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SPECIAL ARTICLES, REVIEWS, ETC.

TRAINING FOR THE BUILDING INDUSTRY.

GOVERNMENT PROPOSALS FOR MEETING POST-WAR LABOUR DEMANDS.

A Memorandum* setting out the Government's proposals for the expansion of the labour force in the building industry, so as to enable it to meet demands for building in the post-war years, has recently been published as a Command Paper.

The Memorandum, which was prepared by the Minister of Labour and National Service and the Minister of Works, points out that there will be an unprecedented demand and need for building in the years following the war. The Government have accordingly given close attention to the problems involved and consider it desirable to state now the line of action which they propose to follow in preparation for the post-war building task. In their study of the various problems the Government have given careful consideration to an exhaustive Report† on training for the industry, made to the Minister of Works by the Education Committee of the Central Council for Works and Buildings. Certain points arising from the Report have been further discussed with representatives of the industry, and the Government's proposals outlined in the Memorandum have been formulated on the basis of the agreement reached at the discussions.

The necessary expansion of the labour force, the Memorandum states, must be carefully planned in relation to a long-term programme of construction, and on the basis of the available facts the Government consider that a post-war construction programme designed for ten to twelve years will require the labour force in the building industry to be built up over a period to about 1,250,000 men. It will be an essential part of the expansion that recruitment into the industry shall be regulated so as to correspond as closely as possible with the estimated future demands of the construction programme, and a further condition of the satisfactory expansion of the labour force is the establishment, under adequate guarantees, of conditions of work which will, as far as possible, eliminate the casual form of engagement which was formerly the most unsatisfactory characteristic of employment in the industry. The Government consider that the nature and scope of any guaranteed payment in the industry should be determined by the negotiating machinery within the industry itself; they would favour the adoption by the building industry of measures for a guaranteed period of employment, and would, if requested, consider favourably the continuance during the immediate post-war period of the present statutory provisions controlling registered building

* *Training for the Building Industry*. Cmd. 6428. H.M. Stationery Office, price 1d. net. (2d. post free).
† See page 36 of this issue.

and civil engineering contracting undertakings, which require all such undertakings to observe the terms and conditions of employment agreed in the industry.

If the labour force of the building industry is to be expanded to the size indicated, the Memorandum remarks, there will be a large deficiency which cannot be made good by the normal method of recruitment and apprenticeship training of boys, and must, therefore, be met by the special training of adults on a large scale. For this purpose the Government propose a short-term plan for the provision by the Ministry of Labour and National Service of special training for up to 200,000 men during the first three or four years of the construction programme. The plan is based on the principle that the industry must fully participate in and be associated, both centrally and locally, with the administration of the schemes of training and the selection of trainees, and provides for the establishment of a Building Advisory Panel which, under the presidency of the Minister of Labour and National Service or his deputy, is to cover all relevant questions arising out of the building programme. Under the Panel there is to be a Special Training Committee responsible for considering technical and other matters, such as (i) the number of persons to be admitted to training over a given period; (ii) the proportion between different occupations; (iii) the methods to be adopted in selecting persons for training and the considerations affecting selection; (iv) the curriculum of training; (v) the nature of the trade test to be applied; (vi) the standard of proficiency to be attained to qualify for admission to the industry; (vii) the development of "retraining" schemes, for men already in the industry, to meet requirements of new processes and techniques. Local Advisory Committees, attached to the Employment Exchanges, are to be set up to assist in the selection of applicants for training and in other matters affecting training in the locality.

In working out the plan, both at Headquarters and locally, full account will be taken of the special requirements and interests of the civil engineering as well as the building industry. The Ministry of Labour and National Service will be responsible for providing the special training, whether it is given in Government Training Centres or in technical or similar institutions, but will work in close collaboration with the Education Departments and Ministry of Works.

The Government point out that, while it will not be necessary to put these arrangements into full effect until the end of the war is in sight, much preparatory work requires to be done; accordingly, they intend to establish the Headquarters organisation in the near future and to proceed with the local organisation at the appropriate time.

The arrangements have been devised on the assumption that the great part of the training will have to be given in this country, but consideration is to be given to the possibility of

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

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 February resulted in an aggregate increase estimated at about £40,000 in the weekly full-time wages of nearly 170,000 workpeople, and in a decrease estimated at £3,000 in those of nearly 180,000 workpeople.

The industries and services in which wage rates were increased during February included merchant shipping, electrical cable manufacture, rope, twine and net manufacture, and the printing industry in certain towns in Scotland. The principal industries in which wage rates were reduced were iron and steel manufacture, iron-ore mining, tinplate manufacture and tobacco manufacture; the decreases were in all cases due to the operation of sliding-scale arrangements under which rates of wages vary with the movements of the official cost-of-living index number.

The adoption of revised scales of pay for officers and other ratings in the Merchant Navy resulted in increases in pay of varying amounts. The increases ranged, in most cases, from 5s. to £4 a month or 4s. to 18s. a week in the case of officers and from 8s. 9d. to £2 7s. 6d. a month or 3s. to 10s. 11d. a week for other ratings. In electrical cable manufacture there were increases of 5s. a week for men on time-work, 6s. a week for women on time-work, 4s. a week for piece-workers, and smaller increases for juniors. The general minimum time rates and piece-work basis time rates fixed under the Trade Boards Acts for the rope, twine and net manufacturing industry were raised by 1d. an hour for men, 1½d. an hour (1d. or 1½d. an hour in Northern Ireland) for women, and ½d. to 1½d. an hour for younger workers. In the printing industry in many towns in Scotland, compositors and machine operators received increases of 2s. to 6s. a week. There were also increases for painters in London, for bakers in Northern Ireland, and for workers engaged in the cotton waste reclamation trade.

In the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.), the flat-rate additions to wages were reduced in most districts, under cost-of-living sliding-scale arrangements, by 0.8d. a shift for men and 0.6d. or 0.4d. a shift for youths and boys. Decreases of similar amounts occurred also in iron-ore mining in certain districts and in tinplate manufacture. In tobacco manufacture, the Trade Board minimum time rates were reduced, under a cost-of-living sliding scale, by 4½d. a week for men and 3d. a week for women and juveniles.

Of the total increase of £40,000, about £37,000 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 £3,000 was due to the operation of sliding scales based on fluctuations in the cost of living.

The changes reported in January and February, 1943, in the industries covered by the statistics, are estimated to have resulted in a net increase of about £185,000 a week in the full-time wages of nearly 1,000,000 workpeople, and in a net decrease of £2,600 in those of nearly 160,000 workpeople. In the corresponding two months of 1942 there was a net increase of about £150,000 in the weekly full-time wages of over 1,500,000 workpeople, and a net decrease of about £2,200 in those of 80,000 workpeople.

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 40.

Hours of Labour.

No important changes were reported during February.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY.

Table with columns: Industry, District, Date from which Change took effect, Classes of Workpeople, and Particulars of Change. (Decreases in Italics.)

* 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.

† Under cost-of-living sliding-scale arrangements. ‡ Other flat-rate additions of 1s. a shift for men, 9d. a shift for youths 18 and under 21, and 6d. a shift for boys under 18, granted by an Arbitration Award dated 26th December, 1942, with retrospective effect to the 1st pay week in September, 1942, remained unchanged.

§ Women aged 21 years and over may not receive less than 4s. 8d. a shift, plus 6s. 5 per cent. (or in some cases 6s. 7.5 per cent.) and a flat-rate addition of 2s. 5.6d. || This decrease affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.

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

Table with columns: Industry, District, Date from which Change took effect, Classes of Workpeople, and Particulars of Change. (Decreases in Italics.)

* These decreases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Federation, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), the Midlands, South Wales and the West of Scotland.

† This decrease affected mainly the employees of firms which are members of the Galvanising Conciliation Board. || These changes 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, obtainable from H.M. Stationery Office.

¶ Home bakeries are bakeries (other than those producing 1 lb. or 2 lb. batch loaves or pan loaves exceeding 1 lb. in weight) in which the number of workers engaged in occupations within the scope of the Trade Board does not exceed six.

The Arbitrator defined the agreement and included in his award a percentages table for future guidance.

Parties: Amalgamated Society of Wood-Cutting Machinists and the Plymouth Employers' Association. *Claim*: Increase in wages for workers employed in saw mills by members of the Employers' Association. *Award*: The Arbitrator decided against the claim.

Parties: The Workers' Side and the Employers' Side of the Interim Industrial Reconstruction Committee for the Cocoa, Chocolate, Sugar Confectionery and Jam Industries. *Claim*: For an increase in the wage rates in the two agreements relating to (a) the cocoa and chocolate industries, and (b) the sugar confectionery, preserved foods and jam industries, with proportionate increases for piece workers and juveniles covered by the agreements. *Award*: The Arbitrator awarded increased war allowances for male and female employees in the cocoa and chocolate industries, the rates for juveniles being left to the parties to determine. The hearing of the claim for the sugar confectionery, preserved foods and jam industries was adjourned at the request of the parties as negotiations were proceeding.

CIVIL SERVICE ARBITRATION TRIBUNAL.

During February, 1943, the Civil Service Arbitration Tribunal issued two awards,* Nos. 72 and 73. The first award related to a claim for increases in the allowances for (a) motor driving and (b) cycle cleaning for postmen, auxiliary postmen, mail porters, boy messengers, cleaners and certain other grades employed by the Post Office; the second award related to a claim for basic rates of remuneration for women tracers employed by the Ministry of Aircraft Production, respectively.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

During February, 1943, proposals to vary minimum rates of wages were issued as shown below. Further information may be obtained, by persons engaged in the respective trades, on application to the Secretary of the Board concerned at Sunnyside Mansions Hotel, Knowsley Road, Southport, Lancashire.

Keg and Drum Trade Board (Great Britain).—Proposal K.D.24, dated 3rd February, 1943, to vary minimum rates of wages for female workers.

Toy Manufacturing Trade Board (Great Britain).—Proposal Y.(30), dated 9th February, 1943, to vary minimum rates of wages for male and female workers.

General Waste Materials Reclamation Trade Board (Great Britain).—Proposal D.B.(31), dated 22nd February, 1943, to vary minimum rates of wages for male and female workers.

CONFIRMING ORDERS.

During February, 1943, the Minister of Labour and National Service in Great Britain and the Ministry of Labour in Northern Ireland, made Orders* in pursuance of the powers conferred by the Trade Boards Acts, confirming minimum rates of wages as varied by the Trade Boards indicated below.

Cotton Waste Reclamation Trade Board (Great Britain).—Order C.W.(35), dated 10th February, 1943, confirming a variation of minimum rates of wages for male and female workers, and specifying 22nd February, 1943, as the date from which such rates became effective.

Milk Distribution Trade Board (England and Wales).—Order M.D.(36), dated 20th February, 1943, confirming a variation of minimum rates of wages for a certain class of female workers, and the regrading of areas, and specifying 8th March, 1943, as the date from which such rates became effective.

Rope, Twine and Net Trade Board (Northern Ireland).—Order N.I.R.(40), dated 6th February, 1943, confirming the variation of general minimum time rates, piecework basis time rates and general overtime rates for male and female workers, and specifying 10th February, 1943, as the date from which such rates became effective.

Baking Trade Board (Northern Ireland).—Order N.I.Bk.(17), dated 8th February, 1943, confirming the variation of general minimum time rates and general overtime rates for certain classes of male and female workers employed in establishments other than Home Bakeries, and specifying 19th February, 1943, as the date from which such rates became effective.

General Waste Materials Reclamation Trade Board (Northern Ireland).—Order N.I.W.R.(18), dated 12th February, 1943, confirming the variation of general minimum time rates, piecework basis time rates, and general overtime rates for male and female workers, and specifying 22nd February, 1943, as the date from which such rates became effective.

STATUTORY RULES AND ORDERS.

Particulars are given below of Orders made by the Minister of Labour and National Service which have been published in the series of *Statutory Rules and Orders* since the last issue of this GAZETTE was prepared, as well as of other Orders, so published, relating to matters with which the Ministry is concerned, either directly or indirectly. The price of each Order,* unless otherwise indicated, is 1d. net (2d. post free). S.R.&O.

1943, No.	Title.
194†	<i>Order in Council adding Regulation 47AC to the Defence (General) Regulations, 1939</i> .—[This Order, made on 10th February, 1943, provides that, in cases where a seaman is ordered to join a ship under the Defence Regulations and 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.]
195†	<i>Order in Council adding Regulation 54CA to the Defence (General) Regulations, 1939</i> .—[This Order extends the powers conferred on specified competent authorities by Regulation 54C of the Defence Regulations so as to enable those authorities, subject to specified conditions, to give directions appointing any experienced person to be a director of a war production undertaking in cases where this is deemed necessary for the purpose of improving the efficiency of the undertaking.]
268	<i>The Magnesium (Grinding of Castings and Other Articles) Order, 1943</i> , dated February 11, 1943, made by the Minister of Labour and National Service under Regulation 60 of the Defence (General) Regulations, 1939.—[See summary on page 37.]
339	<i>The Specified Classes of Persons (Registration) Order, 1943</i> , dated February 27, 1943, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See summary on page 37.]

OFFICIAL PUBLICATIONS RECEIVED.

[NOTE.—The prices are net, and do not include postage.*]

COLONIAL DEVELOPMENT AND WELFARE.—*Development and Welfare in the West Indies, 1940-1942*. Report by Sir Frank Stockdale, K.C.M.G., C.B.E. Colonial No. 184. (1s. 6d.)

COMPENSATION FOR WAR INJURIES.—(i) *Report from the Select Committee on Equal Compensation*. (3d.) (ii) *Proceedings of the Committee, Minutes of Evidence, Appendices and Index relating to the Report of the Committee*. (4s. 6d.) H.C.53.

INDUSTRIAL TRAINING.—(i) *Training for the Building Industry*. Memorandum by the Minister of Labour and National Service and the Minister of Works. Cmd. 6428 (1d.) See page 35 of this GAZETTE. (ii) *Report on Training for the Building Industry*. Central Council for Works and Buildings (Education Committee). (1s.) See page 36 of this Gazette.

NURSES' SALARIES.—(i) *First Report of Nurses' Salaries Committee. Salaries and Emoluments of Female Nurses in Hospitals*. Cmd. 6424. (9d.) (ii) *Scottish Nurses' Salaries Committee. Interim Report*. Cmd. 6425. (3d.) See page 37, of this GAZETTE for summaries of these Reports.

UNEMPLOYMENT FUND.—*Unemployment Fund Accounts, 1941, showing the Receipts and Payments for the year ended 31st March, 1942; together with the Report of the Comptroller and Auditor General thereon*. H.C. 33. (2d.) See page 43 of this GAZETTE.

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

† This Order and other Orders have been published together as *Statutory Rules and Orders, 1943 Nos. 193-200*, price 1d. net (2d. post free).

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