58	4,881	7,882
18 January	3,366	9	1,784	150	5,309	8,340
12 April	2,614	8	641	59	3,322	5,433

UNEMPLOYMENT CHART.

NUMBERS OF UNEMPLOYED PERSONS ON THE REGISTERS OF EMPLOYMENT EXCHANGES IN GREAT BRITAIN AND NORTHERN IRELAND.



Note.—From March, 1942, persons classified as unsuitable for ordinary employment have been excluded from the statistics relating to the numbers unemployed. The effect of the change is shown by the two points, on the chart, for that month. (See also note * in the previous column regarding the statistics for 1943.)
* The figures exclude men classified by interviewing panels as unsuitable for ordinary industrial employment and women classified as unsuitable for normal full-time employment.
† See footnote * in the previous column.

COMPOSITION OF UNEMPLOYMENT STATISTICS: GREAT BRITAIN.

ANALYSIS FOR 12TH APRIL, 1943.

	Men 18 years and over.	Boys under 18 years.	Women 18 years and over.	Girls under 18 years.	Total.
Insured on Register:—					
1. Claimants to Benefit and applicants for Unemployment Allowances*	(a) 39,897	1,328	12,247	819	54,291
	(b) 17,366	—	356	—	17,722
2. Non-claimants*	(a) 3,698	4,096	4,058	3,848	15,700
	(b) 1,801	—	82	—	1,883
Others on Register:—					
3. Applicants for Unemployment Allowances*	(a) 740	7	615†	26	1,388
	(b) 883	—	144†	—	1,027
4. Persons not applying for Allowances*	(a) 2,381	1,691	2,593	2,047	8,712
	(b) 976	—	61	—	1,037
Total on Register*	(a) 46,716	7,122	19,513	6,740	80,991
	(b) 21,026	—	643	—	21,669
Insured Unemployed:—					
5. Number on Register* (items 1 and 2)	(a) 43,595	5,424	16,305	4,667	69,991
	(b) 19,167	—	438	—	19,605
6. Two months file†	11,869	2,607	24,617	2,958	42,051
7. Special Schemes—Claimants to Benefit	122	5	125	2	254
Total*	(a) 55,586	8,036§	41,047	7,627	112,296
	(b) 19,167	—	438	—	19,605

EMPLOYMENT OVERSEAS.

UNITED STATES OF AMERICA.

It is estimated by the United States Department of Labour that the number of civil employees in industries other than agriculture in January, 1943, was 2.7 per cent. lower than in December, 1942, but 8.7 per cent. higher than in January, 1942, and 27.4 per cent. higher than in 1939.

According to estimates made by the United States Bureau of the Census, the total number of unemployed persons in the United States of America in January, 1943, was approximately 1,400,000, as compared with 1,500,000 in December, 1942, and 4,300,000 in January, 1942. These figures include persons employed on public emergency work projects.

CANADA.

According to returns received by the Dominion Bureau of Statistics from over 13,000 employers, the total number of workpeople in employment at 1st January in industries other than agriculture was 1.5 per cent. lower than at 1st December, 1942, but 10.8 per cent. higher than at 1st January, 1942, and 83.7 per cent. above the average number for the year 1926.

Returns rendered by trade unions with a total membership of over 406,000 showed that the percentage rate of unemployment among their members at the beginning of January, 1943, was 1.2. The corresponding figures for the beginning of December, 1942, and the beginning of January, 1942, were 0.8 and 5.2, respectively.

UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in December, 1942, the number of workpeople employed in manufacturing establishments generally, and in mining and transport, was 1.6 per cent. lower than in November, and 2.4 per cent. lower than in December, 1941.

ÉIRE.

Unemployment at 22nd April, 1943.—The number of persons on the live registers of Employment Exchanges at 22nd April was 78,962, compared with 78,813 at 27th March, and 89,244 at 25th April, 1942.

Unemployment among insured persons in 1942.—According to information recently published in the *Irish Trade Journal and Statistical Bulletin*, the number of persons insured under the Unemployment Insurance Acts in Éire in October, 1941 (exclusive of those whose normal employment was in agriculture, fishing or private domestic service), was 344,265; this figure included 258,015 males and 86,250 females. The percentage rate of unemployment among these persons during 1942 ranged from 12.6 at mid-July to 16.8 at mid-February. The average for the year was 14.2 per cent., compared with 14.6 per cent. in 1941; this decrease was ascribed partly to emigration to the United Kingdom. As regards industrial groups, the average percentages unemployed during 1942 were lowest in the professions (6.1), the drink industry (6.7) and the gas, electricity and water group (6.8); they were highest in general building (houses, etc.) (20.7), other construction (roads, etc.) (18.6) and the textiles group (20.5).

* The figures on line (a) exclude men classified as unsuitable for ordinary industrial employment and women classified as unsuitable for normal full-time employment; the figures on line (b) show the numbers of men and women in these categories.
† Including a small number of women who had ceased to be insurable under the Unemployment Insurance Acts on reaching the age of 60, but were still applying for unemployment benefit under Section 3(4) of the Old Age and Widows' Pensions Act, 1940.
‡ The two months file of lodged books consists of books of persons who had registered as unemployed at some date within the previous two months and were not known to have found work, but were not maintaining registration for employment.
§ Including 3,500 boys aged 14 and 15.
|| Including 3,438 girls aged 14 and 15.

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 Great Britain and Northern Ireland in April was 187 as compared with 216† in the previous month and with 218‡ in April, 1942. Details for separate industries are given below:—

MINES AND QUARRIES.	Factories—continued.
Under Coal Mines Acts:—	Paper, Printing, etc. .. . 1
Underground 52	Rubber Trades 1
Surface 9	Gas Works 1
Metaliferous Mines 2	Electrical Stations 2
Quarries 3	Other Industries
TOTAL, MINES AND QUARRIES .. 66	WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937.
FACTORIES.	Docks, Wharves, Quays and Ships 6
Clay, Stone, Cement, Pottery and Glass 5	Building Operations 19
Chemicals, Oils, Soap, etc. 2	Works of Engineering Construction 1
Metal Extracting and Refining 2	Warehouses 3
Metal Conversion and Founding (including Rolling Mills and Tube Making) 20	TOTAL, FACTORIES ACT .. 105
Engineering, Locomotive Building, Boilermaking, etc. 11	RAILWAY SERVICE.
Railway and Tramway Carriages, Motor and other Vehicles and Aircraft Manufacture .. 2	Brakemen, Goods Guards .. 2
Shipbuilding 9	Engine Drivers, Motor-men 1
Other Metal Trades .. 2	Firemen 1
Cotton 1	Guards (Passenger)
Wool, Worsted, Shoddy ..	Labourers 1
Other Textile Manufacture .. 1	Mechanics 1
Textile Printing, Bleaching and Dyeing 5	Permanent Way Men 3
Tanning, Currying, etc. .. 5	Porters 2
Food and Drink 5	Shunters 5
General Woodwork and Furniture 7	Other Grades 1
	Contractors' Servants
	TOTAL, RAILWAY SERVICE .. 16
	Total (excluding Seamen) .. 187

INDUSTRIAL DISEASES.

The Table below shows the number of cases§ and deaths§ in Great Britain and Northern Ireland reported during April 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 2
Smelting of Metals	Tar 7
Plumbing and Soldering	Paraffin 4
Shipbreaking 4	Oil 4
Printing 1	TOTAL 13
Other Contact with Molten Lead 1	CHROME ULCERATION.
White and Red Lead Works	Manufacture of Bichromates
Pottery	Dyeing and Finishing
Vitreous Enamelling	Electric Accumulator Works 1
Electric Accumulator Works 1	Chrome Tanning
Paint and Colour Works 1	Chromium Plating 3
Coach and Car Painting	Other Industries 8
Shipbuilding	TOTAL 11
Paint used in Other Industries	OTHER INDUSTRIES
Other Industries	TOTAL, Cases 32
Painting of Buildings	II. Deaths.
TOTAL 3	EPITHELIOMATOUS ULCERATION (SKIN CANCER).
OTHER POISONING.	Oil 1
Aniline 5	

* Statistics of fatal accidents to seamen are not available.
† For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 1st May, 1943, in comparison with the 5 weeks ended 3rd April, 1943, and the 5 weeks ended 2nd May, 1942.
‡ 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.

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

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 Great Britain and Northern Ireland during April resulted in an aggregate increase estimated at nearly £145,000 in the weekly full-time wages of about 800,000 workpeople, and in a decrease estimated at nearly £2,000 in those of 120,000 workpeople.

The industries and services in which rates of wages were increased during April included building, civil engineering construction, electrical contracting in Scotland, jute manufacture, and retail distribution. Slight decreases, mainly due to the operation of sliding-scale agreements under which rates of wages vary with movements of the official cost-of-living index number, occurred in electrical contracting in England and Wales and in Northern Ireland, textile bleaching, dyeing, finishing, etc., and a few other industries.

In the building industry there was an increase of 1d. an hour for craftsmen and of 3d. an hour for labourers in England and Wales (apart from the Liverpool and Birkenhead area) and in Belfast. Men employed in civil engineering construction received increases of 3d. an hour in the London area and 1d. an hour in other areas in Great Britain. In the electrical contracting industry in Scotland the basic rates of journeymen were raised by 1d. an hour. In the jute industry, the general minimum time rates fixed under the Trade Boards Acts were raised by amounts ranging from 2s. 6d. to 9s. 1d. a week for male workers and from 2s. 4d. to 7s. 5d. a week for female workers, according to age and occupation; for pieceworkers there was a general increase of 2s. 9d. a week together with certain increases in minimum piece rates. For shop assistants, etc., engaged in the retail distribution of food, drapery, clothing and footwear, and of furniture, ironmongery, etc., in England and Wales, the minimum weekly rates fixed by the respective

Joint Industrial Councils were raised by 4s. a week in the case of men and by 3s. a week in the case of women, with smaller increases for juveniles. Other industries in which increases occurred were coal mining in the Cannock Chase district, chalk quarrying, ballast, sand and gravel production, stamped or pressed metal wares manufacture, and retail grocery distribution in Scotland.

For men employed in electrical contracting in England and Wales and Northern Ireland the cost-of-living addition to wages was reduced by 5d. a week. The operation of cost-of-living sliding-scale arrangements resulted also in slight reductions in the rates of wages of workers engaged in textile bleaching, dyeing, finishing, etc., in Yorkshire, Lancashire and Scotland. There was a small reduction in the percentage addition to the basic rates of coal miners in Warwickshire. Decreases occurred also in iron mines in Cumberland and at blastfurnaces in West Cumberland and North Lancashire.

Of the total increase of nearly £145,000, about £135,000 was due to arrangements made by joint standing bodies of employers and workers, and nearly all the remainder was the result of direct negotiations between employers and workpeople or their representatives. The whole of the estimated decrease of £2,000 took effect under the operation of sliding scales based upon fluctuations in the proceeds of the coal mining industry or in the official cost-of-living index number.

Output Bonus in Coal Mining.—The amounts of increase in rates of wages quoted above, and the details in the Table below, do not include the bonuses on output in the coal mining industry referred to on page 71.

Hours of Labour:

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

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING APRIL.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Coal Mining.	Warwickshire	1 Apr.	Workpeople employed in and about coal mines.	Decrease of 1 per cent. on basis rates, leaving wages 95 per cent. above the basis rates.†
	Cannock Chase (most collieries).	1 Apr.	Do.	Increase of 1.40 per cent. on basis rates, making wages 47.17 per cent. above the basis rates for shopmen and mechanics and surface workers not handling coal and 45.17 per cent. for all other workers.†
	Cumberland	26 Apr.	Iron ore miners	War bonus decreased by 1d. a shift (1s. 11½d. to 1s. 10½d.) for those 18 years and over, the bonus for those under 18 remaining unchanged.
	West Cumberland	26 Apr.	Limestone quarry workers	Flat-rate addition to wages (previously granted) decreased by 4d. a shift (1s. 11½d. to 1s. 11d.) for those 18 years and over, and 1s. to 11½d. for those under 18.
Other Mining and Quarrying.	Various districts in Great Britain.‡	1st full pay week in Mar.	Timeworkers, pieceworkers and shift-workers employed at limestone and igneous rock quarries.	Good time-keeping bonus, for a full recognised normal working week, granted as follows: men 4s., youths 18 and under 21 years and women 18 years and over 3s., boys 2s., girls 1s. 6d.
	Northumberland and Durham.	2 Apr.	Freestone quarry workers	Increases of 1d. an hour for skilled workers and of ½d. for unskilled workers. Rates after change for Grade A areas: stone planing machinemen 1s. 11½d., quarrymen and grindstone turners 1s. 11d., crane-drivers 1s. 8d., labourers 1s. 6½d.
	Yorkshire (various districts).	30 Apr.	Sandstone and freestone quarry workers.	Increase of 1d. an hour for craftsmen and of ½d. for labourers on all existing time rates and equivalent advance on all existing piece rates for all grades of workers. Rates after change for timeworkers: Grade A districts—delvers and hewers 1s. 11d., bottom delvers 1s. 9½d., saw frame feeders 1s. 8d., labourers 1s. 6d.; Grade B districts 1½d. an hour less than Grade A.
	England (various districts).	1st full pay week after 6 Apr.	Able-bodied men, youths and boys employed in chalk quarrying (other than for the manufacture of cement) and the production of lime and whitening from chalk.	Increase of 1d. an hour in war bonus for men, of ½d. for youths 18 years and over and of ¼d. for boys. Basic rates after change for men: London area 1s. 4d., elsewhere 1s. 2½d., 1s. 2d., 1s. 1½d. and 1s. 1d., according to situation of firm, supplemented in each case by war bonus of 2d. an hour (ranking for overtime) and a flat war bonus of 1s. 8d. for each day or shift (including Sunday) on which the worker works the full time required of him.
Brick, etc., Manufacture.	Great Britain	2 Apr.	Workpeople employed in the production of ballast, sand (other than moulding and refractory sand) and gravel aggregates for use in concrete and in building construction and roadmaking.	Increase of 1d. an hour in basic rates. Rates after change for labourers: 1s. 6½d., 1s. 6d., 1s. 5½d., 1s. 5d., 1s. 4½d., 1s. 4d., according to area.
	England and Wales (except Southern Counties).¶	Pay day in week beginning 12 Apr.	Kilnfirers and boiler-firers employed in the manufacture of building bricks (other than glazed bricks), roofing and flooring tiles (unglazed), terra cotta (unglazed), chimney pots and finials.	Increase of 4d. a shift of 8 hours (12s. 5d. to 12s. 9d.).
	England and Wales**	2 Apr.	Building craftsmen employed at chemical works.	Increase of 1d. an hour
Chemicals Manufacture.	Great Britain (certain firms).	2 Apr.	Chemical plumbers (leadburners) employed on contracting work, excluding those engaged on homogeneous lead lining.	Increase of 1d. an hour (2s. 3½d. to 2s. 4½d.)

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

† Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.

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

§ This change applied to workers employed by firms which are affiliated to the National Joint Industrial Council for the Roadstone Quarrying Industry. It did not apply to limestone quarry workers in West Cumberland, South and West Durham, Portland and certain other districts, whose wages are governed by local agreements.

|| The districts include (Grade A) Huddersfield, Crosland Moor, Bradford district (including Thornton, Shipley, Idle and Queensbury), Keighley district (including Harworth), Halifax and Brighouse districts, Horsforth, and (Grade B) Pateley Bridge district and Morley and Shepley districts.

¶ This increase applied to workers employed by firms which are affiliated to the National Joint Industrial Council for the Clay Industries.

** This increase applied to workers employed by firms which are affiliated to the Association of Chemical Employers.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Iron and Steel Manufacture.	West Cumberland and North Lancashire.	4 Apr.	Workpeople employed at blast-furnaces.	Flat-rate addition to wages (previously granted) decreased* by 0.8d. a shift (2s. 5½d. to 2s. 4½d.) for men and for women employed on men's work, by 0.6d. (1s. 10½d. to 1s. 9½d.) for youths 18 and under 21 years and for women employed on youths' work, and by 0.4d. (1s. 2.8d. to 1s. 2.4d.) for boys and for girls during boys' work.
	West of Scotland	26 Apr.	Workpeople employed at iron puddling forges and mills and sheet mills.	Flat-rate addition to wages (previously granted) decreased* by 1.1d. (2s. 7.9d. to 2s. 6.8d.) for men, by 0.8d. (1s. 11.2d. to 1s. 10.4d.) for youths 18 and under 21 years, by 0.55d. (1s. 3.95d. to 1s. 3.4d.) for boys, by 0.8d. (1s. to 11.2d.) for women 21 years and over, and by 0.4d. (6d. to 5.6d.) for girls (the additional war bonuses of 5s. a week for men and married youths and 2s. 6d. for other youths and boys remain unchanged).
Engineering	Great Britain (various districts).	1st full pay period after 4 Apr.	Moulding machine operators and machine moulders.	Minimum basic rates adopted of 4s. a week for moulding machine operators and 10s. a week for machine moulders (as defined by agreement) over the district foundry labourers' rate.
Laminated Spring Manufacture.	Sheffield	21 Mar.†	Spring smiths and strikers employed on timework.	Increase of 6s. a week (13s. 6d. to 19s. 6d.) in cost-of-living bonus. Rates after change (inclusive of bonus): spring smiths 90s. 6d., strikers 76s. 6d., for a week of 44½ hours in each case.
		18 Apr.‡	Spring smiths and strikers employed on piecework.	Prices for certain items in 1922 price list increased. Rates after change: piece price lists of 1922, as revised, plus 22 per cent., plus cost-of-living bonus of 13s. 6d. a week.
Stamped and Pressed Metal Wares Manufacture.	Great Britain	26 Apr.	Male workers (other than polishers, braziers, burnishers, drop-stampers, dippers who are also bronzers, dippers and annealers).	Increases of ½d. to 1½d. an hour, according to age, in general minimum time rates, piecework basis time rates remaining 15 per cent. above the appropriate time rates. General minimum time rate after change, at 21 years and over: 1s. 5d. an hour.
			Female workers	Increases of ½d. to 2½d. an hour, according to occupation and age, in general minimum time rates and of 2d. to 2½d. in piecework basis time rates. General minimum time rates after change, at 18 years and over: polishers and drop-stampers 1s. 0½d. an hour during 1st 12 months after reaching 18 years, 1s. 1½d. thereafter; hand brush japanners and lacquerers, blowpipe braziers, solderers and dippers 11½d., 1s. 0½d.; others 11½d.‡
Shuttle Making	Lancashire and Yorkshire.	1 Apr.	Journymen shuttlemakers	Decrease* of 1 per cent. on basis rates. Minimum day work rate after change 1s. an hour plus 89 per cent. (1s. 10.68d.).
			Shuttlemakers' apprentices	Decrease* of 1 per cent. on basis rates, leaving wages 89 per cent. above basis piece rates and 71.5 per cent. above basis time rates.
Shoe Rivet and Wire Nail Manufacture.	Birmingham and district, Warrington, Leeds, Sheffield, Bristol and Scotland.	1 Apr.	Men, youths and boys	Increases of 6s. a week for men, of 4s. for youths 18 and under 21 years and of 2s. for boys.
	Jute Manufacture	Great Britain	26 Apr.	Male workers (except hessian weavers).
				Female workers (except hessian weavers in districts mentioned below).
Textile Bleaching, Dyeing, Finishing, etc.	Dundee	26 Apr.	Calenderers and dyers	Increases of 2s. 9d. to 6s. 11d. a week, according to age, in general minimum time rates and guaranteed time rates for male workers 16 years and over, and of 4s. 5d. for those under 16. Increases of approximately 13 per cent. in standard general minimum piece rates for male and female workers and of 3s. 3d. or 4s. 5d. a week in guaranteed time rates for female pieceworkers; and additional payments granted to male and female pieceworkers at the rate of 2s. 9d. a week of 48 hours.‡
				Further increase of 2½ per cent. (30 to 32½) on rates operative at August, 1939.
	Yorkshire (majority of firms) and certain firms in Lancashire.¶	1st pay day in May.¶	Workpeople employed in dyeing and finishing.	Cost-of-living wage decreased* from 99 to 98 per cent. on basic rates for men on timework, from 79½ to 78½ for men and women (18 years and over) on piecework (except pressers), from 59½ to 58½ for hand pressers, by 1d. to 4d. a week, according to age, for youths and boys and by 1d. or 2d. for girls. Minimum weekly rates** after change for adult timeworkers: male process workers 32s., plus 98 per cent., plus 7s. 6d. special payment; women 20s., plus 98 per cent., plus 4s. 6d. special payment.
	Yorkshire††	1st pay day in May.¶	Mechanics employed in dye works	Decrease* of 4d. a week. Rate after change 84s. 6d., plus 7s. 6d. special payment.
Lancashire, Cheshire and Derbyshire (majority of firms) and certain firms in Yorkshire, also Scotland.‡‡	Lancashire, Cheshire and Derbyshire (majority of firms) and certain firms in Yorkshire.	1st pay day in May.¶	Workpeople employed in bleaching, dyeing, calico printing and finishing (except waste bleachers, machine calico printers, eng ravers, mechanics, firemen, etc.).	Cost-of-living wage decreased* from 31s. 8d. to 31s. 4d. a week for men on time work, from 30s. 8d. to 30s. 4d. for men on piece work and from 18s. 10d. to 18s. 7d. for women 18 years and over in Lancashire, Cheshire and Derbyshire and 21 years and over in Scotland; by 1d. to 3d. a week, according to age, for youths and boys and by 1d. or 2d. for girls. Minimum weekly rates** after change for adult timeworkers: Lancashire, etc.—men 30s., plus 31s. 4d., plus 7s. 6d. special payment; women 20s., plus 18s. 7d., plus 4s. 6d. special payment. Scotland—men 27s., plus 31s. 4d., plus 7s. 6d. special payment; women 17s., plus 18s. 7d., plus 4s. 6d. special payment.
			Firemen, engine tenters, oilers and greasers and assistant firemen.	Cost-of-living wage decreased* from 37s. 2d. to 36s. 9d. a week. Minimum rate after change for firemen 37s. 6d., plus 36s. 9d., plus 2s. 6d. special payment.
			Middleton	1st pay day in May.¶

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

† Women 21 years and over may not receive less than 4s. 8d. a shift, plus 66.5 per cent. and a flat-rate addition of 2s. 4.8d.

‡ These changes were agreed to on 15 April, with effect from the dates shown above.

§ 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.

¶ This change applied to workers employed by firms which are members of the Yorkshire Master Dyers' Committee, the Bradford Dyers' Association Ltd., and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms). Except in a few cases in the Bradford Area, the change did not apply in the dyeing and finishing departments of those woollen and worsted manufacturers who do their own dyeing and finishing.

‡‡ In respect of preceding pay period.

*** Temporary payments, ranging up to 5s. a week for men and up to 1s. for women, are made, in addition, to certain timeworkers engaged in productive process work on which a system of collective piecework has not yet been introduced.

†† This change applied to workers employed by firms which are members of the Bradford Dyers' Association Ltd.

‡‡‡ This change applied mainly to workers employed by firms which are members of the Federation of Calico Printers, the Employers' Federation of Dyers and Finishers, the Employers' Federation of Bleachers, the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms), and the Scottish Federation of Dyers and Bleachers (Piece Goods).

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Textile Bleaching, Dyeing, Finishing, etc. (cont'd.)	Lancashire, Cheshire, Derbyshire and Scotland. Do.	1st pay day in May.*	Engravers, etc., employed in calico print works.	Cost-of-living wage decreased† from 39s. 8d. to 39s. 5d. a week for engravers and from 31s. 8d. to 31s. 4d. for turners, polishers and varnishers, special payment of 7s. 6d. a week remaining unchanged.
	Northern Ireland	1st full pay period after 1 Apr.	Engravers employed in engraving works.	Cost-of-living wage decreased† from 39s. 8d. to 39s. 5d. a week for men and from 22s. 3d. to 22s. 1d. for women, special payments of 7s. 6d. a week for men and 3s. for women remaining unchanged.
Fustian Cutting, Dyeing and Finishing.	Hebden Bridge	1st pay day in May.*	Adult workers employed in bleaching, dyeing and finishing.	Minimum rates fixed for a normal working week of 48 hours, as follows: men—skilled and semi-skilled 1s. 3d. an hour, labourers 1s. 1d., women 9d.†
			Workpeople paid at time rates	Cost-of-living wage decreased† from 31s. 8d. to 31s. 4d. a week for men, from 18s. 10d. to 18s. 7d. for women 18 years and over and by proportional amounts for juveniles. Minimum weekly rates after change for adult workers: men 34s., plus 31s. 4d., plus 6s. special payment; women 30s., plus 18s. 7d., plus 4s. special payment.
Textile Making-up and Packing. Linen and Cotton Embroidery.	Manchester	1st pay day in Apr. 12 Apr.	Men, women and juveniles	War wage decreased† by 5d. a week (18s. 9d. to 18s. 4d.) for men, by 3d. (11s. 3d. to 11s.) for women 13 years and over and by proportional amounts for juveniles.
	Northern Ireland	12 Apr.	Female workers	Cost-of-living wage decreased† from 89 to 88 per cent. for metherwood cutters, from 82 to 81 for hand cutters, and from 77 to 76 for other pieceworkers except menders.
Baking	Swansea	3 Apr.	Men, youths and boys	Increases of 4s. a week for men (other than jobbers), of 2s. for youths and boys and of 8d. a day for jobbers. Rates after change include: foremen 92s. 6d., ovenmen 88s. 6d., tablehands 82s. 6d.
			Men, women, youths, boys and girls	Revised rates adopted, being the current Trade Board minimum time rates plus 3s. a week for men and women 21 years and over, 2s. for youths and girls 18 and under 21, and 1s. 6d. for boys and girls under 18 years.
Tobacco, etc., Manufacture.	Great Britain	5 Apr.	Cigarette packing machine operators (men 21 years and over).	Increase of 2s. a week (70s. to 72s.) in general minimum time rate. Rate after change 84s. 9d. (inclusive of additional payment of 12s. 9d. for a cost-of-living figure of 99)‡
			Pieceworkers (male and female)	Piecework basis time rates adopted of 15 per cent. above the appropriate weekly minimum rates including cost-of-living additional payments (previously, piece rates were to be such as to yield to an ordinary worker not less than the appropriate weekly wage). Apprentices to cigar making, employed under indentures and under specified conditions, to receive a proportion of the piecework basis time rates applicable to workers of the same sex and age, increasing from 85 per cent. during 2nd year of apprenticeship to 100 per cent. during 5th year.¶
Flour Milling	Great Britain (excluding London).	1st full pay period following 18 Apr.	Road transport workers	Increases of 3s. a week. Rates after change: drivers of mechanical vehicles up to and including 2 tons carrying capacity 70s. to 81s. (according to location of mill), over 2 tons carrying capacity and up to and including 12 tons gross laden weight 77s. to 88s. 6d., over 12 tons gross laden weight 82s. to 93s. 6d.; statutory attendants and mates 68s. 6d. to 80s. 6d.; horse carmen—1 pair-horse 72s. to 81s., single-horse 69s. to 77s. (subject to a provision that no single-horse carman shall receive a rate less than that of the general labourer at the mill).
			Men, youths and boys	Revised rates adopted, being the current Trade Board minimum time rates plus 3s. a week for men and women 21 years and over, 2s. for youths and girls 18 and under 21, and 1s. 6d. for boys and girls under 18 years.
Millsawing	Manchester and district.	2 Apr.	Workpeople employed in steam joinery and sawmill shops.	Increase of 1d. an hour for skilled workers and of ½d. for unskilled workers. Rates after change: woodcutting machinists 2s., timber yard labourers 1s. 6½d., slingers 1s. 6½d., power-driven crane drivers 1s. 6½d.
			Woodcutting machinists and sawyers employed in packing case shops.	Increase of 1d. an hour (1s. 11d. to 2s.).
Packing Case Making.	Manchester, Salford, and Bolton and district.	2 Apr.	Packing case makers	Increase of 1d. an hour (1s. 9½d. to 1s. 10½d.).
	Oldham	2 Apr.	Journymen, etc., employed in furniture manufacture.	Increase of 1d. an hour for journeymen and of proportional amounts for other workers. Rates after change for journeymen: Peterborough 1s. 11½d., Ipswich, spindle hands 2s. 0½d., other classes 1s. 11½d.; Sheffield (retail trade), carpet fitters 1s. 10d., other classes 2s.; other districts 2s.
Furniture Manufacture.	Manchester and district.**	2 Apr.	Workpeople employed in furniture manufacture, mattress making and glass working.	Increases of 1d. an hour for craftsmen, of ½d. for labourers, and of ¼d. for women polishers and upholstresses. Rates after change include: craftsmen 2s., labourers 1s. 7d., women polishers and upholstresses 1s. 2d., glass workers—bevelers, silverers and cutters 2s., brilliant cutters 2s. 1d., fitters and siders 1s. 10d., packers 1s. 9d.
			Men, youths and boys	Increases of 10d. a day for vatmen (14s. 2d. to 15s.) and couchers (13s. 10d. to 14s. 8d.), of 8d. for layers, sizers, finishers and engineers (beatermen) (11s. 8d. to 12s. 4d.) and dryworkers (11s. 4d. to 12s.), and of 5d. for apprentices.
Hand-made Paper Making.	Maidstone, Little Chart (Kent), Wells and Totnes	From and including week ended 6 Feb.††	Workpeople employed in hand-made paper mills.	Increases of 1d. an hour for craftsmen, of ½d. for labourers and of ¼d. for women polishers and upholstresses. Rates after change include: craftsmen 2s., labourers 1s. 7d., women polishers and upholstresses 1s. 2d., glass workers—bevelers, silverers and cutters 2s., brilliant cutters 2s. 1d., fitters and siders 1s. 10d., packers 1s. 9d.
			Men, youths and boys	Increases of 1s. to 2s. 6d. a week (45 hours) in general minimum time rates for learners, according to period of employment or age at entry, and of 2s. 6d. for other workers. Rates after change include: workers who have served a period of learnership 72s. 6d. (after two years' employment subsequent to completion of learnership), workers who have not served a period of learnership 51s. 6d. (after one year's employment subsequent to attaining 21 years)‡
Paper Box Manufacture.	Northern Ireland	29 Apr.	Women and girls	Increases of 1s. or 1s. 6d. a week (45 hours) in general minimum time rates for learners and of 1s. 6d. (32s. to 33s. 6d.) for other workers; increase of ½d. (9d. to 9½d.) in piece work basis time rates; addition to piece rates raised from 20 to 25 per cent.¶
			Men, youths and boys	Increases of 1d. an hour for craftsmen, of ½d. for labourers and of ¼d. for women polishers and upholstresses. Rates after change include: craftsmen 2s., labourers 1s. 7d., women polishers and upholstresses 1s. 2d., glass workers—bevelers, silverers and cutters 2s., brilliant cutters 2s. 1d., fitters and siders 1s. 10d., packers 1s. 9d.
Building	London district (within a 15-mile radius of Charing Cross).	2 Apr.	Bricklayers, stone and marble masons, marble polishers, carpenters and joiners, machinists, slaters and tilers, plasterers, plumbers, painters, french polishers and labourers.	Increases of 1d. an hour for craftsmen, of ½d. for labourers and of ¼d. for women polishers and upholstresses. Rates after change for men: within a 12-mile radius of Charing Cross—masons (fixers) 2s. 2½d., bricklayers, masons (banker hands), carpenters and joiners, woodcutting machinists, slaters and tilers, plasterers and plumbers, painters and french polishers 2s. 1½d., marble polishers 1s. 11½d., labourers 1s. 8d.; 12 to 15 miles from Charing Cross—½d. an hour less for craftsmen and ¼d. less for labourers.
			Derrick, crane, etc., drivers, signalmen, fitters, etc.	Increase of 1d. an hour for skilled workers and of ½d. for unskilled workers. Rates after change include: within a 12-mile radius of Charing Cross—derrick drivers 2s. 0½d., (plus height money), boiler attendants and crane signalmen 1s. 8d., rope runners 1s. 9½d.; 12 to 15 miles from Charing Cross—boiler attendants and crane signalmen ½d. an hour less, other classes ¼d. less.
Building	London	2 Apr.	Glaziers	Increases of 1d. an hour for men and women and of proportional amounts for apprentices. Rates after change for putty glaziers: men 2s. 1½d., women 18 years and over 1s. 7d. during 1st three months' employment, 1s. 10d. thereafter.

* In respect of the preceding pay period. † Under cost-of-living sliding-scale arrangements.
 ‡ This change was the result of an Award of the National Arbitration Tribunal (Northern Ireland).
 § See note ** on previous page.
 ¶ These increases took effect under Orders issued under the Trade Boards Acts. Details are contained in the Confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office.
 ¶ The towns include Chester, Derby, Fenton, Hanley, Ipswich, Lancaster, Leicester, Newcastle-under-Lyme, Peterborough, Rochdale, St. Helens, Sheffield, Southport, Stoke-on-Trent and Warrington.
 ** Including Altrincham, Ashton-under-Lyne, Bolton, Bury, Eccles, Flixton, Glossop, Heywood, Irlam, Oldham, Radcliffe, Sale, Salford, Stockport, Stretford, Swinton, Urmston and Wigan.
 †† These increases were agreed upon in April and made retrospective to the date shown above.
 ‡‡ The increases resulted from a modification of the cost-of-living sliding-scale agreement, the standard rates for skilled men, which are assumed to correspond with a cost-of-living index figure of 65, having been raised by 1d. an hour.
 §§ A tool allowance of 2d. a day continues to be paid to carpenters and joiners and has been extended to plumbers as from 2nd April.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Building—(cont'd.)	Various other districts in England and Wales (excluding Liverpool and Birkenhead)*	2 Apr.	Building operatives	Increases of 1d. an hour for craftsmen, of ½d. for labourers and of proportional amounts for apprentices and young male labourers.† Rates after change, for craftsmen and labourers respectively: Grade A towns 2s. 1s. 7d.; A1 1s. 11d., 1s. 6½d.; A2 1s. 11d., 1s. 6½d.; A3 1s. 10½d., 1s. 5½d.; B 1s. 10d., 1s. 5½d.; B1 1s. 9½d., 1s. 5d.; B2 1s. 9d., 1s. 4½d.; B3 1s. 8½d., 1s. 4½d.; C 1s. 8d., 1s. 4d.
	London	2 Apr.	Road transport workers	Increase of 4s. a week. Rates after change: motor drivers 75s. 6d. to 94s. 6d., according to tonnage; tractor (steam and I.C.) and steam wagon drivers 93s. 6d., mates and statutory attendants 18 years and over 80s. 6d.; drivers of mechanical vehicles with trailers 6d. a day more; carmen—one-horse 77s. 6d., two-horse 81s. 6d., assistant horsekeepers and stablemen 77s. 6d.
	England and Wales (except London).	2 Apr.	Do.	Increase of 4s. a week. Rates after change, in localities in Grade 1, 2 and 3 areas respectively: motor drivers 72s. to 89s. 6d., 67s. 6d. to 84s. 6d., 62s. 6d. to 79s. 6d. according to tonnage; mates and statutory attendants 18 years and over 75s. 6d., 70s. 6d., 65s. 6d.
Civil Engineering	Belfast and certain other localities in Northern Ireland.	2 Apr.	Craftsmen and labourers	Increases of 1d. an hour for craftsmen (other than plumbers) and of ½d. for labourers.‡
	Belfast	Pay period in week beginning 26 Apr. 2 Apr.	Apprentices	Scale of rates adopted ranging from 20 per cent. of journeymen's rate during 1st year of apprenticeship to 60 per cent. during 5th year.
Electrical Contracting.	England and Wales and Northern Ireland.	2nd pay day in Apr.	Journymen electricians and assistants, youths and boys employed by electrical contractors.	Increases of ½d. an hour for men in London Area Super Grade, of 1d. in other areas and of proportional amounts for youths and boys on youths' and boys' work. Rates after change for navvies and labourers: London Area Super Grade 1s. 8d., Class 1 districts 1s. 7d., 1A 1s. 6½d., 2 1s. 6d., 2A 1s. 5½d., 3 1s. 5d., 3A 1s. 4½d., 4 1s. 4d., 4A 1s. 3½d., 5 1s. 3d.
	Scotland	5 Apr.	Journymen electricians employed by electrical contractors.	Cost-of-living (war) addition reduced‡ by 5d. a week for men and by proportional amounts for youths and boys. Addition after change for men 18s. 4d. a week (where less than 3 full days are worked the payment to be 3s. 1d. for work on 1 day, 6s. 1d. on 2 days and 9s. 2d. on 3 days).
Local Authorities (Non-trading Services).	Glamorganshire (various Local Authorities).	1 Mar.¶	Manual workers	Basic rate increased by 1d. an hour. Rate after change 1s. 8d. plus 3½d. an hour war bonus.
	England and Wales	Pay day in week beginning 5 Apr.	Workpeople employed in retail pork trade.	Increase of 1d. an hour on present basic rates for men and for women fully replacing men and of proportional amounts for youths and boys.¶
Retail Distribution	England and Wales	Pay day in week beginning 26 Apr.	Workpeople (16 years of age and over) employed in the retail furniture and furnishings, ironmongery and turnery, china and glass, hardware, electrical goods, cycle and accessories, sports goods, radio, oils, paints and wallpaper trades.	Scales of minimum rates of remuneration adopted for a working week not exceeding 48 hours. Minimum rates for shop assistants: male—London 23s. at 16 increasing to 68s. at 25, Provincial "A" 20s. to 65s., "B" 18s. to 63s.; female—London 20s. 6d. at 16 increasing to 45s. at 24, Provincial "A" 17s. 6d. to 42s., "B" 15s. 6d. to 40s.**
	England and Wales††	Pay day in week beginning 5 Apr.	Workpeople employed in retail food distribution, including grocery and provisions, cooked meats and other cooked foods (other than fried fish), fresh, cured, dried and smoked fish, game, poultry and rabbits, fruit, vegetables and flowers and excisable liquor (off licence).	Increases in the minimum weekly rates of remuneration fixed by the Retail Food Trades Joint Industrial Council, as follows: branch managers and branch manageresses (except in shops in which 60 4s. in shops with a weekly trade of under £100 and of 5s. in those with a weekly trade of £100 and over; other male workers 4s. at 21 years and over, 2s. 6d. at 18 and under 21 and 2s. at under 18; other female workers, 3s., 2s. and 1s. 6d.
Retail Distribution	England and Wales††	Pay day in week beginning 5 Apr.	Workpeople employed in retail drapery, clothing and footwear distribution.	Increases in the minimum weekly rates of remuneration fixed by the Retail Food Trades Joint Industrial Council, as follows: branch managers and branch manageresses (except in shops in which 60 4s. in shops with a weekly trade of under £100 and of 5s. in those with a weekly trade of £100 and over; other male workers 4s. at 21 years and over, 2s. 6d. at 18 and under 21 and 2s. at under 18; other female workers, 3s., 2s. and 1s. 6d.
	Great Britain and Northern Ireland (various towns).	Pay day in week beginning 5 Apr.	Workpeople employed in retail distribution by members of the London Employers' Association.	Increases of varying amounts in the minimum rates for most occupations and age groups as the result of acceptance of a recommendation to observe the minimum rates of remuneration and working conditions fixed by the National Joint Industrial Council for the Retail Drapery, Outfitting and Footwear Trades (see above). Special war bonus granted of 7s. a week in shops with a weekly trade up to and including £100 and 8s. in those with a weekly trade of over £100.
Retail Distribution	Scotland	1st pay day in Mar.††	Branch managers and branch manageresses employed in retail grocery distribution.	Increases of 6d. a week (1s. to 1s. 6d.) in cost-of-living bonus for branch managers, of 4d. (9d. to 1s. 1d.) for branch manageresses, of 4s. 6d. (9s. to 13s. 6d.) for other male workers 20 years and over, of 3s. (6s. 9d. to 9s. 9d.) for other female workers 20 years and over and of 1s. 6d. (4s. 6d. to 6s.) for workers under 20.‡‡
	Scotland	1st pay day in Apr.	Workpeople employed in retail grocery distribution.	Increase of 5s. a week (7s. to 12s.) in war bonus. Minimum weekly rate after change: 85s. including war bonus.‡‡‡
Retail Distribution	Northern Ireland	1st full pay period after 9 Apr.	Journymen butchers	Increases of 1d. an hour for craftsmen, of ½d. for labourers and of ¼d. for women polishers and upholstresses. Rates after change for men: within a 12-mile radius of Charing Cross—masons (fixers) 2s. 2½d., bricklayers, masons (banker hands), carpenters and joiners, woodcutting machinists, slaters and tilers, plasterers and plumbers, painters and french polishers 2s. 1½d., marble polishers 1s. 11½d., labourers 1s. 8d.; 12 to 15 miles from Charing Cross—½d. an hour less for craftsmen and ¼d. less for labourers.

* For wage purposes, the majority of localities have been assigned to the various grades; but the localities so graded are too numerous to be quoted in the space available.
 † See note †† on previous page. ‡ See note §§ on previous page.
 ‡ These increases were approved by the Building Industry Joint Advisory Council for Northern Ireland.
 ¶ Under cost-of-living sliding-scale arrangements.
 ¶ These changes resulted from decisions of the Joint Wages Board of Local Authorities of Glamorgan (Non-trading Services—Manual Workers). The increases on basic rates were agreed to, as a war-time measure only, on 15th April and were made retrospective to the date shown above.
 ** These rates took effect as the result of an Agreement made by the National Joint Industrial Council for the Retail Meat Trade. The rates quoted are minima and do not prevent the payment of higher rates or the operation of better conditions of employment. The definitions of the areas are those laid down in the Agreement for the Retail Meat Trade (see this GAZETTE for October, 1942, page 176).
 †† Except in shops in the Boroughs or County Boroughs of Bexhill, Deal, Dover, Eastbourne, Folkestone, Hastings, Hythe, Lydd, Margate, New Romney, Ramsgate and Southend-on-Sea and the Urban Districts of Broadstairs and St. Peter's, Felixstowe and Seaford.
 ‡‡ This change was agreed upon on 4th April and made retrospective to the date shown above.
 ‡‡‡ These increases were the result of a revision of the cost-of-living sliding scale and affected workpeople employed by firms affiliated to the Scottish Federation of Grocers' and Provision Merchants' Associations and the National Association of Multiple Grocers (Scottish Section).
 ‡‡‡ This increase was the result of an Award of the National Arbitration Tribunal (Northern Ireland).

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), the calculation for the four weeks ended 17th April showed that the workers in four districts were entitled to receive a bonus. For adult workers the amounts of bonus were as follows:—Leicestershire 1s. 9d. a shift, Somerset 6d. a shift, South Derbyshire and North Staffordshire 3d. a shift. These bonuses are payable for a period of four weeks, the first payment being made on the pay-day in the week ended 15th May.

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 the middle of January, 1943, the official cost-of-living index figure showed a rise of 0.2 per cent. over the figure for the middle of December, 1942, and of 22.3 per cent. over that for the middle of June, 1939. For food alone the index figure at the middle of January, 1943, was 0.2 per cent. higher than the figure for the previous month and 42.2 per cent. above that for August, 1939.

CANADA.

At 1st February, 1943, the official cost-of-living index figure showed a decline of 0.2 per cent. below the figure for 2nd January, 1943, which was 1.4 per cent. below that for 1st December, 1942. As compared with the figure for 1st September, 1939, those for 1st February and 2nd January, 1943, showed increases of 16.0 and 16.2 per cent., respectively. For food alone the index figure for 1st February, 1943, was 0.5 per cent. below that for 2nd January, and this figure was 4.1 per cent. lower than that for 1st December, 1942. The figures for 1st February and 2nd January, 1943, were, however, 27.5 and 28.1 per cent. respectively higher than that for 1st September, 1939.

INDIA.

In January, 1943, the official cost-of-living index figure for the working classes in Bombay showed an increase of 8.0 per cent. over the figure for the previous month, and of 93.3 per cent. over that for August, 1939. For food alone the corresponding percentage increases were 6.7 and 99.1, respectively.

SOUTH AFRICA.

In January, 1943, the official cost-of-living index figure showed a rise of 0.7 per cent. over the figure for the previous month, and of 21.6 per cent. over that for August, 1939. For food alone the index figure in January, 1943, was 1.4 per cent. higher than the figure for the previous month and 29.7 per cent. higher than that for August, 1939.

SOUTHERN RHODESIA.

In February, 1943, the official cost-of-living index figure was 1.5 per cent. higher than the figure for the previous month and 16.6 per cent. above that for August, 1939. For food alone the corresponding increases were 4.4 and 20.8 per cent., respectively.

ICELAND.

At 1st March, 1943, the official index figure of the cost-of-living in Reykjavik was the same as that at 1st February, which was 0.4 per cent. below the figure for 1st January, 1943, but 159.4 per cent. above the figure for 1st September, 1939. The index figure at 1st March, 1943, for food alone was also the same as that at 1st February, which was 0.9 per cent. below the figure at 1st January, 1943, but 245.5 per cent. higher than the figure at 1st September, 1939.

SPAIN.

In December, 1942, the official index figure of the cost-of-living of middle-class families in 50 principal towns showed a decline of 1.2 per cent. below the figure for the previous month, but a rise of 65.8 per cent. over the figure for August, 1939. For food alone the index figure was 1.9 per cent. lower in December, 1942, than in the previous month, but 84.5 per cent. higher than in August, 1939.

SWEDEN.

At 1st January, 1943, the official cost-of-living index figure (base year 1935=100) showed no change as compared with the figure for 1st October, 1942, which was 41.7 per cent. higher than that for 1st July, 1939. The official index figure relating to the cost of food, fuel and light at 1st January, 1943, was also 41.7 per cent. above the figure for 1st September, 1939, and showed no change as compared with the figure for 1st December, 1942.

OFFICIAL PUBLICATIONS RECEIVED.*

[NOTE.—The prices shown are net and, except in the case of publications of the International Labour Office, do not include postage.]

CIVIL DEFENCE.—*Payment of Fire Guards. Sixth Report from the Select Committee on National Expenditure; Session 1942-1943.* H.C.78 of 1942/43 (Price 1d.)

COAL-MINING.—*Committee on the Recruitment of Juveniles in the Coal-Mining Industry: Supplemental Report.* (Price 1d.)—See summary on page 64.

NURSES' SALARIES.—*Scottish Nurses' Salaries Committee: Second Report.* Cmd. 6439. (Price 6d.)—See summary on page 64.

INTERNATIONAL STANDARDISATION OF LABOUR STATISTICS.—*Studies and Reports Series N (Statistics), No. 25.* Published in the United Kingdom for the International Labour Office by P. S. King & Staples Ltd., 14 Great Smith Street, London, S.W.1. (Price 4s.)

* See footnote * on page 76.

LEGAL CASES AFFECTING LABOUR.

ESSENTIAL WORK (GENERAL PROVISIONS) ORDER—
CONCLUSIVENESS OF CERTIFICATE BY NATIONAL
SERVICE OFFICER AS TO THE EXISTENCE OF AN
"APPROPRIATE COMMITTEE."

Conway v. Stocks.—The Essential Work (General Provisions) Order provides that where a person employed in a scheduled undertaking is reported to a national service officer for being absent or persistently late, that officer shall, if there exists in the undertaking a works committee or other joint council which in his opinion can appropriately deal with the matter (therein referred to as an "appropriate committee"), require the person carrying on the undertaking to refer the matter to that committee unless the matter has already been referred to it. Where, at the date of any report to the national service officer, an appropriate committee exists in the undertaking, no proceedings can be instituted against the person in respect of whom complaint is made unless (a) the matter has been referred to the committee; and (b) the committee have given the prescribed notice to the person concerned; and (c) have made a report to the national service officer. The Order provides that on the prosecution of any person for absenteeism or persistent lateness, a certificate purporting to be signed by a national service officer that at the date of any report to him an appropriate committee did not exist in the undertaking, shall be sufficient evidence of the facts stated therein unless the contrary is proved.

On 22nd September, 1942, Frank Stocks appeared at Otley Police Court in answer to three summonses alleging that on 20th, 22nd and 24th July, 1942, he absented himself without reasonable excuse from work with a company located in the West Riding. The proceedings were instituted by an officer of the Ministry of Labour and National Service. The prosecution handed in a certificate signed by the national service officer that at the date of the report by the company an appropriate committee did not exist in the undertaking. Oral evidence was given by the national service officer to the same effect.

On behalf of the defendant it was proved that at the date of the report there existed in the undertaking a works committee which was composed of representatives of the employees but did not include any representatives of the management; that the national service officer did not require the company to refer to the said works committee the matter of the defendant's absences from work; and that the said matter was never referred to that committee. The defendant contended that the aforesaid works committee was an appropriate committee within the meaning of the Order; and that if the opinion of the national service officer that there was no appropriate committee was final and conclusive, then the provision of the Order that his certificate was sufficient evidence until the contrary was proved was meaningless.

The Justices accepted the defendant's contentions that they were entitled to hear evidence on the point. They held that at the date of the report the opinion expressed by the national service officer was wrong because there did exist in the undertaking an appropriate committee to which the national service officer was bound to refer the matter to be referred; and there having been no such reference they dismissed all three informations.

The informant appealed to the High Court by way of case stated. He contended that it was not open to the Justices to go behind the opinion of the national service officer and to find that the committee which in fact existed was an appropriate committee within the meaning of the Order. The Divisional Court, consisting of the Lord Chief Justice (Lord Caldecote), Mr. Justice Lewis and Mr. Justice Cassels, allowed the appeal. The Lord Chief Justice said that the national service officer was the person to decide whether an appropriate committee existed at the material time and if he gave his opinion in good faith it was conclusive. The words "unless the contrary is proved" had misled the magistrates into thinking that they were permitted to inquire into the question whether there was or was not an appropriate committee—but the words "appropriate committee" were a term of art to describe a committee which could, in the opinion of the national service officer, appropriately deal with the matter. It seemed to his Lordship that the only facts which could be disproved by evidence were the facts that the certificate purporting to be signed by the officer was not signed by him or that the statement that an "appropriate committee" did not exist was not true because such was not his opinion. The case was remitted to the Justices.—*Divisional Court*, 9th April, 1943.

ESSENTIAL WORK (GENERAL PROVISIONS) ORDER, 1942—
REINSTATEMENT OF DISMISSED WORKER.

Hodge v. Ultra Electric Ltd.—Ultra Electric Ltd., who carry on an undertaking scheduled under the Essential Work (General Provisions) Order, terminated the employment of Mrs. Dorothy Birch, a viewer, after obtaining written permission from a national service officer. At the request of Mrs. Birch the national service officer submitted the matter to the local appeal board, and after considering their recommendation he issued a written direction to Ultra Electric Ltd. to reinstate Mrs. Birch in their employment. In consequence of the alleged failure of Ultra Electric Ltd. to comply with this direction proceedings were instituted against them on behalf of the Minister of Labour and National Service under Defence (General) Regulation 58A in

the local Police Court. The summons against the company was dismissed with costs and the Minister appealed by way of case stated.

In the case submitted by them to the High Court it was stated by the Justices that the work of a viewer could be done by an unskilled person; that on 10th August, 1942, the day on which Ultra Electric Ltd. were required to reinstate Mrs. Birch and on which day she presented herself at their premises, there was in fact no work available for her to do; that since 10th August, 1942, Ultra Electric Ltd. have paid Mrs. Birch her wages every week calculated on the basis of a full 55-hour working week but have never admitted her to the premises or allowed her to do any work; and that since that date there has not been any work available for which she was suitable.

Both in the Police Court and in the High Court it was argued by Counsel on behalf of Ultra Electric Ltd. that by paying her wages to Mrs. Birch they had reinstated her in their employment and that they were under no obligation to provide her with work.

The Divisional Court (Mr. Justice Charles, Mr. Justice Tucker and Mr. Justice Croom-Johnson) dismissed the Minister's appeal. Mr. Justice Charles in the course of his judgment said that Ultra Electric Ltd. did not exhibit any desire to evade their responsibility or in any way to flout or disregard the direction. It appeared to his Lordship that the word "reinstatement" connoted the putting back of the person dismissed so far as was humanly possible into the same position as he or she was in when he or she was dismissed. He was unable to say that he could give accord to the submission that the idea of giving work is not to have any consideration in the matter. Under Defence (General) Regulation 58A and the Essential Work Orders made thereunder both work and wages were very closely knit. In the present case, however, in view of the finding of fact that there was no work available for Mrs. Birch to do he had come to the conclusion that the Magistrates were quite right in dismissing the information. Mr. Justice Tucker said that if there had been anything in the nature of a refusal to provide Mrs. Birch with work if suitable work were available, then he thought that different considerations would arise.—*Divisional Court*, 18th April, 1943.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION
ORDER—QUESTION AS TO THE EXISTENCE OF A
"TRADE DISPUTE."

The King v. The National Arbitration Tribunal—Ex parte The Keable Press Ltd.—In the summer of 1942 when the Home Secretary raised the ban on the publication of the "Daily Worker" newspaper, the National Association of Operative Printers and Assistants (hereinafter called "the Natsopa") entered into negotiations with the Keable Press Ltd., the publishers of that newspaper, for the reinstatement of the members of the Society who had been in their employment when publication ceased in January, 1941. The Keable Press Ltd. agreed to the reinstatement of all the men who were available with the exception of a former overseer named Howard.

The first issue of the newspaper was due to appear on Monday, 7th September, 1942, and during the course of the previous day anxious discussions took place between the officials of the Natsopa and the management of the newspaper concerning the question of Howard's reinstatement. In view of the refusal of a number of the men to commence work until Howard was reinstated, the Keable Press Ltd. agreed to re-employ him, but this reinstatement was expressly on a provisional basis and subject to further negotiation.

Further negotiations between the parties failed to resolve the dispute. On 26th October, 1942, the Keable Press Ltd. dismissed Howard. The Natsopa reported to the Minister of Labour and National Service under Article 2(1) of the Conditions of Employment and National Arbitration Order, 1940, that a trade dispute existed between the Keable Press Ltd. and such of the workers in their employ as are members of the London Machine Room branch of the Natsopa. The Minister in pursuance of his powers under Article 2(2) of the said Order referred the said dispute to the National Arbitration Tribunal.

In due course the parties attended before the National Arbitration Tribunal when Counsel for the Keable Press Ltd. submitted that the Tribunal had no jurisdiction because the dispute which existed was not a "trade dispute" within the meaning of the Order namely: "any dispute or difference between employers and workmen, or between workmen and workmen connected with the employment or non-employment, or the terms of the employment or with the conditions of labour of any person." The Keable Press Ltd. contended that the dispute was not between them and any of their workmen, but was between the Keable Press Ltd. and the Natsopa. The Chairman of the Tribunal stated that he had no power to decide whether or not a trade dispute existed and he adjourned the proceedings in order that the Keable Press Ltd. could apply to the High Court for an Order of Prohibition restraining the National Arbitration Tribunal from dealing with the matter.

The application by the Keable Press Ltd. for an Order of Prohibition was heard by the Divisional Court on 16th and 19th April, 1943. Evidence was given by affidavit and after hearing Counsel for the Keable Press Ltd., for the Natsopa and for the Ministry of Labour and National Service, the Court, consisting of Mr. Justice Charles, Mr. Justice Tucker and Mr. Justice Croom-Johnson, dismissed the application. In the view of the

Court there was the most ample evidence that a trade dispute existed between the Keable Press Ltd. and workmen in their employ, so that the Minister had correctly referred the matter to the National Arbitration Tribunal who had jurisdiction to deal with the matter.—*Divisional Court*, 16th and 19th April, 1943.

CONDITIONS OF EMPLOYMENT AND
NATIONAL ARBITRATION ORDERS,
1940-1942.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During April, 1943, the National Arbitration Tribunal issued seven awards, Nos. 330 to 336. Two of these awards are summarised below; the other five awards related to cases affecting individual employers.

Award No. 330 (5th April).—*Parties:* The members of the Engineering and Allied Employers' London and District Association and members of the Amalgamated Engineering Union employed by them. *Claim:* For an increase in the basic rates in the Reading district. *Award:* The Tribunal found against the claim.

Award No. 335 (21st April).—*Parties:* The members of the Coventry & District Engineering Employers' Association and members of the Amalgamated Engineering Union employed by them. *Claim:* For the restoration of previous practices with regard to payment for waiting-time in certain establishments. *Award:* The Tribunal found that the claim had not been established.

NATIONAL ARBITRATION TRIBUNAL
(NORTHERN IRELAND) AWARDS.

During April, 1943, the National Arbitration Tribunal (Northern Ireland) issued six awards, Nos. 186-191. Four of these awards are summarised below; the other two awards related to cases affecting individual employers.

Award No. 187 (9th April).—*Parties:* The members of the Northern Ireland Master Butchers' Association and certain of their employees. *Claim:* For an increase of 5s. per week on the existing minimum rate of £4 per week. *Award:* That the present War Bonus of 7s. per week shall be increased to 12s. per week which, together with a basic wage of £3 13s. per week (making a total of £4 5s. per week, in all) shall be the minimum weekly rate of wages for journeymen butchers. The above award is on the basis that nothing therein shall operate to reduce existing rates of wages.

Award No. 188 (14th April).—*Parties:* The members of the Belfast and North of Ireland Carriers' Association and certain of their employees. *Claim:* That (a) the working week of 48 hours "shall be inclusive of the time the worker is due to report at the stable or garage to commence work and also the time until the worker leaves when he has completed his work," and that the starting time shall not be later than 8 a.m.; (b) when the workers have exceeded 8½ hours on the first five days of the week, or 5½ hours on Saturday, a minimum of 30 minutes overtime shall be paid; (c) the wages of all workers covered by the Agreement shall be increased by 10s. per week and the wages of spellmen be increased on the daily basis *pro rata*; (d) workers called upon to do stable duty on Sunday shall be paid one day's pay. *Award:* That (i) the normal working week shall be one of 48 hours, made up of 8½ hours per day, Monday to Friday inclusive, and 5½ hours on Saturday; (ii) the times of commencing work shall be arranged by individual employers after consultation with their workers, subject to the proviso that the starting time shall not normally be later than 8.45 a.m., Monday to Friday inclusive, and shall not normally be later than 8 a.m. on Saturday; (iii) in interpreting this award the starting time shall be the time at which it has been arranged that the worker shall report for duty at the stable or garage and the stopping time the time at which the worker leaves on the completion of his work for the day; (iv) a period not exceeding 15 minutes from the time at which the worker reports back to the stable in the evening shall be allowed for ostling; (v) the several rates of wages as set out in paragraphs 2 and 3 of the Memorandum of Agreement between the Belfast and North of Ireland Carriers' Association and the Amalgamated Transport and General Workers' Union (which came into operation on 12th October, 1942) shall be increased by 5s. per week with a *pro rata* increase in the rates for spellmen; (vi) the existing allowance of 2s. 6d. per week to cover ostling shall be discontinued. The Tribunal found that the other parts of the claim had not been established and they awarded accordingly.

Award No. 190 (16th April).—*Parties:* Down County Council and certain of their employees. *Claim:* (i) An increase of 8s. 6d. per week for all road surfacemen; (ii) rate for foremen to be £3 10s. per week, a proportionate rate to be paid to quarrymen, etc.; (iii) the "dirty money" allowance to be increased by 100 per cent.; (iv) an increase on the existing allowance of 15s. in lieu of dungarees; (v) an increase of 1s. per day to carters; (vi) the hours of employment of men attending steam rollers on the road to be the same as those of quarrymen. *Award:* (i) Road surfacemen: an increase of 3s. 6d. per week on the existing rate of wages of 51s. 6d. per week; (ii) road foremen: a rate not less than 10s. per week above the increased rate for road surfacemen; (iii) quarrymen and men with steam rollers: an increase of 3s. 6d. per week on

the existing rates of wages; (iv) carters in quarries: an increase of 1s. per day. The Tribunal found that the other parts of the claim has not been established and they awarded accordingly.

Award No. 191 (22nd April).—Parties: The members of the Irish Bleachers' Association Ltd.; Irish Dyers Ltd. and Hydraulic Mangle Finishers' Association and certain of their employees. *Claim:* That (i) basic rates be established for all workers in each of the firms within the above-named Associations, these rates to be without prejudice to those earning higher rates; (ii) an increase of 8s. per week be given to all male workers 18 years of age and over, and 6s. per week to all women 18 years of age and over and to all workers under 18 years of age; (iii) these increases be paid in addition to the basic rates referred to above; (iv) the above increases be paid retrospectively as from 19th June, 1942. *Award:* Adult male workers: a minimum rate of wages of 1s. 1d. per hour to general workers or labourers. Semi-skilled and skilled: A minimum rate of wages of 1s. 3d. per hour. Adult female workers: A minimum rate of 9d. per hour. The working week in each case to be one of 48 hours. The award is on the basis that nothing therein shall operate to reduce existing rates of wages.

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

INDUSTRIAL COURT AWARDS.

During April, 1943, the Industrial Court issued four awards, Nos. 1903-1906. Three of these awards are summarised below; the remaining award related to a single undertaking.

Award No. 1903 (7th April).—Parties: Employers' Side and Staff Side, National Joint Board of Employers and Members of Staff (Electricity Supply Industry). *Claim:* For the year 1943 the Employers' Side asked that holidays be granted to the technical staff in accordance with Industrial Court Award No. 1854. *Award:* The Court awarded in favour of the claim.

Award No. 1904 (12th April).—Parties: Trade Union Side and Official Side, Shipbuilding Trade Joint Council for Government Departments. *Claim:* That the range of hired rates of pay of patternmakers be greater by 5s. a week than the corresponding rates of the full range available for fitters. *Award:* The Court awarded that the advance in the basic weekly rates of pay of patternmakers provided for in Industrial Court Award No. 1708 be extended to patternmakers in receipt of classified rates.

Award No. 1906 (30th April).—Parties: Trade Union Side and Official Side, Shipbuilding Trade Joint Council for Government Industrial Departments. *Claim:* That an allowance of 10s. a week be paid to mechanics employed in the offices of foremen. *Award:* The Court awarded that the wages of any mechanics employed in a foreman's office be not less than 4s. above the standard basic weekly rate.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During April, 1943, four awards, three of which related to disputes reported under the Conditions of Employment and National Arbitration Orders, 1940-1942, were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. Three of these awards related only to individual undertakings. The other, to which the Scottish Union of Bakers, Confectioners and Bakery Workers on the one hand, and The Ayrshire District Co-operative Wages Board and The Ayrshire Master Bakers' Association on the other hand were parties, related to the interpretation to be put on Clause 10 in the Ayrshire District Working Agreement in relation to certain employees. The Arbitrator issued his award on 2nd April, 1943.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

During April, 1943, proposals to vary minimum rates of wages for all classes of male and female workers in the trades concerned were issued as shown below.

Hollow-ware Trade Board (Great Britain).—Proposal H.(39), dated 2nd April.

Baking Trade Board (England and Wales).—Proposal BK.(18), dated 8th April.

Rubber Reclamation Trade Board (Great Britain).—Proposal R.R.(13), dated 14th April.

Pin, Hook and Eye and Snap Fastener Trade Board (Great Britain).—Proposal O.(27), dated 27th April.

The following proposals affecting particular classes of workers were also issued:—

Flax and Hemp Trade Board (Great Britain).—Proposal F.H.(49), dated 9th April, to fix minimum rates of wages for certain classes of female workers.

Retail Bespoke Tailoring Trade Board (Northern Ireland).—Proposal N.I.T.R.B. (N.45), dated 10th April, to vary minimum rates of wages for certain male and female workers.

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 Sunnyside Mansions Hotel, Knowsley Road, Southport, Lancashire, for a Board in Great Britain, or at 31 Eglantine Avenue, Belfast, for a Board in Northern Ireland.

CONFIRMING ORDERS.

During April, 1943, Orders* confirming variations of minimum rates of wages for all classes of male and female workers in the trades concerned were made as follows:—

Stamped or Pressed Metal Wares Trade Board (Great Britain).—Order Q.(54), dated 13th April; effective from 26th April, 1943.

Aerated Waters Trade Board (England and Wales).—Order A.(23), dated 17th April; effective from 3rd May, 1943.

General Waste Materials Reclamation Trade Board (Great Britain).—Order D.B.(32), dated 30th April; effective from 14th May, 1943.

Paper Box Trade Board (Northern Ireland).—Order N.I.B.(27) dated 20th April; effective from 29th April, 1943.

Orders were also made confirming variations of minimum rates of wages for certain classes of workers as indicated below:—

Jute Trade Board (Great Britain).—Order J.(69), dated 13th April, relating to certain classes of male workers and all female workers; effective from 26th April, 1943.

Boot and Shoe Repairing Trade Board (Great Britain).—Order D.(74), dated 17th April, relating to male and female workers employed on heeling with two pieces of leather; effective from 5th May, 1943.

Keg and Drum Trade Board (Great Britain).—Order K.D.(26), dated 23rd April, relating to female workers 19 years of age or over; effective from 5th May, 1943.

Baking Trade Board (Scotland).—Order BKS.(10), dated 26th April, relating to certain classes of male and female workers; effective from 7th May, 1943.

Linen and Cotton Embroidery Trade Board (Northern Ireland).—Order N.I.E.(26), dated 1st April, relating to female workers; effective from 12th April, 1943.

STATUTORY RULES AND ORDERS.

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

*Order in Council adding Regulation 47 AC to the Defence (General) Regulations (Isle of Man), 1939. (S.R. & O. 1943, No. 588).—*This Order, made on 20th April, 1943, provides that, in cases where a seaman is ordered to join a ship under the Defence (General) Regulations (Isle of Man), 1939, or the Defence (Merchant Navy Reserve Pool) Regulations (Isle of Man), 1942, or the Essential Work (Merchant Navy) Order, 1942, as extended to the Isle of Man, and the seaman neglects or refuses to sign the agreement with the crew (ship's articles), the signature of the seaman can, in effect, be placed on the articles for him, so that his legal position is thereby assimilated to that of a seaman who has voluntarily joined the ship in the ordinary way.

*The National Union of Seamen (Membership Contributions) Order, 1943, dated April 16, 1943. (S.R. & O. 1943, No. 635).—*The effect of this Order, made by the Minister of War Transport, is to render inoperative the provisions of Section 163 of the Merchant Shipping Act, 1894, which restrict certain dispositions by seamen of their wages, in the case of dispositions by seamen relating to the application of wages in the payment of contributions to the National Union of Seamen.

*The Control of Employment (Directed Persons) Order, 1943, dated April 28, 1943, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939. (S.R. & O. 1943, No. 651)—*See summary on page 61.

* 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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