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The Personnel Management Advisory Service

RECENT issues of this GAZETTE have recorded a description of some of the more specialised services by means of which the Ministry of Labour and National Service is seeking to aid industry and those concerned with its well-being (see, for example, the issue for August, pages 261 to 263). Another of those services forms the subject of the present article.

The subject of personnel management came into major prominence during the war, although interest in it had been gradually developing among industrialists for some years before the war. The necessities of the war, however, made it imperative that attention to the human relationships in industry must be stimulated in order to secure that degree of efficiency and contentment without which the country's war effort could not be fully geared up. Government Departments gave particular heed to this question and encouraged among their contractors a forward attitude.

Establishment of Service

When the war was over, it was felt that the developments which had been secured in the field of personnel management should be maintained and still further extended so as to facilitate the transition from war to peace production with its accompanying problem of the resettlement of millions of ex-Servicemen. It was, in fact, recognised that if the country was to overcome the inevitable dislocation of its economy as the result of the war and find an adequate solution to the social and industrial problems with which it was faced, then questions of human relationships in industry became paramount.

Accordingly, the Personnel Management Advisory Service was established under the Factory Department of the Ministry of Labour and National Service. It was appropriately so attached at that time because, for many years, Factory Inspectors had themselves contributed in no small degree to such evolution of personnel management as had already occurred. In the course of their duties, they had not contented themselves with securing the observance of mere statutory requirements in relation to the welfare of employed persons ; they influenced employers to regard the statutes only as minima and encouraged progressive improvements beyond those minimum standards. These developments in "welfare" naturally led to an interest in the more comprehensive subject of personnel management as a whole and the Inspectorate took every opportunity of fostering that interest.

It was therefore natural that at its inception the Ministry's formal Personnel Management Advisory Service should be associated with the Factory Department. A team of skilled and experienced personnel officers was recruited from industry and became the Department's Personnel Management Advisers responsible to the Chief Inspector of Factories for operating the Advisory Service.

Purpose of Service

It may perhaps be appropriate to explain the term "personnel management" in its modern connotation. It is that element in general industrial management which is primarily concerned with the human relationships in the undertaking and has as its objective the maintenance of those relationships on a basis which encourages all those concerned to make their maximum personal contribution to the effective working of the undertaking.

The purpose of the Personnel Management Advisory Service, therefore, is to help firms to develop their personnel management along these lines by formulating a progressive personnel policy and adopting those practical techniques which are indispensable to the carrying-out of such a policy. The necessity for a formulated policy as a pre-requisite of successful personnel management is clear. Without it, a firm's line executives have no chart to guide them in their relationships with those under their charge, so that efficient and sympathetic management of personnel becomes impossible.

It is to be noted that the formulation of a policy does not necessarily postulate the adoption of specific benefit schemes but is rather intended to place on record, for the information of the supervisory force and of the employees, the general attitude of the firm towards the employees. That attitude might be expressed, for example, as follows :—

"It is the objective of this Company to establish such relationships with its employees of all ranks as will encourage them to feel a satisfaction in their employment and so enable them to collaborate to the full in promoting the Company's efficiency and prosperity. In pursuance of this objective, the Company will maintain constantly under review :—

1. Its methods of recruitment, selection, training, education and promotion ;
2. Its administration of industrial agreements relating to its terms of employment, methods and standards of remuneration, and working conditions ;

3. Its provisions for workshop amenities and employees' services ;
4. Its facilities for consultation on all appropriate matters with its employees and with their trade union representatives ; and
5. Its procedures for the settlement of differences and the avoidance of disputes."

The implementation in practice of such a declaration of policy would involve, *inter alia*:

The use of adequate and objective methods of selection for engagement ;

The placing of employees in the available work most suited to their abilities ;

The provision of training and educative facilities to enable employees to perform their duties competently and to fit them for promotion as opportunity offers ;

The consideration of the employee, as well as of the Company, before transferring him from one job to another ;

The filling of vacancies from within the Company, so long as suitable candidates are available ;

The development and maintenance of methods for the regular assessment of employees' qualities and services and the use of these recorded assessments as a means of selecting employees for promotion ;

The recognition of the right of the employees, assisted, if they so wish, by their union representative, to examine and check methods and calculations on which payment by results proposals are based ; and

The maintenance of the highest practicable standard of workshop conditions and amenities, regarding statutory legislation on the subject merely as a minimum.

The Personnel Management Advisory Service helps firms to apply these various points in their day-to-day administration. It does so by direct advice, and/or by putting the firms into touch with an appropriate specialist organisation, e.g., the Institute of Personnel Management, the Industrial Welfare Society, the National Institute of Industrial Psychology, etc. The Service does not, of course, act as a professional industrial consultant ; it can only set the firm on the right path and thereafter offer such general guidance as may be desired. The advantage the Service possesses is that the Advisers are all drawn from industry and by their experience are equipped with up-to-date information of a practical character.

Training of Personnel Officers

The handicap under which so many firms are suffering is the dearth of trained personnel officers to put in charge of the administration of their personnel policies and to advise them in general on those policies. One of the most important functions of the Advisory Service is to help untrained or inexperienced personnel officers both directly and by arranging lecture courses in co-operation with the educational authorities and the Institute of Personnel Management. These Courses have proved of great advantage both to the individuals and to the firms by which they are employed.

The Advisory Service does not, of course, restrict its activities to the larger firms which can establish special personnel departments and employ specialist personnel officers. Much of the Advisers' work is with the small firm which, despite its smallness, wants to put its personnel management on a sound footing but obviously cannot justify a specialist department. The Advisers explain how the job can be done in those cases, by allocating the various personnel functions to appropriate members of the existing staff.

Another of the functions of the Advisory Service is to organise or help in organising conferences of employers on personnel management so that advantage can be gained from the pooling of experience.

The Advisers also co-operate with the Appointments Department of the Ministry in order to assist employers to find suitable personnel officers.

Joint Consultation in Factories, etc.

One of the main features of any progressive personnel policy is the creation of facilities for joint consultation between management

and employees on all matters of mutual interest. There is perhaps no aspect of personnel management of greater importance in these days. It is significant that this subject emerges into prominence in times of national crisis. In the emergency of the first World War, the Whitley Committee laid the foundation of Works Committees "to give employees wider interest in and greater responsibility for the conditions in which their work is performed and to prevent frictions and misunderstanding." After Dunkirk, Mr. Bevin as Minister of Labour and National Service declared in the House of Commons :

"It is my considered view that, in order to avoid conditions which cause discontent, there should be established in all industrial establishments standing joint arrangements for regular discussion between managements and properly elected representatives of the workpeople on matters in which they are mutually interested."

In 1942, when every nerve had to be strained to build up preparations for the final great attack, the Government led the way in joint consultation by forming Committees in each Royal Ordnance Factory, this step being followed by the engineering industry which agreed with the trade unions on the establishment of Joint Production Committees throughout the engineering industry.

Committees were also set up in the coal mines, in the shipyards and on civil engineering contracts. In fact, there was a great expansion of joint consultative machinery throughout industry generally.

Again, in 1946, when the economic crisis developed, one of the first steps urged by the Government was the revival of moribund Committees and the formation of new ones.

In 1947, the National Joint Advisory Council, consisting of representatives of the British Employers' Confederation and the Trades Union Congress, recommended that national organisations of employers and employed should give consideration to the desirability of building up an appropriate form of joint consultation at the factory level. The Regional Boards for Industry were invited to help in the Regions and, of course, the Ministry of Labour and National Service has been active throughout in stimulating the interest of industry in the subject.

At this particular time of national difficulty, it is becoming recognised that consultative facilities between management and employees are essential if the maximum industrial effort of the nation is to be achieved. For that reason, the Personnel Management Advisory Service is at the disposal of employers to help them to establish such facilities within the framework of their national industrial agreements where these exist, or independently where no national agreement has been reached.

It will be evident from this description of the Personnel Management Advisory Service that the Ministry places great importance on the fostering of modern ideas of personnel management as an essential factor in the improvement of human relationships in industry. In order still further to emphasise this point, the Advisory Service has been transferred from the Factory Department to the Industrial Relations side of the Ministry and the various Advisers have been attached to the Regional Industrial Relations Offices in the Regions. By this means, the whole effort of the Ministry to promote good industrial relationships is co-ordinated.

Enquiries regarding the Personnel Management Advisory Service should be addressed to the Headquarters of the Ministry of Labour and National Service at 8 St. James's Square, London, S.W.1, or to the appropriate Regional Office as follows :—

Newcastle-upon-Tyne	93a Grey Street, Newcastle-upon-Tyne.
Leeds	15-19 The Headrow, Leeds, 1.
Cambridge	Block B—Government Offices, Brooklands Avenue, Cambridge.
London	Hanway House, Red Lion Square, London, W.C.1.
Reading	6 Cross Street, Reading, Berks.
Bristol	31-33 Whiteladies Road, Bristol, 8.
Cardiff	G.E.C. Buildings, Kingsway, Cardiff.
Birmingham	281-9 Corporation Street, Birmingham, 4.
Manchester	Sunlight House, Quay Street, Manchester, 3.
Glasgow	13 Bath Street, Glasgow, C.2.

REVIEW OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 348 to 364.

Employment

It is estimated that the number of persons in civil employment in Great Britain rose by 49,000 (21,000 males and 28,000 females) during August, the number at the end of the month being 22,212,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed an increase of 9,000, manufacturing industries rose by 33,000 and other industries and services rose by 7,000. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who had not taken up employment, is estimated to have increased by 55,000 from 23,198,000 to 23,253,000.

Unemployment

The number of persons registered as unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain rose from 261,389 to 267,866 between 15th August and 12th September. There was a rise of 5,161 in the case of males and of 1,316 in the case of females.

Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100), remained unchanged in September at 109. The changes in rates of wages reported to the Department during the month

resulted in an aggregate increase estimated at £44,000 in the weekly full-time rates of wages of about 230,000 workpeople. The principal increases affected workpeople employed in milk distribution in England and Wales and in sugar confectionery and food preserving, and certain workpeople engaged in the road haulage of goods.

Industrial Disputes

The number of workers involved during September in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred) was approximately 35,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 143,000 working days. The number of stoppages which began in the month was 133, and, in addition, 12 stoppages which began before September were still in progress at the beginning of the month. The stoppage involving the largest number of workpeople during the month was that of colliery workers in Scotland.

Retail Prices

At 13th September the interim index of retail prices, based on 17th June, 1947 (taken as 100), was 112, compared with 111 at 16th August. The movement of one point mainly arises from the fact that the index is quoted to the nearest whole number. There was a fractional rise in the figure, due mainly to seasonal changes in the kinds of vegetables included.

RECENT COLLECTIVE AGREEMENTS AND WAGES REGULATION ORDERS

Road Haulage Executive: Negotiating Machinery

An agreement was made on 28th July, 1949, in pursuance of Section 95 (1) (a) of the Transport Act, 1947,* between the Road Haulage Executive and a number of trade unions (Amalgamated Engineering Union, Electrical Trades Union, National Union of Vehicle Builders, Railway Clerks' Association, Scottish Horse and Motormen's Association, Transport and General Workers' Union and United Road Transport Workers' Association of England). The object of the agreement is to establish and maintain machinery for the settlement by negotiation of terms and conditions of employment of persons employed by the Road Haulage Executive, with provision for reference to arbitration in default of such settlement. The agreement provides for the establishment of a National Staff Council, three National Joint Negotiating Committees, Divisional Joint Committees for each of the Divisions of the Road Haulage Executive and Local Joint Committees for such areas or spheres of operation as may be defined by the appropriate Divisional Joint Committees. The constitution and functions of these bodies are given in four schedules appended to the agreement. The stated objects are to promote the best possible relations and to secure the greatest possible measure of agreement between the Executive on the one hand and the unions and their members on the other. The parties may by mutual consent amend any of the provisions of the agreement from time to time, and the Executive for the one part and the unions for the other part may terminate the agreement by not less than six months' previous notice in writing given to the other party and expiring at any time.

National Staff Council

In the first schedule the functions of the National Council are defined as follows :—

"(a) To ensure that the machinery at Divisional and lower levels provided for in this memorandum of agreement is properly maintained.

"(b) To consider such cases as may be referred to it by the National Joint Negotiating Committees, in default of settlement the matter being referred to arbitration in accordance with the Arbitration clause in the Second Schedule below.

"(c) To refer to National Joint Negotiating Committees any matter which will assist the carrying out of the functions of the National Council.

"(d) To give guidance if required on any matter referred by a National Joint Negotiating Committee.

"(e) To make uniform regulations for conducting the election of the representatives of the Local Joint Committees referred to in the Fourth Schedule hereto.

"(f) To consider measures for encouraging the inclusion of the staff of the Executive in their appropriate Trade Union, and for securing the loyal observance by them of Trade Union collective agreements.

"(g) To call for and consider statistics and information on matters concerning the terms and conditions of employment of the staff engaged in the industry or any other industry.

"(h) To enquire into special problems in relation to the terms and conditions of employment of the staff in the industry in Great Britain and in other countries and where the National Council deem it to be desirable to publish reports thereon.

"(i) To consider any matters in relation to the terms and conditions of employment that may from time to time be referred to the National Council."

The Constitution of the National Staff Council provides that it shall be established on or before 1st October, 1949, and shall consist of not more than 24 representatives, 12 from the Executive and 12 from the trade unions (6 from the Transport and General Workers' Union and one from each of the other 6 unions). The remaining clauses of the Constitution are as follows :—

Representatives to Retire Annually

"The Representatives on the National Council shall retire annually on the 1st March in each year and shall be eligible for re-appointment provided that the Executive or any Union shall have power at any time to remove any of their Representatives and to appoint another Representative in his place. The existing Council will continue to function until the new Council for the year has been appointed.

Casual Vacancies

"In the event of the death or resignation of a Representative the Executive or Union, as the case may be, shall appoint another Representative to fill the casual vacancy.

Vacancies not to Invalidate Proceedings

"The National Council may exercise their functions notwithstanding that there may be vacancies.

Substitution

"Any Representative on the National Council who is unable to attend a meeting may send an accredited substitute provided that

* A summary of this Act was published in the issue of this GAZETTE for September, 1947 (page 293).

the attendance of any such substitute shall be subject to approval by the National Council at that meeting.

Committees

"The National Council may appoint standing or other Committees to exercise any of their functions and may delegate any of their powers to such Committees. The minutes of the proceedings of all such Committees shall be submitted to the National Council.

Annual and Ordinary Meetings

"The annual meeting of the National Council shall be held in the month of March and the ordinary meetings shall be held every six months.

Special Meetings

"Either the Chairman or the Vice Chairman of the National Council may make a requisition for a special meeting of the National Council, in which case the Joint Secretaries shall call a special meeting to be held not later than fourteen days from the receipt of such requisition.

Notices and Agendas

"The Joint Secretaries shall give notice of every meeting of the National Council and of every Committee and such notice shall (except in the case of special meetings) be posted not later than the seventh day before the day of the meeting. Every notice shall be accompanied by an agenda setting out the business to be transacted at the meeting.

Business limited to Agendas

"No business shall be transacted at any meeting of the National Council or of any Committee unless notice thereof has been given on the agenda provided that the Chairman may allow the consideration of any item of business which in his opinion is of sufficient importance or urgency to justify consideration at that meeting.

Chairman and Vice Chairman

"At the first meeting of the National Council and at each annual meeting the National Council shall appoint from their members a Chairman and a Vice Chairman and may at any meeting fill any casual vacancy which shall have occurred in either of these offices. The nomination for Chairman shall vest in the Executive Representatives and the Trade Union Representatives in alternate years and when the Chairman is an Executive Representative the Vice Chairman shall be a Trade Union Representative and vice versa.

Joint Secretaries

"The National Council shall appoint Joint Secretaries one to be nominated by the Executive and one to be nominated by the Unions.

Finance

"The administrative expenses of the National Council shall be met as to one-half by the Executive and one-half by the Unions.

Quorum

"A quorum shall in the case of the National Council and of any Committee consist of one-third of the Executive Representatives and one-third of the Union Representatives.

Voting

"The voting in both the National Council and any Committee shall be by show of hands or otherwise as the National Council may from time to time determine. No resolution shall be adopted unless a majority of the Executive Representatives and the Union Representatives present at the meeting have separately voted in favour of its adoption."

National Joint Negotiating Committee

The second schedule defines the functions of the National Committee as :—

"(a) To settle by negotiation the terms and conditions of employment of staff with basic rates or salary scales up to and including £630 a year, one National Committee being responsible for each of the following groups of grades :—

- (i) Operating and Ancillary Grades
- (ii) Maintenance and Repair Grades
- (iii) Administrative, Professional, Technical, Supervisory and Clerical Grades.

"(b) To consider approve or refer back the minutes of or reports or recommendations made by Divisional Committees and to determine any matter upon which a Divisional Committee have failed to agree and which has been referred to the appropriate National Committee by the Divisional Committee concerned.

"(c) To consider matters relating to terms and conditions of employment in the industry or in any industry or referred to the National Committees by the National Council."

The Constitution provides that a National Committee, consisting of equal numbers of Executive and trade union representatives, is to be established on or before 1st November, 1949, for each of the three groups of grades referred to in clause (a) above. In

other respects the Constitution is similar to that of the National Council, but with the addition of the following :—

Arbitration

"In case any National Committees are unable to determine any matter falling within the scope of their functions they shall at the request of a majority of either the Executive Representatives or the Union Representatives refer the difference to the National Council for consideration or to the Industrial Court or to any other agreed Tribunal for arbitration and any decision made in relation to the difference shall be binding upon the Executive and the Unions and the members of the Unions. There shall be no lock-out, or withdrawal of labour, or interference with the workings of the Executive until the machinery of the Agreement has been fully utilised."

Divisional Joint Committees

In the third schedule the functions of the Divisional Joint Committees, of which there are to be three in each Division, are defined as follows :—

"(a) To ensure that the terms and conditions of employment settled from time to time by negotiation, conciliation or arbitration through the machinery of the National Committees are observed in the Divisions by the Executive and the Unions and the members of the Unions.

"(b) To consider any matters in relation to terms and conditions of employment that may from time to time be referred to each Divisional Committee by its respective National Committee.

"(c) To enquire into any difference that may arise or be apprehended between the Executive and the Unions or any of them concerning terms and conditions of employment of members of the staff in the Divisions and in connection therewith :—

(i) To investigate the full facts as affecting all the parties between whom the difference has arisen in order to arrive at an agreed decision for the settlement of such difference ;

(ii) To make and communicate to the parties the decision of Divisional Committee thereon ;

(iii) To use all available means for settling the difference ;

(iv) To refer the difference to the appropriate National Committee at the request of a majority of either the Executive Representatives or the Union Representatives in case the Divisional Committee are unable to settle it.

Provided that any recommendations made under the provisions of this clause shall be in conformity with the terms and conditions of employment settled from time to time by negotiation, conciliation or arbitration through the machinery of the appropriate National Committee and it shall be competent for that National Committee to veto any recommendation which is not in such conformity.

"(d) To establish such Co-ordinating Committees representative of Divisional Committees as may be necessary for the purpose of making recommendations on matters agreed as common to all Divisional Committees and in particular those given in Clauses (e), (f) and (g) hereof.

"(e) To define the areas or spheres of operation of Local Joint Committees, hereinafter referred to, to be established in the Divisions so as to secure :—

(i) Convenience of administration ; and

(ii) Adequate representation of the Executive and its various grades.

"(f) To establish within six months from 1st January, 1950, Local Joint Committees for the areas or spheres of operation to be defined under Clause (e) hereof.

"(g) To give advice and assistance to Local Joint Committees where necessary in connection with the exercise of their functions.

"(h) To consider, approve or refer back the minutes of the proceedings of the Local Joint Committees in the Division.

"(i) To determine any matter upon which a Local Joint Committee have failed to agree and which has been referred to the Divisional Committee by a Local Joint Committee."

The Constitution provides that Divisional Committees, consisting of representatives of the Executive and representatives of those trade unions parties to the agreement and appropriate to the Divisions and grades concerned, are to be established on or before 1st January, 1950, in each Division of the Road Haulage Executive for each of the three groups of grades. The numerical composition of the Committees will be agreed divisionally and reported to the National Staff Council. Clauses in the Constitution which differ materially from, or are additional to, those of the National Council are as follows :—

Annual and Ordinary Meetings

"The annual meeting of the Divisional Committees shall be held in the month of March in every year and the ordinary meetings shall be held every three months.

Settlement of Difference

"In case the Divisional Committees are unable to determine any matter falling within the scope of their functions they shall at the request of a majority of either the Executive Representatives or the Union Representatives refer the difference to the appropriate National Committee for determination and any decision or agreement made by that National Committee shall be binding upon the Executive, the Unions, and the members of the Unions.

Minutes of Meetings

"Copies of the minutes of the proceedings of all meetings of the Divisional Committees or of any Committee to whom powers may have been delegated shall be forwarded to the Joint Secretaries of the appropriate National Committees within fourteen days of the meeting. No executive action shall be taken by the Divisional Committees in relation to any matter included in such minutes until the minutes have been approved by the appropriate National Committee."

Local Joint Committees

In the fourth schedule the objects and functions of these Committees are defined as follows :—

"(a) To secure that the staff of the Executive shall have a greater share in the responsibility for the settlement and observance of the conditions under which their work is carried on.

"(b) To secure the greatest possible measure of agreement between the Executive and the Representatives of :—

(i) Operating and Ancillary grades

(ii) Maintenance and Repair grades

(iii) Administrative, Professional, Technical, Supervisory and Clerical grades

with basic rates or salary scales up to and including £630 a year (hereinafter referred to as 'Grade Representatives'); in order to ensure that terms and conditions of employment settled from time to time by negotiation, conciliation or arbitration through the machinery of the National Council or National Committees are observed by the Executive and the staff within the sphere of operation of the Local Joint Committee (hereinafter referred to as 'the Committee').

"(c) To deal with matters arising out of the application of the terms and conditions of employment mentioned in Clause (b) herein, including amongst others the following :—

(i) Working hours ; breaks ; time recordings ; duty schedules ; shift rotas ; and overtime working.

(ii) Payment of wages (form of pay ticket and the time and method of payment).

(iii) Arrangements for holidays.

(iv) Settlement of internal grievances.

Provided that the Committee shall not in any event have power to negotiate terms and conditions of employment.

"(d) To arrange for the exhibition of rules made from time to time by the Committee on the appropriate notice boards of the Executive.

"(e) To receive and give effect to such rules and regulations as may be issued from time to time by the Executive so far as such rules and regulations relate to the functions of the Committee.

"(f) To enquire into any difference which may be referred to them by the Executive Representatives or the Grade Representatives in relation to the application of the terms and conditions of employment referred to in Clause (b) herein and in connection therewith :—

(i) To investigate the full facts as affecting all the parties between whom the difference has arisen.

(ii) To make and communicate to the parties the recommendations of the Committee thereon.

(iii) To use all available means of settling the difference.

(iv) To refer the difference to the appropriate Divisional Committee at the request of a majority of either the Executive Representatives or the Grade Representatives in case the Committee are unable to settle it.

Provided that any recommendation made under the provisions of this clause shall be in conformity with the terms and conditions of employment settled from time to time by negotiation, conciliation or arbitration through the machinery of the appropriate National Committee or the National Council. Any Divisional Committee shall veto any recommendation which is not in such conformity.

"(g) To ensure that an employee who desires to discuss a grievance in relation to any matter covered by Clause (c) herein shall comply with the following procedure :—

(i) The employee shall in the first instance discuss the grievance with the appropriate officer of the Executive and may if he so desires be accompanied by his Grade Representative.

(ii) Failing a settlement of the grievance the employee shall remit the matter to his Trade Union (being a party to the Agreement under which this constitution is established) for further discussion with the appropriate officer of the Executive."

The Committees are to be appointed within six months from 1st January, 1950, for each of the three groups of grades, in the area of each Divisional Joint Committee for such areas or spheres of operation as may be defined by the appropriate Divisional Joint Committee in pursuance of clause (e) above in the third schedule. Each Committee is to consist of (a) representatives appointed by the Executive and (b) Grade representatives within the sphere of operation of the Committee nominated and elected in accordance with clauses quoted below. The numbers of Executive and Grade representatives are to be determined by the respective Divisional Joint Committees, provided that the Grade representatives are to be elected in such a manner as to secure that, so far as possible, the interests of all units within the sphere of operation of the Committee are represented.

The Constitution, so far as it relates to notices and agendas, retirement of representatives, filling casual vacancies, election of officers, voting and quorums, is not dissimilar from the Constitution of the National Staff Council. The remaining clauses are as follows :—

Election of Grade Representatives

"The election of Grade Representatives shall be by ballot conducted in accordance with the regulations to be made by the National Council. Every candidate for election as a Grade Representative and every member of the staff entitled to vote in the ballot for the election of the Grade Representatives shall (a) Be 18 years of age or over. (b) Have been in the service of the Executive (or its predecessors) for the period of six months immediately preceding the ballot *provided* that no member of the staff shall be eligible to be a candidate for election unless he is a member of a Trade Union which is a party to the Agreement under which this Constitution is established.

Nomination of Grade Representatives

"Nominations of Candidates for election as Grade Representatives shall be proposed and seconded at least ten days prior to the ballot by two employees who are entitled to vote in the ballot and such nominations shall be posted on the notice board at the place where the ballot is to take place and communicated to each branch or department within the sphere of operation of the Committee at least seven days prior to the taking of the ballot. All reasonable facilities shall be provided by the Executive for carrying out the provisions of this and the preceding Clause.

Sub-Committees

"The Committee may appoint Sub-Committees to exercise any of its functions. The minutes of any such Sub-Committee shall be submitted to the Committee for approval or reference back.

Annual and Ordinary Meetings

"The annual meeting of the Committee shall be held in the month of March in every year and the ordinary meetings shall be held as and when determined by the Chairman not less than once in each month.

Special Meetings

"Either the Chairman or Vice-Chairman of the Committee may make a requisition for a special meeting of the Committee in which case the Joint Secretaries shall call a special meeting to be held not later than two days from the receipt of such requisition.

Meetings of Committees or Sub-Committees

"Meetings shall be held during normal day working hours and the Grade Representatives shall be paid their ordinary rate for the time at such meetings.

Grade Representatives' Prior Meetings

"A meeting of the Grade Representatives may be held during normal day working hours on the same day as and immediately prior to each meeting of the Committee or any Sub-Committee. No business other than that appearing on the agenda of the Committee or Sub-Committee shall be transacted at such meetings. Grade Representatives shall be paid at their ordinary rate for time spent at such meetings.

Finance

"The administrative expenses of the Committee shall be met by the Executive.

Settlement of Differences

"In case the Committee are unable to agree upon any matter falling within the scope of their functions they shall at the request of a majority of either the Executive Representatives or the Grade Representatives refer the difference to the Divisional Committees.

Minutes of Meetings

"Copies of the minutes of the proceedings of all meetings of the Committee or of any Sub-Committee to whom powers have been delegated shall be forwarded to the Joint Secretaries of the appropriate Divisional Committees within seven days of the meeting for consideration, approval, or reference back and a copy thereof shall be posted on the notice board of each branch or department within the sphere of operation of the Committee.

Press Notices

"No information regarding the business of the Committee or any Sub-Committee shall be given to the Press."

Wages Regulation Orders for Hairdressing and Certain Retail Distributive Trades

The constitution of the Wages Councils for hairdressing undertakings and the retail food trades (England and Wales) was reported in the March, 1948, issue of this GAZETTE (page 82), for retail bookselling and stationery trades in the June, 1948, issue (page 195) and for the retail food trades (Scotland) and the retail newsagency, tobacco and confectionery trades in the August, 1948, issue (page 258).

These Wages Councils have formulated proposals which have now been incorporated in Wages Regulation Orders made by the Minister of Labour and National Service. The Orders came into operation on 17th October in some cases and on 24th October in other cases. A list of the Orders with their full titles is given on pages 368 and 370.

Hairdressing Undertakings (Great Britain)

Statutory minimum remuneration is prescribed for three groups of workers, viz., (a) apprentice and operative hairdressers, (b) chargehands, managers and manageresses, and (c) clerks, receptionists, manicurists, sales assistants, cashiers, clerical assistants, and all other workers. For apprentice hairdressers there is a scale of weekly rates ranging, in the London area, from 25s. a week in the first six months of employment as an apprentice up to 50s. a week in the sixth six months, the provincial rate being 5s. less. These rates apply alike to ladies' or gentlemen's saloons and to male or female workers. The minimum weekly wages for managers, manageresses, chargehands, and experienced operative hairdressers are given in the next column.

Class of Worker	Ladies' Saloon		Gentlemen's Saloon	
	London Area	Provinces	London Area	Provinces
Managers	135	130	125	120
Manageresses .. .	125	120	125	120
Chargehands :—				
Male	120	115	110	105
Female	110	105	110	105
Operative Hairdressers after two years' employment as operative hairdressers in ladies' saloons and after one year's employment in gentlemen's saloons :—				
Male	110	105	100	95
Female	100	95	100	95

For the third group the rates differ according to occupation, age and sex and there are separate rates for London, Provincial A areas and Provincial B areas. Thus for sales assistants, cashiers and clerical assistants aged 24 years and over the minimum rates are as follows :—

	London Area	Provincial A Areas	Provincial B Areas
	s. d.	s. d.	s. d.
Males	104 0	100 0	94 6
Females	77 0	72 6	66 6

The London area is the City of London and the Metropolitan Police District. Provincial A areas mean places in England and Wales which had a population of 10,000 or more in 1945, burghs in Scotland which had a population of 10,000 or more in 1946, together with about 190 specified areas in England and Wales which had a population of less than 10,000. Provincial B areas include all other areas in Great Britain. The weekly remuneration specified in the Order relates, in the case of a worker aged 16 years or over, to a week of 46 hours exclusive of overtime and, in the case of a worker aged under 16 years, to a week of 44 hours exclusive of overtime. Guaranteed weekly remuneration equal to the remuneration to which a worker would be entitled for 46 hours' work in his normal occupation, or for 44 hours' such work in the case of a worker under 16 years of age, is to be paid to a full-time worker in any week in which his total remuneration is less than that amount. A full-time worker is one who normally works for at least 36 hours a week. The guaranteed weekly remuneration is not payable unless the worker is capable of and available for work and is willing to perform such duties outside his normal occupation as the employer may reasonably require if his normal work is not available, or if the employer is unable to provide the worker with work because of a strike or other circumstances beyond his control and has given the worker four clear days' notice to that effect.

Other provisions of the Orders deal with (a) the conditions as to rates for apprentices, (b) overtime rates and rate of payment for work on Sundays or customary holidays, (c) payment for annual holidays varying according to period of employment and number of days in the normal working week, rising to 12 days for workers with not less than 12 months' employment normally employed on 6 days a week, and (d) for 6 customary holidays with pay each year.

Retail Food Trades (England and Wales)

The Order prescribes the weekly minimum remuneration for (a) branch shop managers and branch shop manageresses, (b) shop assistants, stockmen or ordermen, canvassers, van salesmen, cashiers, central warehouse workers and (c) all other workers. Minimum wage rates are scheduled for three defined areas, viz., the London area, Provincial A areas and Provincial B areas, which are the same as in the Order relating to hairdressing undertakings. The rates for branch shop managers and manageresses vary according to the amount of weekly trade as based on the total receipts for goods sold at the branch shop. Thus the rates for branch shop managers employed in the London area range from 109s. a week where the weekly trade is under £50, to 166s. a week where the weekly trade is £730 or more. The corresponding rates for manageresses are 93s. and 150s. The rates are subject to a scale of abatements where the sales of excisable liquor amount to 20 per cent. or more of the weekly trade. The minimum rates for shop assistants aged 24 years and over and for the other grades of workers referred to at (b) above, employed in the London area, are 102s. for men and 75s. for women. Provincial A rates are 4s. a week less. In Provincial B areas the rates for men and women, aged 24 years and over, are 10s. and 11s., respectively, below the corresponding London rates. The rates for all other workers, aged 24 years and over, are 96s. for men and 69s. for women in London, 91s. 6d. and 64s. 6d. in Provincial A areas and 90s. and 61s. in Provincial B areas.

The weekly remuneration specified in the Order relates to a week of 48 hours exclusive of overtime in the case of a worker aged 16 years or over engaged whole-time in the sale of excisable liquor in an undertaking with a 7-day licence, of 47 hours in the case of a worker aged 16 years or over employed in a shop which is wholly or mainly engaged in the sale of cooked meats or other cooked foods, and of 46 hours in the case of any other worker aged 16 years or over. In the case of all workers aged under 16 years it relates to a week of 44 hours.

Other provisions of the Order deal with overtime rates, customary holidays, and a guaranteed weekly payment subject to certain conditions.

Retail Food Trades (Scotland)

Minimum weekly remuneration is fixed for (a) branch shop managers and branch shop manageresses and (b) shop assistants, central warehouse workers and all other workers. As in the Order for England and Wales the rates for managers and manageresses vary according to the amount of weekly trade. The rates apply to all areas in Scotland, but for workers in category (b) there are separate rates for two specified areas, the higher rated area consisting of all burghs with a population of 10,000 or more together with certain other specified districts or burghs. For male workers, aged 24 years and over, the weekly rate is 100s. in area 1 and 96s. in area 2. The rates for female workers of the same age are 72s. and 68s. respectively. The weekly minimum remuneration relates to a week of 46 hours in the case of workers aged 16 years or over, and of 44 hours for younger workers. There are also provisions dealing with overtime rates, customary holidays, guaranteed weekly remuneration, etc.

Retail Bookselling and Stationery Trades (Great Britain)

Minimum weekly remuneration is fixed in three specified areas for (a) shop managers and shop manageresses, (b) cleaners, messengers and porters, and (c) all other workers (except watchmen). The rates for managers and manageresses employed in the London area are 125s. and 110s. respectively. For other workers, aged 24 years and over (excluding cleaners, messengers and porters), the minimum rates are 110s. for males and 85s. for females. In Provincial A areas the corresponding minimum rates are 4s. less, and in Provincial B areas 10s. less than the London rates. The definition of areas is the same as in the Order relating to hair-dressing undertakings. The weekly minimum remuneration relates to a week of 46 hours in the case of workers aged 16 years and over, and of 44 hours for younger workers. Provision is made for guaranteed weekly remuneration and overtime rates. Holidays with pay are to be granted to every worker for whom statutory minimum remuneration has been fixed. For a worker with not less than 12 months' employment the annual holiday is 12 days where the normal working week is 6 days and 10 days where the working week is 5 days. Six customary holidays with pay are to be granted in addition.

Retail Newsagency, Tobacco and Confectionery Trades (England and Wales)

Statutory minimum remuneration is fixed for (a) shop managers and shop manageresses, (b) all other workers other than street newsvendors and watchmen and (c) street newsvendors. The weekly remuneration relates to a week of 48 hours in the case of workers aged 16 years or over, and of 44 hours for younger workers. The definition of areas is the same as in the Order relating to hair-dressing undertakings.

Particulars of some of the rates are given in the next column.

Class of Worker	London Area		Provincial "A" Areas		Provincial "B" Areas	
	Male	Female	Male	Female	Male	Female
	s.	s.	s.	s.	s.	s.
Shop managers, shop manageresses where the number of staff controlled is:—						
One or none	110	82	106	78	100	72
Two	115	87	111	83	105	77
Three	120	92	116	88	110	82
All other workers (other than street newsvendors) aged 24 years or over	100	72	96	68	90	62

The minimum remuneration payable to male and female street newsvendors of any age, irrespective of the area in which they are employed, is as follows:—

Morning newspapers session ..	10s. 0d. a session.
Evening newspapers session ..	10s. 0d. „ „
Sunday newspapers session ..	12s. 6d. „ „

The duration of annual holidays with pay is fixed by the Order for all workers according to the period of employment and the length of the working week. A worker with not less than 12 months' service who is normally employed for 6 days a week is entitled to 12 days' annual holiday. For a worker normally employed for 5 days or less a week the annual holiday is 10 days. Provision is also made for overtime, customary holidays, and for guaranteed weekly remuneration, etc.

Retail Newsagency, Tobacco and Confectionery Trades (Scotland)

Minimum weekly remuneration on an age scale is specified for workers other than managers and manageresses, but including shop assistants, central warehouse workers and street newsvendors. For male workers aged 24 years and over the remuneration is 97s. a week in area 1 and 93s. in area 2. For female workers of the same age the corresponding remuneration is 68s. or 64s. The areas are the same as those defined in the Order relating to the retail food trades in Scotland. The weekly remuneration relates to a week of 46 hours in the case of a worker aged 16 years or over, and of 44 hours for younger workers.

The minimum remuneration of a manager or a manageress is the rate specified above for a worker of the same age and sex who is employed in the same area, with an additional 10s., 15s. or 20s. a week according as the number of staff under his or her direct control is one or none, two, and three or more. It is nevertheless provided that a manager or manageress aged less than 20 years shall receive the rate for a worker aged 20, plus the specified addition according to the number of staff controlled.

The Order also makes provisions for the payment for overtime, customary holidays and guaranteed weekly remuneration, etc.

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FINAL REPORT OF THE COTTON MANUFACTURING
COMMISSION ON WAGES AND
METHODS OF WORK

The Final Report of the Cotton Manufacturing Commission is divided into four parts. Part I, which was concerned with wages and organisation of work of weavers whose wages were governed by the Uniform List, and which was a sequel to an Interim Report, was presented on 28th March, 1949, and was summarised in the May issue of this GAZETTE (page 163). The remaining three parts have now been published in one volume.* Part II of the Report examines and makes recommendations regarding the method of payment of overlookers, and of those weavers whose wages are not governed by the Uniform List.

Loom Overlookers

As regards overlookers the Commission consider that the overlooker should be given "an incentive to go all out for greater production," and, as the only test of his skill and energy lies in the efficiency of the looms in his set, the incentive must take the form of a bonus based on the measurement of loom efficiency. They therefore recommend that the average earnings of the overlooker in each shed over a period should be taken as the basis of the future wage. Of the average so ascertained 75 per cent. should be a fixed starting wage. The remaining 25 per cent. would no longer be related to the weaver's earnings but to the difference between the "achieved efficiency" and the "starting efficiency" of the overlooker's set of looms. The Report points out that the proposed method of calculating wages of overlookers can be applied only in those sheds where the earnings of weavers are calculated from starting and achieved loom efficiencies in accordance with the scheme recommended in the Commission's Interim Report.† It is also recommended (a) that, when the new method of payment begins to operate, additional payments for changes and other extras should cease, and (b) that overlookers should be relieved of any duties which could be performed by unskilled and semi-skilled operatives.

Weaving

In the case of automatic weaving the Report states that the problem of introducing a new wage structure, although made easier by the relatively small number of units to which it will apply, is complicated by the fact that there has been no generally accepted method of payment. Many firms have, with the agreement of local trade union representatives, worked out their own systems, based on scientific methods of work load assessment. Some of these systems operate as straight piece-rates; others take the form of an hourly rate and bonus. The Commission recommend that there should be a minimum time-rate wage payable irrespective of the output of the weaver; that a target wage should be negotiated centrally by the organisations of employers and operatives; and that piece-rates in any shed should be fixed at a level which would give a competent weaver with a proper workload not less than the target wage. The actual system of payment to be adopted is a matter to be decided by each firm for itself, in consultation with the workers' representatives and provided that certain specified principles are observed.

For quilt weaving, the weaving of canvas and duck cloth and also of hard waste and towels, the Commission are satisfied that the system of payment recommended in the Interim Report could be applied with little difficulty and they recommend that the employers' and the trade union representatives should consider how, and with what modifications, it should be applied.

In the weaving of sheeting cloths and cloths exceeding 72 inches in width, the main point with which the Commission are concerned is whether the weaving of wide cloths makes demands upon the weaver which are not recognised and therefore not met by the proposals set out in the Interim Report. Sufficient evidence is not available as to how far weaving on wide looms calls for greater supervision and physical effort, but it seems to be the general opinion in the industry that wide looms put a greater physical strain on the weaver. It is recognised that further study of this question may take time and it is recommended that in the meantime the two sides of the industry should make some suitable interim arrangement on lines suggested by the Commission to avoid delay in the application of the Commission's method of payment to the weaving of wide cloths.

In velvet and fustian weaving, the Commission do not press either side in this small section of the trade to adopt their system of wage payment, but they think that in due course the inherent defects of the existing Velvet and Fustian List will become apparent and that the advantages of the Commission's scheme will have been demonstrated sufficiently for the scheme to act as its own advocate.

Part III of the Report is concerned with wages arrangements and methods of organising the work in occupations other than weaving, namely, tape sizing, twisting and drawing, warp dressing, chain beaming and dry taping, winding and beaming, and warehouse work.

* Cotton Manufacturing Commission: Final Report of an Inquiry into Wages Arrangements and Methods of Organisation of Work in the Cotton Manufacturing Industry. Parts II, III and IV. H.M. Stationery Office; price 1s. 6d. net (1s. 8d. post free).

† An article on this Report appeared in the issue of this GAZETTE for March, 1948 (pages 83 and 84).

Tape Sizing

The Commission criticise the attitude of the Cotton Spinners and Manufacturers' Association and the Lancashire Amalgamated Tape Sizers' Association to the scientific control of the sizing operation and call for a more progressive outlook on both sides. They also disapprove of the present method of recruitment, and express the hope that the trade union will co-operate in the general scheme of apprenticeship described in a later section of the report.

Twisting and Drawing

The Commission recommend that there should be a new system of payment to replace the present complex wages arrangements for these two occupations. To be acceptable, the new system must create the right balance between piece-rates for different kinds of work and must, at the same time, reconcile different levels of wages for the same kind of work in different districts. So far as the Commission are aware, no thorough investigation has been made to determine the comparative difficulty or arduousness of drawing or twisting different "sorts", or the relative importance of the factors which should be taken into account. They therefore recommend that the two sides should proceed jointly to consider what means should be devised or employed for the purpose and the extent of the field over which the investigation should be held. Recommendations are also made for the recruitment and subsequent training of reachers (drawers' assistants). Other recommendations of the Commission for these sections of the industry are as follows:—

A new method of payment should take the form of a time rate and a bonus on production.

As a means of securing agreement to uniformity of piece-rates, the two sides should consider the institution of a minimum fall-back wage. Failing agreement, the time-rate portion of the wage should be varied from district to district.

The present method of payment of machine twisters and drawers should be left unaltered.

The practice whereby reachers are paid by the drawer should be discontinued.

There should be district clearing arrangements to extend the opportunities for apprentices and reachers who wish to earn their living as drawers.

A compensatory payment should be made where drawers are handicapped by the employment of trainees as reachers.

Warp Dressing, Chain Beaming and Dry Taping

No alterations in the present method of payment for warp dressing and dry taping are recommended. The formulation of a satisfactory system of payment for chain beaming presents special difficulties because it appears to be the only occupation on the manufacturing side of the industry, in which both men and women are employed, in which it is the established practice for the general level of piece-rates to be substantially higher in districts where chain beamers are mostly men than in districts where they are wholly or mainly women. A universal list of prices would not, therefore, in the Commission's view, be practicable or acceptable. No detailed scheme is recommended, mainly because no reliable information is available about the current levels of wages of men and women in this occupation, but the Commission indicate certain lines of approach for consideration by the parties.

Winding and Beaming

The Commission regard the occupation of winding as a particularly suitable one for payment by results and recommend that the payment of straight piece-rates should continue. A fall-back wage, as at present obtains, which should be the same for both spinning and manufacturing sections is also recommended, with an identical wage-for-age scale for juveniles in both sections. As the effort involved in winding yarn varies from mill to mill, a uniform or district list cannot do justice to the operatives; payment must be related to work done. The Report goes on to describe the method of application of time-study to the various operations undertaken by the winder in order to fix piece-rate prices related to the effort required for different classes of winding. The Report further recommends the adoption of a "target" wage for all winders in the industry, below which the average wage at any mill should not be permitted to fall. Dealing with beaming, for which both time and piece-rate wages are being paid, the Commission refer to certain defects in the current price lists, but they do not consider it feasible to introduce a uniform system of payment owing to the varying conditions and methods of work which now obtain. More experience must be gained of up-to-date methods of organising the work before any final conclusion can be reached about the most suitable method of payment. There is scope for much further study of systems of redeployment. The need for more up-to-date winding and beaming equipment is stressed, but it is noted that there is a heavy demand for equipment which cannot at present be met.

Warehouse Workers

The following occupations are included in the Commission's review of the organisation and payment of warehouse workers: cloth lookers, weftmen and general warehousemen, cloth trimmers, sewers and makers up, and youths and girls employed in and about the warehouse. No change in the present method of payment is proposed for these occupations, but it is recommended that a wage-for-age scale for girls in all occupations should be negotiated by the two sides and embodied in a central agreement.

Juvenile Recruitment, Training and Apprenticeship

A separate section of the Report (Part IV) is devoted to juvenile recruitment, training and apprenticeship. The problem of juvenile recruitment, says the Report, is now more complex and difficult than at any period in the history of the trade. The cotton industry no longer dominates the Lancashire economy and other industries are competing in the recruitment of school leavers; the raising of the school leaving age to 15, which deprived the weaving section alone of 10,000 juveniles, will, under present proposals, be followed by a further barren year when the age for school leavers is raised to 16. Mention is also made of the lower birth rate in the 1930's with the resulting diminished flow of school leavers for several years, and the probable effect of the provision of the Education Act providing for the release of juveniles for two half-days a week for continued education. Nevertheless, the Report continues, the recruitment of juveniles into cotton, which reached an alarmingly low level before and during the war, has been improving in recent years. The industry is urged to plan its labour arrangements on the assumption that school leavers, and juvenile workers in general, will be in extremely short supply; this calls for good working conditions, personnel management, welfare and training facilities, full recognition of skill and opportunities for advancement. Reference is made to the improved recruitment achieved by firms conducting their own training schemes. An exhaustive examination is made of the possible reasons why boys are unwilling to enter the industry. The Commission concludes that the main solution to the recruitment problem is a properly organised and progressive system of apprenticeship for the skilled occupations in the industry. The apprenticeship should start at school leaving age and should not, like the present apprenticeship scheme for overlookers, be confined to one occupation only or depend on the possibilities of being elected to apprenticeship at the age of 19 years. The Commission are satisfied that an apprenticeship scheme for the cotton manufacturing industry is both practical and essential, and will go far to raise the status of the male labour in the industry and to promote a larger intake of school leavers.

Concluding Observations

Increased productivity in the cotton manufacturing industry, the Report states, depends primarily upon two things. The first is the employment by the manufacturer of the most efficient methods of doing the work, including, where necessary, the replacement of existing machinery by modern equipment. The second is the adoption in each occupation of an agreed wage structure in which piece-rates are related directly to the amount of effort required, in the conditions provided by the manufacturer, for each unit of output. If these two requirements are fulfilled, the industry would, in the opinion of the Commission, be able to increase its productivity per man-hour to an extent which, with its present man-power, would increase production beyond any targets which have so far been suggested. Present piece-price lists have been found to operate unfairly, because whatever connection there once was between reward on the one hand and skill and effort on the other has, in the course of years, become remote. At the same time, the price lists offer little inducement to the manufacturer to improve his methods of production because, whatever he does, his wages costs per unit of output remain substantially the same. New price lists based on scientific principles are urgently required. To facilitate their introduction, people who can understand and take part in work assessment must be trained by the operatives' and manufacturers' organisations. Some of the trade unions have already shown their appreciation of the importance of this side of the work. The Commission's final word to the industry is an exhortation to all concerned to get on with the vital task of reform of the wage structure, which is an essential part of all plans to increase production.

EMPLOYMENT AND WAGES IN THE RAILWAY SERVICE, 1947-48

The Annual Report and Accounts for 1948 of the British Transport Commission* contain statistics as to the numbers employed and wages in the railway service of Great Britain in the weeks ended 10th April, 1948, and 29th March, 1947, in continuation of those compiled annually under the Railways Act, 1921, which related to the staff employed by the railway companies and the railway staff of the London Passenger Transport Board. The staff of other railways, not vested in the Commission's undertaking, have been included in conformity with past practice. Manchester Ship Canal railway staff were included in 1948 for the first time. Particulars are also given of the average weekly earnings at the same dates and the total salaries and wages paid in 1945, 1946 and 1947.

Numbers employed

The total numbers of persons employed† in one week in April, 1948, and March, 1947, were 702,545 and 660,112, respectively. These totals include all persons employed in the specified weeks, except staff not directly employed (e.g., staff employed by contractors). The figures represent the numbers of staff receiving salaries or wages for the full week, combined with the equivalent number of full-time workers where employees were paid for less than the complete week.

* H.C. 235, Session 1948-49. H.M. Stationery Office; price 7s. net (7s. 5d. post free).

† Excluding railway employees of the Manchester Ship Canal, numbering about 1,400 in March, 1947; these employees are included for the first time in the figures for April, 1948.

Of the total number of persons employed in April, 1948, there were 623,849 men, 28,465 youths and boys, 46,727 women and 3,504 girls. In March, 1947, there were 580,143 men, 30,491 youths and boys, 45,772 women and 3,706 girls.

Earnings

The average weekly earnings of men, youths and boys, women and girls in various departments in one week in April, 1948, and March, 1947, are shown in the Table below. The figures for the "wages grades" are exclusive of (a) clerical staffs and other classes of salaried employees, (b) workpeople who were receiving full or partial board and lodging in addition to cash wages, and (c) women and girls employed on a part-time basis as crossing-keepers, waiting room and lavatory attendants, office cleaners, etc. As regards the grades for which separate figures are given, the "conciliation staff" consist mainly of workpeople concerned with the manipulation of traffic; the "shop and artisan staff" mainly comprise the workpeople employed on construction and repair work; and the "other staff" include those employed in ancillary businesses (e.g., canal, dock and quay, marine, motor vehicles, and hotel, dining car and refreshment room staffs) and at electrical generating stations, etc.

The earnings shown include bonus and piece-work payments, payments for overtime, Sunday duty and night duty and all other payments for work performed, but exclude travelling and out-of-pocket expenses and meal and lodging allowances. In calculating the averages, the total amount of wages paid at each date has been divided by the number of staff receiving wages for the full week, combined with the equivalent number of full-time workers where employees were paid for less than the complete week.

All workpeople paid at adult rates have been classified as men and women, while those paid at junior rates have been classified as youths, boys and girls. The age at which adult rates are paid is usually 20 years for the wages staffs in the conciliation grades and 21 years for those in the shop and artisan grades and other departments.

	Week ended 10th April, 1948	Week ended 29th March, 1947
(i) Wages Grades		
Men:	s. d.	s. d.
Conciliation staff	135 0	120 3
Shop and Artisan staff	146 6	132 1
Other staff	137 7	127 8
	137 11	123 6
Youths and Boys:		
Conciliation staff	52 7	45 5
Shop and Artisan staff	53 6	47 8
Other staff	47 8	43 3
	52 8	46 2
Women:		
Conciliation staff	101 11	89 7
Shop and Artisan staff	97 0	87 6
Other staff	71 3	64 1
	98 10	87 4
Girls:		
Conciliation staff	52 5	48 1
Shop and Artisan staff	48 9	40 10
Other staff	†	†
	49 4	43 6
(ii) Salaried Grades		
Men:		
Clerical, Supervisory, etc. (exclusive of officers)	155 3	140 8

NURSES' SALARIES AND CONDITIONS OF SERVICE

The Nurses and Midwives Council of the Whitley Council for the Health Services (Great Britain) have announced higher salaries, payable retrospectively as from 1st February, 1949, for certain grades of mental nurses and midwives. The grades concerned are (a) ward sisters, deputy ward sisters, female staff nurses, and male charge nurses, deputy charge nurses and male staff nurses employed in mental hospitals and mental deficiency institutions, and (b) midwifery sisters and staff midwives employed in maternity hospitals and homes and maternity units or wards of other hospitals.

The new salary scales for nurses in mental hospitals are as follows: *women*—ward sisters £395 a year, rising by seven annual increments of £15 and one increment of £20 to £520, deputy ward sisters £375, rising by eight annual increments of £12 10s. to £475, staff nurses £335, rising by eight annual increments of £12 10s. to £435; *men*—charge nurses £405, rising by seven annual increments of £15 and one increment of £10 to £520, deputy charge nurses £385, rising by eight annual increments of £12 10s. to £485, staff nurses £345, rising by eight annual increments of £12 10s. to £445. The scales for midwifery sisters and for staff midwives are the same as those given above for ward sisters and female staff nurses, respectively.

As in the case of the increases recently announced for nurses in general hospitals, particulars of which were published in an article on pages 198 and 199 of the issue of this GAZETTE for June, the new salary scales apply equally to resident and to non-resident staffs. They include the value of the emoluments, i.e., board residence, personal laundry, and the use and laundering of uniform, which

† The numbers employed were insufficient to provide a satisfactory basis for averages.

were formerly regarded as part of the remuneration of resident staffs, and consequently resident staffs will in future be called upon to make a payment for board and lodging and other services provided by the hospital. For resident ward sisters, charge nurses and midwifery sisters the payment will be at the rate of £130 a year, and for other grades £120. Non-residents will pay £20 a year for meals on duty and the use and laundering of uniforms. The full cash salary will be assessable for income tax.

The Council announce that a revision of the salaries of comparable grades in tuberculosis and fever hospitals in the National Health Service will follow.

COAL MINING INDUSTRY

Average Earnings in the Second Quarter of 1949

The Statistical Statement of the costs of production, proceeds and profit or loss of collieries in Great Britain for the second quarter of 1949 has been published by the National Coal Board. The statistics relate to the mines worked by the Board and exclude those relating to mines licensed in accordance with Section 36 of the Coal Industry Nationalisation Act, which in the second quarter of 1949 produced 1.0 per cent. of the total quantity of saleable coal. The Statement contains information with regard to cash earnings and the value of allowances in kind during the period, and a summary of this information is given in the following Table:—

	Under-ground	Surface	All Workers
Average Earnings (All Ages):			
(i) Per Manshift worked	s. d.	s. d.	s. d.
Cash Earnings	35 7.1	23 9.2	32 8.9
Value of Allowances in Kind	1 5.2	1 2.3	1 4.5
Total	37 0.3	24 11.5	34 1.4
(ii) Per Wage-Earner per Week			
Cash Earnings	175 7	128 0	164 10
Value of Allowances in Kind	7 1	6 5	6 11
Total	182 8	134 5	171 9

The average weekly earnings per wage-earner shown in the Table are not comparable with the figures given in statements for periods up to the 31st December, 1948, owing to the introduction from 1st January, 1949, of a revised basis for computing the average numbers of wage-earners. Details of the revised basis were given on page 310 of the issue of this GAZETTE for September.

Statistics of earnings are given in the Statement for each of the twenty wage districts in Great Britain. The average earnings in the quarter per manshift worked, including the value of allowances in kind, for workers of all ages ranged from 30s. 5.5d. in Bristol and Somerset and 30s. 11.5d. in South Wales and Monmouthshire to 38s. 9.7d. in Leicestershire and 38s. 10.6d. in Nottinghamshire. The average earnings per wage-earner per week ranged from 146s. 2d. in Lancashire and Cheshire and 153s. 10d. in Bristol and Somerset to 192s. 1d. in Leicestershire and 193s. 2d. in Nottinghamshire.

The estimated average earnings, including the value of allowances in kind, for all adult male workers in Great Britain during the quarter amounted to 35s. 6d. per manshift worked and 178s. 11d. per week.

Similar figures for the first quarter of 1949 were given on page 268 of the issue of this GAZETTE for August.

Safety and Health Regulations

The 1948 edition of "Regulations and Orders relating to Safety and Health", prepared by the Ministry of Fuel and Power, has recently been published by H.M. Stationery Office, price 2s. net (2s. 3d. post free). This is the first fully revised edition to be published since 1945.

The volume is intended primarily as a book of reference for mine officials and workers, mining students and others connected with the working of mines under the Coal Mines Acts. It contains, with a few specified exceptions, all the Orders and Regulations dealing with matters of safety and health, in force on 31st October, 1948, which are of general application to mines under the Coal Mines Act, 1911.

The work is in three parts. The first part contains all Regulations which amend sections of the 1911 Act. During the last 35 years, several provisions of this Act have been varied or amended under Ministerial powers conferred by the Act or of the Mining Industry Act, 1926. Certain extensions or amendments were also made by the Coal Mines Act, 1914, and the National Insurance (Industrial Injuries) Act, 1946. In order that readers may be able to embody the modifications in their copies of the Act, a duplicate of this part on perforated sheets is included in the volume. The second part contains other Regulations and Orders in alphabetical sequence according to subject matter, and the third part contains lists of certificates for managers and under-managers, surveyors, firemen, etc., and shotfirers, and of approved apparatus arranged by subject so as to follow the sequence of the second part. To facilitate reference, all amendments to Orders are included in the original Orders, so that the latter read continuously in the form in which they have effect. The book contains a chronological index of the Regulations and Orders included, a list of certain general Orders which it has not been considered necessary to include, and a list of M. and Q. Forms in current use. Appended is a Memorandum on the storage of explosives at mines.

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WAGES COUNCILS ACT, 1945

Commission of Inquiry

As was stated in the issue of this GAZETTE for July (page 233), the Minister of Labour and National Service has appointed a Commission of Inquiry in accordance with the Second Schedule to the Wages Councils Act, 1945, to consider the question of the establishment of a Wages Council for workers engaged in the wholesale or retail distribution or sale of bread or flour confectionery in Great Britain, and their employers.

The Commission have given notice, pursuant to Section 9 of the Act, that they will consider representations with respect to the matters referred to them if made in writing at the Offices of the Commission at 1 Bryanston Square, London, W.1, on or before 31st October, 1949. The Chairman of the Commission is Professor H. S. Kirkaldy, and there are two other independent members, two representatives of the employers and two representatives of the workers.

Reconstitution of Wages Council

Articles published in the September issue of this GAZETTE (page 307), and earlier issues, referred to the reconstitution of certain Wages Councils by Orders made by the Minister of Labour and National Service under the Wages Councils Act, 1945. On 16th September the Minister made a further Order under this Act in respect of the Boot and Floor Polish Wages Council (Great Britain), which came into operation on 23rd September. This Order brings the constitution of the Council into conformity with the provisions relating to the constitution of Wages Councils contained in the Act.

Copies of the Order, which is entitled The Boot and Floor Polish Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 1735), can be purchased from H.M. Stationery Office, price 1d. net (2d. post free).

DURATION OF UNEMPLOYMENT, AND TURNOVER AMONG THE UNEMPLOYED

Duration of Unemployment

The monthly statistics of unemployment which are published regularly in this GAZETTE (see, for example, pages 351 to 354) include figures showing the numbers who have been unemployed for not more than two weeks, for more than two weeks but not more than eight weeks, and for more than eight weeks, respectively. Statistics providing a more detailed analysis, particularly of the last of these three categories, are compiled at quarterly intervals, and the figures for 12th September, 1949, are given in the Table below.* Corresponding total figures for 13th June, 1949, are given in the last column for comparison.

Table with columns: Duration of Unemployment in weeks, Numbers wholly unemployed at 12th September, 1949, Total numbers wholly unemployed at 13th June, 1949. Rows include Males (4 or less to 52, Totals) and Females (4 or less to 52, Totals) with sub-columns for Under 18, 18 and over, and Total.

Comparison between the figures for males in the last two columns shows that the number who had been unemployed for 4 weeks or less at 12th September was 13,444 greater than the corresponding figure for 13th June, but that this increase was almost entirely offset by reductions in the numbers who had been unemployed for longer periods. Among women also there was a considerable increase in the 4 weeks or less category—from 29,768 in June to 40,399 in September—but this was partly offset by decreases in the numbers unemployed for longer periods.

Among the total of 192,609 wholly unemployed men at 12th September, over 40 per cent. had been unemployed for not more than 4 weeks, while the number who had been continuously unemployed for more than 12 months accounted for just under 18 per cent. of the total. Among women the corresponding proportions were 61 per cent. and 4 per cent.

* The figures exclude casuals, persons temporarily stopped and disabled persons requiring employment under special conditions.

Turnover Among the Unemployed

The "duration of unemployment" analyses for successive quarterly dates can be used to show how many of those who were registered as unemployed at the beginning of a quarter had found work (or otherwise ceased to register) by the end of the period. This is done by comparing the number, say, in the 0-13 weeks category at one date, with the number in the 13-26 weeks category three months later, and so on. An analysis on these lines is given in the Table below; the numbers who went off the register in the period June-September are expressed as percentages of the numbers on the register in June and corresponding percentages are given for the preceding quarter and for the June-September, 1948, period.

The Table shows that 61 per cent. of the males and 81 per cent. of the females who were wholly unemployed at 13th June had found work or ceased to register within the next three months, compared with 66 per cent. for males and 82 per cent. for females in the preceding quarter. The figures indicate that male workers under 18 years are more readily absorbed into new employment than the older men. In the case of females the difference between the younger and the older age-groups is not so marked.

Turnover Among the Unemployed, June-September, 1949

Table with columns: Duration of Unemployment at 13th June, 1949, Number at 13th June, 1949, Number remaining on register at 12th September, 1949, Reduction, Corresponding percentage reduction in the preceding quarter and the third quarter of 1948. Rows include Males under 18, Males 18 and over, Females under 18, Females 18 and over, and Totals.

WORK OF APPOINTMENTS DEPARTMENT

The Appointments Department Advisory Council, set up in November, 1946, by the Minister of Labour and National Service to advise him on the work of the Appointments Department of the Ministry (see the issue of this GAZETTE for November, 1946, page 316), discussed at a recent meeting a report on the use made by employers of the service offered by the Appointments Offices. The report showed that, during the twelve months ended 12th July, 1949, more than 12,500 employers, including over 900 with 1,000 or more employees, had made use of the service. About half of these employers used the service regularly for filling administrative, executive, managerial or other higher posts. The Council considered various ways and means of encouraging more employers to take advantage of the service offered and of dispelling the misunderstandings which still exist among some employers that the Appointments Offices were established only to resettle ex-Servicemen after the war and that the Appointments Register comprises only unemployed persons.

In connection with the Careers Advice Service of the Appointments Department, which was set up to assist young men and women with no business or professional experience to choose careers best suited to their abilities and interests, reference was made at the meeting of the Advisory Council to the method of matching applicants with jobs known as the "P.T.D." system. Under this system, officers of the Department assess an applicant according to his aptitude for dealing with "People", "Things" and "Ideas", and collate the result with vacancies classified on the basis of their relationship to the same three headings. A full description of the system was given in an article published in the issue of this GAZETTE for May, 1946 (pages 119 and 120).

It was reported that a recent follow-up of a sample of registrants, placed by Appointments Offices in 1947 after a "P.T.D." interview, showed that over 70 per cent. were in the occupation then recommended to them and that about the same proportion declared that they found their work congenial. None of them was unemployed.

The Council were of the opinion that the fullest use of the Careers Advice Service should be helpful to young men and women who, being over 18 years of age, were outside the scope of the Youth Employment Service and were faced with the problem of making a start in a progressive career of Appointments Office type suited to their particular abilities and interests. These persons would include, in particular, men who had completed their period of whole-time national service and either had no pre-service employment (for example, because they were at school or university) or did not wish to return to it.

RECRUITMENT AND TRAINING OF YOUNG PERSONS FOR INDUSTRY

Articles published in the March issue of this GAZETTE (page 94), and previous issues, gave particulars of schemes for recruiting and training young persons for industry which had been drawn up in accordance with the recommendations made by the Joint Consultative Committee, representative of the British Employers' Confederation and the Trades Union Congress, in their Report issued in December, 1945. The article below gives some information about further schemes of this nature.

Flour Milling Industry

A Technical Education Committee appointed by the National Joint Industrial Council for the Flour Milling Industry, representative of the Incorporated National Association of British and Irish Millers Ltd, and the Transport and General Workers' Union, the National Union of General and Municipal Workers and the Shop, Distributive and Allied Workers' Union, has operated in the industry for many years. As the result of proposals made by this Committee the Council have issued certain general recommendations affecting the employment and training of young workers entering the industry. These recommendations are not laid down as binding but have been made with a view to securing co-operation between the Youth Employment Service and firms employing young workers. They include, inter alia, the following: recruitment to industry may take place at the school leaving age; a training scheme should extend over a period of five years; all entrants should be given an opportunity to attend class instruction; suitable practical training, under the supervision of the mill manager or other authorised person, should be provided in the mill; attendance at evening classes should be encouraged; and employers should consider the question of part-time day release for attendance at classes.

Further consideration is being given to the possibility of making more detailed recommendations or of formulating a more definite scheme of training which might be applied on a voluntary basis by individual firms.

Iron and Steel Industry

The British Iron and Steel Federation, after consideration of the subject by their Recruitment and Training Committee, have circulated recommendations to member firms as a guide for the training of young persons in the industry. The recommendations, which have been approved by special meetings of employers and are supported by the main trade unions, are to be applied according to local circumstances in individual firms or groups of firms. The scheme broadly covers four categories of young workers, viz., junior operatives, craft apprentices, clerks and technical apprentices. Three main requirements are laid down as essential to efficient training: all managers and supervisors should recognise, understand and carry out their own share in the training function; a training officer or other designated member of the staff should be given

executive responsibility for organising a scheme of training and ensuring its efficient operation; and suitable premises should be provided in the works for training. In order to obtain effective liaison between the industry, local education authorities and the Youth Employment Service, firms have been allocated to areas and, in certain cases, sub-groupings on a trade or geographical basis have been established. Area Committees have also been set up throughout the country.

Training is divided into introduction to employment and training on the job. As regards the latter, certain common training principles are laid down for the four categories of young workers concerned. These provide for a progressive training covering as wide a field of skill and experience as the type of work can provide, a high standard of work and skilful instruction. Where practicable, part-time day release for attendance at classes is recommended; in suitable cases attendance at evening classes should also be encouraged.

Ironmongery Trade

A National Apprenticeship Scheme administered by a Recruitment and Apprenticeship Committee and operated by local joint panels has been introduced by the National Federation of Ironmongers. The local panels will approve the establishments in which apprentices may properly be taken under the scheme and will co-operate closely with the Youth Employment Service. The normal age of entry into apprenticeship is 15 years and only exceptionally will apprentices be accepted beyond 17 years of age. The normal period of the apprenticeship will be four years; a five-year period may be approved exceptionally where additional training is required, e.g., in builders' and plumbers' supplies, tools, mill and colliery furnishing, and agricultural and electrical equipment. For the purpose of developing vocational and general education a National Institute of Hardware has been established. Provision has been made for apprentices to attend an educational institute for part-time classes, where they are available, for one day or two half-days a week without loss of pay. Apprentices are required to pay their own fees for such classes but the employers may if satisfied with the conduct and progress of their apprentices re-imburse the fees.

Plumbing Trades

The apprenticeship scheme for the plumbing trades applies in England and Wales only and is controlled by the National Apprenticeship Council for the Plumbing Trades and operated through Area Joint Councils and Committees. The Industrial organisations concerned in the scheme are members of the National Joint Council for the Building Industry and are parties to the Apprenticeship Board set up by that Council. The scheme covers the craft of domestic plumber and sanitary engineer for firms other than those in which the main scheme for the building industry applies (see the issue of this GAZETTE for February, 1948, page 49). The minimum age of entry into apprenticeship is 16 years, with normally an upper age limit of 17 years, and the apprenticeship extends over a period of five years. Provision is made under the scheme for apprentices to attend part-time day classes during working hours for one whole day or its equivalent each week, without loss of pay, where such facilities are available. Apprentices are indentured in a prescribed form. The indenture has a list of processes and operations which should be taught and from which a suitable selection for planned training should be made. The Council have urged careful selection of boys and co-operation with the Youth Employment Service.

Printing Ink and Roller Making Industry

A learnership scheme for the training of young persons in the printing ink and roller making industry has been approved by the Joint Industrial Council for the industry. The scheme, copies of which have been distributed to member firms, has been prepared for the guidance of employers in formulating their own training schemes. The scheme applies to youths who continue as learners from school leaving age (15 years) until 21. A preliminary period of training, in a particular department, of not more than twelve months is provided, during which the learner will be tested with regard to his suitability for continued training. Subsequent training will consist of training in the various departments. Details of the training are to be agreed by the House Committee of the firm. Learners are to be allowed to attend a Day Continuation School or County College, if available, for one day or two half-days a week, without loss of pay. In addition, learners are expected to attend evening classes in ink technology and other related subjects at an approved Technical Institute.

Wrought Hollow-ware Trade, Galvanised Section

A joint apprenticeship scheme has been agreed by the Galvanised Section of the Wrought Hollow-ware Trade Employers' Association and the National Union of Sheet Metal Workers and Braziers. The industry is largely concentrated in Staffordshire, Worcestershire and Warwickshire. A Youth Advisory Panel, representing employers and workers, with assessors from the Youth Employment Service, has been established to consider the suitability of boys for apprenticeship and to supervise their training and employment in the industry. It has been agreed that the number of apprentices employed in any one manufacturing establishment shall not exceed one-fifth of the number of adults. The normal period of apprenticeship is to be five years, commencing at the age of 15 and terminating not later than 21. Suitable apprentices are to be allowed to attend technical education classes, where available, on one whole day each week. Apprentices are also to be encouraged to attend evening classes. Practical training is to be as comprehensive as possible within the requirements of the trade, and apprentices are not to be continuously occupied in one manufacturing operation for an unreasonably long period. Each manufacturer participating in the scheme is required to give an undertaking to abide by the standards of the scheme.

TRAINING FOR BUSINESS MANAGEMENT

The Business Training Scheme, operated by the Appointments Department of the Ministry of Labour and National Service, was opened in January, 1946, with the object of helping young men and women to make good the loss of practical experience and progress in business life which they suffered owing to war service, and at the same time to re-stock the ranks of business management. It provided for a three-months course of grant-aided training at a technical or commercial college in general business administration, followed normally by a much longer course of specialised training within a particular firm. The Scheme was closed to new entrants at the end of 1947 when, with the encouragement of the Education Departments, training in business administration became part of the normal educational facilities provided by Local Education Authorities at technical and commercial colleges. Some statistics of the working and results of the Scheme, including the placing of students in industry and commerce up to 20th July, 1948, were published in the issue of this GAZETTE for October, 1948 (page 343). Further statistics are now available and are given below.

During the two years when the Scheme was in full operation, 6,508 students took the general course and 4,799 proceeded to take specialised courses. By the middle of last year 765 of these had completed the specialised training. In 717 cases the trainee was known to be employed. During the next twelve months, ending in July of the present year, 1,929 trainees completed specialised courses and of these 1,431 or 74 per cent. are known to have taken up managerial, administrative or executive posts in commerce and in a wide range of industries. A further 274 have been offered and accepted such posts, either with the firms giving them training or with other firms, before they have completed their agreed period of training. A survey of the position from the early days of the Scheme until the present time shows that 76 per cent. of all those who completed their training have obtained employment at that level.

Information is available about the salaries obtained by 981 of these latest entrants into employment, of whom a very high proportion are in low age groups. The lowest salaries quoted are between £250 and £279 a year; in the majority of cases (893) they range from £300 to £600; in 30 cases they range from £600 to £700; and in 24 cases they are £700 or over. The highest salary recorded is £1,100.

For the last two years the arrangements for training in business administration have been the responsibility of the Education Authorities. The Minister of Labour and National Service, however, still grants awards to eligible and suitable ex-Servicemen to enable them to take the courses now provided, and, through the Appointments Department, plays an important part in the placing of students in employment after their training is completed. About 1,500 students have taken or are taking these courses with the assistance of the Ministry. Of 245 students who took the three-months course last year and registered with the Appointments Offices for employment, some found their own jobs but the rest were all placed by the Offices in employment of executive or higher level. Similarly, of 351 who completed a one-year course and asked for help in finding employment, only one had not been placed when the survey was made.

NATIONAL INSURANCE

Sickness Benefit in Long-Term Cases

The National Insurance Advisory Committee have been asked to consider and report upon two preliminary draft Regulations concerning sickness benefit. These draft Regulations enable claims for sickness benefit to be made in advance in long-term cases and enable the Ministry of National Insurance to pay sickness benefit in appropriate cases before the formal award of the claim has been made by the independent statutory authority.

Copies of the preliminary drafts of these Regulations, which are entitled *The National Insurance (Claims and Payments) Amendment (No. 2) Regulations, 1949*, dealing with the making of claims, and *The National Insurance (General Benefit) Amendment (No. 2) Regulations, 1949*, dealing with the paying of benefit, can be purchased from H.M. Stationery Office or through any bookseller, price 1d. net each (2d. post free). Written objections to the drafts, by or on behalf of persons affected, will be considered by the Committee if sent before 28th October, 1949, to the Secretary, National Insurance Advisory Committee, 6 Curzon Street, London, W.1.

Contribution Condition for Death Grant

On 12th September the Minister of National Insurance, in conjunction with the Treasury, made the National Insurance (Death Grant) Amendment Regulations, 1949 (*S.I. 1949 No. 1696*). These Regulations amend as from 15th September the principal Regulations (*see the issue of this GAZETTE for July, page 235*) in order to bring them into line with the terms of the National Insurance Act, 1946, which enables credited contributions as well as paid contributions to be taken into account for the purposes of the first contribution condition for death grant.

Diagnosis and Recrudescence of Prescribed Diseases

On 12th September the Minister of National Insurance made the National Insurance (Industrial Injuries) (Prescribed Diseases)

Amendment (No. 2) Regulations, 1949 (*S.I. 1949 No. 1697*). These Regulations amend as from 15th September the principal Regulations (*see the issue of this GAZETTE for July, 1948, page 229*) by making the procedure for dealing with diagnosis and recrudescence questions, arising in connection with injury or disablement benefit, the same, whether the person is alive or dead at the date when the question arises.

Copies of the Regulations referred to above may be purchased from H.M. Stationery Office, price 1d. net each (2d. post free).

Tuberculosis among Nurses and other Health Workers

The question whether tuberculosis should be a 'prescribed disease' under the National Insurance (Industrial Injuries) Act, 1946, for nurses and other classes of health workers is being considered by the Industrial Diseases Sub-Committee of the Industrial Injuries Advisory Council. This is the first step in the approach to a problem which the Minister of National Insurance has referred to the Advisory Council, namely, whether certain communicable diseases should be prescribed as industrial diseases in relation to certain classes of persons.

The Industrial Diseases Sub-Committee was set up, under the Chairmanship of Sir Wilfrid Garrett who is also Chairman of the Advisory Council, as the result of a recommendation of the Departmental Committee on Industrial Diseases that there should be a standing Committee to consider the question of prescribing such diseases as the Minister might refer to the latter from time to time (*see this GAZETTE for November, 1948, page 382*).

The general effect of prescribing a disease in relation to any particular class of person is to make the benefits provided under the Industrial Injuries Act available to people in that class if they are employed under a contract of service and develop the disease as the result of their employment. These benefits are appreciably greater than those for ordinary sickness under the National Insurance Act. Persons and bodies interested in the question of prescribing tuberculosis in relation to health workers are invited to submit written evidence for consideration. Communications should be addressed to the Council's Secretary, Mr. F. K. Forrester, Ministry of National Insurance, 6 Curzon Street, London, W.1, as soon as possible, and in any event not later than 1st December, 1949. An explanatory memorandum on the subject can be obtained on request.

NATIONAL ASSISTANCE

Report of the National Assistance Board for 1948

The Report of the National Assistance Board for the year ended 31st December, 1948, has been presented to the Minister of National Insurance and published by H.M. Stationery Office as a Command Paper (Cmd. 7767), price 1s. 3d. net (1s. 5d. post free).

In presenting the Report the Chairman states that from 5th July the Board's functions, until then principally the administration of unemployment assistance and supplementary pensions, were enlarged by the coming into operation of the National Assistance Act, 1948. Under this Act the Poor Law administered by Public Assistance Authorities was abolished, and outdoor relief was replaced by a unified assistance service administered by a central department and financed by the national Exchequer. At the same time the administration of non-contributory old age pensions became a statutory duty of the Board. By the end of the year the number of persons who were receiving non-contributory pensions or national assistance, or both, was 1,376,058, of whom about three-quarters were of pensionable age.

Unemployment Assistance and Supplementary Pensions

During the period of about six months ending on 5th July, 1948, the total amount paid out in unemployment assistance was £1,340,000. The number of continuing weekly allowances current at the end of each month ranged from 30,988 to 33,714 and in addition about 210,000 single payments were made. The average amount of the allowances in payment during the six months was about 30s. a week excluding allowances paid in supplementation of unemployment benefit, which averaged 12s. 4d. a week.

During the first six months of 1948 the total amount paid out in supplementary pensions was £5,925,000. The number of recipients was 521,494 at the beginning of the year and 512,476 at the end of June. During this period the average payment rose slightly from 7s. 11d. to 8s. 3d. a week.

National Assistance

The Report gives a brief summary of the provisions of the National Assistance Act, 1948, and of the Regulations made under the Act for the determination of need (*see the issue of this GAZETTE for June, 1948, pages 198 and 199*). As a result of the application of these Regulations, the allowances of persons receiving unemployment assistance were increased by 9s. a week for married persons and 6s. a week for single persons, while supplementary pensioners gained 5s. a week if married and 4s. a week if single. As regards the recipients of outdoor relief, an enquiry made towards the end of the year showed that about two-thirds had gained sums ranging from 6d. to over 10s. a week; the remainder were in the same financial position as before 5th July, in some cases as the result of adjustments in their favour made by the Board in the exercise of powers under the Act. Somewhat larger gains were recorded in the case of recipients of blind domiciliary assistance, and considerably larger gains in the case of recipients of tuberculosis allowances.

The total amount paid in national assistance grants from 5th July to the end of the year was £20,800,000. On 5th July national assistance grants were put in payment to about 800,000 persons who had previously been receiving unemployment assistance, supplementary pensions, outdoor relief and other forms of assistance. By the end of the year the number of assistance recipients had risen to over one million. The increase of 200,000 included about 70,000 old age and retirement pensioners, nearly 4,000 blind people and over 2,000 tuberculous persons. In addition, the number of persons whose needs were relieved by a single payment rose from under 10,000 a week before 5th July to about 30,000 a week after that date.

In November, 1948, a sample enquiry was made into the circumstances of persons receiving national assistance. The enquiry showed that, of 963,460 persons in receipt of national assistance, 896,360 were receiving assistance at the ordinary rates and that 45,140 blind persons and 21,960 persons suffering from pulmonary tuberculosis were receiving assistance at the special rates provided for such persons. There were half-a-million dependants. Nearly 61 per cent. of the recipients of assistance were women. Two-thirds of the women receiving assistance were over 60 years old and nearly the same proportion of the men were over 65. More than three-quarters of the allowances were paid in supplementation of insurance benefits or pensions, and largely for this reason the average amount of allowance was only a little over 15s. a week. To unemployed persons not in receipt of unemployment benefit the average weekly payment was 37s.; to blind persons it was 22s. 3d. and to tuberculous persons 26s. While the majority of the blind persons were elderly, nearly three-quarters of the applicants for tuberculosis allowances were under 45 years of age.

Non-Contributory Old Age Pensions

The introduction of the new Act made little change in the conditions for the receipt of non-contributory old age pensions by persons reaching the age of 70 years. At the end of January, 1948, the number of pensioners was 441,219 and by the end of December the figure had risen to 453,417, of whom 88,393 were also receiving national assistance. An increase of 8,000 in July was mainly due to the payment of pensions to persons in accommodation under Part III of the Act who before 5th July were disqualified as inmates of workhouses. The majority of the pensioners were women. The pensions were mostly at the maximum rate of 26s. a week. The total amount expended by the Board during the year on non-contributory old age pensions was £27,660,000.

Persons without a Settled Way of Living

Under the National Assistance Act the Board are required "to make provision whereby persons without a settled way of living may be influenced to lead a more settled life" and "to provide and maintain centres, to be known as reception centres, for the temporary board and lodging of such persons". The Report states that the problem of dealing with these persons, previously known as "casuals" and "vagrants", although always intractable is not at present numerically large. During July, 1948, local authorities, acting on behalf of the Board (who meet the cost), were providing accommodation in Reception Centres for a nightly average of 1,454; the number rose during the remainder of the year, but in December the average figure was only 2,368. It is pointed out in contrast that on 1st September, 1939, the number of persons

INTERNATIONAL LABOUR ORGANISATION

Advisory Committee on Salaried Employees and Professional Workers

An International Labour Organisation Advisory Committee on Salaried Employees and Professional Workers is holding its First Session in Geneva from 24th to 29th October. The agenda is as follows:— (1) General Report; (2) Weekly and daily rest periods in commerce and offices; (3) The rights of performers as regards broadcasting, television and the mechanical reproduction of sounds.

The Committee is tripartite in character and the delegation of each country represented may comprise two Government representatives and two representatives of each of the employers' and workers' organisations concerned. The representatives may be accompanied by advisers. The United Kingdom representatives at the First Session of the Committee are as follows: Mr. M. D. Tennant, Assistant Secretary, Ministry of Labour and National Service, and Mr. L. N. Blake Odgers, M.C., Assistant Under Secretary of State, Home Office, for the Government; Mr. Harold Fearnley Farrar, Chairman of the Wool (and Allied) Textile Employers' Council, and Mr. Horace Francis, Director of Personnel, British Film Producers' Association, for the employers; and Mr. C. J. Geddes, General Secretary of the Union of Post Office Workers, Member of the General Council of the Trades Union Congress, and Mr. T. O'Brien, M.P., General Secretary of the National Association of Theatrical and Kine Employees, Member of the General Council of the Trades Union Congress, for the workers. The employers' and workers' representatives are accompanied by advisers.

Labour Problems in Greece

The Greek Government invited the International Labour Office to send a Mission to Greece to undertake a full examination of Greek labour legislation and to make recommendations to the Government for its revision. The invitation was accepted (*see the issue of this GAZETTE for October, 1947, page 338*). A Mission accordingly visited Greece in October and November, 1947, and later submitted a Report to the International Labour Office, which

accommodated in casual wards in England and Wales was 7,227 and on 27th May, 1932, during the trade depression, it was 16,911.

Every effort is being made, in collaboration with the Ministry of Labour and National Service, to place the men in work and to find them convenient accommodation. Shortage of suitable lodgings, such as good cheap hostels for working men, is however stated to be a serious obstacle to this task of re-settlement. The provision of accommodation of this type for young working men would, it is suggested, be a fruitful field for municipal and voluntary effort.

Polish Resettlement

Under the Polish Resettlement Act, 1947, the Board are empowered to grant cash allowances to Poles and to provide for their maintenance in camps, hostels and other establishments. The number of cash allowances paid during 1948 was small but maintenance in camps, hostels, etc., expanded considerably. The total amount expended by the Board on Polish maintenance for the year was £1,480,000. At the beginning of 1948 the number of Polish hostels administered by the Board was six, housing about 3,300 persons; at the end of the year there were 37 such hostels, housing more than 16,000 persons. It was estimated that about 6,400 of these 16,000 persons were in employment, about 3,800 were children under the age of 15 years, and about 4,000 were not required to register for work because they were continuing their education, were physically unfit, were aged, or were wives or mothers engaged on household duties.

The Report gives a brief description of the organisation of the National Assistance Board, the Board's agency duties, and the constitution of the Advisory Committees and Appeal Tribunals. Appendices to the Report contain statistical information relating to the activities of the Board.

Registration of Homes

The National Assistance Act, 1948, came into operation on 5th July, 1948, with the exception of Sections 37 to 40, which relate to the registration, etc., of homes for disabled persons and the aged (*see the issue of this GAZETTE for June, 1948, page 198*). For the purpose of bringing these Sections into operation, the Minister of Health (as regards England and Wales) and the Secretary of State for Scotland (as regards Scotland) made the National Assistance Act (Appointed Day) Order, 1949 (*S.I. 1949 No. 1621*), and the National Assistance Act (Appointed Day) (Scotland) Order, 1949 (*S.I. 1949 No. 1667* (S.116)), on 30th August and 5th September respectively. These Orders bring the remaining provisions of the Act into operation on 1st November, 1949, with the exception of parts of Section 37, relating to penalty for failure to register homes, which come into operation on 1st July, 1950.

At the same time the two authorities made the National Assistance (Registration of Homes) Regulations, 1949 (*S.I. 1949 No. 1622*), and the National Assistance (Registration of Homes) (Scotland) Regulations, 1949 (*S.I. 1949 No. 1668* (S.117)). These Regulations, which come into operation on 1st November, 1949, prescribe the particulars to be included in the registers of homes to be kept by registration authorities and the information to be supplied on application for registration.

Copies of the Orders and Regulations may be purchased from H.M. Stationery Office, price 1d. net each (2d. post free).

has been published, under the title "Labour Problems in Greece" as *Studies and Reports, New Series, No. 12*, price 10s. net.

The Report points out that labour problems in Greece are coloured by the abnormal economic and political conditions in the country consequent upon the war, the enemy occupation and civil strife. The general situation which the Mission found is therefore outlined before their specific observations and recommendations are set out.

Statistics of price and wage movements are stated to be extremely inadequate in Greece. It was, however, estimated that at the time of the Mission's visit, the prices of certain essential articles had risen well over 300 per cent. since 1939, while wages and salaries had lagged behind in spite of several general adjustments in wages. The Mission think that, until price inflation is checked, real wages cannot be restored for any length of time to pre-war levels. Reference is made to the steps taken by the Greek Government to counteract the inflationary movement.

The Mission state that at present Greece has a substantial manpower surplus, which is reflected both in unemployment and in under-employment and results in seriously depressed living standards for most of the population. Adequate employment statistics are not available, but it was estimated that in 1946 there were in the country nearly 5½ million persons 14 years of age and over and therefore legally eligible for employment and that about 2,660,000 were actually in the labour force, of whom 7 per cent. were unemployed and actively looking for jobs. Under-employment is general, and is specially marked in agriculture. At the same time, the problem of the over-all man-power surplus is aggravated by severe shortages of almost all skilled labour.

As a result of their study of the regulations governing conditions of employment in Greece, the Mission believe that considerable efforts have been made to create progressive labour legislation, covering a very wide field. The attempt to give comprehensive legal protection to the employees of small undertakings has, however, placed too heavy a burden upon the administrative services which are charged with its enforcement, and the burden has been aggravated by the rapid development of the legislation, which has outstripped the expansion of these services. The Report discusses in considerable detail the characteristics of labour inspection in Greece and problems connected with working conditions,

EMPLOYMENT, UNEMPLOYMENT, ETC.

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Employment in Great Britain in August

GENERAL SUMMARY

It is estimated that the total working population* increased during August by 55,000 (23,000 men and 32,000 women), mainly due to the entry of school leavers into the employment field.

The size of the Forces was reduced during August by 7,000 to a total of 758,000. The estimated number of men and women on release leave increased during the month by 1,000 to 18,000.

The number of unemployed persons registered for employment at 12th September, 1949, was 267,900, compared with 261,400 on 15th August. The September figure represented about 1.3 per cent. of the total number of employees insured under the national insurance schemes, the same percentage as in August.

The total number in civil employment (industry, commerce and services of all kinds) rose by 49,000 (21,000 men and 28,000 women) during August.

During August the number employed in the basic industries increased by 9,000, including increases of 6,000 in transport and communication and 4,000 in gas, electricity and water. The number of workers on colliery books decreased by 3,100.

The number employed in the manufacturing industries increased by 33,000 (16,000 men and 17,000 women) during August. There were increases of 5,000 in metals, engineering and vehicles, 5,000 in textiles† and 7,000 in clothing.

The number estimated to be employed in building and contracting decreased by 7,000 during the month.

Employment in the distributive trades increased by 18,000 during August. There was no appreciable change in the level of employment in either professional, financial and miscellaneous services or public administration.

The following tables show the detailed man-power trends since mid-1948.

GENERAL MAN-POWER POSITION

The broad changes in the man-power position between mid-1948 and the end of August, 1949, are shown in the following Table:—

	Thousands				
	Mid-1948	End-1948	End-July, 1949	End-August, 1949	Change during August, 1949
Total Working Population*					
Men	16,057	16,069	16,035	16,058	+ 23
Women	7,089	7,116	7,163	7,195	+ 32
Total	23,146	23,185	23,198	23,253	+ 55
H.M. Forces and Women's Services					
Men	807	774	734	728	- 6
Women	39	34	31	30	- 1
Total	846	808	765	758	- 7
Men and Women on Release Leave who have not yet taken up employment	92	18	17	18	+ 1
Registered Unemployed Persons in Civil Employment	282	348†	253†	265†	+ 12
Men	14,945	15,019	15,094	15,115	+ 21
Women	6,981	6,992	7,069	7,097	+ 28
Total in Civil Employment	21,926	22,011	22,163	22,212	+ 49

* The total working population in this series of man-power statistics represents the total number of persons aged 15 and over who work for pay or gain or register themselves as available for such work. The figure includes the Forces, men and women on release leave not yet in employment, and the registered unemployed. It includes private indoor domestic servants and gainfully occupied persons over pensionable age (men 65, women 60). Part-time workers are counted as full units.

† The total man-power in the main textile industry groups at end August, 1949, was: Cotton—323,000. Wool—216,000. Other textiles—449,000.

‡ End of month estimate.

ANALYSIS OF CIVIL EMPLOYMENT

An analysis of the total number in civil employment by broad industrial groups is given in the Table below. The industries are classified according to the Standard Industrial Classification.*

Industry or Service	Thousands				
	Mid-1948	End-1948	End-July, 1949	End-August, 1949	Change during August, 1949
Basic Industries					
Coal Mining	787	788	782	779	- 3
Total Man-power (Wage-earners on Colliery Books)	(725)	(726)	(720)	(717)	(-3)
Other Mining and Quarrying	82	82	82	82	-
Gas, Electricity and Water	296	301	307	311	+ 4
Transport and Communication	1,814	1,803	1,809	1,815	+ 6
Agriculture	1,227	1,230	1,232†	1,234	+ 2
Fishing	41	41	41	41	-
Total, Basic Industries ..	4,247	4,245	4,253	4,262	+ 9
Manufacturing Industries					
Chemicals and Allied Trades	426	433	440	443	+ 3
Metals, Engineering and Vehicles	3,904	3,921	3,889	3,894	+ 5
Textiles	948	971	983	988	+ 5
Clothing	700	716	740	747	+ 7
Food, Drink and Tobacco	725	738	765	768	+ 3
Other Manufactures	1,411	1,422	1,432	1,442	+ 10
Total, Manufacturing Industries ..	8,114	8,201	8,249	8,282	+ 33
Building and Contracting	1,497	1,480	1,497	1,490	- 7
Distributive Trades	2,689	2,739	2,771	2,789	+ 18
Professional, Financial and Miscellaneous Services	3,925	3,876	3,926	3,924	- 2
Public Administration—National Government Service	688	694	685	683	- 2
Local Government Service	766	776	782	782	-
Total in Civil Employment	21,926	22,011	22,163	22,212	+ 49

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the changes in the level of employment between mid-1948 and July and August, 1949. The figures relate to employees only; they exclude employers and persons working on their own account, and they are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of the changes in the numbers within the latter classes cannot at present be made at monthly intervals for the individual industries.

The figures given for mid-1948 are based on the industrial analysis of the insurance cards issued under the national insurance schemes which came into operation on 5th July, 1948; information as to the changes since mid-1948 in each industry, except coal mining, building and civil engineering and gas and electricity, is obtained from the returns rendered by employers under the Undertakings (Records and Information and Inspection of Premises) Order, 1943. Certain industries and services, which are not covered by the returns (or are only partially covered), or for which figures are not available in the same form as for those shown below, are omitted from the Table. Persons registered as unemployed and demobilised men and women taking paid leave are not included.

* Obtainable from H.M. Stationery Office or through any bookseller, price 9d. net (10d. post free).

† Revised figure.

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Industry	Males			Females			Total		
	Mid-1948	July, 1949	August, 1949	Mid-1948	July, 1949	August, 1949	Mid-1948	July, 1949	August, 1949
Mining, etc.									
Coal Mining	775.5	770.4	767.3	11.5	11.5	11.5	787.0	781.9	778.8
Treatment of Non-Metalliferous Mining Products other than Coal	229.1	231.5	232.5	77.8	79.3	79.2	306.9	310.8	311.7
Bricks and Fireclay Goods	69.3	71.1	71.4	7.4	7.7	7.7	76.7	78.8	79.1
China and Earthenware (inc. glazed tiles)	34.2	35.7	35.7	4.2	4.3	4.3	76.3	79.2	79.0
Glass (other than containers)	29.6	30.2	30.3	11.6	11.8	11.8	41.2	42.0	42.1
Glass Containers	19.9	19.7	20.0	5.6	5.6	5.6	25.5	25.6	26.0
Cement	12.9	13.1	13.1	1.4	1.3	1.3	14.3	14.4	14.4
Other Non-Metalliferous Mining Manufactures	63.2	61.7	62.0	9.7	9.1	9.1	72.9	70.8	71.1
Chemicals and Allied Trades	294.8	302.5	304.6	126.1	132.6	133.7	420.9	435.1	438.3
Coke Ovens and By-Product Works	16.8	17.1	17.1	0.5	0.5	0.5	17.3	17.6	17.6
Chemicals and Dyes	143.4	143.5	144.3	52.1	53.0	53.6	195.5	196.5	197.9
Pharmaceutical Preparations, Toilet Preparations, Perfumery	12.6	13.3	13.3	18.2	20.3	20.5	30.8	33.6	33.8
Explosives and Fireworks	21.6	22.6	22.8	12.2	13.5	13.4	33.8	36.1	36.2
Paint and Varnish	25.9	26.7	26.8	11.1	11.3	11.3	37.0	38.0	38.1
Soap, Candles, Glycerine, Polishes, Ink and Matches	27.2	27.9	28.0	19.7	20.8	21.0	46.9	48.7	49.0
Mineral Oil Refining	24.7	23.3	23.8	6.5	6.6	6.6	30.7	29.8	30.0
Other Oils, Greases, Glue, etc.	22.6	23.1	23.5	6.3	6.7	6.8	28.9	29.8	30.3
Metal Manufacture	438.4	437.9	438.1	57.6	55.2	55.2	496.0	493.1	493.3
Blast Furnaces	19.3	19.6	19.7	0.7	0.7	0.7	20.0	20.3	20.4
Iron and Steel Melting, Rolling, etc., not elsewhere specified	178.8	182.3	182.3	15.9	15.3	15.4	197.6	197.6	197.6
Iron Foundries	91.1	90.8	90.8	15.3	14.5	14.5	106.4	105.3	105.3
Tinplate Manufacture	14.3	14.6	14.6	2.7	2.9	2.8	17.0	17.5	17.4
Steel Sheet Manufacture	17.3	17.4	17.4	1.2	1.2	1.2	18.5	18.6	18.6
Iron and Steel Tubes (inc. melting and rolling in integrated works)	33.0	33.6	33.7	6.3	5.9	5.9	39.3	39.5	39.6
Non-Ferrous Metals Smelting, Rolling, etc.	84.6	79.6	79.6	15.5	14.7	14.7	100.1	94.3	94.3
Engineering, Shipbuilding and Electrical Goods	1,445.0	1,443.6	1,444.1	375.2	356.5	358.2	1,820.2	1,800.1	1,802.3
Shipbuilding and Ship Repairing	218.0	208.0	204.5	7.9	7.8	7.8	225.9	215.8	212.3
Marine Engineering	74.5	73.9	73.8	3.5	3.6	3.6	78.0	77.5	77.4
Agricultural Machinery (exc. tractors)	35.3	34.1	33.9	5.1	4.9	4.9	40.4	39.0	38.8
Boilers and Boilerhouse Plant	15.8	16.4	16.5	1.7	1.7	1.7	17.5	18.1	18.2
Machine Tools	63.0	61.1	61.1	13.7	12.8	12.8	76.7	73.9	73.9
Stationary Engines	20.1	21.5	21.7	3.2	3.1	3.1	23.3	24.6	24.8
Textile Machinery and Accessories	57.5	59.1	59.1	9.7	10.0	10.0	67.2	69.1	69.1
Ordnance and Small Arms	33.1	37.4	37.5	8.1	9.5	9.6	41.2	46.9	47.1
Constructional Engineering	64.7	62.9	64.0	6.4	5.5	5.5	71.1	68.4	69.5
Other Non-Electrical Engineering	547.3	552.3	554.0	117.5	113.5	114.2	664.8	665.8	668.2
Electrical Machinery	118.2	119.4	119.9	46.7	42.3	42.0	164.9	161.7	161.9
Electrical Wires and Cables	38.2	37.6	37.6	24.0	21.3	21.1	62.2	58.9	59.0
Telegraph and Telephone Apparatus	27.8	29.1	29.2	16.6	16.8	16.8	44.4	45.9	46.0
Wireless Apparatus (exc. valves) and Gramophones	36.0	35.7	36.1	31.2	28.9	29.8	67.2	64.6	65.9
Wireless Valves and Electric Lamps	16.7	16.2	16.1	19.9	17.3	17.3	36.6	33.5	33.4
Batteries and Accumulators	10.7	11.0	11.1	8.6	8.9	9.4	19.3	19.9	20.5
Other Electrical Goods	68.1	67.9	68.0	51.4	48.6	48.6	119.5	116.5	116.6
Vehicles	760.2	776.0	778.4	118.7	118.5	119.0	878.9	894.5	897.4
Manufacture of Motor Vehicles and Cycles	243.8	255.3	255.6	41.6	41.3	41.5	285.4	296.6	297.1
Motor Repairers and Garages	182.8	178.4	179.5	23.0	23.4	23.8	205.8	201.8	203.3
Manufacture and Repair of Aircraft	120.6	129.0	129.5	21.0	21.7	21.7	141.6	150.7	151.2
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	52.1	53.0	53.2	20.5	19.8	19.7	72.6	72.8	72.9
Railway Locomotive Shops	56.2	53.8	53.8	2.9	2.7	2.7	59.1	56.5	56.5
Other Locomotive Manufacture	23.3	23.8	23.8	2.2	2.3	2.3	25.5	26.1	26.1
Manufacture and Repair of Railway Carriages and Wagons and Trams	72.9	74.4	74.7	3.7	3.8	3.8	76.6	78.2	78.5
Carts, Perambulators, etc.	8.5	8.3	8.3	3.8	3.5	3.5	12.3	11.8	11.8
Metal Goods not elsewhere specified	313.4	309.1	308.6	178.0	170.8	170.9	491.4	479.9	479.5
Tools and Cutlery	32.6	31.6	31.5	20.6					

Numbers Employed in Great Britain: Industrial Analysis—continued

(Thousands)

Industry	Males			Females			Total		
	Mid-1948	July, 1949	August, 1949	Mid-1948	July, 1949	August, 1949	Mid-1948	July, 1949	August, 1949
	Manufactures of Wood and Cork	218.9	227.8	230.4	51.1	52.7	53.2	270.0	280.5
Timber (Sawmilling, etc.)	76.2	76.0	76.6	10.7	10.5	10.5	86.9	86.5	87.1
Furniture and Upholstery	92.3	100.0	101.3	25.3	27.6	28.0	117.6	127.6	129.3
Shop and Office Fitting	15.7	16.7	17.2	3.1	3.0	3.0	18.8	19.7	20.2
Wooden Containers and Baskets	19.0	18.9	19.0	6.2	6.1	6.2	25.2	25.0	25.2
Miscellaneous Wood and Cork Manufactures	15.7	16.2	16.3	5.8	5.5	5.5	21.5	21.7	21.8
Paper and Printing	291.1	304.0	305.8	172.7	177.1	179.6	463.8	481.1	485.4
Paper and Board	54.8	56.3	56.0	18.3	18.6	18.6	73.1	74.9	74.6
Wallpaper	3.5	4.4	4.5	1.2	1.7	1.8	4.7	6.1	6.3
Cardboard Boxes, Cartons and Fibre-board Packing Cases	12.6	13.3	13.5	23.7	24.6	25.2	36.3	37.9	38.7
Manufactures of Paper and Board not elsewhere specified	15.0	15.9	16.1	21.4	22.1	22.4	36.4	38.0	38.5
Printing and Publishing of Newspapers and Periodicals	68.5	73.9	74.3	18.0	18.8	19.0	86.5	92.7	93.3
Other Printing and Publishing, Bookbinding, Engraving, etc.	136.7	140.2	141.4	90.1	91.3	92.6	226.8	231.5	234.0
Other Manufacturing Industries	141.0	133.5	134.2	101.0	98.6	99.5	242.0	232.1	233.7
Rubber	64.2	60.4	60.9	32.7	31.4	31.4	96.9	91.8	92.3
Linoleum, Leather Cloth, etc.	10.2	10.8	11.0	2.3	2.4	2.4	12.5	13.2	13.4
Brushes and Brooms	9.2	8.9	8.9	9.3	8.1	8.1	18.5	17.0	17.0
Toys, Games and Sports Requisites	10.8	11.1	11.3	16.1	18.5	19.2	26.9	29.6	30.5
Miscellaneous Stationers' Goods	4.5	4.7	4.7	6.1	6.2	6.1	10.6	10.9	10.8
Production and Printing of Cinematograph Films	8.0	5.5	5.3	2.5	1.9	1.9	10.5	7.4	7.2
Miscellaneous Manufacturing Industries	34.1	32.1	32.1	32.0	30.1	30.4	66.1	62.2	62.5
Building and Contracting	1,298.0	1,297.8	1,290.3	39.0	30.9	39.1	1,337.0	1,336.8	1,329.4
Building and Civil Engineering Contracting	1,236.7	1,236.7	1,228.7	32.7	32.7	32.7	1,269.4	1,269.4	1,261.4
Electric Wiring and Contracting	61.3	61.1	61.6	6.3	6.3	6.4	67.6	67.4	68.0
Gas, Electricity and Water	271.2	280.8	284.2	24.4	26.5	26.8	295.6	307.3	311.0
Gas	117.9	120.1	121.2	9.5	10.0	10.1	127.4	130.1	131.3
Electricity	126.7	133.2	135.3	13.5	15.1	15.3	140.2	148.3	150.6
Water	26.6	27.5	27.7	1.4	1.4	1.4	28.0	28.9	29.1
Transport and Communication									
Tramway and Omnibus Service	255.8	261.5	261.1	44.4	44.3	44.4	300.2	305.8	305.5
Other Road Passenger Transport	28.6	29.0	29.0	2.3	2.3	2.3	30.9	31.3	31.3
Goods Transport by Road	181.8	180.4	183.2	11.8	12.0	12.2	193.6	192.4	195.4
Distributive Trades	1,145.3	1,174.2	1,179.7	992.0	1,045.0	1,057.2	2,137.3	2,219.2	2,236.9
Dealing in Coal, Builders' Materials, Grain and Agricultural Staples (Wholesale or Retail)	103.4	104.7	105.0	27.3	27.7	28.0	130.7	132.4	133.0
Dealing in Other Industrial Materials and Machinery	72.9	74.6	74.5	24.7	25.2	25.4	97.6	99.8	99.9
Wholesale Distribution of Food and Drink	101.4	104.2	105.0	46.9	48.0	48.3	148.3	152.2	153.3
Retail Distribution of Food and Drink (exc. catering)	370.6	377.7	379.5	299.3	315.9	319.4	669.9	693.6	698.9
Wholesale Distribution of Non-Food Goods	147.7	151.8	152.4	95.2	99.0	100.5	242.9	250.8	252.9
Retail Distribution of Non-Food Goods	326.2	337.2	339.4	462.9	493.4	499.5	789.1	830.6	838.9
Retail Distribution of Confectionery, Tobacco and Newspapers	23.1	24.0	23.9	35.7	35.8	36.1	58.8	59.8	60.0
Miscellaneous Services									
Theatres, Cinemas, Music Halls, Concerts, etc.	66.2	64.8	64.5	73.0	72.0	72.4	139.2	136.8	136.9
Sport, Other Recreations and Betting	47.6	40.9	41.3	43.2	42.1	40.8	90.8	83.0	82.1
Catering, Hotels, etc.	227.5	225.0	225.4	507.5	497.7	498.0	735.0	722.7	723.4
Laundries	32.0	33.3	33.3	119.2	117.6	117.9	151.2	150.9	151.2
Dry Cleaning, Job Dyeing, Carpet Beating, etc.	11.9	11.6	11.5	29.6	28.5	28.4	41.5	40.1	39.9

Unemployment at 12th September, 1949

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 15th August, 1949, and 12th September, 1949, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
15th August	183,253	10,963	58,429	8,744	261,389
12th September	190,256	9,121	61,493	6,996	267,866

These figures include all unemployed persons on the registers of Employment Exchanges, with the exception of registered disabled persons who are suitable only for employment under special conditions.

It is estimated that the number of persons registered as unemployed at 12th September represented 1.3 per cent. of the total number of employees insured under the national insurance schemes. The corresponding percentage at 15th August was the same.

The analysis of the figures for 12th September is as follows:—

	Wholly Unemployed (including Casuals)			Temporarily Stopped	Total
	Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks		
Men 18 and over	52,385	45,057	89,489	186,931	190,256
Boys under 18	4,996	3,434	625	9,055	9,121
Women 18 and over	27,048	16,036	16,354	59,438	61,493
Girls under 18	4,077	2,393	353	6,823	6,996
Total	88,506	66,920	106,821	262,247	267,866

The total of 267,866 includes 30,158 married women.

The changes between 15th August and 12th September, 1949, in each administrative Region were as follows:—

Region		Wholly Unemployed (including Casuals)			Temporarily Stopped	Total
		Unemployed for not more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks		
London & South-Eastern	15th Aug.	19,693	10,851	12,611	43,155	493
	12th Sept.	20,468	10,807	11,872	43,147	330
	Inc. or Dec.	+ 775	- 44	- 739	- 8	- 163
Eastern	15th Aug.	2,715	2,005	2,543	7,263	114
	12th Sept.	3,507	2,309	2,250	8,066	49
	Inc. or Dec.	+ 792	+ 304	- 293	+ 803	- 65
Southern	15th Aug.	3,915	2,298	3,518	9,731	40
	12th Sept.	4,770	3,157	3,235	11,162	33
	Inc. or Dec.	+ 855	+ 859	- 283	+ 1,431	- 7
South-Western	15th Aug.	3,435	2,832	5,471	11,738	87
	12th Sept.	4,027	3,138	4,944	12,109	114
	Inc. or Dec.	+ 592	+ 306	- 527	+ 371	+ 27
Midland	15th Aug.	5,353	2,750	3,708	11,811	467
	12th Sept.	5,777	2,553	2,909	11,239	394
	Inc. or Dec.	+ 424	- 197	- 799	- 572	- 73
North-Midland	15th Aug.	2,182	1,068	2,288	5,538	136
	12th Sept.	2,270	1,275	1,917	5,462	129
	Inc. or Dec.	+ 88	+ 207	- 371	- 76	- 7
East & West Ridings	15th Aug.	4,391	2,527	5,649	12,567	440
	12th Sept.	4,724	2,956	4,828	12,508	432
	Inc. or Dec.	+ 333	+ 429	- 821	- 59	- 8
North-Western	15th Aug.	12,570	9,730	17,937	40,237	1,048
	12th Sept.	14,064	11,609	17,058	42,731	1,390
	Inc. or Dec.	+ 1,494	+ 1,879	- 879	+ 2,494	+ 342
Northern	15th Aug.	7,074	6,455	14,079	27,608	674
	12th Sept.	7,300	7,206	12,942	27,448	542
	Inc. or Dec.	+ 226	+ 751	- 1,137	- 160	- 132
Scotland	15th Aug.	11,637	11,598	29,052	52,287	2,513
	12th Sept.	14,905	14,740	25,865	55,510	1,681
	Inc. or Dec.	+ 3,268	+ 3,142	- 3,187	+ 3,223	- 832
Wales	15th Aug.	5,521	6,192	20,605	32,318	1,124
	12th Sept.	6,694	7,170	19,001	32,865	525
	Inc. or Dec.	+ 1,173	+ 978	- 1,604	+ 547	- 599
Great Britain	15th Aug.	78,486	58,306	117,461	254,253	7,136
	12th Sept.	88,506	66,920	106,821	262,247	5,619
	Inc. or Dec.	+ 10,020	+ 8,614	- 10,640	+ 7,994	- 1,517

The following Table gives the numbers of persons registered as unemployed at 12th September, 1949, and the approximate percentage rates of unemployment in each Region:—

Region	Number of persons registered as unemployed at 12th September, 1949			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern	30,937	12,540	43,477	0.9	0.7	0.9
Eastern	6,112	2,003	8,115	0.8	0.6	0.8
Southern	7,771	3,424	11,195	1.2	1.1	1.2
South-Western	8,876	3,347	12,223	1.2	1.0	1.1
Midland	8,677	2,956	11,633	0.7	0.4	0.6
North-Midland	4,254	1,337	5,591	0.4	0.3	0.4
E. and W. Ridings	9,908	3,032	12,940	0.8	0.5	0.7
North-Western	32,682	11,439	44,121	1.8	1.1	1.5
Northern	21,176	6,814	27,990	2.4	2.0	2.3
Scotland	44,211	12,980	57,191	3.1	1.8	2.7
Wales	24,773	8,617	33,390	3.6	3.6	3.6
Great Britain	199,377	68,489	267,866	1.4	1.0	1.3

NUMBERS UNEMPLOYED IN THE UNITED KINGDOM: REGIONAL ANALYSIS

The total number of unemployed persons on the registers of Employment Exchanges in the United Kingdom at 12th September, 1949, was 293,850, including 207,444 men, 10,111 boys, 68,647 women and 7,648 girls. Of the total, 287,179 (including 4,900 casual workers) were wholly unemployed and 6,671 temporarily stopped.

The numbers of unemployed persons† on the registers in each Region at 12th September, 1949, are shown below.

Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
London and South-Eastern	28,821	1,953	11,023	1,350	43,147
Eastern	5,821	258	1,792	195	8,066
Southern	7,411	353	2,976	422	11,162
South-Western	8,450	367	2,987	305	12,109
Midland	7,996	398	2,588	257	11,239
North-Midland	3,854	321	1,055	232	5,462
E. and W. Ridings	9,933	314	2,476	325	12,508
North-Western	30,315	7,702	9,750	964	42,731
Northern	19,738	1,101	5,660	949	27,448
Scotland	41,577	1,437	11,647	849	55,510
Wales	23,555	851	7,484	975	32,865
Great Britain	186,931	9,055	59,438	6,823	262,247
Northern Ireland	16,823	950	6,573	586	24,932
United Kingdom	203,754	10,005	66,011	7,409	287,179
Temporarily Stopped					
London and South-Eastern	159	4	165	2	330
Eastern					

NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed* persons on the registers of all Employment Exchanges and Youth Employment Bureaux in each administrative Region at 12th September, 1949, and the numbers of persons on the registers of the Exchanges and Bureaux situated in some of the principal towns in each Region, together with the increase or decrease compared with 15th August, 1949.

Table with columns: Regions and Principal Towns, Men 18 and over, Women 18 and over, Juveniles under 18 years, Total, Inc. (+) or Dec. (-) in Totals as compared with 15th August, 1949. Rows include London and South-Eastern, Eastern, Southern, South-Western, Midland, North-Midland, East and West Ridings, North-Western, and Stockport.

Table with columns: Regions and Principal Towns, Men 18 and over, Women 18 and over, Juveniles under 18 years, Total, Inc. (+) or Dec. (-) in Totals as compared with 15th August, 1949. Rows include Northern, Scotland, Wales, Northern Ireland, and Londonderry.

NUMBERS UNEMPLOYED: 1939 to 1949

The Table below shows the average numbers of persons registered as unemployed in the years 1939 to 1948, and the numbers so registered in each month of 1949.

Table with columns: Great Britain, Wholly Unemployed (including Casuals), Temporarily Stopped, Total, United Kingdom: Total. Rows show monthly averages from 1939 to 1949.

DISABLED PERSONS (EMPLOYMENT) ACT

The number of persons registered under the Disabled Persons (Employment) Act, 1944, at 18th July, 1949 (the last date on which a count was taken), was 919,054.

The number of disabled persons on the register who were unemployed at 19th September was 62,189, of whom 58,842 were males and 3,347 were females. The total included 32,228 persons who had served in H.M. Forces, and 29,961 who had not served. An analysis of these figures is given in the Table below.

Table with columns: Suitability for ordinary employment, Requiring employment under special conditions, Grand Total. Rows include Ex-Service, Others, and Total for various categories.

* See footnote * in previous column. † The averages for 1947 exclude the numbers stood off during the fuel crisis early in the year who did not register as unemployed at Employment Exchanges. ‡ Before the comprehensive national insurance scheme came into operation in July, 1948, the published statistics of unemployment related to persons insured under the Unemployment Insurance Acts, but for July and all subsequent months the published figures have included all unemployed persons on the registers, including some who were not previously insured under the Unemployment Insurance Acts. The averages for 1948 have been computed on the basis of the monthly figures as published.

* The figures exclude registered disabled persons who are suitable only for employment under special conditions. They include, however, some persons who are not available for employment away from home and others who for various reasons are not suitable for the types of vacancies current.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed at 12th September, 1949, distinguishing those wholly unemployed (i.e., out of a situation) from those temporarily stopped (i.e., suspended from work on the understanding that they were shortly to return to their former employment). The figures include all unemployed persons on the registers of Employment Exchanges with the exception of registered disabled persons who require employment under special conditions.

The industrial analysis is based on the "Standard Industrial Classification."* The figures for each industry represent the numbers of unemployed persons whose last employment was in that industry.

Table with columns: Industry, Wholly unemployed (including casuals), Temporarily stopped, Total, United Kingdom (all classes). Rows list various industries such as Agriculture, Mining, Manufacturing, etc.

* Obtainable from H.M. Stationery Office, or through any bookseller, price 9d. net (10d. post free).

† The figures for coal mining exclude all the unemployed at 12th September, 1949, who, although previously employed in coal mining, have been found to be medically unfit for employment in that industry. These men are, however, included with "Other persons not classified by industry" on the next page. The total of 1,652 males unemployed includes 803 men registered for underground work.

Numbers Unemployed: Industrial Analysis—continued

Table showing numbers unemployed in Great Britain and United Kingdom, categorized by industry, sex, and employment status (wholly unemployed, temporarily stopped, total).

* The totals include unemployed casual workers (3,377 males and 255 females in Great Britain and 4,629 males and 271 females in the United Kingdom).

Placing Work of the Employment Exchanges

The Table below shows for the four-week periods ended 3rd August and 31st August, 1949, the numbers of vacancies filled by Employment Exchanges and other Local Offices of the Ministry of Labour and National Service in Great Britain, together with the numbers remaining unfilled at the end of each period. The figures include placings, etc., by the Youth Employment Bureaux of certain Local Authorities.

Table comparing vacancies filled and remaining unfilled at 3rd August and 31st August, 1949, for men aged 18 and over, boys under 18, and women aged 18 and over.

A Regional analysis of the figures for the four weeks ended 31st August is given in the Table at the top of the next page. Under the Control of Engagement Order a system of priorities is operated under which "First Preference" is given to vacancies for workpeople which, in the national interest, should take precedence over others.

First Preference Industries

The Table in the next column shows in detail the total numbers of placings in the two periods of four weeks up to 31st August, 1949, in vacancies to which First Preference had been accorded.

Changes in Employment in certain First Preference Industries

Figures in the Table below show the net change in employment in the principal First Preference manufacturing industries for which separate statistics are available in June, July and August.

Table showing net change in employment and total employment at end of August for various industries, categorized by sex.

* Revised figure. † So far as these can be separately distinguished in the employment statistics. ‡ Silk manufacture does not receive First Preference. § Asbestos, flock and rag, etc. || These figures exclude foundries attached to engineering establishments, which also receive First Preference.

Placings in First Preference Industries

Table showing placings in First Preference industries for four weeks ended 3rd August and 31st August, 1949, categorized by industry and sex.

Changes in Employment in certain First Preference Manufacturing Industries

Table showing net change in employment and total employment at end of August for various manufacturing industries, categorized by sex.

Placings and Vacancies Unfilled—Four weeks ended 31st August : Regional Analysis

Region	Men 18 and over		Boys under 18		Women 18 and over		Girls under 18		Total	
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled
London and South-Eastern	56,368	33,647	7,022	11,783	27,152	46,563	6,126	20,997	96,668	112,990
Eastern	10,648	10,710	1,395	2,399	4,315	8,636	1,458	3,562	17,816	25,307
Southern	10,740	9,237	1,223	2,034	3,815	5,533	1,276	2,511	17,054	19,315
South-Western	10,364	8,993	1,258	2,030	3,963	5,976	1,366	3,676	16,951	20,675
Midland	24,517	18,216	2,717	5,104	8,572	12,504	2,378	6,724	38,184	42,548
North-Midland	14,100	13,268	1,762	5,104	4,928	11,317	1,951	8,400	22,741	38,089
East and West Ridings	18,896	13,760	2,217	4,569	6,962	15,035	2,245	5,978	30,320	39,342
North-Western	33,525	18,908	3,842	6,986	14,722	24,181	3,496	11,560	55,585	61,635
Northern	14,300	5,580	2,468	2,253	5,387	3,338	2,708	2,898	24,863	14,069
Scotland	26,124	10,799	3,142	3,403	10,780	8,434	2,505	6,685	42,531	29,321
Wales	10,760	4,712	1,626	1,362	3,441	2,613	1,783	1,144	17,610	9,831
Great Britain	230,342	147,830	28,672	47,027	94,037	144,130	27,292	74,135	380,343	413,122

Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the principal manufacturing industries during the four weeks' period ended 23rd July, 1949, analysed according to industry

Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period		
	M. (a)	F. (b)	T. (c)	M. (a)	F. (b)	T. (c)
Treatment of Non-Metalliferous Mining Products other than Coal	2.7	2.8	2.7	2.7	3.2	2.8
Bricks and Fireclay Goods	2.9	3.9	3.0	2.8	3.9	2.9
China and Earthenware (including glazed tiles)	2.0	2.4	2.2	2.1	2.9	2.5
Glass (other than containers)	1.7	2.4	1.9	1.9	2.9	2.2
Glass Containers	3.3	5.9	3.9	3.3	5.1	3.6
Cement	1.5	2.5	1.6	1.7	4.1	1.8
Other Non-Metalliferous Mining Manufactures	3.2	2.7	3.1	3.4	3.7	3.4
Chemicals and Allied Trades	2.1	3.6	2.5	1.6	2.7	1.9
Coke Ovens and By-Product Works	1.5	2.2	1.5	1.9	3.1	1.9
Chemicals and Dyes	2.1	3.5	2.4	1.8	2.4	1.9
Pharmaceutical Preparations, etc.	2.5	5.3	4.2	3.7	3.9	3.0
Explosives and Fireworks	2.3	2.0	4.2	0.8	2.2	1.3
Paint and Varnish	2.1	2.8	2.3	1.4	3.1	1.9
Soap, Candles, Polishes, etc.	2.0	3.2	2.6	1.5	2.5	1.9
Mineral Oil Refining	2.3	1.8	2.2	0.8	1.1	0.8
Other Oils, Greases, Glue, etc.	2.0	3.0	2.2	1.9	3.0	2.1
Metal Manufacture	1.5	2.3	1.6	1.8	2.6	1.9
Blast Furnaces	1.2	0.7	1.2	1.1	1.6	1.1
Iron and Steel Melting, Rolling, etc.	1.2	2.3	1.3	1.5	2.3	1.6
Iron Foundries	1.9	2.7	2.0	2.3	3.0	2.4
Tinplate Manufacture	1.1	2.5	1.4	1.6	2.9	1.8
Steel Sheet Manufacture	1.0	3.3	1.1	1.2	2.1	1.2
Iron and Steel Tubes	1.7	1.6	1.7	1.8	2.1	1.9
Non-Ferrous Metals Smelting, etc.	1.9	2.4	2.0	2.3	2.7	2.4
Engineering and Electrical Goods	1.8	2.8	2.0	2.0	3.5	2.4
Marine Engineering	1.3	1.2	1.3	2.0	1.6	2.0
Agricultural Machinery	2.1	3.1	2.2	3.7	3.8	3.7
Boilers and Boilerhouse Plant	1.1	2.7	1.3	1.5	2.7	1.7
Machine Tools	1.6	2.6	1.7	1.9	3.4	2.1
Stationary Engines	2.1	2.3	2.1	1.5	2.6	1.6
Textile Machinery and Accessories	2.0	2.9	2.1	2.3	4.0	2.5
Ordinance and Small Arms	1.0	2.9	1.4	1.4	2.5	1.7
Constructional Engineering	2.4	2.1	2.4	2.9	2.6	2.9
Other Non-Electrical Engineering	1.8	2.5	1.9	2.0	3.2	2.2
Electrical Machinery	1.7	2.0	1.8	1.7	2.8	2.0
Electrical Wires and Cables	1.6	1.6	1.6	2.3	4.2	2.9
Telegraph and Telephone Apparatus	1.1	2.6	1.7	1.1	3.0	1.8
Wireless Apparatus	2.4	5.2	3.7	1.9	4.9	3.3
Wireless Valves and Electric Lamps	1.4	2.3	1.9	2.3	3.9	3.1
Batteries and Accumulators	2.1	7.3	4.3	1.9	4.7	3.1
Other Electrical Goods	2.1	2.9	2.4	2.4	4.0	3.1
Vehicles	1.7	2.8	1.9	1.8	3.5	2.0
Manufacture of Motor Vehicles, etc.	1.8	2.7	1.9	2.1	3.6	2.3
Motor Repairers and Garages	2.1	3.1	2.3	2.1	2.6	2.2
Manufacture and Repair of Aircraft	1.7	2.4	1.8	1.7	2.7	1.9
Manufacture of Motor Vehicle Accessories	2.5	3.3	2.7	2.5	4.5	3.0
Railway Locomotive Shops	0.4	2.2	0.5	0.7	1.6	0.7
Other Locomotive Manufacture	1.3	2.2	1.4	1.3	3.6	1.5
Railway Carriages and Wagons	1.1	1.9	1.1	1.0	2.5	1.1
Carts, Perambulators, etc.	2.7	4.0	3.2	3.4	4.8	3.9
Metal Goods not elsewhere specified	2.2	3.4	2.6	2.5	4.0	3.1
Tools and Cutlery	1.5	2.5	1.9	2.2	3.4	2.7
Bolts, Nuts, Screws, Nails, etc.	1.8	2.5	2.1	2.2	3.3	2.7
Iron and Steel Forgings	1.7	2.6	1.8	2.5	3.1	2.6
Wire and Wire Manufactures	1.5	1.7	1.6	1.6	2.8	1.9
Hollow-ware	2.6	3.9	3.3	2.8	4.6	3.7
Brass Manufactures	2.2	3.1	2.5	2.6	4.3	3.2
Other Metal Industries	2.5	3.9	3.0	2.8	4.1	3.3
Precision Instruments, Jewellery, etc.	1.7	3.0	2.2	1.7	3.1	2.2
Scientific, Surgical, etc., Instruments	1.8	2.9	2.2	1.7	3.4	2.3
Watches and Clocks	1.7	2.8	2.3	1.9	3.3	2.6
Jewellery, Plate, etc.	1.3	3.3	2.2	1.8	2.0	1.9
Musical Instruments	1.4	2.5	1.6	1.9	3.7	2.2

Note.—Establishments whose industrial classification has changed during the period as a result of a change in their activities are excluded from these calculations.

(a) Per 100 males employed

(b) Per 100 females employed.

(c) Per 100 employees (males and females).

Work of Appointments Department

The particulars given below, which relate to the work of the Appointments Department of the Ministry of Labour and National Service, are in continuation of those published in previous issues of this GAZETTE.

Technical and Scientific Register

The Technical and Scientific Register operates centrally on a national basis from York House, Kingsway, London, W.C.2 (Telephone number, Temple Bar 8020), but it also has a representative in Scotland at the Glasgow Appointments Office, 450 Sauchiehall Street, Glasgow, C.2 (Telephone number, Glasgow Douglas 7161).

The Register, which is assisted by Advisory Committees composed of members of the professions concerned, provides a placing and advisory service for physicists, mathematicians, chemists (other than pharmacists), metallurgists, agriculturists, biologists and other scientists, professional engineers, architects, surveyors, town planners, estate agents and valuers. The qualification for enrolment is in general a university degree or membership of the appropriate recognised professional institution. A register of vacancies is maintained which includes a wide range of oversea vacancies.

The total number of persons enrolled on the Technical and Scientific Register at 12th September, 1949, was 5,880* ; this figure included 4,197 registrants who were already in work but desired a change of employment, and 1,683 registrants who were unemployed. Among the unemployed were 587 ex-Service men and women.

The number of vacancies notified and filled between 15th August, 1949, and 12th September, 1949 (4 weeks), are shown below:—

Vacancies outstanding at 15th August	4,567
notified during period	551
filled during period	191†
cancelled or withdrawn	484
outstanding at 12th September	4,443

Appointments Register

The Appointments Register is concerned with the placing of persons having professional, administrative, managerial or executive experience or qualifications, and those having technical qualifications not appropriate to the Technical and Scientific Register. The registers are maintained at the London Appointments Office and at the Regional Appointments Offices in the towns shown in the Table below.

The total number of persons on the registers of the Appointments Offices at 12th September, 1949, was 29,881‡, consisting of 26,589 men and 3,292 women. The number on the registers included 17,138 men and 1,916 women who were in employment, while 9,451 men and 1,376 women had registered as unemployed at some date in the preceding two months and were not known to be in employment at 12th September.

The following Table shows the numbers of registrations at each of the Offices:—

Appointments Office	In Employment		Unemployed	
	Men	Women	Men	Women
London	5,041	683	4,697	553
Cambridge	503	50	319	42
Reading	487	46	277	59
Winchester	478	17	323	20
Bristol	967	104	575	73
Birmingham	1,639	123	485	86
Nottingham	736	57	192	29
Leeds	977	108	342	80
Liverpool	1,011	72	339	71
Manchester	1,652	128	441	67
Newcastle-on-Tyne	831	70	245	49
Edinburgh	1,009	207	440	115
Glasgow	1,335	204	406	79
Cardiff	472	47	370	53
Total‡	17,138	1,916	9,451	1,376

During the period 16th August to 12th September, 1949, there were new registrations by 2,844 men and 650 women, and during the same period the registrations of 3,092 men and 581 women lapsed.

The Table below shows the numbers of vacancies (other than those for nurses and midwives) notified, filled, etc., between 16th August and 12th September, 1949.

Vacancies outstanding at 15th August	Men§	Women
notified during period	5,226	857
cancelled or withdrawn during period	1,566	381
filled during period	1,142	258
unfilled at 12th September	675	189
	4,975	791

* This figure includes 935 registrants who were also registered with Appointments Offices.

† Including 74 vacancies filled by ex-Service men.

‡ Excluding 401 persons registered for overseas employment only and 4,900 whose registrations had been referred to the Local Offices for assistance in placing. Registrations of nurses and midwives are also excluded.

§ This column includes vacancies for which employers were willing to accept either men or women.

Unemployment Benefit

For the period of thirteen weeks ended 24th September, 1949, expenditure on unemployment benefit in Great Britain (excluding the cost of administration) amounted to approximately £3,913,000. During the thirteen weeks ended 25th June, 1949, the corresponding figure was £4,744,000 and during the thirteen weeks ended 25th September, 1948, it was £4,646,000.

As from the appointed day (5th July, 1948) the cost of unemployment benefit, previously borne by the Unemployment Fund, falls to be met from the National Insurance Fund set up in accordance with the provisions of the National Insurance Act, 1946.

National Assistance

From 5th July, 1948, with the coming into operation of the National Assistance Act, the payment of unemployment allowances ceased; but the Local Offices of the Ministry of Labour and National Service undertook the payment of national assistance to persons who were required to register for employment and who were entitled to national assistance. The amount of national assistance thus paid during the thirteen weeks ended 24th September, 1949, was approximately £960,000, and the corresponding amount paid during the thirteen weeks ended 25th June, 1949, was £1,070,000. The figures exclude any payments of this nature which may have been made at Offices of the National Assistance Board, separate figures for which are not available.

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Industrial Law

Fourth Edition

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Employment in the Coal Mining Industry in August

The statistics given below in respect of employment, etc., in the coal mining industry in August have been compiled by the Ministry of Fuel and Power from information provided by the National Coal Board.

The average weekly number of wage-earners on the colliery books in Great Britain during the four weeks ended 27th August was 718,900, compared with 721,000 for the four weeks ended 30th July and 725,700 during the four weeks ended 28th August, 1948. The total numbers who were effectively employed were 596,400 in August, 566,700 in July and 610,000 in August, 1948; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week. The Table below shows the numbers of wage-earners on the colliery books in the various Districts in August, together with the increase or decrease* in each case compared with July, 1949, and August, 1948.

Average Numbers of Wage-earners on Colliery Books—Analysis by Districts

District	Average numbers of wage-earners on Colliery books during 4 weeks ended 27th August, 1949	Increase (+) or decrease (-)* compared with the average for	
		4 weeks ended 30th July, 1949	4 weeks ended 28th August, 1948
Northumberland	42,800	+ 100	+ 400
Cumberland	5,800	—	— 500
Durham	110,500	— 300	—
South Yorkshire	99,400	— 200	— 1,100
West Yorkshire	41,200	— 100	— 600
North and South Derbyshire	43,900	— 100	— 1,100
Notts. and Leicestershire	53,900	—	+ 600
Lancashire and Cheshire	51,100	— 300	— 1,100
North Wales	8,800	—	— 200
North Staffordshire	20,500	— 100	— 600
Canmore Chase	17,700	— 100	— 100
South Staffs., Worcs. and Salop	5,700	—	+ 100
Warwickshire	16,000	—	+ 300
South Wales and Mon.	105,800	— 300	— 2,600
Forest of Dean, Bristol and Somerset	7,000	— 200	— 300
Kent	6,100	—	— 200
England and Wales	636,200	— 1,600	— 7,000
Fife and Clackmannan	22,400	— 100	+ 700
The Lothians	12,500	— 100	+ 200
Lanarkshire, etc.	34,400	— 300	— 1,100
Ayrshire, etc.	13,400	—	+ 400
Scotland	82,700	— 500	+ 200
Great Britain	718,900	— 2,100	— 6,800

It is provisionally estimated that during the four weeks of August about 4,130 persons were recruited to the industry, while the total number of persons who left the industry was about 6,730; the numbers on the colliery books thus showed a net decrease of 2,600. During the four weeks of July there was a net decrease of 1,600.

The average number of shifts† worked per week by coal-face workers who were effectively employed was 4·67 in August, 4·97 in July and 4·77 in August, 1948. The corresponding figures for all workers who were effectively employed were 4·99, 5·29 and 5·04.

With regard to absenteeism in the coal mining industry, separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given) and (b) involuntary absenteeism (absences due mainly to sickness). The figures for July and August and August, 1948, which are given in the next Table, represent the numbers of shifts lost through absenteeism, expressed as percentages of the total numbers of shifts that could have been worked.

Percentages of Shifts lost through Absenteeism

	August, 1948	July, 1949	August, 1949
Coal Face Workers:			
Voluntary	9·04	7·66	8·45
Involuntary	6·54	7·68	8·05
All Workers:			
Voluntary	7·20	5·76	6·57
Involuntary	5·76	6·63	7·09

For face-workers the output per man-shift worked was 2·95 tons in August, compared with 3·00 tons in the previous month and 2·87 tons in August, 1948. The output per man-shift calculated on the basis of all workers was 1·12 tons in August; for July, 1949, and August, 1948, the figures were 1·13 tons and 1·08 tons, respectively.

* "No change" is indicated by three dots.

† These figures are obtained by dividing the total number of man-shifts worked by the number of persons effectively employed.

Employment Overseas

AUSTRALIA

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in May was 0·4 per cent. higher than in April and 2·7 per cent. higher than in May, 1948.

CANADA

Returns received by the Dominion Bureau of Statistics from over 20,340 employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st July in the establishments covered by the returns was 2·0 per cent. higher than at 1st June and 0·2 per cent. higher than at 1st July, 1948. The number of persons employed in manufacturing industries at 1st July was 1·1 per cent. higher than at the beginning of the previous month and very slightly higher than at 1st July, 1948.

UNION OF SOUTH AFRICA

According to the general index of employment compiled by the Office of Census and Statistics, the number of workpeople employed in manufacturing industries, transportation and mining (other than alluvial gold diggings) in April was 0·3 per cent. higher than in March and 3·3 per cent. higher than in April, 1948.

UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in July is estimated by the United States Department of Labor to have been approximately 43,509,000. This was 0·5 per cent. lower than the figure for June and 3·5 per cent. lower than that for July, 1948. The index figure of wage-earners' employment in manufacturing industries (base, average of 1939=100) showed a decrease of 0·9 per cent. in July compared with June and a decrease of 9·5 per cent. compared with July, 1948.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America at the middle of July was approximately 4,095,000, compared with 3,778,000 at the middle of June and with 2,227,000 at the middle of July, 1948.

DENMARK

At the end of August returns received by the Danish Statistical Department from approved unemployment funds showed that 13,384, or 2·2 per cent. of a total membership of about 613,000, had been unemployed for seven days or more, compared with 2·4

per cent. (final figure) at the end of the previous month and 1·5 per cent. at the end of August, 1948. In addition, 13,460 members had been unemployed for less than seven days at the end of August, and 3,784 were considered as ineligible for employment on account of age or other reasons.

FRANCE

The number of persons registered as applicants for employment was 122,082 at the beginning of August, compared with 128,811 at the beginning of the previous month and 71,198 in August, 1948.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 24th September was 41,849, compared with 42,701 at 27th August and 44,316 at 25th September, 1948.

NETHERLANDS

The number of persons registered at Employment Exchanges at the end of August was 50,900, of whom nearly 37,400 were wholly unemployed, 900 were temporarily stopped and 12,600 were relief workers. At the end of July the number registered was 46,400 (33,200 wholly unemployed) and at the end of August, 1948, it was 29,400 (24,800 wholly unemployed).

NORWAY

The number of persons registered for employment who were wholly unemployed was 2,377 at the end of June, compared with 4,844 at the end of May and 3,279 in June, 1948.

SWEDEN

Preliminary information received by the Swedish Social Board from trade unions with a total membership of about 957,000 showed that 2·0 per cent. of their members were unemployed at 30th June, compared with 1·9 per cent. (revised figure) at the end of the previous month and 1·9 per cent. at 30th June, 1948.

SWITZERLAND

The number of registered applicants for employment at the end of July who were wholly unemployed was 4,081 or 2·7 per thousand of the employed population (exclusive of apprentices) according to the census of 1941, compared with 3,879 or 2·6 per thousand at the end of May; in July, 1948, the number wholly unemployed was 1,061 or 0·7 per thousand.

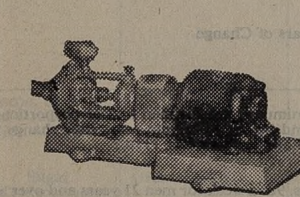
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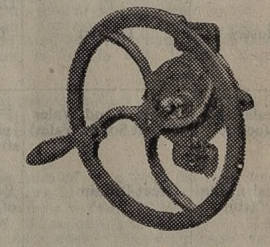
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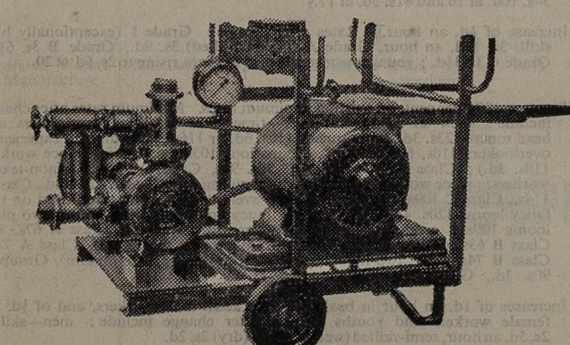
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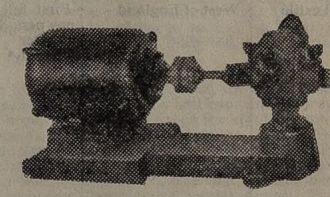
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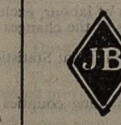
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Changes in Rates of Wages and Hours of Labour

RATES OF WAGES

Changes in September

In the industries covered by the Department's statistics,* the changes in the rates of wages reported to have come into operation in the United Kingdom during September resulted in an aggregate increase estimated at approximately £44,000 in the weekly full-time wages of about 230,000 workpeople.

The principal increases affected workpeople employed in milk distribution in England and Wales and in sugar confectionery and food preserving, and certain workpeople engaged in the road haulage of goods. Other workpeople who received increases were employed in the baking industry in England and Wales, wood box, packing case and wooden container manufacture, and the railway service in rural areas.

For workpeople employed in milk distribution in England and Wales there were increases in the statutory minimum rates fixed under the Wages Councils Act of 4s. a week for men and 3s. for women. In sugar confectionery and food preserving the minimum rates fixed under the Wages Councils Act were increased by 4s. a week for men and women. Certain workpeople employed in the road haulage of goods, including furniture warehousing and removing, received increases in statutory minimum remuneration varying from 1s. to 6s. a week, according to occupation. In the baking industry in England and Wales the statutory minimum rates for specified classes of workers were increased by amounts varying from ¼d. to 1½d. an hour for men and from ¼d. to 1d. for women. In wood box, packing case and wooden container manufacture there were increases of 1½d. or 1d. for men, according to area, and of ¾d. for women. For certain traffic, goods and cartage and carriage and wagon staffs employed in the railway service in rural areas there was an increase of 1s. a week, following the abolition of rural rates and the application of existing industrial rates to all areas outside the London area.

Of the total increase of £44,000, about £36,500 was the result of Orders made under the Wages Councils Acts; about £4,500 resulted from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; and most of the remainder was the result of direct negotiations between employers and workpeople or their representatives.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING SEPTEMBER

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Chemicals, etc., Manufacture	England and Wales (except South Wales)	First full pay week after 2 Sept.	Skilled engineers, etc., employed on engineering and maintenance work in the heavy chemical industry	Increases of 1½d. an hour in the minimum rates for men and of proportionate amounts for apprentices, youth and boys. Minimum rates after change for men: London district 3s. 0½d. an hour, elsewhere 2s. 11½d.‡
Electrical Cable Manufacture	Great Britain	Beginning of first pay week in Aug.	Workpeople employed in the electrical cable making industry, except plumber joiners, etc.	Increases in minimum time rates of 2s. 9d. a week for men 21 years and over and women 18 years and over, of 1s. 10d. for youths 17 and under 21 years and girls 17 years, and of 11d. for younger workers. Minimum rates after change, exclusive of temporary bonus: men 21 years and over, District I 9s. 4d. a week to 10s. 1d., according to occupation, District II 9s. 7d. to 10s. 4d.; women 18 years and over in Districts I and II 67s. 10d., 69s. 8d. and 71s. 6d.; youths and boys 31s. 2d. at 15, rising to 77s. 11d. at 20; girls 30s. 3d. at 15, 34s. 10d. at 16 and 41s. 3d. at 17.§
Orthopaedic and Surgical Appliance Manufacture	England and Wales	30 Sept.	Men, youths and boys	Increase of ¼d. an hour. Rates after change: Grade I (exceptionally high skill) 3s. 10d. an hour, Grade A (highly skilled) 3s. 9d., Grade B 3s. 6½d., Grade C 3s. 3½d.; younger workers 11d. at 15 years, rising to 2s. 6d. at 20.
Wool Textile	West of England	First full pay period after 25 July¶	Men, youths, boys, women and girls	Increase of 7¼ per cent. on existing minimum rates. Minimum rates after change include: men 21 years and over—time workers, head overlookers and head tuners 123s. 3d., loom tuners 110s. 6d. or 116s., according to experience, overlookers 110s. 6d., Class A occupations 103s. 3d. (maintenance workers 110s. 3d.); Class B 100s., Class C 96s. 9d., Class D 93s. 6d. (non-textile workers); piece workers (group average minimum), Class A 117s. 9d., Class B 114s., Class C 109s.; weavers (group average minimum), employed on two fancy looms 120s. 4d., on 1 plain, 1 fancy and multiple 114s., on two plain looms 109s.; women 18 years and over—time workers, Class A 67s. 3d., Class B 63s. 6d.; piece workers (group average minimum), Class A 78s., Class B 74s. 9d.; two-loom weavers (group average minimum), Group A 90s. 3d., Group B 85s., Group C 74s. 9d.
Fellmongering	England and Wales	First full pay week in Aug.	Men, women and juveniles handling foreign skins	Increases of 1d. an hour in basic rates for adult male workers, and of ½d. for female workers and youths. Rates after change include: men—skilled 2s. 5d. an hour, semi-skilled (wet) 2s. 2½d., (dry) 2s. 2d.
do.	do.	First full pay week in Aug.**	Men, women and juveniles handling domestic sheepskins	Increases of 1d. an hour in day work rates of wages for men 21 years and over, of ½d. for women 18 years and over, and of proportional amounts for juveniles. Rates after change include: men—skilled 2s. 5d. an hour, semi-skilled 2s. 2½d., unskilled 2s. 2d.; women (after 8 weeks' work) 1s. 5d. at 18 years, 1s. 6d. at 19, 1s. 7d. at 20 and over.

* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting clerical workers, for whom the information available is not sufficient to form a basis for statistics. 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 either of short time or of overtime.

† The industries included in the Table have been classified in accordance with the Standard Industrial Classification recently prepared for use in Government Statistical Departments. The figures for industry groups, therefore, are not strictly comparable with those published in previous years.

‡ These increases do not apply to workpeople employed by constituent firms of Imperial Chemical Industries Ltd.

§ District I comprises London, Middlesex, Kent, Surrey, Essex, Hertfordshire, Buckinghamshire, Berkshire and Sussex, and District II the remaining counties of Great Britain.

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

** These increases were agreed in September, with retrospective effect to the date shown.

** These increases were the result of an award of the National Arbitration Tribunal made in September, with retrospective effect to the date shown.

Changes in January-September, 1949

The following Table shows the numbers of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the nine completed months of 1949, and the net aggregate amounts of such increases:—

Industry Group†	Approximate Number of Workpeople affected by Net Increases	Estimated Net Amount of Increase in Weekly Wages
Agriculture, Forestry, Fishing ..	932,000	£161,300
Mining and Quarrying ..	51,000	11,200
Treatment of Non-metalliferous Mining Products other than coal ..	141,000	23,500
Chemicals and Allied Trades ..	166,000	36,900
Metal Manufacture ..	175,000	19,400
Engineering, Shipbuilding and Electrical Goods ..	47,500	4,300
Vehicles ..	26,000	4,900
Metal Goods not elsewhere specified ..	93,000	17,700
Textiles ..	564,000	138,200
Leather, Leather Goods and Fur ..	30,500	6,400
Clothing ..	133,000	23,200
Food, Drink and Tobacco ..	178,000	32,200
Manufactures of Wood and Cork ..	40,000	7,000
Paper and Printing ..	58,500	15,500
Other Manufacturing Industries ..	43,500	9,500
Building and Contracting ..	1,091,000	82,700
Gas, Electricity and Water ..	100,000	36,400
Transport and Communication ..	335,000	89,000
Distributive Trades ..	92,000	20,400
Public Administration ..	195,500	21,000
Miscellaneous Services ..	154,000	51,100
Total ..	4,646,500	811,800

In the corresponding months of 1948 there was a net increase of £1,266,000 in the weekly full-time wages of 5,019,000 workpeople.

HOURS OF LABOUR

The only change in normal hours of work reported to have come into operation in September affected workers employed in drawing office material manufacture, whose normal weekly working hours were reduced from 47 to 44.

Principal Changes in Rates of Wages Reported During September—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Fellmongering (continued)	Scotland	First full pay week in Aug.*	Men, women and juveniles	Increases in minimum rates of 1d. an hour for adult male workers and of proportional amounts for female workers and juveniles. Minimum rates after change include: men—skilled 2s. 5d. an hour, process workers (wet) 2s. 2½d., (dry) 2s. 2d.; women 20 years and over 1s. 7d., after 8 weeks' work.
Dressmaking and Women's Light Clothing Manufacture	Scotland (certain districts)	26 Sept.	Female workers employed in the retail branch	Certain districts transferred from Area B to Area A for wages purposes, resulting in increases of 1½d. an hour in the general minimum time rates for workers, other than learners, employed in these districts, and of ¾d. to 2d., according to period of employment, for learners.†
Hat and Cap Making and Millinery	Scotland (certain districts)	26 Sept.	Female workers employed in any branch of the hat, cap and millinery trade, other than the wholesale cloth hat and cap making branch	Certain districts transferred from Area B to Area A for wages purposes, resulting in increases of 1½d. an hour in the general minimum time rates for workers, other than learners, employed in these districts, and of ¾d. to 2d., according to period of employment, for learners, and an increase of 1½d. an hour in the piece work basis time rate.†
Flour Milling	Great Britain (excluding London)	1 Sept.	Road transport workers	Wage adjustment involving an increase of 5s. a week to drivers, mates and horse carmen. Rates after change: drivers of vehicles up to and including two tons carrying capacity 101s. to 107s., according to classification and grading of mill, of over two tons and up to and including eight tons carrying capacity 108s. to 116s. 6d., over eight tons 115s. to 123s. 6d., statutory attendants and mates 95s. to 107s., pair horse carmen 103s. or 107s., single horse carmen 100s. or 103s.
Corn Trade	Great Britain	First pay day after 12 Sept.	Men, 21 years and over, employed as general labourers on day work or shift work	New minimum weekly rates adopted, based upon a regrading of mills into four grades instead of five grades as hitherto, and resulting in increases in some cases of amounts varying from 1s. to 6s. a week, according to area; flat rate allowance of 4s. a week granted to workers employed on a two-shift or three-shift system. Minimum rates after change: England and Wales—London (Metropolitan Police Area) 102s. a week, Grade I areas 100s. or 96s. (Bedford only), Grade II areas 97s. (Yorkshire), 95s. 6d. (Lancashire, Cheshire, Denbighshire), 95s. (Durham, Cumberland), 94s. (other counties), other graded areas 94s.; Scotland—Grade I areas 100s., Grade II areas 97s., other graded areas 94s.†
			Youths	New scales of rates adopted, as follows:—45 per cent. of the rate for general labourers at 16 years, 50 per cent. at 17 years, 70 per cent. at 18 years, 80 per cent. at 19 years and 90 per cent. at 20 years; when a youth is employed upon work usually performed by adults, the adult rate is to apply.§
			Women, 18 years or over, employed in the sack shop, packing small bags, sweeping, cleaning (machinery excepted) and mess room attendance	Minimum weekly rates to be two-thirds of the appropriate adult male rates.§
			Lorry drivers and mates employed on mechanically propelled vehicles operating under "C" licence	Increases of 6s. a week in minimum rates for drivers of vehicles of over 1 ton and not more than 2 tons carrying capacity, of 3s. for adult drivers of vehicles of 1 ton or less, and of 5s. for statutory attendants and mates; rates for other workers remain unchanged. Minimum rates after change: adult drivers of vehicles with carrying capacity of 1 ton or less, London 104s. a week, Grade I areas 99s., Grade II areas 95s.; drivers of vehicles of over 1 ton and up to and including 5 tons 107s., 102s., 98s.; statutory attendants and mates (except mates on steam wagons) 101s., 98s., 94s., mates on steam wagons (London) 103s.
Baking	England and Wales	28 Sept.	Certain classes of male workers, other than nightworkers	Increases in general minimum time rates of 1¼d. an hour for foremen confectioners and foremen bakers, of 1¼d. for ovenmen, of 1d. for second hands, doughmakers and confectionery mixers, of ¾d. for single hands and of ¼d. for first hands. General minimum time rates after change: foremen confectioners and foremen bakers Area A 2s. 4½d. an hour, Area B 2s. 3½d., Greater London Area 2s. 6¼d., first hands and single hands 2s. 2½d., 2s. 3½d., 2s. 4d., second hands, doughmakers, confectionery mixers and ovenmen 2s. 2d., 2s. 3d., 2s. 3½d.†
			Certain classes of female workers	Increases in general minimum time rates of ¾d. or 1d. an hour, according to area, for forewomen, of ¼d. or ½d. for charge hands (other than those in packing and despatch department), and of ¼d. for single hands. General minimum time rates after change: forewomen Area A 1s. 8½d. an hour, Area B 1s. 9½d., Greater London Area 1s. 10d., charge hands (other than packing and despatch department) 1s. 7d., 1s. 8½d., 1s. 8½d., single hands 1s. 6¼d., 1s. 7½d., 1s. 8½d.†
Cocoa, Chocolate and Confectionery Manufacture	Great Britain	9 Sept.	Juvenile workers	Increase of 1s. a week for male and female workers under 16 years of age and for those 17 and under 18 years; the rates for other juvenile workers remain unchanged. Minimum rates after change: 35s. 6d. a week at under 16 years, 49s. 6d. at 17 and under 18.
Sugar Confectionery and Food Preserving	Great Britain	9 Sept.	Men, youths, boys, women and girls	Increases in general minimum time rates of 4s. a week for male workers 21 years or over and for female workers 21 years or over engaged in certain specified occupations, and of 2s. 3s. or 3s. 6d., according to age and occupation, for younger workers; increase of 4s. 6d. a week in piece work basis time rates for male and female workers. Rates after change: general minimum time rates—male workers 21 years or over and female workers 21 years or over engaged in certain specified occupations 96s. a week, youths and girls in specified occupations 35s. at under 16 years, rising to 80s. 6d. at 20; other female workers 19 years or over 66s., girls 35s. at under 16, rising to 64s. at 18; piecework basis time rates 115s. and 79s.¶
Aerated Waters Manufacture	Northern Ireland	22 Sept.	Men, youths, boys, women and girls	Increases of 1d. an hour in general minimum time rates for men 21 years or over; of ¾d. for youths 18 to 20, of 1d. for boys under 18, and of 1d. for women and girls. General minimum time rates after change: foremen, forewomen, or syrup-makers 2s. 2d. an hour, other male workers 21 years or over 1s. 11d., youths and boys 9d. at under 16 years, rising to 1s. 6½d. at 20, other female workers 19 years or over 1s. 4d., girls 9d. at under 16, rising to 1s. 2½d. at 18.**
Sawmilling	England and Wales	First full pay week following 10 Sept.	Labourers employed in handling timber after its initial piling in the sawmill yards (import mills)	Increases of ¾d. to 1¼d. an hour, according to district, for adult male sawmill labourers, of ¾d. for women labourers 19 years and over and of proportional amounts for youths and boys. Rates after change for adults: men 21 years and over—Blyth, Hartlepool, Humber district, London district, Tees, Tyne and Wear 2s. 4d. an hour, Barrow, Coventry and district, Carlisle, Gloucester and district, Kendal, Leicester and district, Northampton, Nottingham and district, Plymouth, Portsmouth, Southampton, Sheffield and the West Riding of Yorkshire 2s. 2½d., Cumberland (excluding Carlisle), Dorset, East Anglia other than the towns hereafter specified, Hants. (excluding Portsmouth and Southampton), the South Coast Area other than the towns hereafter specified, and Westmorland (excluding Kendal) 2s. 2d., Berwick on Tweed 2s. 3½d., Devon (excluding Plymouth) and Somerset (excluding North East), East Anglian towns of Boston, Cambridge, Chelmsford, Colchester, Hertford, Ipswich, King's Lynn, Lowestoft, Southend, Suttonbridge and Wisbech, and the South Coast towns of Brighton to Shoreham, Bexhill, Eastbourne and Hastings 2s. 2½d.; women 1s. 7½d.††

* These increases were the result of an award of the National Arbitration Tribunal made on 23rd September with retrospective effect to the date shown.

† These increases took effect under Orders issued under the Wages Councils Act: definitions of the areas are contained in the Orders. See page 367 of this GAZETTE.

‡ The grading of mills in all localities is to be revised by 1st January, 1950, when the following minimum rates are to come into operation: London 102s. a week, Grade A areas 100s., Grade B 97s., Grade C 94s.

§ The scale of rates for youths was previously 32 per cent. of the appropriate adult male rate at 16 years, rising to 80 per cent. at 20 years. Women, 18 years and over, received previously 53s. 6d. a week in mills where the men's rate was 88s. and under 93s., and 54s. 6d. where the rate was 93s. and over.

|| These increases were agreed upon by the Joint Industrial Council for the Cocoa, Chocolate and Confectionery Manufacturers' Industrial Group, and apply to workpeople employed by members of the Group.

¶ These increases took effect under an Order issued under the Wages Councils Act. See page 331 of the September, 1949, issue of this GAZETTE. The increases had been put into operation by agreement in many firms earlier in the year. (See footnotes "¶" and "¶¶" on page 146 of the April, 1949, issue of this GAZETTE.)

** These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 368 of this GAZETTE.

†† These rates do not apply to workpeople employed by firms normally engaged in the production and conversion of home grown timber.

Principal Changes in Rates of Wages Reported during September—continued

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Wood Box, Packing Case and Wooden Container Manufacture	England and Wales	1 Sept.	Men, youths, boys, women and girls	Increases of 1½d. an hour for adult male workers in areas paying the appropriate national minimum rates and of 1d. in other areas, of 1d. an hour for adult female workers, and of proportional amounts for younger workers. National minimum rates after change include: men—sawyers and machinists 2s. 7½d. an hour, box and packing case makers, printing, branding, dowseling, handholing and nailing machinists 2s. 6½d., labourers 2s. 3d.; women—box and packing case makers, printing, branding, dowseling, handholing and nailing machinists 1s. 8½d., labourers 1s. 6½d.
Paper Box Manufacture	Northern Ireland	6 Sept.	Male and female time-workers	Increases of 6s. a week in general minimum time rates for male workers other than learners (5s. during first year after completion of learnership or after attaining age of 21), of 5s. for female workers other than learners, and of varying amounts for learners, according to period of employment and age of entering the trade. General minimum time rates after change include: male workers (with 2 years' experience in the trade after serving a period of learnership) employed on carton forme making or in charge of an automatic carton glueing machine, or a carton cutting and creasing machine fitted with fully automatic feeder 107s. a week, employed as die makers, forme setters, shear cutters, guillotine cutters, or as workers on (a) rotary cutting, (b) scoring, when combined with rotary cutting, or (c) slitting and rewinding (in each case only when the operator sets the machine), machine minders, head stock keepers 104s. 6d.; female workers other than learners 62s.*
			Female pieceworkers	Increase of 1½d. an hour (1s. 3½d. to 1s. 5½d.) in piecework basis time rates; addition to piece rates raised from 110 to 130 per cent.*
Railway Service	Great Britain (rural areas)	5 Sept.	Certain traffic staff, goods and cartage staff and carriage and wagon staff†	Increase of 1s. a week for workers in rural areas, following the abolition of rural rates and the application of existing industrial rates to all areas outside the London area.†
Road Haulage (Goods)	Great Britain	23 Sept.	Certain drivers and mates of mechanically propelled vehicles, foremen, removal packers and porters employed in furniture warehousing and removing and other road haulage workers	Statutory minimum remuneration increased by 6s. a week for drivers of vehicles with a carrying capacity of over 1 ton and up to and including 2 tons,† by 5s. for mates on steam wagons in the London area, for foremen, removal packers and porters in the furniture warehousing and removing industry (5s. 6d. for porters in Grade 2 areas), and for workers 21 years and over described as "other road haulage workers", by 3s. for drivers 21 years and over of vehicles with a carrying capacity of 1 ton or less, and by 1s. for mates employed on the carriage of indivisible loads on vehicles with a carrying capacity of over 6 tons and up to and including 16 tons. Minimum rates after change: drivers 21 years and over of vehicles with carrying capacity of 1 ton or less, London area 104s. a week, Grade I areas 99s., Grade II areas 95s.; drivers of vehicles of over 1 ton and up to and including 5 tons,† 107s. (108s. for drivers in same employment since 8th June, 1932), 102s., 98s.; mates on steam wagons (London area only) 103s.; furniture warehousing and removing industry—foremen 106s., 101s. 6d., 99s. 6d., removal packers 101s., 98s. 6d., 96s. 6d., porters 99s., 96s. 6d., 94s.; "other road haulage workers" 21 years and over 101s., 98s., 94s.; mates employed on the carriage of indivisible loads on vehicles of carrying capacity of over 6 tons and up to and including 16 tons, London area 101s., Grade I and II areas 98s.†
Milk Distribution	England and Wales	23 Sept.	Men, youths, boys, women and girls	Increases in general minimum time rates of 4s. a week for men 21 years or over, of 3s. for women 21 years or over, of 3s. for male workers and 2s. 6d. for female workers 18 to 20, and of 2s. for male workers and 1s. 6d. for female workers under 18. General minimum time rates after change: male workers—foremen, area A 101s. a week, B 106s. 6d., C 113s. 0d., sterilizers 21 years or over 96s. 6d., 99s. 6d., 103s. 6d., clerks, A 34s. at under 16 years, rising to 96s. 6d. at 21 or over, B 35s. to 99s. 6d., C 39s. to 103s. 6d., roundsmen, A 36s. to 92s., B 39s. to 94s. 6d., C 45s. to 98s. 6d., shop assistants, assistant roundsmen, pasteurizers, assistant sterilizers, other workers, A 34s. to 92s., B 35s. to 94s. 6d., C 39s. to 98s. 6d.; female workers—roundswomen, A 43s. at under 18 years to 75s. 6d. at 21 or over, B 44s. to 76s. 6d., C 52s. 6d. to 84s., clerks, A 33s. at under 16 to 69s. 6d., B 34s. to 70s., C 38s. to 76s. 6d., other workers, A 32s. 6d. to 70s., B 34s. to 71s. 6d., C 37s. 6d. to 75s. 6d.§

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING SEPTEMBER

Industry	District	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Drawing Office Material Manufacture	Great Britain (except Central London)	26 Sept.	Men, youths, boys, women and girls	Normal weekly working hours reduced from 47 to 44.

* These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 368 of this GAZETTE.
 † The workers affected include porters, parcel porters, crossing keepers, ticket collectors, capstamen and station foremen in the traffic grades, porters, callers-off, checkers, working foremen, carters, motor drivers, loaders and sheeters in the goods and cartage grades, and carriage and wagon examiners and carriage cleaners.
 ‡ These increases took effect under an Order issued under the Wages Councils Act. Previously minimum rates were fixed for drivers of vehicles with a carrying capacity of over 1 ton and up to and including 2 tons and higher rates for drivers of vehicles of over 2 tons and up to and including 5 tons. The higher rates now apply to drivers of both types of vehicle. See page 367 of this GAZETTE.
 § These increases took effect under an Order issued under the Wages Councils Act. See page 367 of this GAZETTE.

Index of Rates of Wages

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

Where necessary the figures have been revised to include changes arranged with retrospective effect or reported too late for inclusion in the current figures.

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

Date (end of month)	Men	Women	Juveniles	All Workers
1947				
June	100	100	100	100
September ..	101	101	102	101
December .. .	103	103	106	103
1948				
March	105	106	107	105
June	105	107	108	106
September ..	106	108	109	106
December .. .	107	109	110	107
1949				
January	107	109	110	108
February .. .	107	109	110	108
March	108	110	111	108
April	108	110	111	108
May	108	111	111	108
June	108	111	111	109
July	108	111	112	109
August	108	111	112	109
September ..	108	111	112	109

Industrial Disputes

DISPUTES IN SEPTEMBER

The number of stoppages of work* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in September, was 133. In addition, 12 stoppages which began before September were still in progress at the beginning of that month. The approximate number of workers involved, during September, in these 145 stoppages, including workers thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes, is estimated at nearly 35,000. The aggregate number of working days lost at the establishments concerned, during September, was about 143,000.

Of the stoppages of work through industrial disputes known to have been in progress at some time in September, the coal mining industry accounted for 80, involving over 19,000 workers, and resulting in an aggregate loss of about 64,000 working days.

The following Table gives an analysis, by groups of industries, of stoppages of work in September due to industrial disputes:—

Industry Group	Number of Stoppages in progress in Month			Number of Workers involved in all Stoppages in progress in Month	Aggregate Number of Working Days lost in all Stoppages in progress in Month
	Started before beginning of Month	Started in Month	Total		
Coal Mining .. .	1	79	80	19,300	64,000
Metal, Engineering and Shipbuilding .. .	3	24	27	5,700	23,000
Textile .. .	2	1	3	1,500	25,000
Building, etc. .. .	—	8	8	3,100	7,000
Gas, Water and Electricity Supply .. .	1	1	2	2,500	15,000
Other Industries and Services .. .	5	20	25	2,500	9,000
Total, September, 1949	12	133	145	34,600	143,000
Total, August, 1949	6	107	113	104,900	273,000
Total, September, 1948	13	102	115	14,300	41,000

Of the total of 143,000 days lost in September, 113,000 were lost by 32,100 workers involved in stoppages which began in that month. Of these workers, 29,600 were directly involved and 2,500 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred but not themselves parties to the disputes). The number of days lost in September also included 30,000 days lost by 2,500 workers through stoppages which had continued from the previous month.

Duration

Of 134 stoppages of work, owing to disputes, which ended during September, 55, directly involving 2,000 workers, lasted not more than one day; 32, directly involving 5,600 workers, lasted two days; 15, directly involving 3,700 workers, lasted three days; 17, directly involving 2,800 workers, lasted four to six days; and 15, directly involving 15,100 workers, lasted over six days.

PRINCIPAL DISPUTES DURING SEPTEMBER

Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	Indirectly‡	Began	Ended		
COAL MINING:— Oncost and other colliery workers—various Scottish districts	11,700	—	5 Sept.§	— Sept.§	In support of a claim by oncost workers for higher wages	Work resumed pending negotiations.
SHIPBUILDING AND ENGINEERING:— Electricians, electricians' helpers, smiths, smiths' helpers, red leaders and other workers employed in shipbuilding and engineering—Belfast (one firm)	1,300	—	19 Sept.	22 Sept.	In sympathy with the workers involved in disputes at electricity generating and distributing stations in Northern Ireland (see below)	Work resumed on the termination of the stoppages in the electricity supply industry.
VEHICLE BUILDING:— Vehicle builders, sheet metal workers, engineers, electricians, woodworkers, labourers, etc., engaged in motor body building—Hendon (one firm)	1,170	—	7 Sept.	9 Sept.	Objection to the suspension and subsequent dismissal of a shop steward for an alleged breach of the works regulations	Work resumed. The employers agreed that the question of the reinstatement of the dismissed worker should be dealt with through recognised procedure.
TEXTILE:— Craftsmen and other operatives employed in flax spinning and weaving departments of a firm of linen manufacturers—Bessbrook (one firm)	80	1,200	10 Aug.	23 Sept.	Against firm's action in refusing to employ certain workers who had formerly been members of the Amalgamated Transport and General Workers' Union unless they re-joined that Union	Work resumed by majority of employees.
BUILDING:— Carpenters, painters, electricians, and labourers employed on the erection of exhibition stands—London (various firms)	2,500	—	24 Sept.	26 Sept.	In support of demands for an increase in hourly rate of wages, and for withdrawal of employers' notice to terminate an existing agreement	Work resumed on terms providing for withdrawal of the notice and for the convening of a joint conference to consider wage rates and working conditions and the establishment of a Joint Industrial Council for exhibition stand erecting.
ELECTRICITY SUPPLY:— Manual workers employed in electricity generating and distributing stations—Belfast, Londonderry, etc.	2,500	—	16 Sept.	22 Sept.	Refusal to accept an award of a Board of Arbitration, set up under the Industrial Courts Act, 1919, which rejected a claim for an increase of 1½d. an hour to all manual workers	Settlement effected by Joint Industrial Council, providing for certain increases to shift workers.

* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. Stoppages involving less than 10 workers, and those which lasted less than one day, are also excluded, unless the aggregate number of working days lost exceeded 100. The figures 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 workers, largely in the coal mining and transport industries, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1949 was approximately 190,000, and in the corresponding period in 1948 was approximately 125,000, while for transport the net numbers were approximately 70,000 in 1949 and 60,000 in 1948. For all industries combined the corresponding net totals were approximately 325,000 and 320,000.

‡ i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes.
 § Stoppages occurred at several collieries on 5th and 6th September, work being resumed after a few days. Further stoppages began on 12th September and following days, involving a considerable number of other collieries. Work had been fully resumed by 26th September at nearly all the collieries affected.
 || The stoppage began on the night-shift of 15th–16th September.

Causes

Of the 133 disputes leading to stoppages of work which began in September, 10, directly involving 17,400 workers, arose out of demands for advances in wages, and 52, directly involving 3,700 workers, on other wage questions; 2, directly involving 200 workers, on questions as to working hours; 23, directly involving 3,900 workers, on questions respecting the employment of particular classes or persons; 36, directly involving 1,800 workers, on other questions respecting working arrangements; and 7, directly involving 1,200 workers, on questions of trade union principle. Three stoppages, directly involving 1,400 workers, were in support of workers involved in other disputes.

DISPUTES IN THE FIRST NINE MONTHS OF 1949 AND 1948

The following Table gives an analysis, by groups of industries, of all stoppages of work through industrial disputes in the United Kingdom in the first nine months of 1949 and in the corresponding months of 1948:—

Industry Group	January to September, 1949			January to September, 1948		
	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress	Number of Stoppages beginning in period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress
Coal Mining .. .	695	232,600†	724,000	883	163,900†	403,000
Brick, Pottery, Glass, Chemical, etc. .. .	10	900	3,000	21	2,100	10,000
Engineering .. .	78	12,100	73,000	73	47,400	127,000
Shipbuilding .. .	41	9,600	58,000	57	16,900	211,000
Iron and Steel and Other Metal	79	15,900	54,000	78	34,500	516,000
Textile .. .	25	7,200	68,000	37	14,300	54,000
Clothing .. .	15	1,100	6,000	22	6,300	25,000
Food, Drink and Tobacco .. .	9	400	2,000	21	3,700	16,000
Woodworking, Furniture, etc. .. .	9	700	12,000	15	700	5,000
Paper, Printing, etc. .. .	5	800	5,000	9	3,500	26,000
Building, etc. .. .	44	11,400	27,000	22	2,600	9,000
Gas, Water and Electricity Supply	3	2,600	16,000	7	300	2,000
Transport .. .	68	91,500†	526,000	83	63,200†	321,000
Distribution, Commerce, etc.	7	800	1,000	11	3,300	11,000
Other Industries and Services .. .	39	5,100	31,000	43	7,400	34,000
Total .. .	1,127	392,700†	1,606,000	1,382	370,100†	1,770,000

The number of workers involved in stoppages which began in the period January to September was 391,900, the number of days lost in such stoppages being 1,604,000. In addition, 2,000 days were lost at the beginning of 1949 by 800 workers through stoppages which had begun towards the end of the previous year.

U.K. Index of Retail Prices

FIGURES FOR 13th September, 1949

The interim index of retail prices measures, for the United Kingdom, the average changes, month by month, in the prices of the goods and services which entered into working-class expenditure before the war, the goods and services covered being those recorded in family budgets collected during 1937-38. The index started from 17th June, 1947 (taken as = 100), and measures the changes in the prices of these goods and services from that date. As some goods and services are much more important than others, the relative changes, since 17th June, 1947, in the price levels of the various items included are combined by the use of "weights". These "weights" represent the proportions in which these items entered into working-class expenditure in 1937-38, adjusted to take account of the broad changes in prices between 1937-38 and mid-June, 1947.

The price comparisons used in compiling the index figures relate to a fixed list of items, and steps are taken to ensure that, so far as possible, the index figures reflect real changes in price levels but not changes in the prices quoted which are attributable to variations in quality.

The following Table shows the indices at 13th September, 1949, for each of the main groups of items and for all the groups combined, together with the relative weights which are used in combining the group indices into a single "all items" index:—

GROUP	INDEX FIGURE FOR 13th SEPTEMBER, 1949	WEIGHT
I. Food	117 (116·8)	348
II. Rent and rates	100 (100·1)	88
III. Clothing	119 (119·1)	97
IV. Fuel and light	113 (113·2)	65
V. Household durable goods	108 (108·2)	71
VI. Miscellaneous goods	113 (113·1)	35
VII. Services	105 (105·5)	79
VIII. Drink and tobacco	108 (107·5)	217
All items	112 (111·7)	1,000

The group indices, as calculated to the nearest first place of decimals, are shown in brackets in the above Table because these are the figures to which the weights have been applied for the purpose of computing the "all items" index. These decimal figures are shown only in order that, if desired, calculations may be made of the effect of combining particular groups and excluding others.* The information available as to price changes, however, is such that no precise significance can be attributed to the decimals, and for any other purpose, therefore, the figures should be used to the nearest whole number.

On the above basis, and taking the level of prices at 17th June, 1947, as 100, the "all items" index at 13th September was 112, compared with 111 at 16th August. The rise in the index during the month was mainly due to seasonal changes in the kinds of vegetables included. This resulted in a fractional rise, the movement of one point in the index being mainly the result of quoting the figure to the nearest whole number.

Food

The inclusion of some relatively high priced vegetables coming into season between August and September led to an upward movement in the index for the food group. This rise was partly offset by reductions in the prices of tomatoes and apples. For the food group as a whole the average level of prices rose by rather less than one per cent. and the index at 13th September, expressed to the nearest whole number, was 117, compared with 116 at 16th August.

Clothing

There were small increases, during the month, in the prices of a number of articles included in the clothing group, but the rise in the average level of prices for the group as a whole was less than one-half of 1 per cent. The index figure at 13th September, expressed to the nearest whole number, was 119, the same figure as at a month earlier.

Fuel and Light

In the fuel and light group the index for gas prices rose by about 1 per cent. as a result of increases in the charges for gas in a small number of areas. For the fuel and light group as a whole the rise in the average level of prices was slight and the index figure at 13th September, expressed to the nearest whole number, was 113, the same figure as at 16th August.

Other Groups

In the five remaining groups, covering rent and rates, household durable goods, miscellaneous goods, services, and drink and tobacco, there were relatively few changes in prices during the month under review. The index figures for these groups, expressed to the nearest whole number, were 100, 108, 113, 105 and 108, respectively, each of these figures being the same as a month earlier.

* The combination of any two or more group indices is effected by multiplying the respective indices by their corresponding weights and dividing the sum of the resulting products by the sum of the weights used.

The Table below shows the index figures for "all items" and for food from June, 1947, onwards. The figures normally relate to the Tuesday nearest to the 15th of each month.

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
All Items												
1947						100	101	100	101	101	103	104
1948	104	106	106	108	108	110	108	108	108	108	109	109
1949	109	109	109	109	111	111	111	111	112	—	—	—
Food												
1947						100	101	99	100	101	103	103
1948	104	108	109	109	108	113	108	107	107	108	108	108
1949	108	109	108	108	114	115	116	116	117	—	—	—

A full description of the method of construction and calculation of the index, "Industrial Relations Handbook, Supplement No. 2. Index of Retail Prices," is obtainable, price 6d. net (7d. post free), from H.M. Stationery Office, at the addresses shown on page 371 of this GAZETTE.

Retail Prices Overseas

In the Table below a summary is given of the latest information relating to changes in retail prices in overseas countries contained in official publications received since last month's issue of this GAZETTE was prepared.

Country	Base of Index* and Latest Month for which Index Figure is given	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with	
			Month before	Year before
European Countries				
Belgium	1936-38 = 100			
All Items*	June	381	+ 2	- 16
Food	June	364	+ 5	- 23
Finland	Aug., 1938-July, 1939 = 100			
All Items	July (end)	814	+ 32	+ 5
Food	July (end)	988	+ 80	+ 87
Hungary (Budapest)	Jan., 1947 = 100			
All Items	May (end)	105·0	+ 1·0	- 19·6
Food	May (end)	101·9	+ 1·8	- 37·6
Iceland (Reykjavik)	Jan.-Mar., 1939 = 100			
All Items	Aug. (1st)	328	+ 2	+ 7
Food	Aug. (1st)	359	+ 2	Nil
Irish Republic	Mid-Aug., 1947 = 100			
All Items*	Mid-Aug.	100	+ 1†	+ 1
Food	Mid-Aug.	99	+ 2†	+ 1
Italy (Large towns)	1938 = 100			
All Items	Apr.	5,052	+ 72	+ 115
Food	Apr.	6,302	+ 108	+ 48
Norway	1938 = 100			
All Items	June (15th)	157·1	+ 0·2	- 0·2
Food	June (15th)	149·8	+ 0·2	- 2·8
Portugal (Lisbon)	July, 1938-June, 1939 = 100			
All Items*	July	210·1	- 0·1	+ 8·3
Food	July	213·4	- 0·7	+ 8·3
Spain (Large towns)	July, 1936 = 100			
All Items	June	473·2	+ 1·5	+ 26·1
Food	June	615·2	+ 1·3	+ 26·5
Switzerland	June, 1914 = 100			
All Items	July (end)	221·3	- 0·7	- 1·7
Food	July (end)	227·8	- 0·1	- 0·7
Other Countries				
Australia (6 capital cities)	1923-27 = 1,000			
All Items	Mar.	1,364	+ 23†	+ 116
Food	Mar.	1,361	+ 31†	+ 171
Brazil (Sao Paulo)	1939 = 100			
All Items	Mar.	357·3	- 0·9	- 1·2
Food	Mar.	407·3	- 1·6	- 17·5
Burma (Rangoon)	1941 = 100			
All Items†(a)	June	432	+ 26	+ 139
Food†(a)	June	459	+ 25	+ 145
Food†(b)	June	468	+ 29	+ 160
Food†(c)	June	462	+ 24	+ 158
Canada	1935-39 = 100			
All Items	Aug. (beginning)	162·8	+ 0·7	+ 5·3
Food	Aug. (beginning)	209·2	+ 2·0	+ 6·6
Ceylon (Colombo)	Nov., 1942 = 100			
All Items	June	140	+ 1	- 2
Food	June	141	Nil	+ 4
India (Bombay)	July, 1933-June, 1934 = 100			
All Items	July	302	+ 2	- 10
Food	July	364	+ 3	+ 13
Jamaica (Kingston)	Aug., 1939 = 100			
All Items	July	242·25	- 1·70	- 7·46
Food	July	234·59	- 2·00	- 11·67
South Africa, Union (9 urban areas)	1938 = 100			
All Items	Apr.	152·9	+ 0·9	+ 7·8
Food	Apr.	160·8	+ 1·7	+ 3·6
Rhodesia, Northern	Aug., 1939 = 100			
All Items	June	149	Nil	+ 7
Food	June	172	Nil	+ 11
Rhodesia, Southern	Aug., 1939 = 100			
All Items	July	152	- 1	+ 7
Food	July	167	- 5	+ 5
Trinidad	1935 = 100			
All Items	Aug. (beginning)	227	Nil	Nil
Food	Aug. (beginning)	260	Nil	- 2
United States	1935-39 = 100			
All Items	July (middle)	168·5	- 1·1	- 5·2
Food	July (middle)	201·7	- 2·6	- 15·1

* The items of expenditure on which the "all-items" figures are based are food, house-rent, clothing, fuel and light, and other or miscellaneous items, except in the case of Belgium (food, clothing, fuel and light, and miscellaneous items), the Irish Republic (food, house-rent, clothing, and fuel and light), and Portugal (food, fuel and light, and certain other household items).

† The index is quarterly and comparison is with the previous quarter.
‡ The figures relate to (a) a Burmese family, and (b) single Indians (Tamils, Telegus and Uriyas).

MISCELLANEOUS STATISTICS

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Vocational and Disabled Training

The statistics of the Vocational and Disabled Training Schemes given below continue those published in previous issues of this GAZETTE (see last month's issue, page 329). They relate to the four weeks ended 22nd August, 1949.

The number of applicants admitted to training during the period was 812, and 5,964 persons were in training at the end of the period. The latter figure included 5,223 males and 741 females; of the total 3,098 were disabled persons. During the period 757 trainees were placed in employment. An analysis of these figures is given in the Table below.

	Males	Females	Total
Applicants admitted to training during period:			
Able-bodied	379	68	447
Disabled	331	34	365
Total	710	102	812
Number of persons in training at end of period at:			
Government Training Centres—			
Able-bodied	1,891	193	2,084
Disabled	1,719	88	1,807
Technical and Commercial Colleges—			
Able-bodied	247	171	418
Disabled	295	133	428
Employers' Establishments—			
Able-bodied	280	84	364
Disabled	391	11	402
Residential (Disabled) Centres and Voluntary Organisations			
	400	61	461
Total	5,223	741	5,964
Trainees placed in employment during period:			
Able-bodied	342	55	397
Disabled	336	24	360
Total	678	79	757

From the beginning of the Vocational Training Scheme on 2nd July, 1945, up to 22nd August, 1949, the number of trainees placed in employment was 82,890, of whom 75,319 were males and 7,571 were females.

Further Education and Training

The figures below show the progress made under the Further Education and Training Scheme up to the end of September; they are in continuation of those published in previous issues of this GAZETTE. The particulars relate to the progress made under the Scheme (a) during September, and (b) during the period since the inception of the Scheme in April, 1943, up to 30th September, 1949.

	Men	Women	Total
September, 1949			
Number of applications for assistance made	2,083	37	2,120
Number of awards made by—			
Ministry of Labour and National Service	230	3	233
Ministry of Education	1,677	13	1,690
Other award-making Departments	207	6	213
Total awards	2,114	22	2,136
Number of applications rejected	515	29	544
Applications transferred to other training schemes or withdrawn	426	14	440
Cumulative totals, April, 1943, to end of September, 1949			
Number of applications for assistance made	191,005	14,650	205,655
Number of awards made by—			
Ministry of Labour and National Service	41,314	1,362	42,676
Ministry of Education	73,845	6,164	80,009
Other award-making Departments	16,772	1,748	18,520
Total awards	131,931	9,274	141,205
Number of applications rejected	35,039	2,748	37,787
Applications transferred to other training schemes or withdrawn	20,777	2,318	23,095
Cases under consideration at end of period	3,258	310	3,568*

* This figure includes over 1,800 applicants who had been informed by the Ministry of Education that awards would be made.

Industrial Rehabilitation

In an article on the work of the Ministry of Labour and National Service in the resettlement of disabled persons which was published in the issue of this GAZETTE for June (see page 195), some account was given of the Units established by the Ministry for the provision, under the Disabled Persons (Employment) Act, 1944, of industrial rehabilitation courses for disabled persons aged 16 years and over. The statistics given below show the number of men and women admitted to courses at the Industrial Rehabilitation Units operated by the Ministry during the four weeks ended 19th September, 1949, the number in attendance at the end of that period and the number who completed courses during the period.

	Men	Women	Total
Persons admitted to courses during period	495	21	516
Number of persons in attendance at courses at end of period	884	40	924
Number of persons who completed courses during period	399	12	411

Since the Units were established or taken over by the Ministry of Labour and National Service up to 19th September, 1949, the total number of persons admitted to industrial rehabilitation courses was 9,700.

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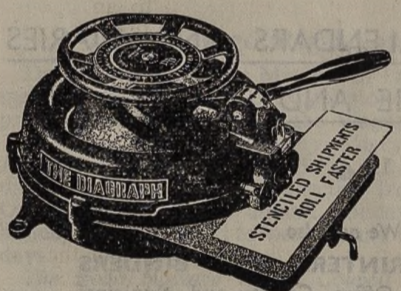
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Fatal Industrial Accidents

The number of workpeople (other than seamen) in the United Kingdom whose deaths from accidents in the course of their employment were reported in September was 108, compared with 132 (revised figure) in August, 1949, and 129 in September, 1948. In the case of seamen employed on ships registered in the United Kingdom, 5 fatal accidents were reported in September, compared with 19 in August, 1949, and 17 in September, 1948.* Detailed figures for separate industries are given below in respect of September, 1949.

Mines and Quarries†	Factories—continued
Under Coal Mines Acts : Underground .. 35 Surface .. 2	Electrical Stations .. 1 Other Industries .. 1
Metalliferous Mines .. 1	WORKS AND PLACES UNDER SS. 105, 107, 108, FACTORIES ACT, 1937
Quarries .. 3	Docks, Wharves, Quays and Ships .. 3
TOTAL, MINES & QUARRIES 41	Building Operations .. 13
	Works of Engineering Construction .. 4
Factories	Warehouses .. 4
Clay, Stone, Cement, Pot- tery and Glass .. 2	TOTAL, FACTORIES ACT .. 54
Chemicals, Oils, Soap, etc.	Railway Service
Metal Extracting and Refining .. 1	Brakemen, Goods Guards Engine Drivers, Motor- men .. 1
Metal Conversion and Founding (including Rolling Mills and Tube Making) .. 7	Firemen .. 1
Engineering, Locomotive Building, Boilermaking, etc. .. 6	Guards (Passenger) Labourers .. 1
Railway and Tramway Carriages, Motor and Other Vehicles and Air- craft Manufacture .. 3	Mechanics .. 1
Shipbuilding .. 1	Permanent Way Men .. 5
Other Metal Trades .. 4	Porters .. 2
Cotton .. 1	Shunters .. 1
Wool, Worsted, Shoddy Other Textile Manufacture Textile Printing, Bleaching and Dyeing .. 1	Other Grades .. 2
Tanning, Currying, etc. .. 1	Contractors' Servants .. 1
Food and Drink .. 1	TOTAL, RAILWAY SERVICE .. 13
General Woodwork and Furniture .. 2	Seamen
Paper, Printing, etc. .. 1	Trading Vessels .. 5
Rubber Trades .. 1	Fishing Vessels .. 1
Gas Works .. 4	TOTAL, SEAMEN 5
	Total (including Seamen) .. 113

Industrial Diseases

The Table below shows the numbers of cases and deaths† in the United Kingdom reported during September 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)
Operatives engaged in : Smelting of Metals .. 1 Shipbreaking .. 1 Other Contact with Molten Lead .. 1	Pitch .. 7 Tar .. 6 Oil .. 1
Electric Accumulator Works .. 1	TOTAL .. 14
Paint and Colour Works .. 1	Chrome Ulceration
Other Industries .. 2	Manuf. of Bichromates .. 7
Painting of Buildings .. 1	Chromium Plating .. 5
TOTAL .. 8	Other Industries .. 1
Other Poisoning	TOTAL .. 13
Aniline Poisoning .. 1	Total, Cases .. 37
TOTAL .. 1	II. Deaths
Anthrax	Nil
Handling and Sorting of Hides and Skins .. 1	
TOTAL .. 1	

* These figures exclude fatal accidents to seamen directly attributable to causes arising from the war.
† For mines and quarries, weekly returns are furnished and the figures cover the 5 weeks ended 1st October, 1949, in comparison with the 4 weeks ended 27th August, 1949, and the 4 weeks ended 25th September, 1948.
‡ Deaths comprise all fatal cases reported during the month; they have also been included (as cases) in the same or previous returns.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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Conditions of Employment and National Arbitration Orders

National Arbitration Tribunal Awards

During September the National Arbitration Tribunal issued 17 awards*, Nos. 1321 to 1337. Six of the awards are summarised below; the others related to individual employees.

Award No. 1321 (2nd September).—Parties : Members of the Federation of Leather Belting Manufacturers of the United Kingdom and of the Mechanical and Hydraulic Leathers Manufacturers' Association, and members of the Amalgamated Society of Leather Workers and Kindred Trades and of trade unions affiliated to the National Leather Trades Federation in their employment. **Claim :** For an extension of the annual paid holiday from one to two weeks. **Award :** The Tribunal found that the claim had not at present been established.

Award No. 1322 (2nd September).—Parties : Members of the Buffalo Picker Manufacturers' Association, and members of the Amalgamated Society of Leather Workers and Kindred Trades in their employment. **Claim :** For an extension of the annual paid holiday from one to two weeks. **Award :** The Tribunal found that the claim had not at present been established.

Award No. 1324 (5th September).—Parties : Members of the United Kingdom Fellmongers' Association, and members of the Amalgamated Society of Leather Workers and Kindred Trades in their employment. **Claim :** For an increase of 1d. an hour in the basic rate of adult male workers with proportionate increases for females and juveniles, and for an extension of the annual paid holiday from one to two weeks. **Award :** The Tribunal awarded that with effect from the beginning of the first full pay period in August, 1949, the wages of the adult male and female workers should be increased by 1d. and $\frac{1}{2}$ d. an hour respectively, and that proportionate increases should be made in the wages of juveniles. The Tribunal found that the claim for an extension of the annual holiday with pay had not at present been established.

Award No. 1327 (15th September).—Parties : Members of the Trawler Owners' Association Ltd., at Milford Haven, and members of trade unions affiliated to the Confederation of Shipbuilding and Engineering Unions in their employment. **Claim :** That the employers should apply the provisions of an agreement on working hours in the shipbuilding and ship repairing industry. **Award :** The Tribunal found in favour of the claim.

Award No. 1330 (23rd September).—Parties : Members of the Scottish Slaughtering Contractors' Association, and members of the Union of Shop, Distributive and Allied Workers in their employment. **Claim :** For two weeks' paid annual holiday. **Award :** The Tribunal found in favour of the claim.

Award No. 1331 (23rd September).—Parties : Members of the Skippers' Association of Scotland, and members of the Amalgamated Society of Leather Workers and Kindred Trades, of the Transport and General Workers' Union and of the National Union of General and Municipal Workers in their employment. **Claim :** For an increase in the basic rate of adult male workers of 1d. an hour, with proportionate increases for females and juveniles, and for an extension of the annual paid holiday from one to two weeks. **Award :** The Tribunal awarded that with effect from the beginning of the first full pay period in August, 1949, the wages of the adult male workers should be increased by 1d. an hour, and that proportionate increases, should be made in the wages of females and juveniles. The Tribunal found that the claim for an extension of the annual holiday with pay had not at present been established.

National Arbitration Tribunal (Northern Ireland) Awards

Since the last issue of this GAZETTE was prepared the National Arbitration Tribunal (Northern Ireland) issued seven awards, Nos. 809 to 815, one of which is summarised below.

Award No. 814 (29th September).—Parties : The member firms of the Belfast and Northern Ireland Master Hairdressers' Association, represented by the Employers' Side of the Northern Ireland Joint Industrial Council for the Hairdressing Craft, and certain members of the Amalgamated Transport and General Workers' Union, represented by the Employees' Side of the Joint Council. **Claim :** For the granting to assistant hairdressers of two weeks' annual holiday with pay each year. **Award :** The Tribunal awarded that from 1st April, 1950, employees covered by the claim should be allowed two weeks' annual holiday with pay, between 1st April and 31st October in each year, in addition to the six customary holidays at present in operation.

* See footnote * in first column on page 371.

Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During September the Industrial Court issued two awards, Nos. 2233 and 2234. One of these is summarised below.

Award No. 2234 (2nd September).—Parties : Employees' Side and Employers' Side of the Joint Industrial Council Representative of Employers and Workpeople connected with the Hide and Skin Market Trade in England and Wales. **Claim :** For 5s. a week advance on existing rates for motor drivers. **Award :** The Court found, and so awarded, that the claim had not been established.

Single Arbitrators and ad hoc Boards of Arbitration

During September four awards were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. Three awards related to individual undertakings, the other is summarised below.

Parties : The two Sides of the London Conciliation Board for the Tailoring Trade. **Claim :** For an increase in the operational times allowed for making garments below the waist as set out in Parts 1 and 2 of the London Log. **Award :** Claim not established.

In addition, the Reports were published of two Boards of Conciliation, appointed to assist in the consideration of certain problems relating to (a) salaries, wages and conditions of service of conciliation and salaried grades on the railways, and (b) wages and conditions of service of railway shopmen with a view to promoting a settlement. These Reports were summarised in the issue of this GAZETTE for September (pages 306 and 307).

Wages Councils Acts, 1945 - 1948

Notices of Proposal

During September notice of intention to submit to the Minister of Labour and National Service wages regulation proposals was issued by the following Wages Council :—

Cotton Waste Reclamation Wages Council (Great Britain).—Proposal C.W.(44), dated 6th September; relating to the fixing of revised general minimum time rates and overtime rates.

Further information concerning the above proposal may be obtained from the Secretary of the Council in question, at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

Wages Regulation Orders

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

The Hat, Cap and Millinery Wages Council (Scotland) Wages Regulation (Holidays) Order, 1949 : S.I. 1949 No. 1645 (H.M.S.(35)), dated 1st September and effective from 16th September. This Order prescribes the annual holidays and certain customary holidays to be allowed to workers and fixes payment for such holidays.

The Road Haulage Wages Council Wages Regulation (No. 4) Order, 1949 : S.I. 1949 No. 1659 (R.H.(34)), dated 5th September and effective from 23rd September. This Order prescribes the remuneration for road haulage workers employed in connection with vehicles operating under A or B licences or defence permits.—See page 362.

The Milk Distributive Wages Council (England and Wales) Wages Regulation Order, 1949 : S.I. 1949 No. 1664 (M.D.(58)), dated 6th September and effective from 23rd September. This Order prescribes the general minimum time rates and overtime rates.—See page 362.

The Dressmaking and Women's Light Clothing Wages Council (Scotland) Wages Regulation Order, 1949 : S.I. 1949 No. 1678 (W.D.S.(49)), dated 7th September and effective from 26th September. This Order amends Order W.D.S.(46) by the regrading of certain specified areas.—See page 361.

The Hat, Cap and Millinery Wages Council (Scotland) Wages Regulation Order, 1949 : S.I. 1949 No. 1679 (H.M.S. (36)), dated 7th September and effective from 26th September. This Order amends Order H.M.S. (32) by the regrading of certain specified areas.—See page 361.

The Baking Wages Council (England and Wales) Wages Regulation (No. 2) Order, 1949 : S.I. 1949 No. 1686 (B.K.(38)), dated 8th September and effective from 28th September. This Order

* See footnote * in first column on page 371.

prescribes the general minimum time rates and overtime rates.— See page 361.

The Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 1699 (H.U.(3)), dated 12th September and effective from 17th October. This Order prescribes the minimum remuneration, overtime rates and guaranteed weekly remuneration payable to workers in relation to whom the Council operates.*

The Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1949: S.I. 1949 No. 1700 (H.U.(4)), dated 12th September and effective from 17th October. This Order prescribes the annual holidays and certain customary holidays to be allowed to workers and fixes payment for such holidays.*

The Retail Food Trades Wages Council (England and Wales) Wages Regulation Order, 1949: S.I. 1949 No. 1708 (R.F.C.(3)), dated 13th September and effective from 17th October. This Order prescribes the minimum remuneration, overtime rates and guaranteed weekly remuneration payable to workers in relation to whom the Council operates.*

The Retail Food Trades Wages Council (Scotland) Wages Regulation Order, 1949: S.I. 1949 No. 1709 (R.F.C.S.(3)), dated 13th September and effective from 17th October. This Order prescribes the minimum remuneration, overtime rates and guaranteed weekly remuneration payable to workers in relation to whom the Council operates.*

The Retail Bookselling and Stationery Trades Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 1745 (R.B.C.(3)), dated 19th September and effective from 24th October. This Order prescribes the minimum remuneration, overtime rates and guaranteed weekly remuneration payable to workers in relation to whom the Council operates.*

The Retail Bookselling and Stationery Trades Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1949: S.I. 1949 No. 1746 (R.B.C.(4)), dated 19th September and effective from 24th October. This Order prescribes the annual holidays and certain customary holidays to be allowed to workers and fixes payment for such holidays.*

The Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland) Wages Regulation Order, 1949: S.I. 1949 No. 1747 (R.N.T.S.(3)), dated 19th September and effective from 24th October. This Order prescribes the minimum remuneration, overtime rates and guaranteed weekly remuneration payable to workers in relation to whom the Council operates.*

The Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales) Wages Regulation Order, 1949: S.I. 1949 No. 1755 (R.N.T.(3) and (4)), dated 20th September and effective from 24th October. The First Schedule to this Order prescribes the minimum remuneration overtime rates and guaranteed weekly remuneration payable to workers in relation to whom the Council operates. Provision is also made for payment for

certain customary holidays. The Second Schedule prescribes the annual holidays to be allowed to workers and fixes payment for such holidays.*

The Fustian Cutting Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 1777 (F.C.(24)), dated 22nd September and effective from 10th October. This Order prescribes the general minimum time rates, piece work basis time rates and overtime rates for female workers only.

The Boot and Floor Polish Wages Council (Great Britain) Wages Regulation Order, 1949: S.I. 1949 No. 1798 (B.P.(31)), dated 26th September and effective from 12th October. This Order prescribes the general minimum time rates, piece work basis time rates and overtime rates.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposal

During September notice of intention to submit to the Ministry of Labour and National Insurance wages regulation proposals was given by the following Wages Councils:—

Dressmaking and Women's Light Clothing Wages Council (Northern Ireland).—Proposal N.I.W.D. (N.60); for requiring additional annual holidays to be allowed to workers and for fixing payment for such holidays.

Sugar Confectionery and Food Preserving Wages Council (Northern Ireland).—Proposal N.I.F. (N.30); relating to the fixing of revised general minimum time rates and piece work basis time rates for male and female workers.

Further information about either of the above proposals may be obtained from the Secretary of the Council concerned, at Tyrone House, Ormeau Avenue, Belfast.

Wages Regulation Orders

During September the Ministry of Labour and National Insurance made the following Wages Regulation Orders† giving effect to the proposals made by the Wages Councils concerned.

The Paper Box Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1949 (N.I.B. (N.43)), dated 2nd September and effective from 6th September. This Order prescribes increases in general minimum time rates, piece work basis time rates and general minimum piece rates for male and female workers.—See page 362.

The Aerated Waters Wages Council (Northern Ireland) Wages Regulation Order, 1949 (N.I.A. (N.34)), dated 16th September and effective from 22nd September. This Order prescribes increases in general minimum time rates for male and female workers.—See page 361.

Legal Cases Affecting Labour

Factories Act, 1937—Dangerous Machinery—Whether the Guard Provided Constituted Secure Fencing

The defendants were charged as occupiers of a factory with a contravention of Section 14 of the Factories Act, 1937, in that a certain dangerous part of machinery, namely, the worm of a macaroni extruding machine, was not securely fenced, and, in consequence of this contravention, the operator of the machine suffered bodily injury. The Magistrate had dismissed the case, holding that the machine was not a dangerous machine within the meaning of the Act. He held also that the machine was securely fenced and that the operator did not act in a way in which anyone operating the machine might reasonably be expected to act.

The machine in question consisted of a hopper into which the dough used in the manufacture of macaroni was fed by the person attending the machine. The hopper consisted of two parts, the upper was funnel-shape, 6½ inches deep and the lower was 5 inches deep. In between the two parts was a circular metal plate which was thus 5 inches above the rotating worm which was at the bottom of the lower half of the hopper. The metal plate, or guard, consisted of two concentric rings, the diameter of the outer ring being 5 inches and of the inner 1½ inches, with three equally spaced cross members joining the inner and outer rings. It was quite possible for the fingers of the operator to enter the lower part of the hopper without danger but it was only possible for fingers to touch the worm if the hand also was pushed through one of the three spaces in the plate, which was not an altogether easy thing to accomplish. When the machine was working, from time to time dough stuck to the side of the lower part of the hopper, and on the day when the accident happened the injured girl put her hand through the metal plate, or guard, for the purpose of dislodging some dough while the worm was rotating, with the result that the extreme tips of her two fingers were caught by the rotating worm and cut off, fortunately without injury to the bone. She had been working the machine for five weeks before the accident, and that machine had been used for three years without mishap, and no complaint had ever been made about it by any Factory Inspector who had visited the factory while it was installed. The Magistrate considered that it was unreasonable of the operator to push her hand through the guard to attempt to dislodge the dough while the worm was rotating, as she could, without difficulty, have switched off the electric motor or done nothing at all. He found that on other occasions the injured girl and other women employed at the premises had put their fingers through the open spaces of the

plate to release dough adhering to the side of the hopper, but there was no finding either that the defendants knew of this or that any accident had ever happened in consequence.

The Factory Inspector appealed by way of case stated upon the question whether the Magistrate was correct in law. The Divisional Court (Lord Goddard C. J. and Oliver and Stable J. J.) held that there was abundant evidence on which the Magistrate could come to the conclusion at which he arrived and consequently dismissed the appeal.

In his judgment, Lord Chief Justice Goddard referred to many previously decided cases and said that the Magistrate must decide whether the machine, or part of it, is dangerous, which is a question of degree and, therefore, of fact in every case. Among matters that ought to be taken into account in so deciding are the structure of the machine, the way in which it is usually worked, absence or otherwise of previous accidents, and the fact that Factory Inspectors have frequently seen these machines and not required them to be fenced, though that fact would not, of course, be conclusive. These were the matters that the learned Magistrate, in this case, had carefully considered, besides inspecting the machine for himself. He had rightfully decided and the appeal should be dismissed.

Mr. Justice Oliver agreed. Mr. Justice Stable, also agreeing, added that the proper approach where there is a machine with a guard is first to enquire whether in the absence of the guard any part of the machine could properly be described as dangerous. If the answer is "No", the adequacy or otherwise of the guard does not arise. If the first question is answered in the affirmative the second question arises, whether the dangerous part was securely fenced in accordance with the Act. Though of the opinion that the worm might possibly be regarded as dangerous he thought it was securely fenced and therefore supported the Magistrate's finding, but he emphasised the categorical nature of the duty and the high standard required, saying that the Factory Acts were there not merely to protect the careful, the vigilant and the conscientious workman but, human nature being what it is, the careless, the indolent, the inadvertent, the weary and even perhaps, in some cases, the disobedient. The duty, as had been stated, was not to fence "somewhat securely", but "securely"; but there must be some limit placed on the word "securely" and a fence does not cease to be secure because by some act of perverted and deliberate ingenuity the guard can be forced and circumvented and the safeguards provided thereby rendered nugatory.—*Carr v. Mercantile Produce Company Ltd.* King's Bench Division, 27th July, 1949.

* See article on pages 337 and 338.

† See footnote * in first column on page 371.

Decisions of Commissioner under National Insurance Acts, 1946

The Commissioner is a judicial authority independent of the Ministry of National Insurance, appointed by the Crown (see Section 43 of the National Insurance Act, 1946, and Section 42 of the National Insurance (Industrial Injuries) Act, 1946). His decisions* are final.

Appeals to the Commissioner under the National Insurance Act may be made by an Insurance Officer, or by an association of which the claimant is a member, or by the claimant himself with the leave of the Tribunal or the Commissioner, or without such leave if the decision of the Local Tribunal was not unanimous.

Appeals to the Commissioner under the Industrial Injuries Act may be made by an Insurance Officer, or by a person whose right to benefit is or may be, under the Fourth Schedule to the Act, affected by the decision, or by an association of which the claimant or deceased was a member, or by the claimant himself. No appeal may be made without the leave of the Tribunal or of the Commissioner.

Recent decisions of general interest are set out below.

Case No. C.U. 365/49 (25th August)

Section 13(2)(b) of the National Insurance Act, 1946, and Regulation 10 of S.I. 1948 No. 1470: Whether good cause shown for refusal of suitable employment: Claimant, a married woman, was normally employed as fish packer and was allowed daily break period by employers from 10.30 a.m.—11 a.m., during which time she attended to domestic duties: Lost employment in February, 1949, and did not expect to be taken back till April: After being unemployed for month was offered employment as fish packer by another firm but refused because she assumed that prospective employers would not allow "break" at same time: Prospective employers would have allowed "break" from 10.15—10.30 a.m., 12.30—1.30 p.m. and 3.15—3.30 p.m.: Commissioner holds that a married woman must be prepared to make reasonable arrangements for family so that employer's terms can generally be met: Acceptance of situation would not have prevented return to former employers, she did so in May: Disqualification imposed.

"My decision is that the claimant is disqualified for receiving unemployment benefit from 28th March to 7th May, 1949.

"I am unable to differ from the decision of the Local Tribunal. The claimant, whose normal employment is that of a fish packer, lost her employment in February, 1949, and did not expect to be taken back into the employment of her former employer until some time in the following April. She had been unemployed for a month, when she was offered employment as a fish packer at a firm other than the one for whom she generally worked, but she was not prepared to accept the offer, because she assumed that the prospective employers would not allow time off from 10.30 a.m. to 11 a.m. each day. The claimant had been in the habit of getting this break which is one apparently observed by her usual employer and by another firm in the district and is known as a break for 'crib'. It is not a special concession to married women, I am told, but is a normal break for all workers. The claimant, however, as a married woman appears to have utilised such break for the purpose of preparing the mid-day meal for her husband, and on some days for her husband and her son. The prospective employers would have observed the following break periods: 10.15 a.m. to 10.30 a.m., 12.30 p.m. to 1.30 p.m. and 3.15 p.m. to 3.30 p.m. The claimant's husband is a painter and decorator employed in the locality of his home, and her son is employed five miles from home, who, except for two days in the week, has sandwiches prepared for him.

"In a case of this nature, where a married woman is seeking to excuse her refusal to accept an offer of what appears to have been suitable employment, her domestic circumstances are to be considered with due regard to the provisions of Regulation 10 of the National Insurance (Married Women) Regulations, 1948 (S.I. 1948 No. 1470). The Regulation in question enjoins the statutory authorities to determine the question 'on the same basis as that applicable to a single woman, but not so as to exclude such consideration of the responsibilities arising from her marriage as is reasonable in the circumstances of the case'.

"A married woman, with domestic responsibilities, who desires to work outside her home, must be prepared to make reasonable arrangements for her family so that she can accept employment on terms generally observed by employers, and, considering in this case the domestic position of the claimant, I can see no sufficient reason why she could not have made arrangements so that she would have been free to accept the offer which was made to her. Her acceptance of the situation would not have prevented her return to her former employer—she did so on 17th May, 1949—and she would in fact have had employment throughout the week, instead of on only four days in the week as appears to be the case with her usual employer. I am unable to say that she had good cause for refusing the situation in question, and I am therefore unable to allow her appeal."

Case No. C.U. 401/49 (23rd September)

Regulation 6(1)(d) of S.I. 1948 No. 1277: Whether claimant entitled to unemployment benefit while in receipt of holiday pay: Claimant given week's notice on 16th March and on 23rd March was paid 5 days' holiday pay consisting of 3 of weekly wage (pursuant to S.I. 1948 No. 19 allowing workers one week's holiday from 1st April to 31st October): Benefit disallowed by Insurance Officer in respect of 1st, 2nd, 4th, 5th, 6th April on ground that claimant continued to receive wages in respect of those days: Commissioner holds that (1) evidence raises an inference that claimant's holiday might be taken any time between 1st April and 31st October, and (2) the employment terminated on 23rd March—8 working days before holiday period began: Burden of proof that claimant continued to receive wages in respect of days in question rested on the Insurance Officer and was not discharged: Claim allowed.

"My decision is that the claim for unemployment benefit is allowed.

* Selected decisions of the Commissioner are published periodically in pamphlets in the following series: Series "U"—decisions on unemployment benefit; Series "P"—decisions on retirement pensions; Series "S"—decisions on sickness benefit; Series "G"—decisions on guardian's allowance, maternity benefit and widow's benefit; Series "I"—decisions on all benefits and on all other questions arising under the Industrial Injuries Act. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 371.

"On 16th March, 1949, the claimant was given a week's notice to terminate his employment as a hall porter at an hotel. He remained at work throughout that week and was paid his wages for it. On 23rd March, when the employment terminated, the claimant was paid five days' holiday pay consisting of five-sixths of his weekly wage of £4 12s. pursuant to the Wages Regulation (Licensed Residential Establishment and Licensed Restaurant) Order, 1948 (S.I. 1948 No. 19), which provides that an employer shall allow to a worker who fulfils certain conditions a holiday in every year between 1st April and 31st October. The Insurance Officer decided that the claimant was not entitled to unemployment benefit in respect of 1st, 2nd, 4th, 5th and 6th April, 1949, on the ground that by reason of the provisions of Regulation 6(1)(d) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 (S.I. 1948 No. 1277), those days could not be treated as days of unemployment because the claimant continued to receive wages in respect of them. The Insurance Officer's decision was based upon the view that, although no date had been fixed for the claimant's holiday, it must have been taken between 1st April and 31st October. As the first of those dates was less than twelve working days after the termination of the claimant's employment the Insurance Officer held that the payment should be appropriated to the first five working days of April. The Local Tribunal allowed the claimant's appeal.

"In Decision C.U. 72/48 (K.L.) it was held that, as the claimant's employment terminated on 16th July and his holiday period would have been from 26th to 30th July, which was less than twelve working days after the termination of his employment, the five days' holiday pay which he then received must be attributed to the period from 26th to 30th July. It was therefore held that those days were days in respect of which the claimant 'continued to receive wages' and that they could not be treated as days of unemployment. This decision was based upon *Umpire's Decision 1146/47*. As was pointed out in *Decision C.U. 72/48 (K.L.)*, *Umpire's Decision 1146/47* was the last of a series of *Umpire's Decisions* on the question of the receipt of holiday payment for a period after the termination of employment and was designed to fix an interval between that termination and the beginning of the holiday period which should be decisive of the question whether the insured person continued to receive wages by reason of the holiday payment.

"The present case, however, presents two features which, so far as I can ascertain, have not been found in combination in any of the cases which formed the subject of the earlier decisions. (1) The claimant's holiday might have been taken at any time between 1st April and 31st October and (2) the claimant's employment terminated on 23rd March—eight working days before the holiday period began. The claimant cannot be said to have 'continued to receive wages' in respect of the days in question unless it is shown that the true inference from the facts is that the payment was made to him in respect of those days. The burden of proof that this inference should be drawn is upon the Insurance Officer, I cannot hold that it has been discharged.

"It would clearly be unreasonable to attribute the payment to any days before that on which the holiday period began, but I can see no justification for attributing the payment to the first five-days of that period. There is no evidence as to the intention of the claimant or his employers regarding his holiday except the terms of the Order which at most justify the inference that the holiday would have been taken between the 1st April and the 31st October. If it is legitimate to make any presumption regarding so speculative a matter I think the reasonable presumption is that the claimant would have taken his holiday during the summer and not in the first week in April. In my opinion therefore it is not shown that this payment was received in respect of the days in question. It follows that the claimant did not continue to receive wages in respect of those days. I therefore uphold the decision of the Local Tribunal, though not for the reason given by them.

"In their grounds of decision the Local Tribunal state that 'the twelve day rule is not applicable' where there is no doubt that the termination of the claimant's employment was final. It follows from what I have said above that in my opinion this statement is based on a misunderstanding of the principle adopted in *Umpire's Decision 1146/47* and earlier *Decisions* and applied in *Decision C.U. 72/48 (K.L.)*. It is clear from the express language of Section 35 (6) of the Unemployment Insurance Act, 1935, and Regulation 6 (1) (d) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 (S.I. 1948 No. 1277), that these provisions only apply when the employment has been finally terminated. The decisions cited above therefore necessarily proceed on the same assumption—the interval of twelve days was taken as a convenient test of continuous receipt of wages because that period had long been treated as the test of continuity of employment. The appeal is allowed."

Case No. C.W.U. 47/49 (28th September)

Section 11 (2) (a) (i) of National Insurance Act, 1946: Regulations 6 (1) (f) and 8 (b) of S.I. 1948 No. 1277: Whether claimant available for employment whilst undergoing 3 days' test: Claimant left employment to take 3 days' test with view to employment with National Institute of Houseworkers as "home help": Employment guaranteed by Institute to successful candidates: During test no wages are paid and no training given: Commissioner holds that claimant was unemployed while undergoing test and under no contract of service, therefore was free to accept any offer of suitable employment and was available for employment: Claim allowed.

"My decision is that the claimant is entitled to unemployment benefit in respect of the period from 1st February, 1949, to 4th February, 1949, both days included.

"The claimant left employment on 29th January, 1949, for the purpose of undergoing a test (described as a three days' test) with a view to employment by the National Institute of Houseworkers as a 'home help'. The Institute guarantees employment to applicants who pass this test. Those who are unsuccessful are given

STATUTORY INSTRUMENTS

an opportunity of taking a six months' course of training approved by the Minister of Labour and National Service and during this time training allowances are payable. During the test (which in claimant's case appears to have extended over the four days 1st to 4th February, 1949) no wages are paid and no training is given. Applicants undergoing the test have to pay a fee of one guinea. The Insurance Officer disallowed a claim for unemployment benefit in respect of the four days, holding that claimant had failed to prove that on those days she was, or was to be deemed in accordance with regulations to be, available for employment in an employed contributor's employment (Section 11 (2) (a) (i) of the Act) and that she was unemployed. He referred to a reported Decision of the Umpire, Case No. 4903 (13th June, 1923). The Local Tribunal, having in view Regulation 6 (1) (a) and Regulation 6 (1) (f) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 (S.I. 1948 No. 1277), reversed this decision and the case now comes before the Commissioner on appeal.

"The decisions of the Insurance Officer and the Local Tribunal (though they reached opposite conclusions) were both apparently based on the assumption that the claimant during the four days in question was undergoing a training course or course of instruction such as is mentioned in Regulation 6 (1) (f) above referred to (which should be read together with Regulation 8 (b) of the same Instrument). I am told, however, in the appeal to the Commissioner (Form L.T. 46) that during the test period no training is given. If so (and I accept the statement as accurate) the decision U.D. 4903 and the above-mentioned Regulations 6 (1) (f) and 8 (b) have no application to the case and some other ground of decision must be sought.

"In order to establish her claim to benefit claimant must prove that she was on the days in question unemployed and available for employment in an employed contributor's employment (Regulation 6 (1) (a) of the above-mentioned Regulations), and in support of the present appeal it is submitted that the claimant was not available for employment in employed contributor's employment on the days in question. She had in fact left employment for the purpose of undergoing the test (see U.D. 938/29) and was not free to accept any offer of suitable employment during the period of the test'. It is true that claimant had left employment for the purpose of undergoing the test and, in the decision of the Umpire to which I have been referred, viz., U.D. 938/29, a similar fact was regarded as affording evidence of non-availability. But that is not to say that such evidence is in itself conclusive of the question of availability. In the Decision mentioned there was in addition evidence, in the form of a statement by the claimant, from which it was inferred that he was not 'able and ready to work' during the period of the examination which he was taking; in other words, that he was not during that period available for employment. Moreover, the Umpire distinguished 'the case of an entrance examination, the passing of which would secure immediate employment by the examiner', and the present seems to me to be just such a case.

"Different considerations might, and doubtless would, be applicable in respect of a training course or course of instruction but in the present case the crucial question seems to be, was claimant free to accept any offer of suitable employment during the period of the test? It is submitted that she was not, but I have difficulty in finding justification for this view. It is conceded that there is no evidence of any contract of employment in respect of the period of the test and Case No. 853/29, to which also I have been referred (U.D. Volume VIII, page 33), seems to give support to the view that in such a case and during such time a claimant should be deemed to be unemployed and available for employment. The facts of the last-mentioned case are briefly indicated in the following terms: 'Patternmaker failed trade test for service as artificer in Royal Navy—No wages paid during test but wages accrued only if successful—Not subject to naval discipline during test and test could have been abandoned at any time—Held to be unemployed'.

"Except for the fact that the patternmaker was unemployed when he decided to undergo the test the case affords a close parallel to the present case. The test in the patternmaker's case lasted for about a month and he failed to pass. It was held that he was available for work during the test and benefit was allowed.

"In the course of his decision the Umpire made reference to an earlier decision (Case No. 1874/27, unreported) in these words: 'In 1874/27 the applicant for three days underwent a test in driving a motor-omnibus in order that the Swindon Corporation might judge of his fitness to drive an omnibus containing passengers. He received no pay during the test, which he failed to pass. "I think" said the Umpire, "that whilst the applicant was being tested to ascertain his suitability for being trained he was unemployed."'

"It does not appear whether in that case the driver was unemployed when he decided to undergo the test but, as I have indicated, this is not a question which seems to me to be in itself decisive. Applying the words and what seem to me to be the governing principles of the two last mentioned cases to the present case, I think that while the claimant was being tested to ascertain her suitability for employment she was unemployed and that, being under no contract of service, she was free to accept any offer of suitable employment and was available for employment. I desire to add that the question whether any offered employment is suitable employment in a particular case must depend upon the circumstances of that case and that, in such a case as the present, such a question could not properly be decided without a comparison of the prospects afforded by the employment offered with those of the employment for which the individual is being tested. I dismiss the appeal."

Since last month's issue of this GAZETTE was prepared, the unmentioned Statutory Instruments* relating to matters with which the Ministry of Labour and National Service (or the Ministry of Labour and National Insurance for Northern Ireland) are concerned, either directly or indirectly, have been published in the series of Statutory Instruments (or Statutory Rules and Orders of Northern Ireland). The price of each Instrument, unless otherwise indicated, is 1d. net (2d. post free).

The Boot and Floor Polish Wages Council (Great Britain) (Constitution) Order, 1949 (S.I. 1949 No. 1735), made on 16th September by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 342.

The Hat, Cap and Millinery Wages Council (Scotland) Wages Regulation (Holidays) Order, 1949 (S.I. 1949 No. 1645; price 3d. net, 4d. post free), dated 1st September; The Road Haulage Wages Council Wages Regulation (No. 4) Order, 1949 (S.I. 1949 No. 1659; price 2d. net, 3d. post free), dated 5th September; The Milk Distributive Wages Council (England and Wales) Wages Regulation Order, 1949 (S.I. 1949 No. 1664), dated 6th September; The Dressmaking and Women's Light Clothing Wages Council (Scotland) Wages Regulation Order, 1949 (S.I. 1949 No. 1678), dated 7th September; The Hat, Cap and Millinery Wages Council (Scotland) Wages Regulation Order, 1949 (S.I. 1949 No. 1679), dated 7th September; The Baking Wages Council (England and Wales) Wages Regulation (No. 2) Order, 1949 (S.I. 1949 No. 1686), dated 8th September; The Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 1699; price 3d. net, 4d. post free), dated 12th September; The Hairdressing Undertakings Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1949 (S.I. 1949 No. 1700; price 2d. net, 3d. post free), dated 12th September; The Retail Food Trades Wages Council (England and Wales) Wages Regulation Order, 1949 (S.I. 1949 No. 1708; price 4d. net, 5d. post free), dated 13th September; The Retail Food Trades Wages Council (Scotland) Wages Regulation Order, 1949 (S.I. 1949 No. 1709; price 3d. net, 4d. post free), dated 13th September; The Retail Bookselling and Stationery Trades Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 1745; price 3d. net, 4d. post free), dated 19th September; The Retail Bookselling and Stationery Trades Wages Council (Great Britain) Wages Regulation (Holidays) Order, 1949 (S.I. 1949 No. 1746; price 2d. net, 3d. post free), dated 19th September; The Retail Newsagency, Tobacco and Confectionery Trades Wages Council (Scotland) Wages Regulation Order, 1949 (S.I. 1949 No. 1747; price 3d. net, 4d. post free), dated 19th September; The Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales) Wages Regulation Order, 1949 (S.I. 1949 No. 1755; price 4d. net, 5d. post free), dated 20th September; The Fustian Cutting Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 1777), dated 22nd September; The Boot and Floor Polish Wages Council (Great Britain) Wages Regulation Order, 1949 (S.I. 1949 No. 1798; price 2d. net, 3d. post free), dated 26th September. These Regulations were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See pages 367 and 368.

The National Insurance (Death Grant) Amendment Regulations, 1949 (S.I. 1949 No. 1696), dated 12th September; The National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment (No. 2) Regulations, 1949 (S.I. 1949 No. 1697), dated 12th September. These Regulations were made by the Minister of National Insurance, in the case of the former in conjunction with the Treasury, under the National Insurance Act, 1946, and the National Insurance (Industrial Injuries) Act, 1946.—See page 344.

The National Assistance Act (Appointed Day) Order, 1949 (S.I. 1949 No. 1621), dated 30th August; The National Assistance (Registration of Homes) Regulations, 1949 (S.I. 1949 No. 1622), dated 30th August; The National Assistance Act (Appointed Day) (Scotland) Order, 1949 (S.I. 1949 No. 1667 (S.116)), dated 5th September; The National Assistance (Registration of Homes) (Scotland) Regulations, 1949 (S.I. 1949 No. 1668 (S.117)), dated 5th September. These Orders were made by the Minister of Health and the Secretary of State for Scotland under the National Assistance Act, 1948.—See page 345.

The Restriction of Repairs of Ships Revocation Order, 1949 (S.I. 1949 No. 1766), made on 21st September by the Admiralty under the Defence (General) Regulations, 1939, and subsequent legislation. This Order revokes, as from 1st October, the Restriction of Repairs of Ships Order, 1940, whereby no person was permitted to carry out in the United Kingdom repairs or alterations to or the drydocking of ships, otherwise than to the order of a Government Department, except under licence granted by the Admiralty.

The Fishing Vessels (Permit) Revocation Order, 1949 (S.I. 1949 No. 1768), made on 21st September by the Admiralty under the Defence (General) Regulations, 1939, and subsequent legislation. This Order revokes, as from 28th September, the Fishing Vessels (Permit) Order, 1939, and the Fishing Vessels (Permit) (Amendment) Order, 1943, whereby no fishing vessel was permitted to go to sea unless the skipper was in possession of a Fishing Permit issued by the Port Fishery Captain or Port Fishery Officer, the issue being subject to conditions prescribed by the Admiralty.

The Dressmaking and Women's Light Clothing Wages Council (Northern Ireland) (Constitution) Order, 1949 (S.R. & O. of Northern Ireland, 1949 No. 125), made on 18th July by the Ministry of Labour and National Insurance for Northern Ireland under the Wages Councils Act (Northern Ireland), 1945. This Order brings the constitution of the Wages Council concerned into conformity with the provisions of the Act.

* See footnote * in first column on page 371.

The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1949 (S.R. & O. 1949 No. 69; price 2d. net, 3d. post free), dated 29th March; The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 2) Order, 1949 (S.R. & O. 1949 No. 106), dated 22nd June; The General Waste Materials Reclamation Wages Council (Northern Ireland) Wages Regulation Order, 1949 (S.R. & O. 1949 No. 107; price 3d. net, 4d. post free), dated 8th June; The Baking Wages Council (Northern Ireland) Wages Regulation (Amendment) (No. 1), (No. 2) and (No. 3) Orders, 1949 (S.R. & O. 1949 Nos. 116, 115 and 112 respectively; price 3d. net each, 4d. post free), dated 13th June; The Readymade and Wholesale Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1949 (S.R. & O. 1949 No. 153; price 4d. net, 5d. post free), dated 25th July; The Wholesale Mantle and Costume Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1949 (S.R. & O. 1949 No. 157; price 4d. net, 5d. post free), dated 25th July; The Aerated Waters Wages Council (Northern Ireland) Wages Regulation (Holidays) Order, 1949 (S.R. & O. 1949 No. 160; price 4d. net, 5d. post free), dated 29th July. These Orders were made by the Ministry of Labour and National Insurance for Northern Ireland under the Wages Councils Act (Northern Ireland), 1945. See the issues of this GAZETTE for April, July and August (pages 152, 257 and 295).

OFFICIAL PUBLICATIONS RECEIVED*

(Note.—Except in the case of publications of the International Labour Office the prices shown are net and those in brackets include postage.)

Coal Industry.—Quarterly Statistical Statement of the Costs of Production, Proceeds and Profit or Loss of Collieries for the second quarter of 1949. National Coal Board, Hobart House, Grosvenor Place, London, S.W.1. Price 3d. (4d.).—See page 341.

Cotton Industry.—Cotton Manufacturing Commission: Final Report of an Inquiry into Wages Arrangements and Methods of Organisation of Work in the Cotton Manufacturing Industry. Parts II, III and IV. Ministry of Labour and National Service. Price 1s. 6d. (1s. 8d.).—See pages 339 and 340.

National Assistance.—Report of the National Assistance Board for the year 1948. Cmd. 7767. Price 1s. 3d. (1s. 5d.).—See page 344.

National Insurance.—Preliminary Drafts of (a) National Insurance (Claims and Payments) Amendment (No. 2) Regulations, 1949, and

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

(b) National Insurance (General Benefit) Amendment (No. 2) Regulations, 1949. Ministry of National Insurance. Price 1d. each (2d.).—See page 344.

Safety and Health.—Coal Mines Act, 1911. Regulations and Orders relating to Safety and Health. 1948 Edition. Ministry of Fuel and Power. Price 2s. (2s. 3d.).—See page 341.

International Labour Office.—Studies and Reports, New Series (a) No. 12. Labour Problems in Greece. Price 10s.—See page 345. (b) No. 15. International Standard Classification of Occupations. Price 3s. 9d. (c) No. 16. Wages and Payroll Statistics. Price 5s. (d) No. 17. Methods of Family Living Studies. Price 2s. Published in the United Kingdom for the International Labour Office by Staples Press Ltd., Orchard House, 14 Great Smith Street, London, S.W.1.

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