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SPECIAL ARTICLES, REVIEWS, ETC.

DISABLED PERSONS (EMPLOYMENT) ACT, 1944.

The Disabled Persons (Employment) Act received the Royal Assent on 1st March. An account of the Bill was given in the issue of this GAZETTE for December, 1943 (pages 163-164), and that account may be read as a summary of the Act, subject to the following modifications in consequence of amendments of the Bill made during its passage through Parliament.

More specific provisions have been laid down relating to the power of the Minister of Labour and National Service to make regulations prescribing matters which are to constitute conditions of qualification or disqualification for the entry of the names of persons in the register of disabled persons and for the retention of the names in the register. These provisions require that the matters to be so prescribed must be such as are necessary to provide reasonable assurance that the persons concerned are capable of entering into and keeping employment, or of undertaking work on their own account, under the conditions laid down in the Act.

A further amendment extends the obligation on employers to employ a quota of disabled persons to employers of not less than twenty persons, or such lower number as may be specified by an Order made by the Minister for the time being in force. Under the original provisions of the Bill this obligation was to apply to employers of not less than twenty-five persons, or such other number as might be specified by an Order made by the Minister for the time being in force.

Further new provisions incorporated in the Act expressly require the Minister, so far as is consistent with the efficient exercise of his powers, to give a preference, when selecting persons for vocational training and industrial rehabilitation courses under the facilities provided by the Act and when selecting registered persons with a view to submitting their names for engagements, to persons who have served whole-time in the armed forces of the Crown, the merchant navy or the mercantile marine, and the Women's Services specified in a new Schedule appended to the Act.

The Act is to come into force on such day or days as His Majesty may by Order in Council appoint, and different days may be appointed for different purposes and different provisions of the Act.

WAGES BOARD FOR INDUSTRIAL AND STAFF CANTEEN UNDERTAKINGS.

The Wages Board (Industrial and Staff Canteen Undertakings) Order*, 1944, made by the Minister of Labour and National Service on 13th March, 1944, provides for the establishment of a wages board under the Catering Wages Act, 1943, for workers in industrial and staff canteen undertakings. Subject to certain qualifications, an industrial or staff canteen undertaking is defined as an undertaking, or part of an undertaking, wholly or mainly engaged in supplying food or drink for immediate consumption and carried on for the use of employed persons in connection with their employment.

The decision to establish a wages board was taken by the Minister after considering a recommendation made by the Catering Wages Commission and their covering Report. After hearing evidence from interested bodies the Commission came to the unanimous conclusion that Industrial Catering should be regarded as an industry with its own distinctive features, its own special conditions and its own potentialities in the matter of careers which it has to offer to those employed in it. They are satisfied that, although it has taken the stress of war conditions to demonstrate its value to the industrial life of the nation, its benefits are now widely appreciated. They found that the remuneration and conditions of employment of canteen workers were subject to considerable variation, and that they were for the most part entirely unregulated by joint industrial councils or other voluntary machinery. Accordingly, after giving notice of their intention to do so, the Commission in pursuance of the powers conferred on them by Section 4 of the Catering Wages Act, 1943, recommended the establishment of a Wages Board.

The Report of the Commission dated 8th January, 1944, together with correspondence with the Ministry of Labour and National Service, has been issued as a Command Paper.†

* S. R. & O. 1944 No. 266. H.M. Stationery Office price 1d. net. (2d. post free).

† See the issue of this GAZETTE for November, 1943, page 151.

‡ Report of the Catering Wages Commission on the recommendation for the establishment of a Wages Board for Industrial Catering and correspondence. Cmd. 6509. H.M. Stationery Office; price 2d. net. (3d. post free).

NURSES' SALARIES AND CONDITIONS OF SERVICE: SCOTLAND.

The Committee appointed by the Secretary of State for Scotland in October, 1941, to draw up agreed scales of salaries and emoluments and related conditions of service for nurses in hospitals and public health services in Scotland, have issued a Third Report.* The Report contains recommendations with regard to classes of the nursing profession not dealt with in the Second Report, sets out additions and amendments resulting from a review, in the light of experience, of certain of the recommendations formerly made by the Committee in their Second Report, and makes certain corrections and clarifies certain points of obscurity which have been brought to the notice of the Committee in the interpretation or application of the Second Report.

The new scales of salaries and emoluments relate to assistant nurses, probationers in non-training hospitals, State-listed nurses,† nurses in mental hospitals and institutions above the grade of charge nurse, nurses in public assistance institutions and in convalescent homes, cottage nurses and orthopaedic nurses.

In an Appendix to the Report a summary is given of the whole of the scales contained in the Committee's three Reports, taking account of any alterations made in the Third Report.

The Report points out that, with the exception of the question of superannuation, which will be the subject of a separate Report to be presented later, the Committee have now completed the whole of the remits with which they were charged up to the end of 1943. The Report of the Mental Nurses Sub-Committee which was set up in November, 1942, has already been presented.‡ A second Mental Nurses Sub-Committee was appointed in January, 1944, to draw up agreed scales of salaries and conditions of service in the light of the recommendations made by the Taylor Committee, and its recommendations will be presented as soon as possible.

HOLIDAYS IN INDUSTRY IN 1944.

The following statement regarding holidays in industry in 1944 has recently been issued by the Ministry of Labour and National Service:—

"The Government is aware of the desire of industry for guidance in the planning of holidays for the current year and has considered the extent and the nature of the guidance that can properly be given having regard to the great undertakings which lie ahead. This is going to be a difficult year and many sacrifices will be demanded. It will therefore be understood that anything which may be said now about holidays must be regarded as purely provisional and as subject to last-minute alteration or withdrawal in the light of the requirements of the war situation of the moment.

"In particular, it is known that the strain on the railways—already acute—will be greatly increased; travelling difficulties will consequently be serious. Week-end travel should be avoided if at all possible. Those workers who want to return to their homes for their holiday, and those who have other good reason for travelling, should endeavour to arrange with their employers that their holidays should begin and end in the middle of a week so as to avoid week-end journeys. The Government hopes that employers will co-operate in this direction and will also co-operate with the Regional Boards of the Ministry of Production in order to secure the maximum practicable degree of 'staggering' both within an establishment and between firm and firm and district and district. Those who wish to travel in the next few months should realise the inconvenience they are likely to suffer and their individual responsibility not to hinder the vital work of the railways.

"Local Authorities are again being asked to organise adequate 'holiday at home' programmes in order that those who refrain from travelling may be provided with alternative facilities for recreation and amusement.

"If the development of the war and the claims of production permit, the Government is of opinion that (a) industrial agreements and common practice in relation to the annual holiday should continue in general to be observed; (b) on the occasion of Public Holidays in *England and Wales* the following days should in general be approved holidays:—Saturday, 8th April and Easter Monday, 10th April; Saturday, 27th May and Whit-Monday, 29th May; Monday, 7th August; Saturday, 23rd December, Monday, 25th December, and Tuesday, 26th December; or, alternatively, Saturday, 30th December and Monday and Tuesday, 1st and 2nd January, 1945; (c) in *Scotland*, similarly, arrangements should be made for a corresponding break to be given on the occasion of the holidays which are customarily observed in the spring, summer, autumn and at the New Year.

"Owing to the special arrangements necessary in regard to both the production and the movement of coal, a separate announcement will be made by the Minister of Fuel and Power about holidays in the coal-mining industry.

"Payment for holidays, or payment for work done on days which would ordinarily be holidays, should be governed by

* *Third Report of the Scottish Nurses' Salaries Committee (Supplement to the Second Report)*, Cmd. 6505. H.M. Stationery Office, price 6d. net (7d. post free). Particulars of the First (or Interim) and Second Reports were published in the issues of this GAZETTE for March and May, 1943.

† i.e., nurses admitted to the State list set up under Section 18 of the Nurses (Scotland) Act, 1943.

‡ See the issue of this GAZETTE for January, 1944, page 5.

existing law, or any provisions relating to this matter as laid down in existing agreements, or as modified by agreement with the Trade Union concerned, or Branch thereof, to suit particular arrangements that may be made.

"It should be noted by employers that if and in so far as a decision to follow the Government's recommendations entails a departure from arrangements agreed or established by custom or practice, care should be taken to agree the variations beforehand with the appropriate representatives of the workers."

EXPANSION OF ROAD TRANSPORT.

APPEAL FOR VOLUNTEER DRIVERS.

In order to meet the heavy demands for additional road transport drivers, which are expected to arise in connection with the preparations for the coming offensive, an appeal is being made for volunteer drivers of road vehicles. The object of the scheme is both to fill urgent vacancies and to create a reserve pool which can be drawn upon as needed.

Until recently road transport has been reduced as much as possible in order to save petrol and rubber; hence there has hitherto been no shortage of drivers, and many have gone into the Services or taken up other work. Now, however, road transport must expand to take some of the strain from the railways. Volunteers, both men and women, will be asked to offer their services for full-time work for a period during the spring and summer months; some may be prepared to accept more permanent employment. They are invited to apply to their nearest Employment Exchange, where full particulars will be taken. They will, of course, be advised not to give up their present employment until they are needed.

Volunteers of military age and fitness, who are accepted under the scheme will not be exempt from liability to calling up for service in H.M. Forces. Men born in or after 1915 will not be accepted as volunteers unless they are medically unfit or otherwise not eligible for service in the Forces.

Volunteers will be asked if they are prepared to work away from home. The most urgent need is for men who are able to do long-distance driving on heavy vehicles. But volunteers, both men and women, will also be wanted in many places to drive medium or light vehicles in their own locality and so release existing drivers for heavier or long-distance work. Such local drivers will be helping to maintain the civilian life of the community, and their contribution to the offensive, although more indirect, will be none the less valuable.

The success of the scheme will depend not only on volunteers being forthcoming but also on the willingness of employers both to release their drivers for transfer to heavy or long-distance work and to release volunteers at present employed in other occupations. The employer will be approached before any volunteer is submitted for employment as a driver, and in some cases it may not be possible to accept volunteers owing to the importance of their present work. There will be a driving test for volunteers whom it is proposed to submit for work away from home; otherwise, it will be for the prospective employer to decide whether the volunteer is suitable. The rates of pay and conditions will be those laid down by the Road Haulage Wages Board or other appropriate machinery ("C" licence holders).

WELFARE IN THE ROAD PASSENGER TRANSPORT INDUSTRY.

TRAINING COURSE FOR WELFARE OFFICERS.

A course of training in welfare supervision has recently been completed by Welfare Officers employed by road passenger transport undertakings. The course was organised by University College, Nottingham, at the request of the Ministry of Labour and National Service and with the co-operation of the Ministry of War Transport. Although it was specially designed to meet the needs of the transport industry, one of its aims was to put the students in touch with developments in industrial welfare generally which have a bearing on the problems they meet in their daily work, and it was intended to be of special assistance to those Welfare Officers who had only recently taken up this kind of work.

The theoretical part of the training consisted of lectures and discussions on such subjects as industrial welfare, industrial psychology, social administration, industrial relations and passenger transport law. In addition, the students received three days' practical training under the supervision of the London Passenger Transport Board.

The course, which will probably be followed by other similar ones, was inaugurated by a meeting under the chairmanship of the North Midlands Regional Commissioner, to which directors and managerial staffs of transport undertakings were invited. At this meeting stress was laid on the important contribution which can be made by a properly trained welfare staff to the smooth and efficient running of the industry, and it is hoped that many more undertakings will nominate Welfare Officers for further courses which may be arranged.

All fees in connection with the course, together with the travelling expenses of students, were borne by the Ministry of Labour and National Service and in certain cases some assistance was also given to meet the extra cost to the students of living away from home.

LABOUR CONDITIONS IN THE HERRING INDUSTRY.

In a Report* which has recently been made by a Committee appointed in January, 1942, to review the position of the herring industry and the problems which are likely to confront it after the war, a section is included dealing with labour conditions in the industry.

The Report states that conditions of employment in the herring fishing industry before the war had become so unsatisfactory that important sections of the boat owners had realised the urgent necessity for some minimum wage, and had themselves, in spite of meagre gross earnings, evolved a pooling scheme to provide a bare minimum for the less fortunate crews. This, although beset by numerous difficulties, proved workable, at any rate for the seasons (1938 and 1939) in which it was tried. In the opinion of the Committee, however, the conditions of labour generally in the industry require re-examination; and while the first necessity is for a scheme to provide a minimum wage, there must also be a review of the conditions of social security for those actually engaged at sea. In particular, the Committee point to the anomaly that, owing to the constitution of existing social insurance schemes, the members of this industry should, in all cases of true individual or co-partnership ventures, be unable to take advantage of the provisions of contributory insurance.

The Committee recommend the appointment of a joint industrial council for the herring industry charged, *inter alia*, with the duty of devising schemes for minimum wages for the share fishermen and schemes for social security for those branches of the industry not adequately covered by existing legislation. In this connection it has to be borne in mind that the industry includes not only the fishermen but many shore workers, such as the girls engaged in the handling and curing of herring, to whose conditions of work special attention will have to be devoted. The Committee consider that it may be necessary, either permanently or temporarily, to create, by means of levies, funds at the various ports or areas, out of which to finance such schemes; and to ensure the successful operation of their proposals they recommend that the Herring Industry Board† be given power to submit a scheme or schemes enabling them to make advances to, or levies on, the industry.

EXPENDITURE ON PENSIONS.

In reply to a question in the House of Commons on 25th January, 1944, the Financial Secretary to the Treasury furnished a statement, which is printed in the *Official Report*, showing (a) the estimated expenditure (excluding the cost of administration) during the years ended 31st March, 1941, 1942, and 1943, on contributory pensions, non-contributory old age pensions (including blind pensions) and supplementary pensions and (b) the estimated number of beneficiaries under the contributory and non-contributory pensions schemes at 31st March in each of the years 1941, 1942 and 1943; figures for beneficiaries are not available in the case of supplementary pensions. The following Table sets out the information supplied:

	Contributory Pensions.	Non-contributory Old Age Pensions, including Blind Pensions.	Supplementary Pensions.
	£ million.	£ million.	£ million.
Estimated Expenditure in the year ended—			
31st March, 1941	89.8	13.5	15.4
31st March, 1942	95.3	13.1	27.2
31st March, 1943	98.5	12.5	37.6
Estimated Number of Beneficiaries at—	Thousands.	Thousands.	Figures not available.
31st March, 1941	3,725	517	
31st March, 1942	3,865	495	
31st March, 1943	4,008	478	

The figures for contributory pensions cover widows' pensions, allowances to widows in respect of children, orphans' pensions and contributory old age pensions, including pensions payable both to persons under the age of 70 and also to persons over that age who are entitled thereto by virtue of the Contributory Pensions Acts.

Supplementary pensions current at 31st March, 1941, 1942 and 1943 numbered 979,000, 1,129,000 and 1,207,000, respectively. The supplementary pensions current at 31st March, 1943, covered the need of approximately 1,400,000 pensioners included among the beneficiaries in the lower half of the Table and in addition those of approximately 67,000 persons who were not pensioners and are not included in the Table.

In reply to a further question in the House of Commons on 4th February, the Financial Secretary to the Treasury stated that the amounts provided by the Exchequer under the Contributory Pensions Acts in respect of the cost of pensions to persons up to the age of 70, in the years ending 31st March, 1941, 1942 and 1943, were approximately £20.5 million, £21.5 million, and £22.5 million respectively. Non-contributory old age pensions, and pensions to persons of 70 and upwards paid

* *Report of the Committee on the Herring Industry*. Cmd. 6503. H.M. Stationery Office, price 9d. net (11d. post free).

† The Board was constituted, under the Herring Industry Acts, 1935 and 1938, for the purpose of re-organising, developing and regulating the industry.

by virtue of the Contributory Pensions Acts are provided on the Old Age Pensions Vote. Expenditure on such pensions in the three years referred to was approximately £49.2 million, £50.3 million, and £52.2 million. The expenditure in these years on Supplementary Pensions was approximately £15.4 million, £27.2 million, and £37.6 million. It follows that the total amounts provided by the Exchequer in these years were approximately £85.1 million, £99 million and £112.3 million.

INCOME TAX (OFFICES AND EMPLOYMENTS) ACT, 1944.

The Income Tax (Offices and Employments) Act, 1944, which received the Royal Assent on 1st March, extends to all emoluments and pensions chargeable under Schedule E, other than the pay of the Armed Forces, the principle of "pay as you earn" which, under the Income Tax (Employments) Act, 1943,* applies to all weekly wages and to salaries not exceeding £600 per annum. The Act also brings within the scope of Schedule E pensions paid out of approved Superannuation Funds and makes a number of provisions with regard to the adjustment of tax and discharge of outstanding arrears.

GUIDE TO THE "PAY AS YOU EARN" SYSTEM.

A booklet entitled "Pay As You Earn" has been published (price 3d. net) by H.M. Stationery Office, with the object of explaining the new system of deducting Income Tax after 5th April, 1944. It is intended for the weekly wage-earner in factory, shop, field or office and sets out a simple and general explanation of what the system means, how it will work, the coding scheme, allowances and deductions, changes in employment, repayments of tax in weeks when earnings are small or on cessation of employment, the treatment of tax outstanding under the old system, and various special cases. The Appendix to the booklet gives detailed examples of the working of the scheme, with specimens of the notice of coding and tax deduction cards, and with extracts from tax tables for the first three weeks. It also includes a blank copy of a tax deduction card, on which the reader can check his tax deductions week by week throughout the first year of operation of the scheme.

NATIONAL SERVICE ACTS, 1939-1942.

FURTHER REGISTRATION OF MEN.

Young men born between 1st April, 1926, and 30th June, 1926, both dates inclusive, were required to register under the National Service Acts, 1939-1942, on 4th March, 1944, unless they were exempt from the operation of the Acts. They were given an opportunity of expressing an option for coal mining as an alternative to military service.

CALLING UP OF MEN IN MUNITIONS AND OTHER INDUSTRIES.

With a view to providing men required for the Forces, the coalmining industry and the Merchant Navy, the Government have decided that, in future, deferment of calling up cannot in ordinary circumstances be allowed for men in certain occupations who were born in or after 1923, 1920, 1915, 1910, or 1905, according to the occupation.

Before the men in question are called up, their employers will be notified and will be given an opportunity of making representations to the regional representatives of the Government Department most interested in their work, if they consider it essential that a man should be retained on account of the vital importance of the work on which he is employed.

As the employers concerned will be receiving full particulars very shortly, it is particularly desired that employers should not enter into correspondence on the matter, unless and until they receive a communication on the subject.

REGISTRATION OF BOYS AND GIRLS.

A further registration of young persons subject to the Registration of Boys and Girls Order, 1941, took place on 25th March, 1944, in accordance with standing arrangements under which such registrations are normally held on the last Saturday of each month to cover boys and girls attaining the age of 16 since the date of the previous registration.

Subject to the exemptions specified in the Order, the obligation to register on the above date applied to all British boys and girls resident in England and Wales or Scotland, who were born between 27th February, 1928, and 25th March, 1928, both dates inclusive. Other registrations so far effected this year took place on 29th January, and 26th February and covered boys and girls born (i) between 28th November, 1927, and 29th January, 1928, and (ii) between 30th January, 1928, and 26th February, 1928, both dates inclusive in each case.

In connection with these registrations, all boys and girls, British and alien, resident in England and Wales or Scotland, who were born within the specified periods, were required, in accordance with arrangements made between the Ministry of Labour and National Service and the Registrar-General, to attend for exchange of Identity Cards.

* See the issue of this GAZETTE for December, 1943, page 164.

ENGINEERING CADETSHIPS SCHEME.

AWARD OF FURTHER CADETSHIPS IN 1944.

It is proposed, subject to the circumstances then prevailing, to award during the autumn of 1944 further Cadetships under the Engineering Cadetships Scheme which, as reported in the issues of this GAZETTE for November and December, 1942, was set up by the Government for the purpose of enabling the future demands of the fighting services for technical officers to be met without adversely affecting the capacity of industry to equip the armed forces.

Eligibility for Cadetships is to be limited on this occasion to candidates with the requisite educational qualifications who (i) were born on or after 1st July, 1926, and before 1st July, 1927, (ii) are of British nationality, and (iii) were resident in Great Britain on the date of application. Moreover, candidates must not already be employed in engineering.

As indicated in the relevant explanatory leaflet (P.L. 144/1944) entitled *Engineering Cadetships, 1944*, issued jointly by the Ministry of Labour and National Service, the Board of Education and the Scottish Education Department, forms of application must have been completed by intending candidates and sent to the Ministry of Labour and National Service so as to reach that Department not later than 31st March, 1944.

ROYAL COMMISSION ON POPULATION.

On 1st December, 1943, the Deputy Prime Minister announced in the House of Commons that the Government had decided to set up a Royal Commission under the chairmanship of Viscount Simon, Lord Chancellor, to investigate the birth rate and trends of population, with the following terms of reference: "To examine the facts relating to the present population trends in Great Britain; to investigate the causes of these trends and to consider their probable consequences; to consider what measures, if any, should be taken in the national interest to influence the future trend of population; and to make recommendations."

In reply to a question in the House of Commons on 2nd March, 1944, the Prime Minister stated that the Commission had been constituted with the following membership: Lord Simon, G.C.S.I., G.C.V.O., O.B.E. (Chairman), Mr. A. M. Carr-Saunders, Sir Hubert Henderson, M.B.E., Professor A. W. M. Ellis, O.B.E., M.D., F.R.C.P., Mrs. Ethel Cassie, O.B.E., M.D., D.P.H., Lord Cranbrook, Lady Dollan, Mr. R. C. K. Ensor, Mr. J. R. Hobhouse, M.C., Mrs. Margaret C. Jay, Mrs. Gwen Longmors, Mrs. G. P. Hopkin Morris, O.B.E., Lady Ogilvie, Mrs. Helen H. Pawson, Mr. A. Roberts, and Mr. W. Dunkeld Robieson, J.P.

The Prime Minister also announced that the Minister of Health had appointed three Committees to assist the Royal Commission on the statistical, the economic, and the biological and medical aspects of the enquiry. The Chairmen of the three Committees are Mr. A. M. Carr-Saunders, Sir Hubert Henderson, and Professor A. W. M. Ellis, respectively.

The Secretary of the Royal Commission itself and of the three Committees is Mr. H. F. McNicoll, of the Ministry of Health.

CONTROL OF RETAIL PRICES, FOOD RATIONING, ETC.

MAXIMUM RETAIL PRICES.

Food.—The retail prices of bacon are controlled, as from 1st March, by a new Order made by the Minister of Food. This Order makes no changes in the maximum permitted retail prices contained in earlier Orders, but schedules maximum prices for certain additional cuts or descriptions. Under another Order made by the Minister of Food the maximum prices of some kinds of flour confectionery are amended as from 19th March, price control is extended to certain additional items, and some alterations are made in the provisions relating to the minimum fat and sugar content of goods. From 16th February the maximum retail prices of canned fruit and vegetables are controlled by a new Order, revised prices being specified for some articles.

The Ministry of Food has issued a revised edition of its Official List of Retail Controlled Prices of Groceries and Provisions, containing up-to-date information on controlled prices, points values and rationing: copies of the List (including free supplements) are obtainable, price 6d. (7d. post free) direct from H.M. Stationery Office, or through any bookseller. The Minister of Food has also issued the Retail Prices (Notices) Order, 1944, listing the groceries and provisions (other than coffee, which is covered by an earlier Order) in respect of which a price list must be exhibited or accessible at all times when such goods are offered for sale by retail.

Soap.—The Soap (Maximum Retail Prices and Conditions of Sale) Order, 1944, makes no alterations in the maximum prices of hard soap and soap flakes, but contains a new clause prohibiting the sale of soap powders at a price exceeding the price marked on the container.

FOOD RATIONING.

The Minister of Food has announced that the ordinary ration of cheese is to be reduced from 3 oz. to 2 oz. as from 2nd April, with no change in the ration of 12 oz. for special classes of

consumers. From the same date the points ration is to be increased from 20 to 24 per ration period, and imported canned marmalade will be transferred from the preserves ration to the points ration.

WAGE CONTROL IN CANADA.

Changes have recently been made in the method of applying the system of war-time wage control adopted in Canada in 1941, an account of which was given in the issue of this GAZETTE for March, 1942. That system, while stabilising wages at the level of 15th November, 1941, permitted the granting of bonuses for increases in the cost of living and also the adjustment of wage rates found to be low in comparison with those paid for similar work under comparable conditions. The granting of cost-of-living bonuses has now been discontinued; bonuses already granted are to be consolidated in the basic wage rates, and any increase in these rates is restricted to the removal of "gross inequalities and injustices," provided this does not entail a rise in prices. These changes have been embodied in an Order in Council, entitled the Wartime Wages Control Order, 1943, which was issued on 9th December, 1943, and replaces the earlier Order of 10th July, 1942.* In announcing the revision, the Dominion Prime Minister stated that the Government believed that the standard of living of the workers could be defended more effectively by keeping the cost of living stable than by adjusting wage rates to changes in the price level. He promised, however, that, if the cost of living rose by more than 3 per cent. and remained at that level for two consecutive months, the Government would review the whole programme of price and wage control and take appropriate action.

MOBILISATION OF MAN-POWER FOR PEACE.

REPORT BY THE INTERNATIONAL LABOUR OFFICE.

The International Labour Office have recently published a Report† under the above title calling attention to some of the problems that will have to be faced in mobilising man-power for peace when the war is over, and to some of the steps that can be taken to solve them in the democratic countries in which the situation will have a number of common features. The Report, the International Labour Office state, is not intended to be a technical analysis of employment changes during the war or of the tremendous task of organising full employment at the end of the war. It is designed primarily to bring out the scope and character of some of the employment problems involved in demobilising the war economy, to suggest some of the lines of solution, and to promote public discussion of them.

The material upon which the Report is based has been drawn mainly from Australia, Canada, Great Britain, New Zealand, the Union of South Africa and the United States; but the Office propose to publish additional reports on post-war re-employment problems in other parts of the world. For the countries concerned the Report reviews what has happened during the war with regard to the enrolment of men and women in the armed forces, changes in the general level of employment, changes in the make-up of the labour force, and the transference from peace-time work to war work. On the basis of a rough estimate, the International Labour Office state, there are now more than 60 million men and women serving with the armed forces, and in a number of countries those enrolled represent from 10 to 20 per cent. of the total active population. The mass unemployment left over from the long pre-war depression has almost vanished and, in spite of military call-ups, industrial employment has increased to peak levels in most countries. basic shifts have taken place in the sex and age composition of the employed population, and man-power mobilisation for total war has made it necessary for millions of men and women to shift from one occupation or industry to another.

What these changes mean for post-war employment planning is discussed in the Report from the several aspects of the demobilisation of the armed forces, the transference of war workers to peace work, the planning of employment for special groups of workers and in special industries, public works planning and social assistance schemes, and the machinery for organising employment. From the basic changes in the employment pattern of every country which the war is bringing about, it is evident, the Report states, how vast the problems are and how essential it is to make careful plans ahead of time to solve them. In the immediate post-war period there will be two major employment problems. One will be to keep the level of employment high enough, so that the men and women discharged from the forces and from war industries and all other workers will have full opportunity to find useful and suitable work; the other will be to bring people and jobs together, so that the men and women looking for employment may find the available jobs most suitable to their skills and desires, and so that employers may find the best qualified workers. While the problem of how to keep the level of employment high enough goes far beyond the scope of this Report, the problem of how to bring men and jobs together in the transition period is its principal concern.

* See the issue of this GAZETTE for November, 1942, page 192.
† *Man-Power Mobilisation for Peace.* International Labour Office, Montreal, 1943. Price 1s.

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

Rates of Wages.

There were comparatively few changes in rates of wages during February. In the industries covered by the Department's statistics,* the changes reported to have come into operation in the United Kingdom during February resulted in an aggregate increase estimated at about £26,000 in the weekly full-time wages of nearly 170,000 workpeople, and in a small decrease affecting about 2,000 workpeople.

The industries and services in which wage rates were increased included brickmaking, the flax and hemp industry, laundries, and the non-trading services of local authorities in Scotland. Men employed in the manufacture of building bricks, etc., in various districts in England and Wales were granted an increase of ½d. an hour or 4d. a shift. In the flax and hemp industry in

Great Britain, the minimum rates fixed under the Trade Boards Acts were raised by 4s. a week for men and women. In laundries in Great Britain scheduled under the Essential Work Order there were advances of 5s. a week for men and 4s. a week for women. Men employed as manual workers in the non-trading services of local authorities in Scotland were granted an increase of 2s. a week.

Of the total increase of £26,000, about £20,000 took effect under arbitration awards and nearly all the remainder was the result of arrangements made by joint standing bodies of employers and workers.

Hours of Labour.

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

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decreases in Italics.)
Iron, etc., Mining and Quarrying.	Cumberland	28 Feb.	Iron-ore miners	War bonus increased† by ½d. a shift (1s. 11½d. to 2s. for those 18 years and over, and 11½d. to 1s. for those under 18).
	Furness district	26 Feb.	Iron-ore miners	War bonus increased† by 2d. a shift (1s. 11d. to 2s. 1d.) for those 18 years and over and by 1d. a shift (11½d. to 1s. 0½d.) for those under 18.
	West Cumberland	28 Feb.	Limestone quarry workers	Flat-rate addition to wages (previously granted) increased† by 1d. a shift (1s. 11½d. to 2s. 0½d.) for those 18 years and over.
Chemical Manufacture.	Great Britain (certain firms).	20 Dec., 1943.	General workers in the heavy chemical and allied industries.	See footnote † below.
Brick, etc., Manufacture.	England and Wales (certain districts)‡	Beginning of 1st full pay period following 14 Feb.	Workpeople employed in the making of building bricks (other than glazed bricks, Stock bricks, Fletton bricks, and sand-lime and concrete bricks), roofing and flooring tiles (unglazed), terra cotta (unglazed), chimney pots and finials.	Unconsolidated war advances increased by 4d. a shift (1s. 6d. to 1s. 10d.) for kiln firemen and boiler firemen (working on a shift basis), by ½d. an hour (1½d. to 2½d.) for other adult men, by 2s. a week (5s. to 7s.) for women (18 years and over) on women's work, by 1s. 6d. for youths 18 to 20 years and by 1s. for boys under 18 and girls aged 16 and 17. Minimum rates for women employed at time rates as substitutes for male workers raised to three-quarters (instead of two-thirds) of the corresponding male rate; (for those doing the same amount of work as a male, the full rate is payable). Minimum rates after change (basic rates and unconsolidated war advances) include: kiln firemen and boiler firemen (working on a shift basis) 13s. 1d. a shift of 8 hours, getters 1s. 7½d. an hour, fillers 1s. 6½d., wheelers and setters 1s. 7d., wheelers and drawers 1s. 6½d., labourers 1s. 5½d.; plus good timekeeping bonus (for men) of 3s. a week.¶
			Iron and Steel Manufacture.	West of Scotland
Flax and Hemp Industry.	Great Britain	11 Feb.	Workpeople employed at time rates	Increases of 4s. a week in general minimum time rates for men and women, of 3s. or 4s. for male apprentices and improvers, and of 2s. or 3s., according to age, for other youths and boys, female learners and girls; female spinners under 18 who have completed 2 years' employment, including any period of learnership in specified occupations, received an increase of 4s. a week.¶
	do.	do.	Workpeople employed at piece rates	Increase of 4s. a week in piecework basis time rates for male hose-pipe weavers on power or hand looms, for female pieceworkers (all ages) and in pieceworkers' guaranteed time rates for women 18 years and over; increases of 5d. to 7d. (approximately 5½ per cent.) in general minimum piece rates for male canvas weavers.¶
Laundries scheduled under the Essential Work Order.	Great Britain	Beginning of 1st pay period following 16 Feb.	Men, youths and boys	Increases of 5s. a week for workers 20 years and over, of 4s. for those 17 and under 20 and of 3s. for younger workers. Rates after change: 31s. at 15 years increasing to 82s. at 21 and over (transport drivers under 21 years 51s. to 67s., according to age and experience).**
	do.	do.	Women and girls	Increases of 4s. a week for workers 19 years and over, of 3s. for those 16 and under 19 and of 2s. for younger workers. Rates after change: 21s. at 14 years increasing to 52s. at 20 and over (new entrants 20 years and over—1st 17 weeks 46s., 2nd 17 weeks 48s., following 18 weeks 50s.).**
Building	London district (within a 15-mile radius of Charing Cross).	2 Apr., 1943††	Fitters and blacksmiths	Increase of ½d. an hour. Rates after change: within a 12-mile radius of Charing Cross 2s. 1½d., 12 to 15 miles from Charing Cross—½d. an hour less.
	Glasgow and West of Scotland district.	1 Feb.	Bricklayers	Decrease of ½d. an hour as the result of the discontinuance of the differential rate above the standard rate for building trade craftsmen in Grade A districts in Scotland. Rate after change 2s. 0½d. an hour.
Local Authority Services.	Scotland (various towns)‡‡	1 Feb.	Plasterers	Decrease of ½d. an hour in standard rate (2s. 1d. to 2s. 0½d.).
	Scotland	1 Feb.	Manual workers in non-trading services (except those whose wages are regulated by movements in other industries).	War wage increased by 2s. a week (17s. 6d. to 19s. 6d.) for men employed full-time and by proportional amounts for youths, boys, women, girls and part-time workers. Minimum rates after change for adult male labourers: <i>Burghs</i> , Group (1) 57s., (2) 56s., (3) 54s., (4) 50s.; <i>County Councils</i> , Group (1) 57s., (2) 55s., (3) 53s., (4) 50s.; plus in each case 19s. 6d. war wage increase.

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

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

‡ In the summary on page 38 of last month's issue of this GAZETTE, the rate of war supplement for men and youths, 18 years and over, employed by constituent firms of Imperial Chemical Industries Ltd. was incorrectly shown as 5½d. per hour; the correct figure is 5½d. per hour.

§ These increases applied to building brick, etc., undertakings affiliated to the National Joint Industrial Council for the Clay Industries, the districts affected being the Northern Counties, the Midlands, certain areas of South-Western England, North and South Wales.

¶ The increases were the result, in part, of an award of the National Arbitration Tribunal and, in part, of an agreement of the National Joint Industrial Council.

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

†† These increases were awarded by the Industrial Court on 8th February, 1944, and made retrospective to the date shown.

‡‡ This increase was awarded by the Industrial Court on 8th February, 1944, and made retrospective to the date shown. The principal towns include Aberdeen, Airdrie, Alloa, Arbroath, Armadale, Ayr, Barrhead, Bathgate, Clydebank, Coatbridge, Dumbarton, Dundee, Dunfermline, Edinburgh, Falkirk, Glasgow, Gourock, Greenock, Hamilton, Irvine, Johnstone, Kilmarnock, Kilsyth, Kirkcaldy, Kirkintilloch, Lanark, Largs, Leith, Motherwell, Paisley, Perth, Port Glasgow, Saltcoats, Stirling, Strathaven and Wishaw.

OUTPUT BONUS IN THE COAL MINING INDUSTRY.

Under the scheme providing for the payment of a bonus to workers in the coal mining industry for output in excess of a specified tonnage (see the issue of this GAZETTE for November, 1942, page 191), a bonus became payable, in respect of the four weeks ended 22nd January, of 1s. 6d. a shift for adult workers in Leicestershire. This bonus is payable for a period of four weeks, the first payment being made on the pay-day in the week ended 19th February.

TRADE DISPUTES IN FEBRUARY.*

Number and Magnitude.—The number of disputes reported to the Department...

Of these 232 stoppages, 216 began in February and involved 58,000 workpeople...

Of all the stoppages of work through industrial disputes known to have been in progress...

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

Table with 5 columns: Industry Group, Started before beginning of month, Started in month, Total, Number of Workpeople involved...

Causes.—Of the 216 disputes leading to stoppages of work beginning in February, 35, directly involving 4,100 workpeople...

Duration.—The number of stoppages of work, resulting from disputes, which came to an end during February was 209...

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

Table comparing totals for January to February 1944 and 1943, with columns for Industry Group, Number of stoppages, and Aggregate duration.

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING FEBRUARY.

Table with 6 columns: Occupations and Locality, Approximate Number of Workpeople involved, Date when stoppage began/ended, Cause or Object, Result.

* Stoppages involving less than 10 workpeople, and those which lasted less than one day, have, as usual, been omitted from the statistics...

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st March, 1944.

Summary of Index Figures for 1st March, 1944, comparing increases since July 1914 and February 1944 for Food and All Items.

ITEMS OTHER THAN FOOD.

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

As regards clothing, the average level of prices generally at 1st March was rather less than one-half of 1 per cent. above the level of a month earlier.

In the fuel and light group, the average level of prices of coal and of gas at 1st March showed little change as compared with a month earlier.

As regards other items* included in these statistics, there were relatively few changes in prices during February.

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914...

SUMMARY TABLE : ALL ITEMS.

Summary Table: All Items. Table with 13 columns (Year, Jan, Feb, Mar, Apr, May, June, July, Aug, Sept, Oct, Nov, Dec) showing average percentage increases.

A detailed account of the method of compilation of these statistics, 'The Cost of Living Index Number: Method of Compilation,' is obtainable, price 3d. net, from H.M. Stationery Office...

FOOD.

Retail prices of food at 1st March showed little change, on average, as compared with a month earlier.

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

Table comparing average prices of various food articles (Beef, Mutton, Bacon, Fish, etc.) at 1st March 1944, 1st February 1944, and 1st September 1939.

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

Table showing average percentage changes in prices since July 1914 for various food articles at different dates.

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st March, 1944, of the articles of food specified was about 68 per cent. higher than in July, 1914...

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

RETAIL PRICES OVERSEAS.

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

UNITED STATES OF AMERICA.

At mid-November, 1943, the official cost-of-living index figure showed a decline of 0.2 per cent. below the figure for mid-October, 1943, but a rise of 25.9 per cent. over that for mid-August, 1939. For food alone the index figure at mid-November was 0.7 per cent. lower than that for mid-October, 1943, but 46.8 per cent. above that for mid-August, 1939.

CANADA.

At 3rd January, 1944, the official cost-of-living index figure was 0.3 per cent. lower than that for 1st December, 1943, which was 0.1 per cent. below the figure for the previous month. As compared with the figure for 1st September, 1939, that for 3rd January, 1944, showed an increase of 18.1 per cent., the corresponding increase in the case of the figure for 1st December, 1943, being 18.4 per cent. For food alone the index figure at 3rd January was 0.9 per cent. lower than that for the previous month but 32.3 per cent. above the figure for 1st September, 1939; similarly, the index figure at 1st December was 0.3 per cent. lower than that for the previous month but 33.5 per cent. higher than the figure for 1st September, 1939.

UNION OF SOUTH AFRICA.

In December, 1943, the official cost-of-living index figure, after showing a slight decline in October and November, was 0.2 per cent. higher than the figure for September, 1943, and 27.1 per cent. above that for August, 1939. For food alone the index figure, which was similarly somewhat lower in October and November than in the next preceding months, showed a rise to a level 0.4 per cent. below that for September, 1943; but it was 36.3 per cent. above that for August, 1939.

SOUTHERN RHODESIA.

In December, 1943, the revised cost-of-living index figure (unadjusted for seasonal movements) was 0.5 per cent. higher than that for November, and this figure was 0.4 per cent. higher than that for October, 1943. As compared with the figure for August, 1939, that for December, 1943, showed a rise of 21.9 per cent. For food alone the index figure in December was 0.7 per cent. above that for November, which was 1.2 per cent. higher than the figure for October, 1943. As compared with the figure for August, 1939, that for December, 1943, showed a rise of 21.4 per cent.

INDIA.

In November, 1943, the official cost-of-living index figure for the working-classes in Bombay showed no change as compared with the figure for the previous month, which was 1.2 per cent. higher than the figure for September, 1943, and 136.2 per cent. above that for mid-July to mid-August, 1939. For food alone the index figure showed a decline in November to the same level as in September, 1943, after showing a rise of 1.1 per cent. in October. As compared with the figure for mid-July to mid-August, 1939, that for November, 1943, showed an increase of 149.1 per cent., the corresponding increase in the case of the figure for October, 1943, being 151.8 per cent.

CEYLON.

In October, 1943, the official figure in the revised series of index numbers showing changes in the working-class cost-of-living in Colombo Town was 108, as compared with 109 in the previous month. Linked with the earlier series of index numbers, the figure for October, 1943, was 97 per cent. above the average for the period November, 1938, to April, 1939.

ÉIRE.

In mid-February, 1944, the official cost-of-living index figure was 0.7 per cent. higher than the figure for mid-November, 1943, and 71.1 per cent. above that for mid-August, 1939.

ICELAND.

At 1st January, 1944, the official index figure of the cost-of-living in Reykjavik was 1.5 per cent. above the figure for the previous month and 160.4 per cent. above that for 1st September, 1939. For food alone the index figure at 1st January, 1944, was 1.5 per cent. higher than that for 1st December, 1943, and 225.7 per cent. higher than the figure for 1st September, 1939.

SWEDEN.

In December, 1943, the official cost-of-living index figures based on prices in 1935 taken as = 100 showed a decline of 0.44 per cent. below the figure for 1st January, 1943, if the effects of direct taxation are excluded. If direct taxation is included, the index figures showed a rise of 0.47 per cent. between 1st January and December, 1943. For food alone the index figure at December, 1943, was 0.85 per cent. below the level of 1st January, 1943.

EMPLOYMENT OVERSEAS.

UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in November, 1943, is estimated by the United States Department of Labour to have been approximately 38,251,000. This was 0.1 per cent. lower than the figure for October, 1943, and 0.7 per cent. lower than that for November, 1942, but 28.5 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in November, 1943, is estimated to have been 0.2 per cent. higher than in October, 1943, 5.4 per cent. higher than in November, 1942, and 70.7 per cent. above the average for the year 1939.

According to estimates made by the United States Bureau of the Census, the total number of unemployed persons in the United States of America in November, 1943, was approximately 600,000, compared with 700,000 in October, 1943, and 1,700,000 in November, 1942. The figure for November, 1942, includes persons employed on public emergency work projects.

CANADA.

According to returns received by the Dominion Bureau of Statistics from over 14,000 employers, the total number of workpeople in employment at 1st December in industries other than agriculture and private domestic service was 1.0 per cent. higher than at 1st November, 1943, 2.2 per cent. higher than at 1st December, 1942, and 90.6 per cent. above the average number for the year 1926.

Returns rendered by trade unions with a total membership of nearly 479,000 showed that the percentage rate of unemployment among their members at the beginning of November, 1943, was 0.3, the same as at the beginning of October, 1943, compared with 0.7 at the beginning of November, 1942.

UNION OF SOUTH AFRICA.

Returns received by the Office of Census and Statistics indicate that in October, 1943, the number of workpeople employed in manufacturing establishments generally and in mining and transport was 0.1 per cent. higher than in September, but 5.7 per cent. lower than in October, 1942. The figure for September, 1943, was 0.2 per cent. lower than that for August, 1943.

ÉIRE.

The number of persons on the live register of Employment Exchanges at 26th February, 1944, was 72,481, compared with 73,150 at 29th January, 1944, and 85,714 at 27th February, 1943.

FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople, other than seamen,* whose deaths from accidents in the course of their employment occurred or were reported in the United Kingdom in February† was 178, as compared with 195† in the previous month and with 178† in February, 1943. Details for separate industries are given below:—

MINES AND QUARRIES.		FACORIES—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	1
Underground	35	Rubber Trades	1
Surface	4	Gas Works	3
Metalliferous Mines	7	Electrical Stations	3
Quarries	7	Other Industries	2
TOTAL,			
MINES AND QUARRIES	46	WORKS AND PLACES UNDER	
		SS. 105, 107, 108, FACTORIES	
		ACT, 1937.	
		Docks, Wharves, Quays	
		and Ships	8
		Building Operations	11
		Works of Engineering	
		Construction	5
		Warehouses	2
		TOTAL, FACTORIES ACT	103
		RAILWAY SERVICE.	
		Brakemen, Goods Guards	3
		Engine Drivers, Motor-	
		men	1
		Firemen	1
		Guards (Passenger)	2
		Labourers	2
		Mechanics	1
		Permanent Way Men	7
		Porters	3
		Shunters	5
		Other Grades	7
		Contractors' Servants	1
		TOTAL, RAILWAY SERVICE	29
		TOTAL (excluding Seamen)	178

* Statistics of fatal accidents to seamen are not available.

† For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 26th February, 1944, in comparison with the 4 weeks ended 29th January, 1944, and the 4 weeks ended 27th February, 1943.

‡ Revised figure.

INDUSTRIAL DISEASES.

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

I. Cases.		I. Cases—continued.	
LEAD POISONING.		EPITHELIOMATOUS ULCERATION (SKIN CANCER).	
Among Operatives engaged in:		Pitch	4
Smelting of Metals	1	Tar	3
Plumbing and Soldering	1	Paraffin	1
Shipbreaking	1	Oil	3
Printing	1	TOTAL	10
Other Contact with Molten Lead	1		
White and Red Lead Works	1	CHROME ULCERATION.	
Pottery	1	Manufacture of Bichromates	1
Vitreous Enamelling	1	Dyeing and Finishing	1
Electric Accumulator Works	1	Chrome Tanning	1
Paint and Colour Works	2	Chromium Plating	1
Shipbuilding	1	Other Industries	6
Other Industries	3	TOTAL	8
Painting of Buildings	1	Total, Cases	33
TOTAL	6		
		II. Deaths.	
OTHER POISONING.		LEAD POISONING.	
Aniline	8	Painting of Buildings	1
		ANTHRAX.	
ANTHRAX.		Wool	1
Wool	1	Total, Deaths	2

LEGAL CASES AFFECTING LABOUR.

POLICE PENSION—TUBERCULOSIS—INJURY RECEIVED IN EXECUTION OF DUTY.

This was an appeal to the High Court by the City of London police authority against a decision of quarter sessions whereby a former police constable named Denis Edward Garvin had become entitled to a pension under the Police Pensions Act, 1921.

In 1939 Garvin joined the City of London police force as a constable after medical examination. He served during the aerial bombardments between September, 1940, and the middle of 1941, for twelve hours a day instead of the usual eight hours, with irregular meals and constant wettings. In March, 1942, he was found to be suffering from tuberculosis of the right lung, and in October, 1942, he was discharged from the police force. Medical evidence was given that the conditions of service in 1940 and 1941 would render a healthy man more liable to tuberculosis, and that the onset of the disease was certainly after 1939.

Garvin claimed a pension in respect of incapacity occasioned by "an injury" within the meaning of section 2, sub-section (1) (c) of the Police Pensions Act, 1921, by which sub-section every member of a police force "(c) if at any time he is incapacitated for the performance of his duty by infirmity of mind or body occasioned by an injury received in the execution of his duty without his own default" shall be entitled to a special pension.

The police authority for the City of London rejected the claim but quarter sessions allowed an appeal by Garvin on the ground that the tuberculosis was an injury received in the execution of Garvin's duty. As stated above the police authority now appeal to the High Court.

The Divisional Court (Humphreys, Asquith and Cassels, JJ.) in dismissing the appeal said that there was no legal principle or canon of construction which should prevent tuberculosis from being described as an injury occasioning infirmity of body. Medical men spoke and wrote of the lesion of tuberculosis, and a lesion was defined as a wound or injury. Courts had held in Workmen's Compensation cases that infection by the bacillus of anthrax, and broncho-pneumonia caused by a chill contracted through exposure, were injuries. In the present case the tuberculosis was an "injury" received by Garvin "in the execution of his duty" within the meaning of section 2 (1) (c) of the Act.—*Garvin v. London (City) Police Authority*. Divisional Court, 19th January, 1944, and 2nd February, 1944.

* Cases include all attacks reported during the month, and not previously reported, so far as is known, during the preceding 12 months. Deaths include all cases reported during the month, whether or not included (as cases) in the case or previous returns.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS. NATIONAL ARBITRATION TRIBUNAL AWARDS.

During February, 1944, the National Arbitration Tribunal issued ten awards,* Nos. 509 to 518. One of these awards is summarised below; the other awards related to cases affecting individual employers.

Award No. 514 (14th February).—Parties: Firms represented by the Employer's Side of the National Joint Industrial Council for the Clay Industries and members of Trade Unions constituting the Operatives' Side of the above-mentioned Industrial Council employed by them. Claim: For certain specified increases in wage rates and increased holidays with pay. Award: The Tribunal awarded a number of increases in rates of remuneration and found against the claim for amendment of the Holiday agreement. Particulars of the Tribunal's findings are set out in full in the award.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During February, 1944, the National Arbitration Tribunal (Northern Ireland) issued fourteen awards, Nos. 294-307. All these awards related to cases affecting individual employers.

INDUSTRIAL COURTS ACT, 1919 AND CONCILIATION ACT, 1896.

INDUSTRIAL COURT AWARDS.

During February, 1944, the Industrial Court issued twelve awards, Nos. 1938-1949. Four of these awards are summarised below; the other awards related to cases affecting individual undertakings.

Award No. 1939 (8th February).—Parties: National Union of Enginemen, Firemen, Mechanics and Electrical Workers and the London Master Builders' Association. Claim: (a) For an increase in the wages of blacksmiths and fitters. (b) That blacksmiths and fitters should receive the same rate as craftsmen in the building trade. Award: The Court awarded an increase of 4d. in the rates of wages and that claim (b) had not been established.

Award No. 1940 (10th February).—Parties: Trades Unions' Side and Employers' Side of the National Joint Industrial Council for the Electricity Supply Industry. Claim: For an increase in the basic rates of workpeople within the Schedule of the No. 1 District Council. Award: The Court awarded that the claim had not been established.

Award No. 1941 (16th February).—Parties: The National Union of General and Municipal Workers, National Union of Distributive and Allied Workers, the Transport and General Workers' Union and United Road Transport Workers' Association of England; and the Institute of British Launderers, Limited, and the Co-operative Union Laundry Trade Association. Claim: For an increase in the rates of wages of employees in the laundry industry. Award: The Court awarded certain increases.

Award No. 1943 (18th February).—Parties: Trade Union Side and Official Side of the Engineering Trades Joint Council for Government Industrial Establishments. Claim: That the rates of wages of male box and packing-case makers and of women dilutees employed in a R.A.F. Maintenance Unit should be as laid down in an agreement between the Metropolitan Box and Packing-Case Manufacturers' Federation and the Unions concerned. Award: The Court dealt with the matter in some detail in its relation to other awards of the Industrial Court.

CIVIL SERVICE ARBITRATION TRIBUNAL.

During February, 1944, the Civil Service Arbitration Tribunal issued one award, No. 79, relating to a claim for travelling allowances to bailiffs in the County Courts Branch of the Lord Chancellor's Department. The Tribunal found that the agreements on the National Whitley Council which were embodied in Establishment Officers' Circulars Nos. 583 and 590 did not apply automatically, and they so awarded. The Tribunal suggested, however, that as the question as to what provisions should properly apply to the bailiffs concerned, in the circumstances created by the abolition in 1942 of the basic petrol ration, had not been discussed between the parties on its merits, such discussion should now be undertaken with a view to a settlement: either party to have the right, in the event of no agreement being reached, of bringing the claim again to the Tribunal under the original reference, for a decision on merits.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During February, 1944, four awards, one of which related to a dispute reported under the Conditions of Employment and National Arbitration Order, 1940, were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919. Each of the awards related to an individual undertaking.

* See footnote * on page 56.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

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

Jute Trade Board (Great Britain).—Proposal J. (70), dated 1st February, 1944.

Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Trade Board (Great Britain).—Proposal H.L. (24), dated 18th February, 1944.

Boot and Floor Polish Trade Board (Great Britain).—Proposal B.P. (20), dated 21st February, 1944.

Cutlery Trade Board (Great Britain).—Proposal C.T. (34), dated 22nd February, 1944.

Paper Box Trade Board (Northern Ireland).—Proposal N.I.B. (N. 30), dated 29th February, 1944.

The following proposal was also issued:—

Boot and Shoe Repairing Trade Board (Northern Ireland).—Proposal N.I.B.S. (N. 42), dated 21st February, 1944, to fix and to vary minimum rates of wages for male and female workers.

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

CONFIRMING ORDERS.

During February, 1944, the following Order* confirming the variation of minimum rates of wages for all classes of male and female workers in the trade concerned was made:—

Flax and Hemp Trade Board (Great Britain).—Order F.H. (52) dated 2nd February, 1944; effective from 11th February, 1944.

FACTORIES ACTS.

FACTORY FORMS.

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

No.	Title and Price.
2	Factories Act, 1937. Abstract of Provisions of the Act as to Docks, Wharves, Quays and Warehouses. December, 1943, price 2d. (3d.)
292	Safety of Machine Tools and other Plant. No. 2. Cutters of Horizontal Milling Machines, Fencing and other Safety Precautions. January, 1944, price 3d. (4d.)
1000	Factories (Luminising) (Health and Safety Provisions) Order, 1942, as amended by the Factories (Luminising) (Health and Safety Provisions) (Amendment) Order, 1943. Abstract. December, 1943, price 2d. (3d.)

BOARD FOR MINING EXAMINATIONS.

EXAMINATIONS FOR CERTIFICATES OF COMPETENCY AS MANAGERS AND UNDER-MANAGERS OF MINES AND FOR CERTIFICATES OF QUALIFICATION AS SURVEYORS OF MINES.

The written parts of the examinations for first and second class certificates of competency as managers and under-managers of mines will be held on 24th and 25th May, 1944, at six centres, viz.: Glasgow, Newcastle-on-Tyne, Doncaster, Wigan, Cardiff and Stoke-on-Trent. The oral parts of the examinations, to be attended only by those candidates who qualify in the written tests, will be held at the same centres on 19th July, 1944.

The written part of the examination for certificates of qualification as surveyors of mines will be held at the same centres on 25th May, 1944, and the oral and practical examination, to be attended only by those candidates who qualify in the written test, in July, 1944.

Completed forms of application must be forwarded by intending candidates so as to reach the Secretary, Board for Mining Examinations, Ministry of Fuel and Power, 7, Millbank, London, S.W.1. by not later than 4th April, 1944.

STATUTORY RULES AND ORDERS.

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

The Employment of Aliens in British Ships Order, 1944 (S. R. & O., 1944, No. 133).—This Order, made by the Minister of War Transport on 4th February, 1944, provides, with effect as from 18th February, 1944, that aliens who are subjects or former subjects of foreign states specified in a Schedule to the Order may be officially authorised to act as masters or officers of British ships or as skippers or second hands of British fishing boats, notwithstanding the prohibitions in this respect contained in the Aliens Restriction (Amendment) Act, 1919. The present Order revokes and in substance re-enacts earlier similar Orders, so as to add the Kingdom of Italy to the foreign states whose subjects may be so authorised.

The Defence (Good Friday and St. Patrick's Day) Regulations, 1944 (S. R. & O., 1944, No. 181).—These Regulations, contained in an Order in Council made by His Majesty on 25th February, 1944, make special provision, similar to that made by corresponding Regulations in 1943 and 1942 (see the issues of this GAZETTE for April, 1943, page 60, and March, 1942, page 80) for the non-observance of the 7th April, 1944, (Good Friday) and, in Northern Ireland, the 17th March, 1943, (St. Patrick's Day) as compulsory holidays under certain enactments.

Order in Council adding Regulation 47AF to, and amending Regulation 48A of, and the Third Schedule to, the Defence (General) Regulations, 1939. (S. R. & O., 1944, No. 183).—By this Order, made on 25th February, 1944, provision is made for the institution, where necessary or expedient, of specified measures designed to protect British merchant seamen from the risk of contracting disease prevalent or likely to become prevalent in any part of a foreign country.

The Essential Work (Slaughtering Industry) Order, 1944 (S. R. & O., 1944, No. 270).—This Order, made by the Minister of Labour and National Service on 9th March, under Regulation 58A of the Defence (General) Regulations, 1939, modifies the guaranteed wage provisions of the Essential Work (General Provisions) (No. 2) Order, 1942, as regards full-time slaughtermen employed in an undertaking engaged in the slaughtering industry where that undertaking is scheduled under the Essential Work (General Provisions) Order. The modifications are concerned with the calculation of the guaranteed wage, which is to be ascertained in accordance with the provisions of a determination of the Joint Industrial Council for the Slaughtering Industry dated 13th January, 1944.

The Wages Board (Industrial and Staff Canteen Undertakings) Order, 1944, dated March 13, 1944, made by the Minister of Labour and National Service under the Catering Wages Act, 1943. (S. R. & O. 1944, No. 266).—See summary on page 47.

OFFICIAL PUBLICATIONS RECEIVED.

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

CATERING WAGES.—*Report of the Catering Wages Commission on the recommendation for the establishment of a Wages Board for Industrial Catering and correspondence.* Cmd. 6509. Price 2d. (3d.). See page 47 of this GAZETTE.

HERRING INDUSTRY.—*Report of the Committee on the Herring Industry, January, 1944.* Cmd. 6503. Scottish Home Department. Price 9d. (11d.). See page 49 of this GAZETTE.

INCOME TAX.—*Pay as you Earn: Guide to the New System of Deducting Income Tax from Wages.* Inland Revenue. Price 3d. (4d.). See page 49 of this GAZETTE.

NATIONAL HEALTH.—(i) *A National Health Service.* Cmd. 6502. Price 1s. (1s. 2d.). (ii) *A National Health Service. The White Paper Proposals in Brief.* Ministry of Health and Department of Health for Scotland. Price 3d. (4d.).

NURSES' SALARIES.—*Third Report of the Scottish Nurses' Salaries Committee.* (Supplement to Second Report). Cmd. 6505. Price 6d. (7d.). See page 48 of this GAZETTE.

MAN-POWER.—*Man-Power Mobilisation for Peace.* International Labour Office, Montreal; price 1s. See page 50 of this GAZETTE.

SOCIAL SECURITY.—*Social Security: Principles, and Problems arising out of the War—Part 1: Principles.* Report IV (1); International Labour Conference, Twenty-sixth Session. (International Labour Office, Montreal.)

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

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