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SPECIAL ARTICLES, REVIEWS, ETC.

DISABLED PERSONS (EMPLOYMENT) BILL.

A Bill "to make further and better provision for enabling persons handicapped by disablement to secure employment or work on their own account, and for purposes connected therewith" was introduced in the House of Commons by the Minister of Labour and National Service on 2nd December, 1943. The Bill is designed to give effect to the relevant recommendations contained in the Report of the Interdepartmental Committee on the Rehabilitation and Resettlement of Disabled Persons, a summary of which was given on page 21 of the issue of this GAZETTE for February, 1943.

The Bill makes provision for the vocational training and industrial rehabilitation of disabled persons, for the registration of such persons, for the imposition upon certain employers of an obligation for the employment of a quota of persons so registered, for the appropriation of vacancies in certain employments for persons so registered and for assisting persons so registered who are seriously disabled to obtain employment or work on their own account, under special conditions.

A disabled person, as defined in the Bill, is "a person who, on account of injury, disease, or congenital deformity, is substantially handicapped in obtaining or keeping employment, or in undertaking work on his own account, of a kind which, apart from that injury, disease or deformity, would be suited to his age, experience and qualifications."

For the vocational training and industrial rehabilitation of disabled persons who are not under sixteen years of age the Minister of Labour and National Service may provide or arrange courses designed to render such persons competent to undertake employment, or work on their own account, of a kind suited to their age, experience and general qualifications. Payments may be made to persons attending the courses, and contributions may be made by the Minister towards the costs of courses established by arrangement with the Minister.

The Minister is required to establish and maintain a register of disabled persons, to be kept in such form as he may determine. Persons who desire their names to be entered in the register must make application, and it is a condition of registration that the Minister shall be satisfied that the applicant is a disabled person and that his disablement is likely to continue for six months or more from the time of the entry of his name in the register. Such other conditions of qualification for registration

as the Minister may prescribe by regulations must also be satisfied. Persons in receipt of disability pensions from the 1914-18 war and certain other specified persons are to be treated as persons whose disablement is likely to continue for six months or more from the time of entry of their names in the register, and such persons are to be registered without the need for any application.

Subject to such regulations as the Minister may make prescribing matters which are to constitute conditions of, or disqualifications from, the retention in the register of the names of any persons, either generally or in particular circumstances, the names of persons entered in the register are to be retained therein (a) in the case of any person other than a 1914-18 disablement pensioner, until the expiration of such period as may be specified by the Minister at the time of the entry as the time for which his name is to be retained therein without further application (or until his death during that period); (b) in the case of such a pensioner, so long as he continues to be such.

In order to secure employment under ordinary conditions for disabled persons who are registered, the Bill provides that employers of substantial staffs shall be required to employ a quota of such persons, and that this requirement shall apply to employers who for the time being, or in accordance with their normal practice, employ persons numbering not less than twenty-five (or such other number as may be specified by an Order made by the Minister for the time being in force). For the purpose of the enforcement of the quota obligation an employer who has less than his quota is to be prohibited from filling a vacancy by engaging a person who is not registered and from discharging without reasonable cause an employee who is so registered. For safeguarding the position of persons with statutory or other reinstatement rights, special provision is made in the Bill.

Employers' quotas are to be determined on the basis of (i) a standard percentage, and (ii) a special percentage, either greater or smaller than the standard percentage, for employment in any trade or industry, or in any branch or part of any trade or industry, or for employment with any class of employer, being employment to which it appears to the Minister that a percentage other than the standard percentage ought to be assigned on the ground of its having distinctive characteristics as respects its suitability for disabled persons. The standard percentage and any special percentage are to be such as may be specified by Order made by the Minister after consultation with such organi-

sations of employers and workers respectively, or both employers and workers, as he thinks fit; and the employer's quota is to be the number ascertained by the appropriate application of the standard and special percentages to the numbers of workers in his employment. If, while the quota condition is still not satisfied, an employer desires to take a person or persons not registered into his employment and applies for permission to do so, the Minister may grant a permit if he considers it expedient to do so, having regard to the nature of the employment and to the availability of suitable registered disabled persons. On the other hand, provision is made in the Bill for certain classes of employment to be designated for the purpose of appropriating them, as vacancies occur, for registered disabled persons, and such employments are to be excluded from the quota calculations.

Provision is also made in the Bill for facilities for employment or work under special conditions to be provided for persons whose disability prevents them from entering employment or taking work under ordinary conditions. These facilities may be provided either by a non-profit making company established for that purpose and subject to the control of the Minister, or by an association or body similarly constituted. Financial assistance for the provision of these facilities and payments to the persons benefiting thereby may be granted by the Minister.

To advise and assist the Minister on matters arising out of the operation of the Bill a National Advisory Council and District Advisory Committees are to be established. These organs are to include equal numbers of persons appointed to represent employers and workers respectively.

The Bill does not apply to Northern Ireland, but the Parliament of Northern Ireland is specifically empowered to make laws for purposes similar to those of the Bill.

ESSENTIAL WORK (TRAWLER FISHING) ORDER, 1943.

By this Order,* made by the Minister of Labour and National Service on 2nd December, 1943, provision has been made for the setting up of Trawler Fishing Schemes in the principal trawler fishing ports of the country.

The objects of the schemes are to secure the efficient and economical operation of British trawlers by the provision of an adequate, regular and mobile labour force, and to regularise trawler fishing by the continuous employment of trawlermen and the registration of such men, of trawler owners, and of British trawlers.

Schemes established under the Order must be approved by the Minister of Labour and National Service and when a scheme has been so approved in respect of any port and the registration of trawler owners, trawlermen, and British trawlers has been completed, fishing with British trawlers operating from that port will be confined to trawler owners and trawlermen who have been registered under the scheme.

For the purpose of administering Trawler Fishing Schemes the country will be divided into regions comprising the South Wales, East and North-East Coast, Fleetwood, and Scottish ports, respectively. Each scheme will be submitted to the Minister of Labour and National Service, for his approval, by a National Joint Committee which is being set up and which will exercise general supervision of the administration of schemes. The day-to-day administration will be carried out by Port Joint Committees and the activities of these Committees will be generally controlled by Regional Joint Committees for each region.

At the inception of a scheme, it will be the duty of the Port Committee to set up registers of trawler owners, British trawlers and trawlermen in the port. So far as the register of men is concerned, all men who on the appointed day are employed as members of the crew of a British trawler operating from the port will be registered. The Port Committee will also receive and consider applications from other persons with experience in trawler fishing. Special provision will be made for the inclusion of trawler men who have been discharged from H.M. Forces.

Trawlermen registered under a scheme, when not actually employed by a trawler owner, will be employed by the Port Trawler Owners' Association in the "Reserve Pool." For the purpose of paying the wages of men in the "Reserve Pool" each Trawler Owners' Association will set up a fund, the income of which will be derived from a levy on employers calculated on the gross sales of fish landed by trawler owners in the port. This levy will be at a uniform rate in all ports to be determined by the National Committee, which will have power to control the distribution of any surplus or deficiency arising on the working of the Regional Schemes.

The rates of pay while in the "Reserve Pool" are for determination by the National Committee. The following daily rates for adults have been agreed: skippers, 15s.; mates and chief engineers, 12s. 6d.; other ratings, 10s. It has also been agreed that there shall be holidays with pay at Reserve Pool rates, on the basis of one day for each month served on articles.

When in the "Reserve Pool," a trawlerman will be required to (a) report as and when directed to the office of the Port Trawler Owners' Association; (b) accept any employment on board a British trawler which the Port Committee considers suitable in his case; (c) accept any other employment for which he is considered suitable by the Port Committee or attend any course of instruction as required by them; (d) travel

* S.R. & O. 1943, No. 1674. H.M. Stationery Office, price 2d. net.

to other ports for employment or training as described in (b) and (c) above. Trawlermen, when transferred to other ports, will be paid travelling expenses and subsistence allowance.

A trawlerman may be temporarily released from the "Reserve Pool" (a) if the Committee is satisfied that he is unable temporarily through illness to accept work, or (b) for domestic or personal reasons, or (c) for employment outside the provisions of the scheme if he is temporarily surplus to requirements.

Any trawler owner who fails to carry out the conditions of a Trawler Fishing Scheme or to make any necessary payment under the scheme may be given seven days' notice in writing by the Port Committee of their intention to remove his name from the register of trawler owners. Such a trawler owner will have the right of appeal to the National Committee whose decision will be final unless, within seven days of the findings of that Committee, the trawler owner exercises his right of appeal to the Minister of Labour and National Service, whose decision will then be final.

Penalties may be imposed by the Port Committee for breaches of discipline on the part of trawlermen. Any man dismissed or suspended will, however, have the right of appeal to a Local Appeal Board of the Ministry of Labour and National Service. Except in cases of serious misconduct, a trawlerman will not be dismissed from the scheme, and a trawlerman will not be able to leave his employment under the scheme unless seven days' notice has been given and the consent of a National Service Officer has been obtained. Any man who absents himself from work unless he has reasonable excuse, or is persistently late in presenting himself for work, will be liable for prosecution after report by the Port Committee.

The Order came into effect on 13th December, 1943, but it does not apply to the several ports until schemes have been approved by the Minister of Labour and National Service and have been put into operation.

INCOME TAX (EMPLOYMENTS) ACT, 1943.

This Act, which received the Royal Assent on 11th November, provides for the introduction in April, 1944, of a new system of collection of income tax on wages and the lower ranges of salaries, and on certain classes of pensions.

The new system, which is based on the principle of "pay-as-you-earn," will apply with certain exceptions to (a) all manual wage-earners, (b) non-manual wage-earners whose wages are calculated by the hour, day, week or any other period less than a month, and (c) other persons whose total emoluments from all employments, for the year 1943-44, do not exceed £600,* exclusive of overtime payments. It will also apply to pensioners from employment similarly remunerated. It will not, however, apply to persons serving in or with the armed forces of the Crown.

The Act provides that the income tax assessments are to be based on the actual wages or other emoluments of the year of assessment, and that employers, when making any payment of wages or salaries, are to make a deduction or repayment of tax, calculated by reference to tax tables prepared by the Commissioners of Inland Revenue, notwithstanding that the assessments have not then been made. Regulations as to the detailed operation of the scheme are to be made by the Commissioners of Inland Revenue and laid before the House of Commons.

APPLICATION OF THE SCHEME TO WAGE-EARNERS.

It was originally proposed that the new scheme should apply only to weekly wage-earners, and a description of the system under which manual wage-earners are at present assessed to income tax, together with an outline of the new scheme in its application to weekly wage earners, was published in a White Paper† presented to the House of Commons in September last by the Financial Secretary to the Treasury.

Under the existing law, the manual wage earner is assessed to Income Tax for any year on his actual earnings of that year. Two half-yearly assessments are made, the first in respect of the wages for the half-year from 6th April to 5th October, and the second in respect of the wages for the half-year from 6th October to 5th April. The collection of the tax lags ten months behind the receipt of the wages assessed, the tax charged on the wages of the six months from 6th April to 5th October being collected from the wages of the six months commencing the following February, and the tax charged on the wages of the six months from 6th October to 5th April being collected from the wages of the six months commencing the following August.

This lag in collection involves the deduction from current wages of an amount of tax computed by reference to the earnings of a period many months past. That is no disadvantage to the taxpayer whose income remains constant or is on a rising scale, but, where wages fall or fluctuate, hardship may arise by reason of the deduction, from wages which have fallen, of the tax attributable to higher wages paid previously.

The new system for collecting tax on a current earnings basis, outlined in the White Paper, will automatically adjust the weekly deduction of tax to any rise or fall in wages, and at the same time relate the weekly deductions to the final liability to tax on the aggregate wages for the whole year. The tax deducted from

* The Chancellor of the Exchequer gave an assurance in the House of Commons on 2nd November to the effect that, in a future Finance Bill, he would extend the system to salaries above this limit to operate from the same date.
† A New System for the Taxation of Weekly Wage Earners. (Cmd. 6469). H.M. Stationery Office, price 4d. net (5d. post free). This Paper has been reprinted in a popular edition, price 2d. (3d. post free).

MAN-POWER IN COAL MINING.

ARRANGEMENTS FOR COMPULSORY RECRUITMENT.

In the House of Commons on 2nd December, 1943, the Minister of Labour and National Service made the following statement respecting the calling up of men for work in the coal mines:—

"My right hon. and gallant Friend the Minister of Fuel and Power announced in the House on 12th October that it would be necessary to call up men for the coal mines in the same way as they are called up for the Armed Forces. A scheme for the selection of men for this purpose has now been worked out and will begin to operate shortly. The selection will be made from men born on or after 1st January, 1918, who would otherwise be called up for the Armed Forces and are placed in medical grade I or in grade II if their disability is foot defects only. My object has been to devise a scheme that will be recognised as fair and which would not place the duty upon the officials of my Department of selecting according to merit or suitability. I therefore propose to resort to the most impartial method of all, that of the ballot. A draw will be made from time to time of one or more of the figures from 0 to 9 and those men whose National Service Registration Certificate numbers happen to end with the figure or figures thus drawn by ballot will be transferred to coal mining. In the interests of fairness as between individuals the exclusion from the ballot will be limited to three classes of men only who I think it will be obvious must be kept for other duties; they are (1) men accepted for flying duties in the R.A.F. or Fleet Air Arm; (2) men accepted as artificers in submarines; and (3) men in a short list of highly skilled occupations who are called up only for certain service trades and are not even accepted as volunteers for coal mining. I propose to make arrangements for special medical examination of any man who claims that there are medical reasons why he is not fit for coalmining before he is sent to a training centre. Arrangements will also be made for men to be medically examined again at a later stage with special reference to their fitness for underground work, and so far as possible this will be done at the Training Centre before they are finally posted to a colliery. Individuals whose call up to the Forces would be postponed on the grounds of exceptional hardship will not be transferred to coal mining.

Men selected for coal mining work who have had no previous experience of the industry will be given four weeks' preliminary training both in classes and in actual underground practice at special training centres organised for the purpose by my Department in consultation with the Ministry of Fuel and Power. On completion of the training at a training centre they will be directed to working collieries for employment where (subject to special conditions in South Wales) they will be given further training for a fortnight before being employed on work below ground, and for a period of at least four weeks after starting regular underground work they will come under the personal supervision of an experienced miner. There will be similar supervision for a sufficient time whenever they change from one class of work to another. Except in South Wales they will not go to work at the coal face until they have had at least four months underground experience. During the period of surface training they will be paid not less than the surface worker's rate. The men selected will be given an opportunity of stating a preference for a particular coalfield, and an endeavour will be made to post men in accordance with their expressed preference, but it is impossible to guarantee this as a number of considerations must be kept in mind in posting men, such as the kind of coal produced, the productivity of the pit, and the availability of living accommodation. The Ministry of Fuel and Power will decide to what pits the men are to be directed.

In conclusion I want to say that the Government would not have resorted to this scheme of compulsion had it not been for the most urgent national necessity. There is no form of service which at this stage of the war is in greater need of young active recruits. Those who are chosen for transfer to coal mining will be doing their war service in a form that is as important as any, and I am sure that they will do their best to make a success of it."

In reply to questions the Minister added that the scheme would come into operation forthwith and that the Government desired to transfer 30,000 men under the scheme by 30th April, 1944.

The first ballot for the direction to the coal mines of men born on and after 1st January, 1918, who are registered under the National Service Act, and who would otherwise be called up for service with H.M. Forces, took place at the Ministry of Labour and National Service on 14th December. A draw of two numbers was made by a junior member of the staff of the Ministry in the presence of the Minister of Labour and National Service, the Minister of Fuel and Power, and the President of the Board of Education. Men whose National Service Registration Certificate numbers end with either of the two figures thus drawn will be notified in due course. They will, as stated above, be required to undergo a period of preliminary training at one of the special coal mining training centres set up for this purpose before being allocated to a working colliery. No directions to undergo training will be sent out before 1st January, 1944.

earnings in any financial year will represent the liability for that year, measured by the actual earnings of that year, and the deductions of tax week by week will keep pace with the accruing liability.

Under this system, there will be ascertained at the end of every week the amount of tax due from the wage earner on the total amount of wages paid up to date, this amount of tax being calculated by allowing against the total amount of wages the proportionate part of the personal reliefs due to him for the whole year. The amount of tax to be deducted in any particular week will be (a) the tax due on the aggregate wages up to and including that week, less (b) the tax already deducted in the previous weeks of the year.

It will be seen that the factor governing deduction is the liability on the aggregate earnings up to date, which may be termed the "cumulative tax." The deduction in any week will be the "cumulative tax" less the tax already deducted in the previous weeks of the year. The determination of the tax to be deducted by reference to the aggregate wages so far earned in the year ensures that the deductions keep pace with the accruing liability; this avoids the excessive deductions of tax in cases of fluctuating earnings that would result if one looked only at the earnings of a particular week as the basis for determining the amount of tax to be deducted in that week.

Where wages fall or cease temporarily, it may happen that the "cumulative tax" up to the end of a particular week is less than the aggregate amount of tax deducted in previous weeks; in that event the system provides for a repayment of tax to be made forthwith by the employer equal to the excess of the aggregate amount of tax already deducted in previous weeks over the "cumulative tax" up to the end of the week in question. Where a refund falls to be made to an employee, the employer will normally have in hand tax already deducted from other employees. If it should happen that the employer is not in funds for this purpose, e.g., in the case of a small business with only a few employees, he would be put in funds by the Inland Revenue.

In the case of fluctuating wages, this system will tend to have the effect of levelling the actual net pay from week to week, because in weeks of higher earnings the tax deductions will be correspondingly higher, and in weeks of lower earnings there will either be a smaller tax deduction or actually a tax repayment. If a wage earner is away from his work through sickness, and receives no pay, he will not be faced with a heavier tax deduction on his return to work, but will usually find himself entitled to an immediate repayment because the "cumulative tax" up to the end of the week in which he returns to work is less than the tax actually deducted before he went sick.

The system will not involve elaborate calculations by employers. Each wage earner will be given a code number by the Inland Revenue in accordance with the allowances and reliefs due to him. The employer will also be supplied with Tax Tables showing, for each code number, the "cumulative tax" on any given aggregate amount of wages up to the end of each week of the year. In dealing with any particular week the employer will find in the Tables (under the code number appropriate to that employee) the "cumulative tax" up to the end of that week on the amount of the employee's aggregate wages to date. He will then deduct, or refund, the difference between the "cumulative tax" up to the end of that week and the aggregate tax already deducted in previous weeks. A Tax Deduction Card will be supplied to the employer in respect of each wage earner for the purpose of recording, week by week, the wages earned and the tax deductions made.

JOINT INDUSTRIAL COUNCILS.

NEW COUNCILS FOR THE BACON CURING INDUSTRY AND FOR RETAIL PHARMACY.

A National Joint Industrial Council has been established for the Bacon Curing Industry in Great Britain. The Council is representative, on the employers' side, of the Association of Scottish Bacon Curers, the Co-operative Wholesale Society Limited, the Scottish Co-operative Wholesale Society Limited, the English 'Wiltshire' Bacon Curers' Association, and the Midland Bacon Curers' Association; and on the employees' side, of the Journeymen Butchers' Federation of Great Britain, the National Union of Distributive and Allied Workers, the National Union of General and Municipal Workers, the Transport and General Workers' Union, and the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks.

A National Joint Industrial Council has also been established for Retail Pharmacy in England and Wales. The Council is representative, on the employers' side, of the Company Chemists' Association, the National Pharmaceutical Union, the Co-operative Union Ltd., the London Employers' Association, the Retail Distributors' Association, and the Multiple Shops Federation; and on the employees' side, of the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks, the National Union of Distributive and Allied Workers, the National Union of Co-operative Officials, the Association of Scientific Workers, and the Chemical Workers' Union.

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

RECRUITMENT OF SENIOR PERSONNEL IN COAL MINES.

PROCEDURE FOR THE FILLING OF VACANCIES.

The Essential Work (Coal Mining Industry) Order prohibits coal mining employers from seeking to engage workers except through the Ministry of Labour and National Service. No advertisement by coal mining employers seeking to engage workers of any grade may therefore be inserted in the public press or be otherwise published.

It has accordingly been decided that the filling of vacancies for agents, managers, under-managers, engineers and other similar senior personnel in the coal mining industry shall be undertaken by the Appointments Offices of the Ministry of Labour and National Service. Colliery companies should therefore notify all vacancies of these types to the Department's nearest Appointments Office, which will submit to the employers particulars of suitable available men on the registers of the Ministry of Labour and National Service. As necessary, and after consultation with the Regional Controller of the Ministry of Fuel and Power, the Office will advertise the vacancy without delay in the technical press and a local newspaper; the name of the employer will not be disclosed in the advertisement, but the location of the coalfield will be given, together with full details of the qualifications and experience desired.

All applications received from unemployed men having suitable qualifications and experience will be passed at once to the prospective employer. Applications from men already employed in the mining industry will be referred to the appropriate Regional Controller of the Ministry of Fuel and Power for a decision as to whether, if the men are selected by the prospective employer, their release from their present employment would be in the interests of national coal production. The applications of men declared to be available for release will then be passed to the prospective employer, and when the employer has made his selection the Appointments Office will arrange the transfer of successful candidates to the new employment.

This procedure is intended to secure that the vacancies are filled as promptly as possible without unnecessary disturbance to the industry.

GENERAL SCHEME FOR THE REPAIR OF HOUSES.

The Government have decided that, after the demands for building for war purposes have been met, housing should have the first call on immobile building labour. A scheme has been prepared by the Ministry of Health and the Department of Health for Scotland, in consultation with the Ministry of Labour and National Service and the Ministry of Works, for the organisation of the work of maintenance and repair of local housing under the control of local authorities.

To an extent sufficient to employ a substantial proportion of the immobile labour in the employment of local contractors, work which is essential in view of the local housing situation will be certified by local authorities as having a high degree of public interest. It will not be possible to assign mobile labour nor to transfer immobile labour to contractors engaged on this work, but it is expected that contractors will co-operate with local authorities in undertaking such work under contracts for the local authority or for private property owners. Contractors will be assured of a degree of protection against the transfer to other work of the immobile labour employed on work certified by the local authorities. Such men will be withdrawn only for transfer to Government building work of the highest priority in the locality, and such transfers will take place only after other local resources of building labour have been exhausted.

INDUSTRIAL HEALTH AND EFFICIENCY.

NON-TECHNICAL PAMPHLETS BY INDUSTRIAL HEALTH RESEARCH BOARD.

The Industrial Health Research Board of the Medical Research Council have commenced the publication of a series of pamphlets on various aspects of the problem of industrial health and efficiency. The pamphlets are designed to meet the need for publications, written in non-technical language, making known to interested persons in industry, whether managers or workers, the main facts discovered by research workers; so that, on the basis of a fuller understanding of industrial problems, action may be promoted to improve working conditions in the interests of health and production.

The first pamphlet in the series is entitled "Ventilation and Heating: Lighting and Seeing."* It gives, together with photographic illustrations, an outline of the main facts known about these subjects, and makes many practical suggestions. This pamphlet will be followed by others, and it is proposed that, in future, the results of any important new research in industrial health shall be published both in a detailed scientific report and also in this series of short non-technical pamphlets.

* Conditions for Industrial Health and Efficiency: Pamphlet No. 1—Ventilation and Heating: Lighting and Seeing. H.M. Stationery Office, price 3d. (4d. post free).

HOURS OF EMPLOYMENT IN BUILDING AND CIVIL ENGINEERING.

The Minister of Works has issued, under Regulation 56AB of the Deience (General) Regulations, a Direction* which authorises the performance of Sunday work in the building and civil engineering contracting industries on certain specified dates in 1943 and 1944 in England and Wales and Scotland, notwithstanding the general prohibition of Sunday work by the Building and Civil Engineering Contracting (Hours of Employment) (No. 1) Direction, 1942.† The dates concerned are as follows:—*England and Wales*.—7th and 21st November, 5th and 19th December, 1943, 2nd, 16th and 30th January, and 13th February, 1944; *Scotland*.—7th and 21st November, 5th and 19th December, 1943, 9th and 23rd January, 6th and 20th February, 1944.

AGRICULTURAL WAGES IN ENGLAND AND WALES.

The Agricultural Wages Board for England and Wales made Orders, on 1st December, raising the statutory minimum and overtime rates of wages in respect of all classes of agricultural workers in England and Wales, except boys and girls of 12 and under 14 years of age. The Orders came into operation on 12th December.

The Orders raise the minimum rate for ordinary adult male workers from 60s. a week, the rate fixed in December, 1941, to 65s. a week in all districts. The normal week for males to which the minimum rate applies remains unchanged, at 48 or 50 hours in winter and 50, 51 or 52 hours in summer, in some districts, and 50 hours all the year round in others. The minimum rate for women of 18 years of age and over has been raised, usually by 3s. a week, to 48s. a week in most districts. Normal weekly hours for female workers have been fixed at 48 in winter and 50 in summer or 48 all the year round in all districts except Cambridgeshire and the Isle of Ely and the North, East and West Ridings of Yorkshire, where the hours of work are 44 a week all the year round, the minimum rate for women in these districts being fixed, correspondingly, at 44s. a week. For juvenile workers, the increases in minimum rates of wages under the Orders are, in most districts, 2s. to 4s. a week in the case of youths and boys and 2s. or 3s. a week in the case of girls. The current minimum rates range, in the majority of districts, from 26s. a week at 14 years to 60s. a week at 20 years for youths and boys and from 24s. a week at 14 years to 41s. at 17 years for girls.

The special rates which are in operation in certain districts for workers engaged in tending animals and in other specialised work have been advanced, the increase in the case of men being 6s. a week. Scales of minimum hourly rates have now been drawn up in all districts for part-time and casual workers, the rates ranging, in most cases, from 6½d. an hour at 14 years to 1s. 4d. an hour at 21 years and over for male workers, and from 6d. an hour at 14 years to 1s. an hour at 18 years and over for female workers. The minimum rates payable to boys and girls of 12 and under 14 years remain unchanged at 5d. an hour or, in a few districts, 5½d. or 6d. an hour.

The differential rates of payment for overtime employment have been increased in many cases, the current minimum rates being not less than 1s. 6d. an hour for men and 1s. 2d. an hour for women employed on ordinary week day overtime and 1s. 10d. and 1s. 5d. an hour, respectively, for overtime employment on the weekly short day, Sundays and specified public holidays. Where higher weekly or overtime rates were already in operation such rates remain in force. The arrangements with regard to holidays with pay are unchanged except for consequential increases in the rates of holiday remuneration.

ROAD HAULAGE INDUSTRY.

INCREASES IN WAGE RATES AND EXTENSION OF SUBSISTENCE ALLOWANCES AND HOLIDAYS WITH PAY.

The Minister of Labour and National Service has made a new Order (R.H. (14)) under Part I of the Road Haulage Wages Act, 1938, amending certain provisions of the Orders R.H. (10) and R.H. (12).† The Order applies to road haulage workers employed on motor goods vehicles operated under "A" or "B" licences or defence permits, and came into force on 6th December, 1943.

The principal amendments relate to rates of wages, subsistence allowances and annual holidays with pay. Workers in the Metropolitan and Grade I areas and on long distance services receive a further increase in wage rates of 2s. 6d. a week, workers in Grade 2 areas 3s. a week, and workers in Grade 3 areas 3s. 6d. a week. Workers under 21 years, other than those to whom the adult rates apply, receive increases of one-half of these amounts. Workers who are temporarily transferred away from their normal home depot and stationed in another locality (beyond reasonable daily travelling distance from their homes) for more than one week become entitled, for the first week, to subsistence allowances of 9s. a night (with extra payment if the period of rest exceeds fourteen hours) and, for

* S.R. & O., 1943, No. 1454. H.M. Stationery Office, price 1d. net.

† See the issue of this GAZETTE for November, 1942, page 188.

‡ See the issue of this GAZETTE for December, 1942, page 211.

the second and each succeeding week, to a weekly subsistence allowance of 42s. (i.e., 6s. a day). Annual holidays with pay are extended to workers with less than 48 but not less than 8 weeks' employment during the qualifying period of twelve months, the duration of the holidays being related to the length of employment.

Ten localities in England have been upgraded. Other minor amendments deal with the rate of wages for workers temporarily transferred to other localities, customary holidays, lodging accommodation and the definition of "carrying capacity." The terms "foreman" and "removal packer," as used in the furniture warehousing and removing industry, are defined for the first time.

NURSES' SALARIES AND CONDITIONS OF SERVICE.

The Committee under the chairmanship of Lord Rushcliffe, which was appointed by the Minister of Health in November, 1941, to draw up agreed scales of salary and emoluments and related conditions of service for nurses in hospitals and in the public health services in England and Wales, has issued a Second Report.* The Report deals with salaries and emoluments of male nurses employed in hospitals (other than mental institutions) and public assistance institutions, of nurses employed in public health services, of domiciliary nurses (including district nurse midwives), and of State Registered nurses in residential and day nurseries. The Committee recommend the adoption of standard national scales of pay for whole-time employment, subject, in the case of certain categories of nurses, to differential rates for London and the Metropolitan Police District. In the case of nurses employed part-time the Committee recommend payment of salaries and emoluments *pro rata* to the average number of hours worked weekly by whole-time staff of the same grade in the same service, such questions as annual leave and sick pay for part-time nurses to be left to the discretion of the employing authority.

For male staff nurses the Committee recommend weekly rates of pay of £5 0s. 6d. rising by annual increments of 5s. to £5 15s. 6d. in the Administrative County of London, £4 16s. 6d. rising to £5 11s. 6d. in the Metropolitan Police District outside the County of London and £4 11s. rising to £5 6s. elsewhere. These rates are inclusive, charges being made in respect of services, such as meals and lodging, provided by the hospital authority for the nurse, but indoor uniforms are to be provided and laundered free of charge, and any protective clothing which may be necessary is to be made available. Weekly inclusive scales are also recommended for male superintendent nurses, charge or head nurses, student nurses, assistant nurses and qualified male tutors. Other recommendations deal with allowances for additional qualifications, sick pay, hours of work, night duty, etc.

Nurses are employed in public health services, principally in preventive as distinct from curative health work, in a wide variety of occupations. The Report makes detailed proposals with regard to such nurses, including recommendations of salary scales of £270, rising by annual increments of £10 to £360 a year, for health visitors, and £220, rising to £310 a year, for non-resident school nurses, if not required by the employing authority to possess a health visitor's certificate or diploma. The recommended scales are subject, except in the case of residential school nurses, to additional payments of £30 a year in the Administrative County of London and of £15 a year in the Metropolitan Police District outside the County of London. Other recommendations relate to uniform, allowances for office accommodation at home, transport, annual leave, sick pay and other matters.

The recommendations for domiciliary nurses (i.e., nurses attending patients in their own homes) provided with full emoluments (board, lodging, personal laundry and use and laundering of uniform) in District Nurses' Homes include an annual salary of £120, rising by annual increments of £10 to £180, in the case of a district nurse who is a State Registered nurse and has successfully completed an approved course of district training: the emoluments of such a nurse are valued, for superannuation purposes, at £100 a year. For district nurses practising from their own premises with the approval of the employing authority, the corresponding scale is from £230 to £300 a year, with additional allowances in the London areas. If the premises from which the district nurse practises are provided by the employing authority, charges (including rates) should be made of £26 a year for unfurnished house or rooms, £52 a year for furnished house or rooms or £78 a year for board, lodging and attendance: in such cases no additional allowance is payable in respect of residence in London. The other recommendations cover such matters as uniform, professional expenses, transport, hours of duty and off-duty, holidays, sick pay, etc.

Scales of salaries recommended for staff employed in residential nurseries include a scale of £100, rising by annual increments of £10 to £140, for a resident staff nurse, plus emoluments valued at £90. For a non-resident staff nurse in a day nursery the recommended annual salary, inclusive of emoluments, ranges from £190 to £230, with additional payments for London and the Metropolitan Police District.

The date proposed for initial application of the proposed scales is 1st April, 1943, subject to certain modifications in special cases. During the year 1st April, 1943 to 31st March, 1944,

* Second Report of Nurses Salaries Committee. Cmd. 6487. H.M. Stationery Office, price 9d. net (11d. post free). The first Report related to female nurses employed in hospitals other than mental institutions (see the issue of this GAZETTE for March, 1943, page 37).

nurses will normally receive half of the increase which would have brought them to their appropriate points on their new scales; they will be brought to their appropriate points on and after 1st April, 1944. The Parliamentary Secretary to the Ministry of Health stated in the House of Commons on 2nd December that the Minister was communicating with local authorities, the British Hospitals Association and the Queen's Institute of District Nursing, commending to them the recommendations as to salaries, emoluments and conditions of service, and informing them of the grant which is payable.

INTERNATIONAL LABOUR ORGANISATION.

PROPOSED ACTION BY H.M. GOVERNMENT REGARDING CERTAIN DRAFT CONVENTIONS.

A Command Paper* has been published indicating the action which H.M. Government propose to take regarding the under-mentioned Conventions adopted by the International Labour Office.

DRAFT CONVENTION No. 56 (SICKNESS INSURANCE (SEA)).

In June, 1942, at a meeting of the Joint Maritime Commission of the International Labour Organisation held in London a resolution was adopted urging Governments to ratify as soon as possible those Conventions which present no substantial difficulties and to institute immediately national consultations between the Governments and the organisations of shipowners and seafarers on the other Conventions to see whether the essential principles of those Conventions are capable of early application and whether the obstacles to ratification can be overcome.

In accordance with this resolution a meeting took place with the National Maritime Board in November, 1942, at which the application of the principles of the Maritime Conventions and the questions arising in regard to their ratification were discussed. At this meeting all the Maritime Conventions of the International Labour Conference not ratified by H.M. Government were reviewed, viz.:—Placing of Seamen, 1920; Repatriation of Seamen, 1926; Officers' Competency Certificates, 1936; Holidays with Pay (Sea), 1936; Shipowners' Liability (Sick and Injured Seamen), 1936; Sickness Insurance (Sea), 1936; Hours of Work and Manning (Sea), 1936; and Minimum Age (Sea) (Revised), 1936.

After considering the views expressed by this meeting H.M. Government propose to ratify now Convention No. 56 (Sickness Insurance (Sea)). The text of this Convention was presented to Parliament in Cmd. 5392 and H.M. Government announced in Cmd. 5745 that they proposed to ratify this Convention, but action to ratify it was interrupted by the war.

No legislation is necessary to implement this Convention in the United Kingdom, as the provisions of the Convention are fully covered by existing legislation.

This Convention includes an Article (Article 12) providing that any State Member of the International Labour Organisation ratifying it shall append to its ratification a Declaration stating in respect of its colonies, protectorates and possessions which are not fully self-governing (a) the territories to which it undertakes to apply the provisions of the Convention without modification; (b) the territories to which it undertakes to apply the provisions of the Convention subject to modifications, together with details of the said modifications; (c) the territories to which the Convention is inapplicable and in such cases the grounds on which it is inapplicable; (d) the territories in respect of which it reserves its decision. The Declaration which the Government propose to append to the instrument of ratification is printed as an Annex to the Command Paper and specifies various territories in which the Convention will not apply (category (c)).

DRAFT CONVENTION No. 50 (RECRUITING OF INDIGENOUS WORKERS) AND DRAFT CONVENTION No. 65 (PENAL SANCTIONS (INDIGENOUS WORKERS)).

When H.M. Government decided in 1938 to ratify Convention No. 50 a decision was reserved in respect to the application of the Convention to the Bahamas. Similarly, when it was decided in 1942 to ratify Convention No. 65, a decision was reserved in respect of the application of the Convention to Bermuda and the Bahamas. In each case the territories concerned were included in category (d) in the Declaration appended to the instrument of ratification of the respective Convention (i.e. territories in respect of which the decision as to the application of the Convention is reserved). In the territories concerned action has since been taken to apply the provisions of the respective Conventions without modification, and H.M. Government therefore propose to make further Declarations removing these territories from category (d) and placing them in category (a), viz., territories in which it is intended to apply the provisions of the Convention without modification.

CHRISTMAS AND NEW YEAR HOLIDAYS IN INDUSTRY.

Early in December the Ministry of Labour and National Service announced that, it was the view of the Government that, subject to the urgent demands of production being met, two days' holiday should be taken on either Christmas Day, 25th December, and Monday, 27th December, or New Year's Day, 1st January, 1944, and Monday, 3rd January, 1944.

* Cmd. 6475. H.M. Stationery Office; price 1d. net (2d. post free).

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

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 November resulted in an aggregate increase estimated at nearly £41,000 in the weekly full-time wages of about 430,000 workpeople, and in a decrease estimated at £300 in those of about 17,000 workpeople.

The industries and services in which wage rates were increased during November included iron and steel manufacture, iron-ore mining, tinplate manufacture, the cast stone and cast concrete products industry, tobacco manufacture, printing and book-binding, paper bag manufacture and electrical contracting.

The flat-rate additions to wages in the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.) were increased in most districts by 0.8d. a shift for men and 0.6d. or 0.4d. a shift for youths and boys, due to the operation of sliding-scale agreements under which wage rates vary with movements of the official cost-of-living index number. Increases of similar amounts took effect also in iron-ore mining in certain districts and in tinplate manufacture. The war bonus for men employed in cast stone and cast concrete products manufacture was increased from 4d. to 5d. an hour. In tobacco manufacture, the Trade Board minimum time rates were raised, under the operation of a cost-of-living sliding scale, by 5½d. a week for men and by 3½d. a week for women and juveniles. For men employed in general, jobbing and newspaper printing and bookbinding (except for those working on London morning, evening and Sunday newspapers) there were increases of 7s. 6d. a week, with smaller increases for women and juveniles. In paper bag manufacture, the general minimum time rates fixed under the Trade Boards Acts were raised by 5s. a week for men and 3s. 9d. a week for women. The basic rates for journeymen employed in electrical contracting in England (excluding London) and Wales and Northern Ireland were increased by

¾d. an hour. Small increases were reported for coal miners in South Derbyshire and Leicestershire. Increases were granted also to ironplate workers and galvanisers employed in wrought hollow-ware manufacture in the Midlands, farriers and blacksmiths in certain districts, laundry workers in Northern Ireland, and workpeople engaged in cinematograph film production.

Few decreases in rates of wages were reported during November. There was a reduction of 1 per cent. on basis rates for coal miners in Warwickshire and for cokemen and by-product workers in Durham, due to the operation of sliding-scale agreements based, in the one case, on the proceeds of the coal mining industry, and, in the other, on the selling price of coke. A slight decrease in the cost-of-living wage was reported in the Macclesfield silk dyeing and finishing industry.

Of the total increase of £41,000, about £7,000 was due to arrangements made by joint standing bodies of employers and workers (including £600 under cost-of-living sliding scales arranged by such bodies); £3,000 was due to the operation of other sliding scales based upon fluctuations in the official cost-of-living index number or upon the proceeds of the coal mining industry; and most of the remainder was the result of direct negotiations between employers and workpeople or their representatives. The whole of the estimated decrease of £300 took effect under the operation of sliding scales based upon fluctuations in the official cost-of-living index number, upon the proceeds of the coal mining industry, or upon the selling price of coke.

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 170.

Hours of Labour.

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

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING NOVEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Coal Mining	South Derbyshire	1 Nov.	Workpeople employed in and about coal mines.	Increase of 0.42 per cent. on basis rates, making wages 75.17 per cent. above the basis rates.†
	Warwickshire	do.	do.	<i>Decrease of 1 per cent. on basis rates, leaving wages 93 per cent. above the basis rates.†</i>
	Leicestershire	do.	do.	Increase of 0.64 per cent. on basis rates, making wages 85.94 per cent. above the basis rates.†
Other Mining and Quarrying.	South and West Durham	1 Nov.	Limestone quarrymen	Flat-rate addition to wages (previously granted) increased‡ by 0.8d. a shift (1s. 4.8d. to 1s. 5.6d.) for men and by 0.4d. (8.4d. to 8.8d.) for youths and boys.
	Cleveland	do.	Iron-ore miners	do.
	Notts., Leicestershire and adjoining parts of Lincs.	7 Nov.	Ironstone miners and limestone quarrymen.	Flat-rate addition to wages (previously granted) increased‡ by 0.8d. a shift (2s. 4.8d. to 2s. 5.6d.) for men, by 0.6d. (1s. 9.6d. to 1s. 10.2d.) for youths 18 and under 21 years, and by 0.4d. (1s. 2.4d. to 1s. 2.8d.) for boys.§
	Northamptonshire (excluding Corby).	do.	Ironstone miners and quarrymen	do.
	Banbury and district North Lincolnshire	do.	Ironstone miners and quarrymen	do.
Coke Manufacture	Durham	1 Nov.	Ironstone miners and quarrymen and cokemen and by-product workers	Flat-rate addition to wages (previously granted) increased‡ by 0.8d. a shift (2s. 4.8d. to 2s. 5.6d.) for men, by 0.6d. (1s. 9.6d. to 1s. 10.2d.) for youths 18 and under 21 years, and by 0.4d. (1s. 2.4d. to 1s. 2.8d.) for boys.
	Great Britain	Pay period ending in week ending 6 Nov.	Men, youths, boys, women and girls	<i>Decrease of 1 per cent. on basis rates, leaving wages 83 per cent. above the basis rates.¶</i>
Cast Stone and Cast Concrete Products Manufacture.	Great Britain	Pay period falling on 7 Oct., or the first thereafter.	Men, youths, boys, and women and girls (employed on women's and girls' work).	War bonus increased by 1d. an hour for male workers 18 years and over, by ¾d. for those under 18 and by ¾d. for women. War bonus after change for men 21 years and over, 5d.
	Great Britain	1st pay day in week beginning 1 Nov.	Men, youths and boys	Increases of 4s. a week (48 hours) in minimum time rates for men and youths 18 years and over and girls 18 and under 21, and of 3s. for women 21 and over and boys and girls under 18. Minimum time rates after change: men—Class I occupations 84s., II 79s., III 74s.; women—Class I occupations 54s. 6d., II 48s. 6d. Piece rates to continue to be such that pieceworkers of average ability may earn not less than 25 per cent. above minimum time rates.
Drug and Fine Chemical Manufacture.	Great Britain	1st pay day in week beginning 1 Nov.	Men, youths and boys	Rates adjusted by the transference from war bonus to minimum rates of 1s. to 4s. a week, according to age. Rates after change: 17s. 1d. minimum rate plus 1s. 11d. war bonus at 14 years rising to 66s. plus 7s. 6d. at 21 and over.¶
	do.	do.	Women (21 years and over) wholly employed in place of men.	Rates adjusted by the transference of 2s. 5d. a week from war bonus to minimum rates and the addition of 3s. a week to minimum rates. Rates after change: 47s. 8d. minimum rate plus 4s. 4d. war bonus during 1st six months' service, 54s. 8d. plus 4s. 4d. thereafter.¶
	do.	do.	Other women and girls	Rates adjusted by the transference from war bonus to minimum rates of 1s. to 2s. 5d., according to age. Rates after change: 15s. 9d. minimum rate plus 1s. 11d. war bonus at 14 years rising to 39s. 8d. plus 4s. 4d. at 21 and over.¶
Iron and Steel Manufacture.	Cleveland and Durham, West Cumberland and North Lincs., North Staffs., South Staffs., Bilston, Northants., and South Wales and Mon.	7 Nov.	Workpeople employed at blast-furnaces (except those whose wages are regulated by movements in other industries).	Flat-rate addition to wages (previously granted) increased‡ by 0.8d. a shift (2s. 4.8d. to 2s. 5.6d.) for men and for women employed on men's work, by 0.6d. (1s. 9.6d. to 1s. 10.2d.) for youths 18 and under 21 years, and for women* employed on youths' work, and by 0.4d. (1s. 2.4d. to 1s. 2.8d.) for boys and for girls doing boys' work.
	Nottinghamshire and Leicestershire.	1st pay day in Nov.	Workpeople employed at certain blast-furnaces (excluding those engaged on maintenance work).	Flat-rate addition to wages (previously granted) increased‡ by 0.8d. a shift (2s. 3.2d. to 2s. 4d.) for men, by 0.4d. (1s. 1.6d. to 1s. 2d.) for youths and boys, by 0.8d. (11.2d. to 1s.) for women 21 years and over, and by 0.4d. (5.6d. to 6d.) for girls.
	West of Scotland	Pay period beginning nearest 1 Nov.	Workpeople employed at iron puddling furnaces and iron and steel rolling mills and forges (excluding those engaged on maintenance work).	Flat-rate addition (previously granted) increased‡ by 0.8d. a shift (2s. 4.8d. to 2s. 5.6d.) for men, by 0.6d. (1s. 9.6d. to 1s. 10.2d.) for youths 18 and under 21, and by 0.4d. (1s. 2.4d. to 1s. 2.8d.) for boys.
	North-East Coast Area	7 Nov.	Iron puddlers and millmen	do.

* 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.
 § The flat-rate additions are supplemented by 1s., 9d. and 6d. a shift, for men, youths and boys respectively.
 ¶ This increase took effect under an arrangement whereby wage rates fluctuate in accordance with a sliding scale based upon the selling price of coke. Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.
 * Payments for overtime, shift work and night work are based upon minimum rates only and not upon minimum rates plus war bonus.
 ** Women 21 and over may not receive less than 4s. 8d. a shift, plus 53.7, 62.5, 66.5 or 67.5 per cent. according to district, and a flat-rate addition of 2s. 5.6d.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in <i>Italics</i> .)
Iron and Steel Manufacture (cont'd.).	Midlands and part of South Yorks. and South Lincs.	Sunday preceding 1st pay day in Nov.	Workpeople employed at iron puddling furnaces and iron and steel rolling mills and forges (excluding those engaged on maintenance work).	Flat-rate addition to wages (previously granted) increased* by 2.4d. a shift (2s. 4.8d. to 2s. 7.2d.) for men and women 21 years and over, by 1.8d. (1s. 9.6d. to 1s. 11.4d.) for youths 18 and under 21, and by 1.2d. (1s. 2.4d. to 1s. 3.6d.) for boys.
	West of Scotland	1 Nov.	Workpeople employed at iron puddling furnaces and mills and sheet mills.	Flat-rate addition to wages (previously granted) increased* by 1.1d. a shift (2s. 6.8d. to 2s. 7.9d.) for men, by 0.8d. (1s. 10.4d. to 1s. 11.2d.) for youths 18 and under 21 years, by 0.55d. (1s. 3.4d. to 1s. 3.95d.) for boys, by 0.8d. (11.2d. to 1s.) for women 21 and over, and by 0.4d. (5.6d. to 6d.) for girls. (The additional war bonuses of 5s. a week for men and married youths and of 2s. 6d. for other youths and boys remain unchanged.)
	Great Britain†	6 Nov.	Workpeople employed at steel sheet rolling mills.	Flat-rate addition to wages (previously granted) increased* by 0.8d. a shift (2s. 4.8d. to 2s. 5.6d.) for men and women 21 years and over, by 0.6d. (1s. 9.6d. to 1s. 10.2d.) for youths and girls 18 and under 21, and by 0.4d. (1s. 2.4d. to 1s. 2.8d.) for those under 18.
	Great Britain‡	7 Nov.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladle-men, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.).	do.
	North-East Coast Area	do.	Workpeople employed at steel rolling mills.	do.
	Barrow-in-Furness	do.	Rail millmen, merchant millmen, enginemen, cramenen, etc.	Flat-rate addition to wages (previously granted) increased* by 0.8d. a shift (2s. 4.8d. to 2s. 5.6d.) for men and women 21 years and over, by 0.6d. (1s. 9.6d. to 1s. 10.2d.) for youths and girls 18 and under 21, and by 0.4d. (1s. 2.4d. to 1s. 2.8d.) for those under 18.
	Workington	do.	Steel millmen and labourers (datal workers).	do.
	Scunthorpe	do.	Steel millmen, wagon builders and repairers.	do.
	Bilston	do.	Steel millmen, maintenance men, etc.	do.
	West of Scotland	do.	Millmen, gas producermen, enginemen, cramenen, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel rolling mills.	do.
South-West Wales	do.	Workpeople employed in Siemens steel manufacture.	Flat-rate addition to wages (previously granted) increased* by 0.8d. a shift (1s. 4d. to 1s. 4.8d.) for men and for women employed on men's work and by 0.4d. (8d. to 8.4d.) for youths and boys and for women employed on youths' and boys' work.	
Engineering	Wakefield, Dewsbury and Cleckheaton districts.	Nov.‡	Qualified dressers	Basic rate adopted of 55s. a week, plus national bonus of 21s. 6d. for timeworkers or 13s. 6d. for pieceworkers, whichever is applicable.
	High Wycombe district.	Beginning of pay week in week beginning 1 Nov.	Skilled fitters, turners, millwrights and toolmakers.	Basic rate of 69s. a week (47 hours) or 17.62d. an hour adopted for skilled fitters and turners; basic rates for millwrights to be 1d. an hour above the basic rate for skilled fitters and turners during 1st six months' continuous service, and 2d. above thereafter, making basic rates of 18.62d. and 19.62d. an hour, respectively; basic rate for toolmakers to be 2½d. above the basic rate for skilled fitters and turners, making basic rate 20.12d. an hour; plus national bonus of 21s. 6d. for timeworkers or 13s. 6d. for pieceworkers, in each case.
	Frome district	1st full pay period after 8 Nov.	Labourers	Basic rate of 49s. a week (47 hours) adopted, plus national bonus of 21s. 6d. for timeworkers.¶
	Newport (Mon.) and district.	8 Nov.	do.	Increase of 2s. a week resulting from the adoption of basic rates of 50s. a week for engine shop labourers and of 52s. for foundry labourers; plus national bonus of 21s. 6d. for timeworkers.
Chain Manufacture.	Great Britain	1 Nov.	Workpeople employed in making hand-hammered chain from iron up to and including ½ inch diameter.	Increase* of 5 per cent. (from 5 to 5.25 per cent.) on general minimum time rates and general minimum piece rates. General minimum time rate after change, for adult workers, 7½d. an hour.¶
	do.	do.	Workpeople employed in making drolled and tumbled chain from iron No. 6 I.S.W.G. up to and including ½ inch diameter and hand-hammered chain from iron ½ inch up to and including ½ inch diameter.	Increase* of 5 per cent. (from 5 to 10 per cent.) on general minimum time rates and general minimum piece rates. General minimum time rate after change, for the lowest paid adult workers, 1s. 5½d. an hour.¶
Galvanising	England and Wales**	1 Nov.	Galvanisers and ancillary workers employed at steel sheet works (other than those engaged in the process of annealing).	Flat-rate addition to wages (previously granted) increased* by 0.8d. a shift (2s. 4.8d. to 2s. 5.6d.) for men and women 21 years and over, by 0.6d. (1s. 9.6d. to 1s. 10.2d.) for youths and girls 18 and under 21, and by 0.4d. (1s. 2.4d. to 1s. 2.8d.) for those under 18.
	South Wales, Monmouthshire and Gloucestershire.	7 Nov.	Men, women and juveniles (excluding those engaged on maintenance work).	Flat-rate addition to wages (previously granted) increased* by 0.8d. a shift (2s. 4.8d. to 2s. 5.6d.) for men and for women 21 years and over employed on men's work, and by 0.4d. (1s. 2.4d. to 1s. 2.8d.) for other women and juveniles.
Wrought Hollow-ware Manufacture. Horse Shoeing	Midlands	8 Nov.	Ironplate workers and galvanisers	War bonus increased by 3d. an hour (9d. to 1s.). Minimum rate after change: 1s. 6d. an hour plus 1s. war bonus.
	Liverpool and Birkenhead.	13 Nov.	Farriers and blacksmiths	Increase of 5s. 6d. a week. Rates after change: firemen 94s., doormen 92s.
	Burton-on-Trent and Derby.	1st full week in Nov.	do.	Increase of 1d. an hour. Rates after change: firemen 1s. 11½d. an hour (47 hours), doormen 1s. 11d.
	Leicester and Shrewsbury.	do.	do.	Increase of 1d. an hour. Rates after change: firemen 1s. 11d. an hour (47 hours), doormen 1s. 10½d.
Silk Dyeing and Finishing.	Nottingham	do.	do.	Increase of 1d. an hour. Rates after change: firemen 1s. 10½d. an hour (47 hours), doormen 1s. 10d.
	Northampton	do.	do.	Increase of 1d. an hour. Rates after change: firemen 1s. 10½d. an hour (47 hours), doormen 1s. 9½d.
Textile Bleaching, Dyeing, Finishing, etc. Laundering	Macclesfield district	Pay day in week ending 13 Nov.	Men, youths, boys, women and girls	Cost-of-living wage decreased* from 100 to 99 per cent. on basis rates. Minimum rates after change, for adults: men 63s. 8d., plus 7s. 6d. a week of 48 hours (special payment); women 18 years and over 39s. 10d., plus 4s. 6d. a week of 48 hours (special payment).
	Lancashire, Cheshire, Derbyshire and Yorkshire.	1st pay day in Nov.	Horse drivers	Increase of 3s. a week. Rates after change: one-horse drivers 73s. 6d., teamsmen 78s. 6d.
	Northern Ireland	25 Nov.	Men, youths and boys	Increases of 1½d. an hour in general minimum time rates for men and of 1d. for youths and boys.¶
Tobacco, etc., Manufacture.	do.	do.	Women and girls	Increases of 1d. an hour in general minimum time rates for women 20 years and over and of ¾d. for other women and girls; increase of 1d. an hour in piecework basis time rate.¶
	Great Britain	1 Nov.	Men, women and juveniles	Additions on a time basis to minimum rates of both time and piece workers increased* by 5½d. a week for men and by 3½d. for women and juveniles. (The additions are not to be counted in calculating overtime.¶)

* Under cost-of-living sliding-scale arrangements.
 † These increases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.
 ‡ These increases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), the Midlands, South Wales and the West of Scotland.
 § In the Wakefield district the change took effect at the first pay period after 5th November. In the Dewsbury and Cleckheaton district the date of operation varied according to the undertaking.
 ¶ The adoption of this rate was not to affect labourers already in receipt of an inclusive rate of 70s 6d. a week, however constituted, or semi-skilled men already in receipt of basic rates 2s. or more above the new inclusive rate for labourers.
 ** 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, obtainable from H.M. Stationery Office.
 *** This increase affected mainly the employees of firms which are members of the Galvanising Conciliation Board.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Paper Bag Manufacture.	Great Britain	22 Nov.	Men, youths and boys	Increases of 5s. a week (45 hours) in general minimum time rates for men, of 5s. to 7s. 6d. for men entering the trade for the first time at 21 years or over, and of 2s. to 13s. 9d. for learners and other youths and boys. Minimum rates for men, after change, include: machine tacklers and bag cutters 85s., hydraulic pressers, etc., 76s.*
	do.	do.	Women and girls	Increases of 3s. 9d. a week (37s. 6d. to 41s. 3d.) in general minimum time rates for workers (including home workers) other than learners, of 3s. 9d. for learners 18 years and over and 2s. for learners under 18; increase of 3s. 9d. (39s. 6d. to 43s. 3d.) in piecework basis time rate for workers of all ages.*
Printing and Bookbinding.	Great Britain and Isle of Man.	1st pay day in Nov.	General, jobbing and newspaper printing and bookbinding operatives, journalists, press telegraphists and clerical workers on morning and evening newspapers, except workpeople employed on London morning, evening and Sunday papers.	Increases of 7s. 6d. a week for men employed on time rates and for women on men's work in receipt of full men's time rates, of 1s. 6d. a day in 5-day houses and 1s. 3d. in 5½-day houses for those employed on piece rates, of 2s. 6d. a week (time rates) or 6d. or 5d. a day (piece rates) for other women,† of 3s. a week for male juveniles (except apprentices), and of proportional amounts for junior journalists (20 to 23 years).
	England and Wales and Isle of Man.	do.	Apprentices in the printing, etc., industry (except those whose wages are regulated by existing agreements and except workpeople employed on London morning, evening and Sunday papers).	Rates adopted, by agreement, of 20 per cent. of the appropriate journeyman's minimum rate in 1st year of apprenticeship, rising to 60 per cent. in 7th year (or 25 to 60 per cent. in 6-year apprenticeships or 30 to 60 per cent. in 5-year apprenticeships)‡
	Scotland	do.	Apprentices in the printing, etc., industry.	Rates adopted, by agreement, of 20 per cent. of journeyman's Grade 1 minimum rate in 1st year of apprenticeship, rising to 60 per cent. in 7th year (or 25 to 60 per cent. in 6-year apprenticeships or 30 to 60 per cent. in 5-year apprenticeships)‡; apprentice lithographic artists in 7th year to be regarded as improvers and to be paid 75 per cent. of the journeyman's rate provided they remain for the 7th year with the employers to whom apprenticed.§
Electrical Contracting.	England (excluding London) and Wales and Northern Ireland.	1st pay week after 1 Nov.	Journeymen electricians, etc.	Increase of ½d. an hour in basic rates for journeymen and of proportional amounts for other men, youths, boys, women and girls.¶
Monumental Masonry.	Aberdeen and Boddam	1 Nov.	Monumental masons, cutters, polishers, etc., employed in granite yards	Increase of ½d. an hour. Rates after change include: granite cutters, scabblers and toolsmiths 2s., granite polishers 1s. 11d.
	Dalbeattie	do.	do.	Increase of ½d. an hour. Rates after change include: granite cutters 2s., polishers 1s. 11d.
	Edinburgh	do.	do.	Increase of ½d. an hour. Rates after change include: monumental masons 2s. 1d., polishers 2s.
	Glasgow	do.	do.	Increase of ½d. an hour. Rates after change include: cutters, turners, and scabblers 2s. 1d., polishers, bedsetters and sawmen 2s.
Leather	Belfast	1st full pay day after 5 Nov.	Hide and skin workers	Increase of 4s. a week (74s. to 78s.) in minimum rate.¶
Skip and Basket Making.	Lancashire and Cheshire.	1 Nov.	Skip and basket makers	Cost-of-living bonus increased** by 1 per cent. (from 138 to 139 per cent.) on time rates and on list prices.
	do.	29 Nov.	do.	Increase of ½d. an hour (9d. to 9½d.) on basic time rate and of 10 per cent. on all basic list prices (wages are supplemented by the current cost-of-living bonus of 139 per cent. in each case).
Cinematograph Film Production.	Great Britain	5 Feb.	Clerical and administrative, store, wardrobe and general staffs, employed on a weekly basis.	Standard minimum weekly salaries adopted. Salaries (before addition of cost-of-living bonus) include: clerks, cashiers, typists, etc. £3 to £6, stores counter hands £3 10s., wardrobe assistants £3 15s., transport drivers £4, estate men, gardeners, patrolmen, etc. £3 10s., juniors £1 5s. at 15 years rising to £2 17s. 6d. at 20 and under 21 (see also under "Changes in Hours of Labour," below).††
	do.	1st pay day in Nov.	Men, women and juvenile workers (all employees paid by the hour and employees paid by the week whose normal salaries do not exceed £17 10s. a week), excluding laboratory workers and cine-technicians.	Bonus increased** by 6d. a week (22s. 6d. to 23s. for those paid hourly and 21s. 6d. to 22s. for those paid weekly) at 21 years and over and by 4d. (15s. to 15s. 4d. for those paid hourly and 14s. 4d. to 14s. 8d. for those paid weekly) at under 21.
	do.	do.	Laboratory workers	Bonus increased** by 6d. a week (21s. 6d. to 22s.) at 21 years and over and by 4d. (14s. 4d. to 14s. 8d.) at under 21.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING NOVEMBER.

Industry.	District.	Date	Classes of Workpeople.	Particulars of Change.
Cinematograph Film Production.	Great Britain	5 Feb.	Clerical and administrative, store, wardrobe and general staffs, employed on a weekly basis.	Normal weekly working hours fixed as follows: employees whose weekly salary, excluding cost-of-living bonus, does not exceed £10—clerical and administrative staff 44 (overtime rates paid for work in excess of 47 hours), stores, wardrobe and general staff 47, shift workers 48; employees whose weekly salaries, excluding cost-of-living bonus, exceed £10 but do not exceed £15—54, not to include Sunday (see also under "Changes in Rates of Wages," above).††

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

† The minimum rates for women and female juveniles were raised by 4s. and 3s. a week, respectively, in June, 1943. Workers whose actual rates of wages were not increased by the full amounts at the time are to be granted such increases as will raise the total increase to 6s. 6d. a week in the case of women and 3s. in the case of female juveniles.

‡ Prior to the adoption of the present scale of rates, the employers' associations recommended that, except as otherwise provided by agreements, apprentices should be paid a proportion of the appropriate journeyman's rate, rising from 15 per cent. in the first year of apprenticeship to 45 per cent. in the seventh.

§ This scale of rates replaces agreed scales of 15s. 6d. and 16s. 6d. a week for apprentice compositors, machinemen, lithographic printers and bookbinders and for apprentice stereotypers, respectively, in the first year of apprenticeship, rising to 45s. 6d. and 47s. 6d. in the seventh year, and of 12s. 6d. for apprentice lithographic artists in the first year, rising to 40s. 6d. in the sixth year and to 75 per cent. of the journeyman's rate in the seventh (or improvisation) year.

¶ The increase for journeymen was the result of an award by an Arbitrator.

† This increase was the result of an award of the National Arbitration Tribunal (Northern Ireland).

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

†† These salaries and working hours were agreed to on 4th November with effect from the date shown above. The agreement provides that, where an associated undertaking is paying higher rates to individual workers, the rates are to continue to be paid while the workers remain in the employment of the undertaking, but that working conditions in all studios are to be brought into line with the agreed working conditions at the earliest date. In addition, workpeople whose normal salaries do not exceed £17 10s. a week are paid a cost-of-living bonus which, on the 1st pay-day in November, was 22s. a week for adults and 14s. 8d. for juniors.

OUTPUT BONUS IN THE COAL MINING INDUSTRY.

Under the scheme providing for the payment of a bonus to workers in the coal mining industry for output in excess of a specified tonnage (see the issue of this GAZETTE for November, 1942, page 191), bonuses became payable, in respect of the four weeks ended 30th October, of 1s. 9d. a shift for adult workers in Leicestershire, 1s. 6d. a shift in South Derbyshire, and 1s. a shift in Somerset. These bonuses are payable for a period of four weeks, the first payment being made on the pay-day in the week ended 27th November.

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st December, 1943.

Increase since July, 1914	68%	99%
Change since 1st November, 1943 {	Index Points	nil
{	Per cent.	nil

Food All Items
nil nil

FOOD.

Except for a slight fall in the average price of potatoes, there was no appreciable change, as between 1st November and 1st December, in the average level of retail prices of the articles of food included within the scope of these statistics.

The following Table compares the average retail prices in the United Kingdom at 1st December, 1943, with the corresponding prices at 1st November, 1943, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest ½d. at—			Percentage Increase or Decrease (—) at 1st Dec., 1943, compared with	
	1st Dec., 1943.	1st Nov., 1943.	1st Sept., 1939.	1st Nov., 1943.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs	1 3½	1 3½	1 2½	..	11
Thin Flank	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen—					
Ribs	1 1	1 1	0 9½	..	35
Thin Flank	0 6	0 6	0 4½	..	23
Mutton, British—					
Legs	1 5½	1 5½	1 3½	..	13
Breast	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs	1 0	1 0	0 10½	..	16
Breast	0 4	0 4	0 4	..	50
Fish	1 10½	1 10½	1 3	..	26
Bacon* . . . . .	..	..	..	..	28
Flour per 6 lb.	1 2½	1 2½	0 11½	..	9
Bread	0 9	0 9	0 8½	..	21
Tea	2 10	2 10	2 4	..	32
Sugar (granulated)	0 4	0 4	0 3	..	33
Milk per quart	0 9	0 9	0 6½	..	21
Butter—					
Fresh	1 8	1 8	1 4½	..	31
Salt	1 1	1 1	1 0½	..	30
Cheese	0 9	0 9	0 6½†	..	12
Margarine—					
Special	0 5	0 5	0 5	..	1
Standard	0 2	0 2	0 2	..	6
Eggs (fresh)‡ each	0 1½	0 1½	0 1½	..	..
Potatoes per 7 lb.	0 6½	0 7	0 6½	..	..

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st November, 1943, and 1st December, 1943, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st Nov., 1943.	1st Dec., 1943.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs	44	59	59
Thin Flank	15	46	46
Beef, Chilled or Frozen—			
Ribs	32	79	79
Thin Flank	1	24	24
Mutton, British—			
Legs	14	67	67
Breast	48	24	24
Mutton, Frozen—			
Legs	51	75	75
Breast	—3	—3	—3
Bacon*	35	102	102
Fish	116	173	173
Flour	26	62	62
Bread	42	56	56
Tea	52	85	85
Sugar (granulated)	46	93	93
Milk	92	156	156
Butter—			
Fresh	13	37	37
Salt	7	41	41
Cheese	16	51	51
Margarine—			
Special	—8	3	3
Eggs (fresh)	58	60	60
Potatoes	33	43	41
All above articles (Weighted Average on July, 1914, basis)	38	68	68

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st December, 1943, of the articles of food specified was about 68 per cent. higher than in July, 1914, about 22 per cent. higher than at the beginning of September, 1939, and approximately the same as at 1st November, 1943.

* The description of bacon specified for quotation is streaky, but where this kind was seldom being sold the returns relate to another kind, locally representative.

† This figure is an average calculated from the prices of various brands of margarine on sale at 1st September, 1939.

‡ Of the two prices shown for eggs at 1st December and 1st November, 1943, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

ITEMS OTHER THAN FOOD.

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

As regards clothing, there was very little change in the average level of prices generally at 1st December as compared with a month earlier. For cotton materials and cotton hosiery the average level of prices decreased by about one-half of 1 per cent. during the month; for the remaining groups of items included in the figures, viz., men's suits and overcoats, woollen materials, woollen underclothing and hosiery, and boots and shoes, there was practically no change in the average level of prices between 1st November and 1st December. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make exact comparisons over a period of many years, but the available information (based on returns from representative retailers in a large number of towns) indicates that at 1st December the average level of prices was about 64 per cent. higher than at 1st September, 1939, and about 240 to 245 per cent. above the level of July, 1914.

In the fuel and light group, the average levels of prices of coal and of gas at 1st December were about the same as at 1st November. Prices of coal averaged about 30 per cent. higher than at 1st September, 1939, and about 153 per cent. above the level of July, 1914; prices of gas averaged about 30 per cent. higher than at 1st September, 1939, and about 100 per cent. higher than in July, 1914. There was no appreciable change during the month in the prices of lamp oil or matches, but the maximum price of common paraffin wax candles was reduced by 1d. per lb. on 26th November. In the fuel and light group as a whole the average level of prices at 1st December was approximately the same as at 1st November, about 34 per cent. higher than at 1st September, 1939, and about 144 per cent. higher than in July, 1914.

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

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 1st December, 1943, is approximately 99 per cent. over the level of July, 1914, the same figure as at 1st November, 1943, as compared with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no allowance being made for any changes in the standard of living since that date, or for any economies or readjustments in consumption and expenditure since the outbreak of the war.

The rise of 44 points since the beginning of September, 1939, is equivalent to about 28 per cent. Of these 44 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately 1 point is due to increases resulting from the Purchase Tax.

SUMMARY TABLE: ALL ITEMS.

Average Percentage Increases as compared with July, 1914.

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

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TRADE DISPUTES IN NOVEMBER.*

Number and Magnitude.—The number of disputes involving stoppages of work, reported to the Department† as beginning in Great Britain and Northern Ireland during November, was 193. In addition, 9 disputes which began before November were still in progress at the beginning of that month, making a total of 202 disputes in November. The aggregate number of working days lost in these disputes during November is estimated at approximately 365,000 for a gross total of about 90,000 workpeople. Some workpeople are counted more than once in the latter total, owing to more than one stoppage having occurred at certain collieries. After allowance for duplication in the figures on this account, the net number of separate individuals involved, directly or indirectly, in the above 202 disputes was about 80,000.

In the following Table an analysis is given, by groups of industries, of all disputes in progress in November:—

Industry Group.	Number of Disputes in progress in Month.			Number of Workpeople involved in all Disputes in progress in Month.	Aggregate Duration in Working Days of all Disputes in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Mining and Quarrying	2	105	107	55,000	224,000
Metal, Engineering and Shipbuilding	4	61	65	29,200	125,000
Transport	1	5	6	4,300	12,000
Other Industries	2	22	24	2,000	4,000
Total, November, 1943†	9	193	202	90,500	365,000
<i>Total, October, 1943†</i>	<i>20</i>	<i>156</i>	<i>176</i>	<i>69,800</i>	<i>160,000</i>
<i>Total, November, 1942†</i>	<i>7</i>	<i>144</i>	<i>151</i>	<i>43,400</i>	<i>97,000</i>

Duration.—Of 188 stoppages which ended in November, 80, directly involving 13,600 workpeople, lasted not more than one day; 49, directly involving 7,200 workpeople, lasted two days; 23, directly involving 6,900 workpeople, lasted three days; 22, directly involving 8,000 workpeople, lasted four to six days, and 14, directly involving 25,000 workpeople, lasted over six days.

Causes.—Of the 193 disputes beginning in November, 34, directly involving 11,000 workpeople, arose out of demands for advances in wages, 13, directly involving 3,200 workpeople, out of proposed reductions in wages, and 56, directly involving 8,800 workpeople, on other wage questions; 5, directly involving

2,200 workpeople, arose on questions as to working hours; 29, directly involving 7,500 workpeople, on questions respecting the employment of particular classes or persons; and 56, directly involving 10,600 workpeople, on other questions.

Results.—Final settlements of disputes which terminated in November have been effected in the case of 157 disputes, directly involving 52,200 workpeople. Of these disputes, 32, directly involving 4,000 workpeople, were settled in favour of the workpeople; 94, directly involving 44,200 workpeople, were settled in favour of the employers; and 31, directly involving 4,000 workpeople, resulted in a compromise. In the case of 29 other disputes, directly involving 7,000 workpeople, work was resumed pending negotiations.

TOTALS FOR JANUARY–NOVEMBER, 1943 AND 1942†
The following Table summarises the figures for Great Britain and Northern Ireland for the first eleven months of 1943, as compared with the corresponding months of 1942:—

Industry Group.	January to November, 1943.			January to November, 1942.		
	Number of Disputes beginning in period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.	Number of Disputes beginning in period.	Number of Workpeople involved in all Disputes in progress.	Aggregate Duration in Working Days of all Disputes in progress.
Fishing	3	1,700	14,000	—	—	—
Coal Mining	766	276,900†	823,000	492	245,300†	789,000
Other Mining and Quarrying	16	1,600	3,000	27	4,600	22,000
Brick, Pottery, Glass, Chemical, etc.	29	1,600	4,000	36	4,500	8,000
Engineering	266	113,300	391,000	202	72,800	264,000
Shipbuilding	181	30,500	130,000	99	39,500	188,000
Other Metal	122	18,100	57,000	122	16,200	46,000
Textile	47	5,700	16,000	44	7,400	22,000
Clothing	19	2,000	3,000	11	4,900	18,000
Food, Drink and Tobacco	16	8,500	27,000	12	2,000	4,000
Building	67	12,200	23,000	62	12,800	28,000
Transport	65	52,300	178,000	49	12,800	32,000
Commerce, Distribution and Finance	6	500	1,000	8	2,000	3,000
Other Industries	35	2,800	6,000	32	4,900	13,000
Total	1,638	527,700†	1,676,000	1,196	429,700†	1,437,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING NOVEMBER.

Occupations‡ and Locality.	Approximate Number of Workpeople involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	In-directly.§	Began.	Ended.		
COAL MINING:— Underground and surface workers—near Doncaster (one colliery).	1,734	334	28 Oct.	27 Nov.	Dispute respecting the wages of a number of men.	Work resumed pending negotiations.
Coal face workers and other underground and surface workers—near Chesterfield (one colliery).	220	2,250	30 Oct.	8 Nov.	Demand for an increase in rate of wages.	Work resumed pending negotiations.
Colliery workpeople—Castle Eden, Co. Durham (one colliery).	3,036	..	1 Nov.	6 Nov.	Objection to the attitude alleged to have been adopted by an under-manager towards datal workers, and demand for his dismissal.	Work resumed on the understanding that an enquiry would be held by the Regional Controller of the Ministry of Fuel and Power.
Colliery workpeople—Lancashire	12,500	..	8 Nov.¶	20 Nov.¶	Dissatisfaction of haulage workers with wages.	Work resumed on terms in operation prior to the stoppage.
Colliery workpeople—South Shields (one colliery).	1,200	137	19 Nov.	24 Nov.	In sympathy with a surface worker who had been imprisoned for non-payment of a fine imposed for refusing to obey a direction to work underground.	Work resumed following the release from prison of the surface worker, whose fine had been paid by an anonymous person.
Colliery workpeople—Lancashire	12,500	..	27 Nov.¶	6 Dec.¶	Dissatisfaction with the outcome of recent conferences on workpeople's claim for increased wages and improved working conditions.	Work resumed on conditions in operation prior to the stoppage.
ENGINEERING:— Engineering operatives—West of Scotland (one firm).	16,000	..	29 Oct.	8 Nov.	Dissatisfaction with a recently negotiated agreement relating to the wages of women at the factories involved.	Work resumed on conditions existing prior to the stoppage.
Engineering operatives—near Birmingham (one firm).	1,650	..	19 Nov.	23 Nov.	Workpeople's dissatisfaction regarding a reduction in amount of piecework bonus, which, employers alleged, had been overpaid in error in respect of the previous week.	Work resumed to permit negotiations to proceed in a constitutional manner.
SHIPBUILDING:— Platers, riveters, holders-on, welders, caulkers, burners and boiler-smiths, etc.—South Bank, Yorks. (one firm).	367	..	5 Nov.	20 Nov.	Objection to a head foreman and demand for his removal.	Work resumed. Head foreman's duties re-arranged so as to obviate the necessity for his having direct contact with the workpeople.
TRANSPORT:— Dockers and stevedores—Port of London.	3,460**	300**	26 Oct.**	3 Nov.	For the payment of 'danger money' for unloading certain cargoes from ships carrying explosives.	Work resumed to permit settlement of dispute by constitutional machinery.

* Disputes involving less than 10 workpeople, and those which lasted less than one day, have, as usual, been omitted from the statistics, except when the aggregate duration (i.e., number of workpeople multiplied by number of working days, allowing for workpeople replaced, etc.) exceeded 100 days.
† The figures given for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

‡ Some workpeople, chiefly in the coal mining industry, were involved in more than one stoppage, and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review was approximately 168,000 in 1943, and 151,000 in 1942. For all industries combined the corresponding net totals were approximately 389,000 and 318,000, respectively.

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

¶ The stoppage began at two collieries on 8th November and subsequently extended. Resumption of work commenced on 16th November and was practically completed by the morning of Monday, 22nd November.

** The stoppage began at one colliery on this date and subsequently extended. At some collieries work was partially or fully resumed after a day or two, but further stoppages occurred at others. Work had been fully resumed at all collieries except one by 6th December.

*** Only a small number of workpeople were involved on 26th and 27th October.

EMPLOYMENT OVERSEAS.

UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in September, 1943, is estimated by the United States Department of Labour to have been approximately 38,263,000; this was 0.1 per cent. higher than the figure for August, 1943, but 0.2 per cent. lower than that for September, 1942, and 28.6 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in September, 1943, is estimated to have been 0.2 per cent. lower than in August, 1943, 6.8 per cent. higher than in September, 1942, and 70.4 above the average for the year 1939.

CANADA.

According to returns received by the Dominion Bureau of Statistics from over 13,900 employers, the total number of workpeople in employment at 1st September in industries other than agriculture and private domestic service was 0.1 per cent. higher than at 1st August, 1943, 3.8 per cent. higher than at 1st September, 1942, and 86.2 per cent. above the average number for the year 1926. The figure for 1st August, 1943, showed an increase of 1.2 per cent. compared with that for 1st July, 1943.

Returns rendered by trade unions with a total membership of nearly 465,000 showed that the percentage rate of unemployment among their members at the beginning of August, 1943, was 0.4, compared with 0.6 at the beginning of July and 1.8 at the beginning of August, 1942.

UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in July, 1943, the number of workpeople employed in manufacturing establishments generally and in mining and transport was 1.2 per cent. lower than in June, and 7.6 per cent. lower than in July, 1942. The figure for June, 1943, showed a decrease of 1.0 per cent. compared with that for May.

ÉIRE.

The number of persons on the live registers of Employment Exchanges increased from 61,910 at 30th October to 73,231 at 27th November, 1943. At 28th November, 1942, the number on the live registers was 81,830.

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.

CANADA.

At 1st September, 1943, the official cost-of-living index figure was 0.2 per cent. higher than the figure for 2nd August and 18.5 per cent. above that for 1st-September, 1939. For food alone the corresponding percentage increases were 0.2 and 34.3, respectively.

UNION OF SOUTH AFRICA.

In August, 1943, the official cost-of-living index figure showed a rise of 0.4 per cent. over the figure for the previous month and of 26.2 per cent. over that for August, 1939. For food alone the index figure was 0.9 per cent. higher than the figure for the previous month and 36.0 per cent. above that for August, 1939.

SOUTHERN RHODESIA.

In September, 1943, the revised cost-of-living index figure (unadjusted for seasonal movements) was 1.2 per cent. higher than the corresponding figure for the previous month and 20.9 per cent. above that for August, 1939. For food alone the index figure for September, 1943, showed a rise of 2.3 per cent. over the level of the previous month and of 19.9 per cent. over that for August, 1939.

SWEDEN.

In September, 1943, the official cost-of-living index figures* based on prices in 1935 taken as = 100, showed a decline of 0.63 per cent. below the figure for 1st January, 1943, if the effects of direct taxation are excluded. If direct taxation is included, the index figures showed a rise of 0.13 per cent. between 1st January and September, 1943. For food alone the index figure at September, 1943, was 1.11 per cent. below the level of 1st January, 1943.

ICELAND.

At 1st October, 1943, the official index figure of the cost-of-living in Reykjavik was 0.8 per cent. below the figure for the previous month, but 157.4 per cent. above that for 1st September, 1939. For food alone the figure at 1st October, 1943, showed a decline of 3.8 per cent. below the figure for the previous month, but a rise of 224.8 per cent. over that for 1st September, 1939.

* See footnote * in the second column of page 90 of the issue of this GAZETTE for June, 1943.

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 November† was 186, as compared with 191‡ in the previous month and with 204§ in November, 1942. Details for separate industries are given below:—

MINES AND QUARRIES.		FACTORIES—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	3
Underground	45	Rubber Trades . . . . .	..
Surface	5	Gas Works	1
Metalliferous Mines	1	Electrical Stations	3
Quarries	7	Other Industries . . . . .	..
TOTAL,	58	WORKS AND PLACES UNDER	SS. 105, 107, 108, FACTORIES
MINES AND QUARRIES	58	ACT, 1937.	
FACTORIES.			
Clay, Stone, Cement, Pottery and Glass	2	Docks, Wharves, Quays and Ships	8
Chemicals, Oils, Soap, etc.	5	Building Operations	21
Metal Extracting and Refining	1	Works of Engineering Construction . . . . .	..
Metal Conversion and Founding (including Rolling Mills and Tube Making)	15	Warehouses . . . . .	..
Engineering, Locomotive Building, Boilermaking, etc.	12	TOTAL, FACTORIES ACT	104
Railway and Tramway Carriages, Motor and other Vehicles and Aircraft Manufacture	8	RAILWAY SERVICE.	
Shipbuilding	13	Brakesmen, Goods Guards	4
Other Metal Trades	2	Engine Drivers, Motor-men	2
Cotton	3	Firemen	1
Wool, Worsted, Shoddy	1	Guards (Passenger)	1
Other Textile Manufacture	1	Labourers	2
Textile Printing, Bleaching and Dyeing . . . . .	..	Mechanics	2
Tanning, Currying, etc.	1	Permanent Way Men	5
Food and Drink	2	Porters	2
General Woodwork and Furniture	2	Shunters	1
		Other Grades	4
		Contractors' Servants . . . . .	..
		TOTAL, RAILWAY SERVICE	24
		Total (excluding Seamen)	186

INDUSTRIAL DISEASES.

The Table below shows the number of cases‡ and deaths§ in Great Britain and Northern Ireland reported during November 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	5
Smelting of Metals . . . . .	..	Tar	2
Plumbing and Soldering . . . . .	..	Paraffin . . . . .	..
Shipbreaking . . . . .	..	Oil	4
Printing . . . . .	..	TOTAL	11
Other Contact with Molten Lead . . . . .	..	CHROME ULCERATION.	
White and Red Lead Works . . . . .	..	Manufacture of Bichromates . . . . .	..
Pottery . . . . .	..	Dyeing and Finishing . . . . .	..
Vitreous Enamelling . . . . .	..	Chrome Tanning . . . . .	..
Electric Accumulator Works	1	Chromium Plating	4
Shipbuilding	2	Other Industries	8
Painting of Buildings . . . . .	..	TOTAL	12
TOTAL	3	Total, Cases	40
OTHER POISONING.		II. Deaths.	
Mercurial	2	ANTHRAX.	
Aniline	10	Handling and Sorting of Hides and Skins	2
TOTAL	12	Total, Deaths	2
ANTHRAX.			
Handling and Sorting of Hides and Skins	2		

* 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 27th November, 1943, in comparison with the 4 weeks ended 30th October, 1943, and the 4 weeks ended 28th November, 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.

¶ In addition, one case of lead poisoning was reported among plumbers not employed in factories.

LEGAL CASES AFFECTING LABOUR.

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

The Keable Press Limited, who are the publishers of the "Daily Worker" newspaper, appealed to the Court of Appeal against the decision of the Divisional Court* refusing their application for an Order of Prohibition to restrain the National Arbitration Tribunal from dealing with a dispute referred to them under the Conditions of Employment and National Arbitration Order, 1940, by the Minister of Labour and National Service. The case arose in the following circumstances.

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. Acting on the instructions of an official of the Natsopa a number of the men engaged by the Keable Press Ltd. refused to commence work until Howard was reinstated. Under this pressure 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 under Article 2 (1) of the above mentioned Order, that a trade dispute existed between the Keable Press Ltd. and such of the workers in their employ as were members of the London Machine Room branch of the Natsopa. The Minister in pursuance of his powers under Article 2 (2) of the Order referred the 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 of the Keable Press Ltd. for an Order of Prohibition was refused by the Divisional Court because in the view of that Court there was the most ample evidence that a "trade dispute" existed between the Keable Press Ltd. and the workmen in their employ, so that the Minister had correctly referred the matter to the National Arbitration Tribunal who had jurisdiction to deal with it. The Keable Press Ltd. now appealed to the Court of Appeal.

The Court of Appeal, consisting of the Master of the Rolls (Lord Greene) and MacKinnon and du Parcq, L.J.J., dismissed the appeal. The Master of the Rolls, in the course of his judgment, said that Counsel for the Keable Press Ltd. had argued that no dispute existed between his clients and any of the workmen employed by them; and that the dispute had been started and carried on by the Natsopa acting on its own without reference to the wishes or the interests of his clients' employees. Dealing with this argument, his Lordship pointed out that it had been sworn in evidence that the Natsopa, in insisting on the reinstatement of Howard, had been acting on behalf of, and with the approval of, its members. Apart from this, his Lordship did not know what better proof of the existence of a dispute in relation to the reinstatement of Howard one could have than the fact that the men came out on strike because he had not been reinstated.

The coming out on strike of the men in obedience to the Natsopa surely meant, said his Lordship, that the men were recognising and adopting as their own the action of the Natsopa taken on their behalf and in their name; and even if before the strike the matter was to be regarded as a pure piece of inter-meddling by the Natsopa without reference to the wishes and interests of the men, as soon as the men backed up the Natsopa by supporting its demands for Howard's reinstatement, his Lordship could not see how it could be said that no dispute existed. It appeared to his Lordship that it was indisputable that there was a "trade dispute" within the meaning of the Order and that there was unquestionably jurisdiction in the National Arbitration Tribunal to entertain the reference made by the Minister.—*The King v. The National Arbitration Tribunal*. Ex parte *The Keable Press Limited*. Court of Appeal. 29th October, and 1st November, 1943.

* See the issue of this GAZETTE for May, 1943, page 75.

LOSS OF THE "THETIS"—LIABILITY OF THE BUILDERS AND SUB-CONTRACTORS TO WIDOWS OF WORKMEN LOST IN DIVING TRIALS.

Actions claiming damages for negligence were brought by the widows of two workmen lost in the submarine "Thetis" which, when on her diving trials on 1st June, 1939, struck the bottom and could not be raised until all the 103 men aboard, with the exception of four, had perished.

The first defendants to each of the actions were Cammell Laird & Co. Ltd., who built the vessel under a contract with the Admiralty, and from whose shipyard the "Thetis" set out on the day of the accident with a view to performing her diving trials. The fourth defendants were The Wailes Dove Bitumastic Co. Ltd. (referred to as "the Bitumastic Company"), a firm which specialised in the production of a particular kind of bitumastic enamel suitable for application to metal surfaces which could be exposed to sea water. There were other defendants to the actions, namely, an officer in the Royal Navy, who survived the disaster, and the widows respectively of a leading seaman and of a commander in the Royal Navy. These other defendants were dismissed from the actions and this report deals only with the question of the liability of Cammell Lairds and the Bitumastic Company.

The cause of the accident arose from the painting of a torpedo tube with bitumastic paint. This tube was provided with a test cock which had become blocked with paint, so that no water could pass from it. The result was that the tube was thought to be empty when in fact it was full of water. The painting of the torpedo tube had been carried out by the Bitumastic Company under a sub-contract with Cammell Lairds.

Mr. Justice Wrottesley said that the painting of the torpedo tube had been done in a slovenly manner and that the negligence of the painter employed by the Bitumastic Company had led directly to the disaster in which the husbands of the two plaintiffs had lost their lives. The Bitumastic Company were not, however, under any contractual or other liability to the two deceased. They were not brought into proximity with the deceased, as they might be if the vessel were to be used without any opportunity being afforded to observe the defect, because Cammell Lairds were clearly responsible for seeing that the painting of the tubes which they had fitted into the vessel was so done as not to obstruct anything so vital as a test cock on a safety latch. His Lordship therefore held that the Bitumastic Company were not liable.

Dealing with the case against Cammell Lairds, the learned Judge said that when the harm was done by these test cocks being blocked up with paint Cammell Lairds were in control and occupation of the vessel. His Lordship said that they had ample opportunity to detect and put right the defect which was instrumental in bringing about the disaster. Although they had at their disposal a highly qualified engineering staff, well fitted for the purpose, they sent none of them to see that the painting by the sub-contractors was so done as to leave the safety devices on the rear doors of the torpedo tubes in order. Cammell Lairds were in control of the vessel right down to the moment she proceeded to sea. Under their contract with the Admiralty they were charged with the liability of seeing that she was fit to go to sea and, so far as skill and care could provide it, to go through her diving trials. Cammell Lairds were, therefore, under a duty to see that those who were to proceed in her to the diving trials were not exposed to any unusual danger, the existence of which Cammell Lairds ought to have known. The exercise of reasonable care in preparing the vessel for her trials would have disclosed that the sub-contractors had put the safety catches out of order. Cammell Lairds' failure to exercise this care had exposed the whole ship's company to unusual danger because an apparent safety device was in fact nothing of the kind.

His Lordship said that in the result, each of the plaintiffs succeeded in establishing liability on the part of Cammell Lairds for the loss of the wage earner on whom she depended. As against the other defendants the claims of each of the plaintiffs failed. Judgment was entered for the plaintiffs against Cammell Lairds, the costs of the other defendants to be paid by Cammell Lairds.—*Duncan v. Cammell Laird & Co. Ltd.*; *Craven v. Same*. *Duncan v. Wailes Dove Bitumastic Ltd.*; *Craven v. Same*. High Court of Justice, King's Bench Division: 29th, 30th September, 1st, 21st, 22nd October, 1943.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During November, 1943, the National Arbitration Tribunal issued fifteen awards, Nos. 454 to 468. One of these awards is summarised below: the other awards related to cases affecting individual employers.

Award No. 457 (11th November).—*Parties*: Members of the London Newspapers Provincial Association Ltd. and members of the National Union of Journalists employed by them. *Claim*: For the application to journalists employed in the Manchester offices of certain London newspapers of the agreed rate for journalists in the London offices of London newspapers. *Award*: The Tribunal found that the claim had not been established.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During November, 1943, the National Arbitration Tribunal (Northern Ireland) issued nine awards, Nos. 259-267. Five of the awards are summarised below: the other awards related to cases affecting individual employers.

Award No. 259 (5th November).—*Parties*: The Belfast members of the Northern Ireland Registered Hide Markets' Association, and certain employees of the member firms. *Claim*: (1) That wages be increased to £4 10s. per week; (2) That protective clothing and boots be supplied to the men. *Award*: That the existing minimum rate of wages of £3 14s. per week shall be increased by 4s. per week to £3 18s. per week. The Tribunal found that the second part of the claim had not been established, and they awarded accordingly.

Award No. 263 (12th November).—*Parties*: Messrs. John Kelly Ltd., I.C.I. (Salt) Ltd., Carrickfergus Gas Co. Ltd., and Mr. John Law, all of Carrickfergus, and certain of their employees. *Claim*: That (1) (a) all rates of pay be increased to correspond with the rates obtaining in Belfast, and (b) rates for carting ex ship or quay be advanced by 10 per cent.; (2) trimming in yards be paid on a piecework basis; (3) one week's holiday with pay per annum be granted to each permanent employee; casual workers to be dealt with on the basis of 4d. per day for each day that work has been performed. *Award*: (1) The tonnage rates for discharging coal to be increased by 3d. per ton as follows:—small tubs, 1s. 6d. per ton, ton tubs 1s. 8½d. per ton. Overtime rates: small tubs, 1s. 8d. per ton, ton tubs 1s. 10½d. per ton. (2) The present rates of wages of motor drivers, carters and yardmen to be increased by 1d. per hour. (3) The wages of motor helpers to be increased to 1s. 4d. per hour. (4) The present tonnage rates for carting ex ship or quay to be advanced by 10 per cent. (5) The workers to be granted six consecutive days' holidays with pay in each calendar year after six months' service. The Tribunal found that the part of the claim for payment on a piecework basis for trimming in yards had not been established and they awarded accordingly.

Award No. 264 (15th November).—*Parties*: The Northern Ireland Road Transport Board and certain of their employees. *Claim*: For the reinstatement in their employment of eight workmen on the ground that their discharge from the service of the Northern Ireland Road Transport Board was not justified. *Award*: The Tribunal found that the claim had not been established and they awarded accordingly.

Award No. 265 (16th November).—*Parties*: The members of the Larne Coal Importers' Association and certain employees of the member firms. *Claim*: For an increase of 2d. per hour on present rates of wages. *Award*: That the present rates of wages of lorrymen, carters and storemen employed by the members of the Larne Coal Importers' Association shall be increased by 1d. per hour.

Award No. 267 (19th November).—*Parties*: The Northern Ireland Road Transport Board and certain of their employees. *Claim*: For the reinstatement of five men who were dismissed from the service of the Northern Ireland Road Transport Board on 16th July, 1943. *Award*: The Tribunal were of opinion that the men were not justified in staying out of work, but as there was a misunderstanding, they awarded that the five men concerned should be given another chance and be reinstated in the service of the Board.

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

INDUSTRIAL COURT AWARDS.

During November the Industrial Court issued two awards, Nos. 1928-1929, which are summarised below. In each case the parties were the Trade Union Side and the Official Side of the Shipbuilding Trade Joint Council for Government Departments.

Award No. 1928 (11th November).—*Claim*: That classified basic rates as paid to certain trades in H.M. Dockyards be extended to sailmakers. *Award*: The Court awarded three standard basic rates to specified percentages of the men concerned.

Award No. 1929 (11th November).—*Claim*: For the payment of a tool allowance to coopers employed in Admiralty Establishments. *Award*: The Court awarded in favour of the claim.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During November, 1943, seven awards, one of which related to a dispute reported under the Conditions of Employment and National Arbitration Orders, 1940-1942, were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. Two of the awards are summarised below; the other five awards related only to individual undertakings.

Parties: The Electrical Trades Union and the National Federated Electrical Association. *Claim*: For an increase in the basic rate of wages as laid down in the Wages (War Adjustment) Agreement between the parties dated 24th November, 1939. *Award*: The Arbitrator, sitting with Assessors, awarded that the rates specified in the Agreement be varied by the addition of ½d. per hour in Grades B, B2 and C.

Parties: The National Union of General and Municipal Workers and the Monmouthshire County Council. *Claim*: For the determination of the war wage payable to certain employees of the Council during the period 1st April, 1943, to 31st May, 1943. *Award*: The Arbitrator decided that the war wage payable to the employees concerned during the above-mentioned period should be 15s. a week.

ERRATUM

The Amalgamated Engineering Union and the Flour Milling Employers' Federation.—In the third line of the second column on page 161 of last month's issue of this GAZETTE the amount of increase awarded by the Arbitrator in the difference between the Amalgamated Engineering Union and the Flour Milling Employers' Federation should have been shown as 3s. a week (not 5s. a week, as printed).

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

During November, 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.

Fur Trade Board (Great Britain).—Proposal Z.(38), dated 9th November, 1943.

Paper Box Trade Board (Great Britain).—Proposal B.(31), dated 11th November, 1943.

Rope, Twine and Net Trade Board (Northern Ireland).—Proposal N.I.R.(N.41), dated 3rd November, 1943.

Aerated Waters Trade Board (Northern Ireland).—Proposal N.I.A.(N.17), dated 16th November, 1943.

Paper Box Trade Board (Great Britain).—Proposal B.(31), dated 11th November, 1943.

Further information concerning any of the proposals listed above may be obtained by persons engaged in the respective trades from the Secretary of the Board concerned at Ebury Bridge House, Ebury Bridge Road, London, S.W.1, for the Boards in Great Britain, or at 31 Eglantine Avenue, Belfast, for the Boards in Northern Ireland.

CONFIRMING ORDERS.

During November, 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.

Paper Bag Trade Board (Great Britain).—Order P.(33), dated 10th November, 1943; effective from 22nd November, 1943.

Toy Manufacturing Trade Board (Great Britain).—Order Y.(33), dated 27th November, 1943; effective from 1st January, 1944.

Laundry Trade Board (Northern Ireland).—Order N.I.L.(22), dated 15th November, 1943; effective from 25th November, 1943.

STATUTORY RULES AND ORDERS.

Since last month's issue of this GAZETTE was prepared the unmentioned 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 Building and Civil Engineering Contracting (Hours of Employment) (No. 1) Direction, 1943, dated October 7, 1943, given by the Minister of Works pursuant to Regulation 56AB of the Defence (General) Regulations, 1939. (S. R. & O. 1943, No. 1454. 1d. net (2d. post free)).—See summary on page 166.

The Essential Work (Trawler Fishing) Order, 1943, dated December 2, 1943, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939. (S. R. & O. 1943, No. 1674. 2d. net, (3d. post free)).—See summary on page 164.

OFFICIAL PUBLICATIONS RECEIVED.

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

INDUSTRIAL HEALTH.—*Conditions for Industrial Health and Efficiency: Pamphlet No. 1. Ventilation and Heating; Lighting and Sealing.* Industrial Health Research Board. Price 3d. (4d.) See page 166 of this GAZETTE.

INTERNATIONAL LABOUR CONFERENCE.—*Proposed Action by His Majesty's Government in the United Kingdom of Great Britain and Northern Ireland regarding certain Draft Conventions.* Cmd. 6475. Price 1d. (2d.). See page 167 of this GAZETTE.

NURSES' SALARIES.—*Second Report of Nurses Salaries Committee. Salaries and Emoluments of Male Nurses, Public Health Nurses, District Nurses and State Registered Nurses in Nurseries.* Cmd. 6487. Price 9d. (11d.). See page 167 of this GAZETTE.

* See footnote * on page 176.

FACTORIES ACTS.

FACTORY FORMS.

From time to time the Ministry of Labour and National Service issue Factory Forms* regarding Regulations and Orders made under the Factories Acts. The following Forms have been issued or reprinted since the previous list was published in the September, 1943, issue of this GAZETTE, and may be purchased at the prices shown. The prices in brackets include postage.

No.	Title and Price.
34	Factories Act, 1937. General Register, Part V. Register of Washing, Painting, Whitewashing, etc., July, 1938. Reprinted 1943; revised price 1s. (1s. 2d.).

No.	Title and Price.
38	Factories Act, 1937, etc. Register and Record of Hours of Employment of Young Persons under 18 years of age in certain Occupations. July, 1938. Reprinted 1943; revised price 1s. 7½d. (1s. 10½d.).
92	Lead Paint (Protection against Poisoning) Act, 1926. Register of Persons employed in Painting Buildings and the Work on which they are employed, July, 1938. Reprinted 1943; revised price 7½d. (8½d.).
264	Precautions in the Installation and Working of Abrasive Wheels. October, 1943, price 1d. (2d.).
278	Factories Act, 1937. Fencing and Other Safety Precautions for Power Presses. November, 1943, price 1d. (2d.).
397	Oil Dermatitis. Cautionary Notice. September, 1943, price 2d. (3d.).

* 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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