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Trends in Average Earnings and Hours of Work of Men Manual Workers in the United Kingdom (1948-1961)

THIS article reviews the changes in the average earnings of and hours worked by manual workers during the past decade. A convenient starting point for such a review is October 1948 when the Standard Industrial Classification was introduced. A revised Standard Industrial Classification was, however, introduced in 1959. Consequently it is not possible in many cases to make valid comparisons for the whole period since 1948, and this article therefore is presented in four sections. The first of these covers the period 1948 to 1959 and the second from October 1959 to October 1961; the third section is included in an attempt to permit some broad comparisons of the changes since 1948 by estimating the figures for that year in terms of the revised classification. There is a final section dealing with four industries, not included in the ordinary half-yearly enquiries, viz., agriculture, coal mining, dock labour and railways. As it happens, these industries were not materially affected by the revision of the Standard Industrial Classification in 1959 so that the comparison of indices since 1948 can properly be made.

October 1948-October 1959

By October 1959 the average weekly earnings of male manual workers (21 years and over) employed in industries covered by the half-yearly enquiries carried out by the Ministry of Labour* were about double what they were in October 1948. Average hourly earnings increased rather less because there was a slight overall increase in the average hours worked weekly. Expressed, for convenience, as indices,

with October 1948 = 100, the comparisons show that the index figures for October 1959 were (1) average weekly earnings 196·3; (2) average hourly earnings 189·3, and (3) average hours worked 103·9.

The following Table shows the changes which have taken place year by year:—

October	Index numbers based on October 1948 = 100		
	Average Earnings		Average Hours Worked
	Weekly	Hourly	
1949	103·4	103·4	100·2
1950	109·1	107·1	101·9
1951	120·4	117·8	102·4
1952	129·4	126·8	102·1
1953	137·2	133·9	102·6
1954	148·2	142·9	103·9
1955	161·6	154·5	104·7
1956	172·5	166·4	103·9
1957	182·4	176·8	103·2
1958	186·1	182·5	102·1
1959	196·3	189·3	103·9

For purpose of comparison it should be pointed out that between October 1948 and October 1959 the index of retail prices rose by 54·5 per cent. and men's weekly wage rates in all industries covered by the half-yearly earnings enquiries by 70·4 per cent.

In 1948 the Standard Industrial Classification was introduced as a means of securing uniformity and comparability in the statistics published by Government Departments in the

* The industries covered were manufacturing; mining and quarrying (except coal); building and contracting; gas, electricity and water; transport and communication (except railways, London Transport and British Road Services); national and local government service and laundries and dry cleaning.

United Kingdom. The first earnings and hours enquiry with returns classified on this basis was that of October 1948 and comparable figures are available for each industry and each industry group covered for each half-yearly enquiry up to and including that for October 1959. From and including the April 1960 enquiry industries have been classified on the basis of the new 1958 Standard Industrial Classification, and the published industry and industry group averages are not comparable to those for earlier dates. This period of 11 years—October 1948 to October 1959—has been chosen for this section of the article solely because of the comparability of the figures made possible by the unchanged Standard Industrial Classification; the choice was not connected with economic conditions or other factors.

So far as individual industries are concerned, if a substantial increase in wage rates with a consequential effect on earnings took place in a certain industry immediately prior to the last pay-week in October 1948, its index based on end-October 1948 = 100 would for that reason tend to be below average at any time thereafter, and conversely for an industry in which an increase occurred just after October 1948. As examples in the first category one may quote carpet manufacture and rubber manufacture which had increases in wage rates in August 1948 and, more especially, the important engineering and allied industries and also shipbuilding in which wage rates increases came into force early in October 1948. In the second category are motor vehicle repairing, tobacco manufacture and electrical contracting with wage rates increases in November 1948. This point should be borne in mind whenever details for particular industries are discussed.

It has been thought useful and desirable to examine the figures first for each industry group over the period, and then for each individual industry covered, in order to find out whether there is any noticeable pattern of movement.

The period considered as a whole was one of generally increasing productivity and, with one or two localised and temporary exceptions, a period of continuously keen demand for labour. Moreover it so happened that 1948 was a year of full employment and in fact in October 1948, the base date of the series, the rate of unemployment was only 1.6 per cent.

It should be emphasised that all the figures of average earnings and hours worked set out in the Tables which follow (apart from some in Table V) have appeared in the half-yearly earnings and hours articles in the GAZETTE but little has been done to bring together the information on the present lines and the indices have been specially calculated for this article. The figures of weekly and hourly earnings are general averages covering all classes of manual workers including general labourers and other unskilled workers as well as operatives in semi-skilled and skilled occupations. Direct comparison between average earnings of men in industry groups or individual industries at any particular date may be misleading. In this connection it is necessary to stress the importance of the following sentence which occurs in each half-yearly earnings article in this GAZETTE.

"In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers, in the opportunities for extra earnings from overtime, night-work and payment-by-results schemes, and in the amount of time lost by short-time working, absenteeism, sickness, etc., the differences in average earnings shown in the Tables should not be taken as evidence of, or as a measure of, disparities in the ordinary rates of pay prevailing in different industries for comparable classes of workpeople employed under similar conditions."

Comparison of the movements over time of average earnings of men in the various industry groups or in individual industries is not, however, open to the same objection. In each of the GAZETTE articles there are set out in tabular form the details of average earnings and hours worked over a series of enquiries for manufacturing industries as a whole and for all industries covered by the Ministry's enquiries. For reasons of space alone this cannot be done for the large number of industries covered by the enquiries nor even for the 19 industry groups concerned.*

Tables I, II and III on page 260 all relate only to men, aged 21 and over, and so changes in the sex and age proportion of the working population do not affect the figures for successive enquiries. The October figures for each year have been selected both for reasons of space and to avoid any possible seasonal fluctuations. These average earnings for industry groups are calculated by "weighting" the averages in each separate industry by the estimated total number of men manual workers employed in those industries at each enquiry date. This has been done in order to eliminate the effect of

* The *Monthly Digest of Statistics* published by the Central Statistical Office does, however, contain a table showing, over time, average earnings as revealed by the Ministry's enquiries for both men, aged 21 and over, and women, aged 18 and over, in a number of industry groups.

disparities in the proportion of workers covered by the returns received in the different industries.

Average Weekly Earnings

The movements in average weekly earnings over the period are shown in Table I on page 260. The most obvious feature is that in each of the 19 industry groups average weekly earnings showed a marked and continuous, though not a steady, increase. Temporarily difficult conditions of the sort which affected the cotton industry in 1952 and motor-vehicle manufacture in 1956, though undoubtedly very serious at the time both to the firms and to the workpeople concerned, were not reflected in the quoted October figures for each year.

For all industries covered by the enquiries the index of average weekly earnings at October 1959—the end of the period—was 196.3 (October 1948 = 100), almost identical with the corresponding figure for all manufacturing industries combined—196.2. Among the 19 industry groups concerned Paper and Printing had the biggest rise with a corresponding index of 219.9, whilst the two lowest indices were those for Clothing (177.6) and National and Local Government (182.8). The index for each of the remaining 16 industry groups varied between 188.1 and 200.3—a much smaller range than might have been expected with such a variety of trades presumably subject to greatly differing conditions and influences. Moreover of these 16 industry groups no fewer than 12 had an index varying only between 192.2 and 199.7.

Comparing October 1948 with October 1959, the same nine industry groups occupied the first nine places as measured by average weekly earnings. There were however slight relative movements: Metal Manufacture and Paper and Printing, first and third, respectively, at the earlier date had exchanged positions as had Precision Instruments and Chemicals, seventh and ninth, respectively, in October 1948. In the lower half, as measured by average weekly earnings, six industry groups—Manufactures of Wood and Cork; Transport and Communication; Building and Contracting; Mining and Quarrying (except coal); Gas, Electricity and Water; Food, Drink and Tobacco—all gained two places over the 11-year period. On the other hand the Clothing industry fell from tenth to eighteenth place and Leather, Leather Goods and Fur from eleventh to fifteenth.

Average weekly earnings in an industry group or individual industry can be affected by changes in the length of the normal working week beyond which overtime payments have to be made in accordance with the terms of collective agreements or statutory orders. This is, of course, because such changes have consequential effects upon the number of hours paid for at the enhanced overtime rates. During 1946 and 1947 widespread reductions in normal weekly hours affected more than seven million manual workers in many industries. This movement continued, though on a greatly reduced scale, in 1948 and 1949 but had largely ceased before October 1948 in the industries covered by the Ministry's half-yearly earnings enquiries. Indeed it is estimated that between October 1948 and October 1949 in these industries normal weekly hours for men fell on average by only about one-half of 1 per cent. By mid-1959, however, it was clear that another large-scale round of reductions in normal hours was about to start. But only in the printing and allied industries and to a smaller degree in certain of the food, drink and tobacco trades did there come into effect reductions in normal hours of sufficient importance to raise appreciably the industry group indices of average weekly earnings shown in Table I for October 1959.

Set out in the next column are the average weekly earnings for men in each industry group at October 1948 and again at October 1959 shown both as absolute amounts and as percentages of the corresponding figure for all industries covered by the enquiries. At the latter date the spread of the indices (76.3 to 119.1) was more marked than at the earlier date (81.9 to 113.7). The industry groups are listed in accordance with average weekly earnings as at October 1948.

Average Hours Worked

The movements in average hours worked over the period are shown in Table II on page 260. As is only to be expected, hours worked have not varied in the same degree as earnings. But their movements are not without significance. There was a steady upward trend between October 1948 and October 1959 when the figure of average weekly hours worked by men in all industries covered (48.9) represented an increase of 4.7 per cent. over the corresponding figure of 46.7 hours at the base date. Over the next three years there was a gradual decline to an index of 102.1 (47.7 hours) followed by a rise to 103.9 (48.5 hours) in October 1959. An almost identical movement took place in the corresponding figures for manufacturing industries as a whole.

For no fewer than 13 of the 19 industry groups the average weekly hours worked in October 1959 lay between the narrow limits of 47.5 and 49.7. At the same date the lowest average of all, 44.5, was that for Clothing and the highest, 51.0, was

Industry Group	Average Weekly Earnings				
	October 1948		October 1959		
	s. d.	Per cent.	s. d.	Per cent.	Expressed as a Percentage of the All Industries Average
Metal manufacture	156 10	113.7	303 4	112.0	
Vehicles	155 2	112.5	304 8	112.5	
Paper and printing	146 8	106.3	322 6	119.1	
Metal goods not elsewhere specified	146 2	106.0	285 8	105.5	
Engineering, shipbuilding and electrical goods	146 0	105.9	279 7	103.3	
Other manufacturing industries	144 10	105.0	284 8	105.1	
Precision instruments, jewellery, etc.	144 7	104.8	272 0	100.5	
Treatment of non-metalliferous mining products	139 2	100.9	272 1	100.5	
All industries covered	137 11	100.0	270 9	100.0	
Chemicals and allied trades	137 9	99.9	274 10	101.5	
Clothing	132 10	96.3	235 11	87.1	
Leather, leather goods and fur	132 6	96.1	250 2	92.4	
Manufactures of wood and cork	132 6	96.1	265 5	98.0	
Transport and communication (except railways, London Transport and British Road Services)	131 1	95.0	261 9	96.7	
Building and contracting	130 7	94.7	259 2	95.7	
Mining and quarrying (except coal)	130 4	94.5	255 1	94.2	
Gas, electricity and water	130 3	94.4	250 4	92.5	
Textiles	129 1	93.6	248 1	91.6	
Food, drink and tobacco	127 6	92.4	248 4	91.7	
National and local government service	113 0	81.9	206 7	76.3	

that for Transport and Communication: indeed these two industry groups occupied the lowest and highest positions, respectively, in terms of average weekly hours worked, at every enquiry throughout the whole period. On average the figure of average weekly hours worked for Clothing was 3.6 hours below, and that for Transport and Communication 2.1 hours above that for all industries covered. National and Local Government Service consistently occupied the second lowest place. Five other industry groups—Precision Instruments, Jewellery, etc.; Vehicles; Leather, Leather Goods and Fur; Paper and Printing, and Manufactures of Wood and Cork—all showed absolute figures below the average at every enquiry. On the other hand the following industry groups have consistently had absolute figures above the average—Food, Drink and Tobacco; Other Manufacturing Industries; Treatment of Non-Metalliferous Mining Products, and, except in October 1948 and October 1949, Mining and Quarrying (except coal).

For the 19 industry groups individual indices of average weekly hours worked in October 1959 (October 1948 = 100) were without exception relatively close to 100, varying only between 101.3 for Metal Manufacture to 108.9 for the small industry group Mining and Quarrying (except coal). Indeed for 14 of the 19 industry groups the spread of the corresponding indices was only from 103.2 to 106.0. The average weekly hours worked at the base date, October 1948—46.5 in manufacturing industries as a whole and 46.7 in all industries covered—included a substantial element of overtime, and even with a continuously high demand for labour there is clearly in peace time a limit to the average weekly hours which men are prepared to work or can be expected to work.

Average Hourly Earnings

The movements in average hourly earnings over the period October 1948 to October 1959 are shown in Table III on page 260. Each figure of average hourly earnings is obtained by dividing a figure of average weekly earnings by the corresponding figure of average weekly hours worked. Since, as has been seen, weekly earnings in each industry group increased markedly throughout the period, whereas weekly hours all increased slightly, the result has been that each index of hourly earnings rose appreciably but, of course, rather less than the corresponding figure for weekly earnings.

In each of the 19 industry groups the rise in average hourly earnings throughout the period was marked and continuous but not steady. For all industries covered the index of average hourly earnings at October 1959 was 189.3 (October 1948 = 100), virtually identical with the corresponding figure for all manufacturing industries—189.2. Among the 19 individual industry groups covered, Paper and Printing had the biggest rise with a corresponding index of 207.9 whilst the lowest index—174.7—was that for Clothing. The index for each of the remaining 17 industry groups varied only between 179.6

and 193.5. Moreover of these 17 no fewer than 12 had an index in the narrow range 181.1 to 190.3.

Comparing October 1948 with October 1959, the same seven industry groups occupied the first seven places as measured by average hourly earnings. Paper and Printing rose from third to first place but each of the other six either remained in the same position or altered by only one place. At the other end of the scale, the same seven industry groups occupied the seven lowest places though there was some relative movement. Building and Contracting, fifteenth in October 1948, was thirteenth in October 1959 and the corresponding places for Transport and Communication were seventeenth and fourteenth, respectively: on the other hand Mining and Quarrying (except coal), where average hours worked increased markedly over the 11-year period, fell from thirteenth to seventeenth position. In the middle of the list Non-Metalliferous Mining Products rose from twelfth to tenth place whereas Clothing dropped from eighth to eleventh.

Set out below are the average hourly earnings for men in each industry group at October 1948 and again at October 1959, shown both as absolute amounts and as percentages of the corresponding figure for all industries covered by the enquiries. The industry groups are listed in accordance with average hourly earnings as at October 1948. It is clear that the spread of the percentage figures around the average was much the same at both dates with two noteworthy exceptions. The percentage figure for Paper and Printing rose from 110.2 in October 1948 to 121.0 in October 1959: that for National and Local Government Service fell from 85.0 to 80.7 over the same period.

Industry Group	Average Hourly Earnings			
	October 1948		October 1959	
	s. d.	Per cent.	s. d.	Per cent.
Vehicles	40.7	115.0	77.0	114.9
Metal manufacture	39.9	112.7	76.2	113.7
Paper and printing	39.0	110.2	81.1	121.0
Precision instruments, jewellery, etc.	38.6	109.0	69.9	104.3
Metal goods not elsewhere specified	38.0	107.3	70.7	105.5
Engineering, shipbuilding and electrical goods	37.6	106.2	69.5	103.7
Other manufacturing industries	36.6	103.4	68.9	102.8
Clothing	36.4	102.8	63.6	94.9
All industries covered	35.4	100.0	67.0	100.0
Chemicals and allied trades	35.3	99.7	68.3	101.9
Manufactures of wood and cork	34.9	98.6	66.4	99.1
Leather, leather goods and fur	34.9	98.6	62.9	93.9
Treatment of non-metalliferous mining products	34.7	98.0	64.9	96.9
Mining and quarrying (except coal)	33.8	95.5	60.7	90.6
Gas, electricity and water	33.5	94.6	61.4	91.6
Building and contracting	33.3	94.1	62.6	93.4
Textiles	32.8	92.7	61.1	91.2
Transport and communication (except railways, London Transport and British Road Services)	32.7	92.4	61.6	91.9
Food, drink and tobacco	31.9	90.1	60.7	90.6
National and local government service	30.1	85.0	54.1	80.7

Details for Separate Industries

For reasons of space it is not possible to set out in tabular form for each of the 132 industries covered details identical with those for industry groups shown in Tables I, II and III. But Table IV on pages 261 and 262 shows in summarised form industry details of average weekly and hourly earnings and average hours worked in October 1948 and October 1959. The percentage increase over the period has also been calculated for both average weekly and hourly earnings in each industry (and industry group) and also the average percentage change (i.e., increase or decrease) for average hours worked. It should be noted that the calculated figures in Tables I, II and III are in index form based on October 1948 = 100 whereas in Table IV they are percentage increases (or decreases) compared with the base date, also October 1948. Thus, for example, the index figure of 195.5 for average weekly earnings in Non-Metalliferous Mining Products in October 1959 (October 1948 = 100) in Table I becomes a percentage rise of 95.5 in Table IV.

A study of Table IV shows that movements in average earnings and hours worked by men have varied greatly over the period in the 132 industries concerned. To quote extreme instances, average weekly earnings in Printing and Publication of Newspapers rose by 136 per cent. between October 1948

and October 1959 whereas those in Ready-Made and Wholesale Bespoke Tailoring rose by only 57.4 per cent.; or, expressed in another way, in October 1948 the figure of average weekly earnings of men in Printing and Publication of Newspapers was 14.3 per cent. higher than that for men in all industries covered by the enquiry, and that for men in Ready-Made and Wholesale Bespoke Tailoring was 10.2 per cent. higher, whereas in October 1959 the corresponding figures for the two industries were, respectively, 37.4 per cent. above and 11.6 per cent. below the new average for all industries covered. Similarly average hourly earnings in Tinplate Manufacture—an industry which underwent much reorganisation over the period—increased by 121.5 per cent. while for Ready-Made and Wholesale Bespoke Tailoring the corresponding increase was only 53.9 per cent.

Too much stress should not be laid on these extreme cases. Expressed in terms of movements in average weekly earnings 61 of the 132 industries showed percentage increases of between 90 and 99.9 over the period, and 91 industries showed percentage increases within 10 points of the All Industries average increase of 96.3 per cent. Similarly as expressed in terms of movements in average hourly earnings 100 of the 132 industries were within 10 points of the All Industries average increase of 89.3 per cent.

The changes over the 11-year period in average hours worked were naturally on a smaller scale but even so they ranged from a decrease of 8.0 per cent. in Blast Furnaces to an increase of 12.2 per cent. in Shop and Office Fitting and to one of 14.9 per cent. in the small industry Wallpaper. But in 100 of the 132 industries the increase in average hours worked ranged between 1 per cent. and 6.9 per cent.

Table IV shows that even within each industry group there were often significant differences in movement as between the constituent industries both in average earnings and in average hours worked.

The Table below sets out the frequency distribution of the 132 industries according to the percentage increases over the 11-year period in both average weekly and hourly earnings and also to the percentage changes in average hours worked.

Percentage Movements October 1948–October 1959

Percentage Increase	Number of Industries		Percentage Change in Average Hours Worked	Number of Industries
	Average Weekly Earnings	Average Hourly Earnings		
Below 70	4	4	-2 and below	4
70–74.9	4	6	-1 to -1.9	4
75–79.9	2	12	-0.1 to -0.9	3
80–84.9	6	33	No change	2
85–89.9	24	34	+0.1 to +0.9	5
90–94.9	28	18	+1 to +1.9	10
95–99.9	33	12	+2 to +2.9	19
100–104.9	10	4	+3 to +3.9	16
105–109.9	7	3	+4 to +4.9	24
110–114.9	5	3	+5 to +5.9	19
115–119.9	5	1	+6 to +6.9	12
120 and over	4	2	+7 to +7.9	8
			+8 and over	6
Total ..	132	132	Total	132

October 1959–October 1961

The returns for the October 1959 earnings and hours enquiry were based on the 1948 Standard Industrial Classification. After the publication of the results of this enquiry, however, the establishments concerned were reclassified according to the 1958 Standard Industrial Classification as accurately as possible on the information available. The returns were then tabulated again to provide industry and industry group figures to enable comparisons to be made in due course with similar figures for later enquiry dates.

In the period since October 1959 average weekly earnings of men employed in industries covered by the half-yearly enquiries have continued to rise and by October 1961 they were rather more than one-eighth higher than at October 1959. Average hourly earnings over the same period increased by nearly one-sixth because there was a general decrease in the average hours worked weekly. Expressed as indices with October 1959 = 100, the figures for October 1961 were (1) average weekly earnings 113.2; (2) average hourly earnings 115.8; and (3) average hours worked 97.7. Full details are given in Table V on page 263. During the same two-year period the index of retail prices rose by 6 per cent. and men's weekly wage rates in all industries covered by the half-yearly earnings enquiries rose by 7.1 per cent.

Average Weekly Earnings

Over the period October 1959 to October 1961 there took place a marked rise in average weekly earnings in each of the 20 industry groups covered but the increases were far from uniform. For all industries covered the index of average

weekly earnings at October 1961 was 113.2 (October 1959 = 100), rather higher than the corresponding figure for all manufacturing industries combined—111.8. The period is perhaps too short for firm conclusions to be drawn but the relatively high index number for Construction (117.1) stands out as do the relatively low indices for both Metal Manufacture (108.4) and Vehicles (106.4). On the other hand the corresponding figures for the remaining 17 industry groups ranged only between 110.0 and 116.2.

Average Hours Worked

In each of the 20 industry groups average hours worked were lower in October 1961 than in October 1959, and the fall for all industries covered was 2.3 per cent. (2.9 per cent. for all manufacturing industries combined). The period was marked by reductions in normal hours in a large number of industries and these may have had an effect on average hours worked. But in Metal Manufacture for which the October 1961 index number (October 1959 = 100) was 96.2, Textiles (95.9) and Vehicles (94.5) trading difficulties obviously were involved. In Mining and Quarrying (except coal), in Construction and in Transport and Communication the October 1961 index number stood at 99.2—i.e., very close to the level of October 1959. In the remaining 14 industries the corresponding index numbers ranged from 96.6 to 98.8.

Average Hourly Earnings

During the same two-year period average hourly earnings rose by 15.8 per cent. in all industries covered and by 15.1 per cent. in all manufacturing industries combined. Despite the very small drop during the period in average hours worked in Construction this industry group had the highest index number—118. The three industry groups with the highest average hourly earnings—Vehicles; Paper, Printing and Stationery, and Metal Manufacture—all lost ground: by coincidence each had the lowest index number of 112.6.

October 1948–October 1961

It is not possible for a number of reasons to make wholly accurate comparisons between earnings and hours worked in October 1948 and October 1961. The changes brought about by the introduction of the 1958 Standard Industrial Classification were widespread. For example, a number of activities hitherto regarded as manufacturing were classified under the distributive trades and as such were excluded from the enquiries after that for October 1959. These concerned mainly bakeries, clothing workrooms or upholstery workrooms attached to retail shops, milk bottling plants or retail bespoke tailoring establishments. Moreover under the 1958 Standard Industrial Classification canteens provided by employers for their own workpeople were regarded as part of the main business: the result was that returns completed by employers for each enquiry up to and including that for October 1959 did not include details for canteen workers but each enquiry from April 1960 onwards has covered the earnings of, and hours worked by, canteen workers employed in canteens provided by employers.

The effects of changes of the sort described above cannot be measured but reasonably accurate adjustments can be made for other substantial changes which affected certain industry groups. It is important to have comparable statistics showing movements in earnings and hours worked between 1948 and 1961. For this reason Table VI on page 263 was specially compiled after certain adjustments had been made to the original October 1948 statistics to allow for some of the major changes introduced by the 1958 Standard Industrial Classification. These amendments may be summarised as follows:—(1) separate group figures have been calculated for Shipbuilding and Marine Engineering; (2) Motor Repairers, Garages, etc., have been separated from the Vehicles group and Repair of Boot and Shoes from the Clothing group, and both industries have been put with Laundries and Dry Cleaning to form the Certain Miscellaneous Services group; (3) Constructional Engineering has been transferred from the Engineering group and added to the Building and Contracting group—renamed Construction; (4) the Precision Instruments, Jewellery, etc., group has been put with the Engineering group except for the Musical Instruments section which has been added to Other Manufacturing Industries and the Jewellery section which becomes part of the group Metal Goods not elsewhere specified.

Despite the qualifications mentioned above Table VI merits careful scrutiny, summarising as it does the movements over the whole period October 1948 to October 1961 in average earnings and hours worked in the 20 industry groups and in all industries covered.

Between October 1948 and October 1961 men's average weekly earnings in all industries covered by the enquiries rose by 122½ per cent. but, since average hours worked edged upwards by 1½ per cent., the corresponding percentage increase for men's hourly earnings was slightly lower at 119½. Over the

same period the index of retail prices rose by 63.8 per cent. and men's weekly wage rates in all industries covered by the half-yearly enquiries by 82½ per cent.

Average Weekly Earnings

Paper, Printing and Stationery showed an outstanding increase of 143.6 per cent. over the period compared with the average increase of 122½ per cent. and next, though well behind, came Construction (132.4 per cent.). The index numbers for 12 of the groups ranged between 113.7 and 128.3. Three groups, Metal Manufacture (109.8), Public Administration (107.6) and Leather, Leather Goods and Fur (107.4) had index numbers markedly below the average and for three other groups, Shipbuilding and Marine Engineering (102.9), Clothing and Footwear (99.9) and Certain Miscellaneous Services (99.1), the indices were even lower.

Average Hours Worked

At the end of the 13-year period weekly hours worked in all industries covered by the enquiries were 47.4 as against 46.7 at the start and this despite a reduction, estimated at between 3 and 3½ per cent., in the length of the normal working week in these same industries. This average increase of 1½ per cent. in hours actually worked was the result of percentage changes for industry groups ranging from -2.6 in Metal Manufacture, -2.5 in Shipbuilding and Marine Engineering and -2 in Vehicles to +4.6 in Transport and Communication, +4.9 in Construction and +8.4 in the relatively small group Mining and Quarrying (except coal).

Average Hourly Earnings

As in the case of average weekly earnings, Paper, Printing and Stationery between 1948 and 1961 showed the highest percentage increase for average hourly earnings, viz., 134.4, and Chemicals was next with a rise of 127½ per cent. For 15 industry groups the corresponding increases ranged from 107.9 to 124.8 but those for Leather, Leather Goods and Fur (102.3), Clothing and Footwear (99.7) and Certain Miscellaneous Services (99.8) were substantially below the average increase of 119½ per cent. for all industries combined.

Additional Industries

Four important industries—agriculture, coal mining, dock labour and railways—which are not covered by the Ministry's normal half-yearly enquiries supply certain information about average earnings and this is published in a separate section of the earnings and hours article. As the basis of compilation varies for each of these industries it is more difficult to make a valid comparison between their figures of absolute earnings at a particular date than in the case of the industries which complete the Ministry's returns. But, broadly speaking, within each of these four industries the basis has remained unchanged over the period since 1948–1949 so a comparison of indices over time can properly be made. In none of these industries did the introduction of the 1958 Standard Industrial Classification in 1959 result in a changed coverage. Such information as is available for these industries is set out in Table VII on page 263. The basis of compilation and the dates selected call for fuller explanations than can be given in footnotes to the Table, and the following paragraphs should be read before studying Table VII.

1. *Agriculture.* Information about agricultural workers is collected from regular enquiries conducted by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture for Scotland. The average weekly earnings relate to hired regular whole-time workers in Great Britain and are total earnings including overtime, piece-work, bonuses, premiums and perquisites valued, where applicable, in accordance with the Agricultural Wages Orders. The figures given are averages of earnings of men, for complete half-years, including weeks when earnings were lower on account of sickness, holidays or other absences. In the half-yearly earnings articles in this GAZETTE the figures for agriculture are given for the half-years April–September and October–March as well as for complete years April–March. For seasonal reasons average weekly earnings and hours worked tend to be greater in agriculture in the period April–September than in the period October–March and to avoid seasonal fluctuations the figures given for this industry in Table VII relate to each half-year October–March in the period 1948–1949 to 1960–1961 inclusive. The figures relate to men, 21 years and over, up to March 1956, and to men, 20 years and over, thereafter.

The indices (based on October 1948–March 1949 = 100) of men's average weekly earnings in agriculture over the 12-year period show a continuous, if uneven, rise. By October 1959–March 1960 the index was 185.7. This is appreciably below the index of 196.3 for the period October 1948–October 1959 for men's average weekly earnings in all industries covered by the Ministry's half-yearly enquiries (see Table I); but the corresponding All Industries index for men's average hourly earnings was only 189.3 since average weekly hours worked in these industries rose by 3.9 per cent. during the

period. Figures of average weekly hours worked in agriculture in Great Britain are not available but for England and Wales the figure for October 1959–March 1960 (50.4) was only marginally greater than that for October 1948–March 1949 (50.3).* On this basis it can be safely estimated that in Great Britain average hourly earnings in agriculture over the 11-year period have risen by rather more than 85 per cent. compared with the increase of 89.3 for all industries covered by the Ministry's enquiries.

The upward movement in earnings in agriculture continued after 1959–1960 and for the half-yearly period October 1960–March 1961 the index of average weekly earnings was 196.8 (October 1948–March 1949 = 100).

2. *Coal Mining.* In the coal mining industry information about average earnings but not about hours worked is specially collected by the National Coal Board in respect of men, 21 years and over, for a week close to the Ministry's enquiry dates each April and October. The basis of calculation changed early in 1949 and for this reason March 1949 and not October 1948 has been taken as the base date for coal mining. Depending upon the incidence of Easter and other factors the week chosen over the period 1949–1961 has ranged between the second half of March and the first week of May.

The figures for coal mining in Table VII relate to average weekly cash earnings (i.e., exclusive of allowances in kind). These showed a continuous rise from March 1949 until April 1958 when the index, with March 1949 = 100, was 180.1 which represented much the same upward movement as the figure for the period October 1948–October 1957 in all industries covered by the Ministry's enquiries (i.e., 182.4). Because of the reduced demand, coal stocks began to pile during 1958 and well-paid Saturday shift working largely ceased. Consequently average weekly earnings in the industry were markedly lower in April 1959 than in April 1958, and even a year later the index of 177.3 was still below that of 180.1 for April 1958: by April 1961, however, the index had risen to 187.4.

Coal mining is an exceptional industry in which allowances in kind, largely in the shape of free or cheap coal, are of some importance and these are shown separately in each GAZETTE article on average earnings. It is calculated by the National Coal Board that their average value was 8s. 6d. a week in March 1949 for men, 21 years and over, and 21s. 8d. a week in April 1961. If the value of these allowances in kind were to be added to average cash earnings in both March 1949 and April 1961 the index of total earnings at April 1961 (March 1949 = 100) would be 190.5 as compared with the corresponding figure of 187.4 for cash earnings shown in Table VII.

3. *Dock Labour.* The figures relating to harbour, dock, etc., service in Table IV cover only the wage-earners in the regular employment of the authorities and firms concerned, excluding dock workers on daily or half-daily engagements. Statistics are compiled by the National Dock Labour Board showing the earnings of all classes of registered dockers on daily or half-daily engagements. No information is available about average hours worked. Figures of average earnings for a week close to the Ministry's enquiry date and also for three-monthly periods are published in the GAZETTE. In this industry, for a variety of reasons, average earnings are liable to fluctuate violently from one week to another. On this account the average weekly earnings over the period October–December in each year 1948 to 1961 have been used in Table VII. These earnings are inclusive of wages, attendance money and guarantee payments, payments for annual and public holidays and travel time allowances. There was a general upward trend from 1948 with a drop, however, between 1952 and 1953 and a much smaller downward movement between 1957 and 1958. The index for 1960 showed a very large increase over that for 1959—200.9 as against 182.9—but in 1961 it was only 187.8.

4. *Railways.* The Annual Census of Staff compiled in respect of one week in March or April each year by the British Transport Commission provides the basis for the figures of average earnings of British Railways staff. For this reason April 1949 is the base date for the railways statistics in Table VII, no information being available for October 1948. Separate details are provided by the Commission about earnings of all male adults in both the conciliation grades and workshop grades, the age at which adult rates are paid to males being usually 20 years and 21 years, respectively. Up to 1957 the statistics of average weekly earnings are published correct to the nearest 1d. but on and from 1958 they are correct to the nearest shilling. No information is available, however, about average hours worked. Average weekly earnings for both conciliation grades and workshop grades have risen continuously, and the separate indices show much the same degree of movement. At most dates over the period the index for workshop grades was slightly, but not significantly, in the lead but at March 1961 the indices stood, respectively, at 209.6 for conciliation grades and 207.5 for workshop grades (April 1949 = 100).

* See page 48 of the February 1960 issue of this GAZETTE and page 53 of the February 1962 issue.

NATIONAL ASSISTANCE IN 1961

The Report of the National Assistance Board for the year ended 31st December 1961 has been presented to Parliament by the Minister of Pensions and National Insurance and published by H.M. Stationery Office as a Command Paper (Cmnd. 1730), price 5s. 6d. (5s. 11d. including postage).

Expenditure

The total net expenditure of the Board during the calendar year 1961 was about £184,766,000, consisting of £163,200,000 for national assistance grants, £9,200,000 for non-contributory old age pensions, £360,000 for the maintenance of reception centres and re-establishment centres, £46,000 for the maintenance of Polish hostels, and £11,960,000 administrative expenses. The latter figure includes £1,183,000 paid to the General Post Office under new arrangements which took effect from 1st April 1961, whereby the Board pay for the services provided for them—mainly the cashing at post-offices of the many millions of weekly orders issued in the course of a year for the payment of national assistance and non-contributory old age pensions.

People Receiving Assistance

The number of applications for assistance dealt with in 1961 (apart from applications for grants to meet charges under the National Health Service) was substantially higher than in 1960—2,430,000 compared with 2,247,000. Of the total, 1,008,000 resulted in the grant of a weekly allowance, and 1,074,000 were met by single payments to meet temporary need; in the remaining 348,000 cases need was not established. These figures represent a decrease of 30,000 in the number of grants of a weekly allowance and an increase of 161,000 and 52,000, respectively, in the other two categories, and it seems likely that the increase in the number of applications rejected and the growth in the number of applications disposed of by a single payment are both a reflection of the same thing—a considerable rise in the course of the year in the number of applications for a grant to meet a temporary need.

At the end of 1961 the number of weekly allowances in payment was 1,844,000, which was 13,000 fewer than in December 1960. Of this total about 71 per cent. were being paid to persons receiving national insurance benefits, i.e., as supplements to retirement pensions (1,056,000*), sickness or industrial injury benefits (134,000), widow's benefits (77,000*) and unemployment benefit (45,000). The remainder consisted of 98,000 allowances in supplementation of non-contributory old age pensions, 86,000 to persons registering for employment but not receiving unemployment benefit, and 348,000 to other persons not eligible for pensions and benefits. The latter group comprised 122,000 persons over pensionable age, 133,000 persons incapacitated by sickness or disability, 76,000 women, mostly separated or divorced wives and unmarried mothers, having the care of young children, 14,000 persons, mainly women, having the care of old or sick relatives, and an unclassified group numbering 3,000. Included in these totals of allowances in payment at the end of the year were 56,000 to blind persons and 13,000 to tuberculosis persons, which were assessed on the special, i.e., more favourable, scale for such persons.

The increases operative from April 1961 in the rates of pension and benefit had the effect of reducing the number of assistance supplements because those increases were larger than the concurrent increases in the assistance scale rates (see below) and, where the supplement had been a small one, it was no longer payable. Altogether some 38,000 supplements ceased in this way in April, but the reduction in the number of supplements as between December 1960 and December 1961, accounting for 10,000 of the total of 13,000 fewer weekly allowances, was smaller than this, partly because of an increase in the number of supplements to unemployment benefits (the aggregate of the remaining types of supplement decreased) and partly because the number of supplements had increased in the first three months of 1961, before the pension and benefit rates went up, and rose again in the latter part of the year.

The Report gives further analyses, based on a 2½ per cent. sample, of the circumstances of the 1,844,000 recipients of weekly allowances. Over 70 per cent. were old people over the pensionable age of 65 for men and 60 for women. Of those under pensionable age, sick people accounted for 14 per cent. of the total allowances, and others unable to work, such as women with family ties, for 8 per cent. About 7 per cent. were persons registering as unemployed at Employment Exchanges. Two out of every three recipients were women, and two out of three of these women were widows, mainly elderly widows receiving retirement pensions. The allowances payable to men made provision, in 358,000 cases, for a dependent wife. Other dependants provided for in these and other family units (e.g. widows and deserted wives) were 7,000 aged 16 or over and 399,000 dependent children under that age. The total number of persons whose needs were taken into account was thus 2,608,000.

Resources

The 1,844,000 recipients of weekly allowances at the end of the year included 177,000 owner-occupiers of property, the capital value of which was, under the provisions of the National Assistance Act, 1948, wholly disregarded. Other capital assets aggregated £96,750,000, of which £79,750,000 was disregarded, including amounts disregarded under the rules prescribed in the Act relating to the treatment of "war savings"; the amount taken into account was £17,000 per week in 117,000 cases, in respect of £17,000,000 of the total. Income in the form of retirement pension, other national insurance benefits, non-contributory old age pension and family allowance totalled about £4,605,000 a week, a considerable increase compared with 1960, due to the increase in the rates of national

* These figures are not comparable with those quoted in the Report for 1960 (see the issue of this GAZETTE for July 1961, page 287) because of a subsequent change in the method of classification; the figure for widow's benefits includes 19,000 widows aged over 60 who in earlier years would have been counted with the retirement pensioners.

insurance benefits in April 1961. Other income, excluding casual earnings, totalled £444,000 a week, but this consisted mainly of kinds which are disregarded up to prescribed amounts, and £265,000 was so disregarded. Sums which non-dependent members of a household were assumed to contribute as a reasonable share of the rent paid by a householder recipient amounted to about £172,000 in 303,000 cases. Averaged over the whole of the 1,844,000 recipients of weekly allowances, the sum taken into account in respect of capital assets, income (other than casual earnings) and assumed contributions of a share of rent, was 53s. 11d. per week per case; including the sums disregarded, the figure was 56s. 10d. per week, representing income apart from the assistance allowance.

Assessment of Need

The scale rates of assistance in operation during the first three months of 1961 were those which had come into effect on 7th September 1959. Increased rates provided for under amending Regulations made by the Minister of Pensions and National Insurance on 20th December 1960 (see the issue of this GAZETTE for January 1961, page 11) came into force on 3rd April 1961 and remained in operation throughout the rest of the year; they provided that the resources of a single householder should be brought up to at least 53s. 6d. a week, and of a married couple to at least 90s. (superseding rates of 50s. and 85s. respectively), plus in each case an allowance for rent (including rates) and for any dependents. (The average rent paid was 21s. 10d. a week, compared with 20s. 5d. a year before.) About 51 per cent. of the allowances included discretionary additions to provide for special needs, e.g. the extra cost of an invalid diet, laundry for old persons and others unable to do all their own housework, exceptional fuel requirements, etc. At the end of the year the overall average amount of all weekly allowances was 33s. 7d.

Special Features

Special features of the Report include an Appendix giving examples of the kinds of problem with which the Board's officers may have to deal when concerning themselves with the general welfare as well as the financial needs of the people who seek their help.

The Report includes also a review of new methods which have been developed for dealing with some of the problems of getting long-unemployed men back to work. Experimental arrangements (described in the Report for 1960) for medical examination of some of these men were extended to the whole country. Of 3,516 selected for examination, 930 found work either before or soon after, 451 were recommended for a course of training or rehabilitation, 204 had their names added to the disabled register, and 141 were considered to be incapable of any kind of work and were no longer required to register at the Employment Exchange. An entirely new arrangement was started on a small scale, and has since been extended, for individual officers to concentrate full-time on recipients of allowances with long records of continuous unemployment: between them, in seven months, ten officers succeeded in getting over a thousand of these men back into work.

The results of existing arrangements for special officers to give concentrated attention to cases of suspected abuse of the assistance scheme are described. During 1961 their activities resulted in the withdrawal by the Board of nearly 1,800 allowances and the surrender by the recipients of another 900.

Reception and Re-establishment Centres

The Report reviews the work at Reception Centres for persons without a settled way of living and at two residential Re-establishment Centres at Henley-in-Arden, Warwickshire, and West Hill, Plawsworth, County Durham. It also describes a new day Re-establishment Centre opened near the end of the year in central London.

Non-Contributory Old Age Pensions

Continuing the steady decline of many years, the number of these pensions in payment fell during the year by 22,000 to 135,000, over three-quarters of which were being supplemented by national assistance. The number of awards during 1961 was 3,500, compared with 4,500 in 1960, and cessations, mainly on the death of the pensioner, numbered 25,500.

Polish Resettlement

The running down of this service continued, and the number of persons accommodated in hostels fell further from about 2,000 to just under 1,500. Two hostels were closed during 1961; five remained at the end of the year.

Legal Aid

The extension of the scheme during 1961 to include some forms of litigation in Magistrates' Courts in England and Wales brought in, between May and December, 22,572 applications for legal aid in such proceedings for assessment of resources by the Board. Nearly 80 per cent. of the references cleared by the end of the year resulted in entitlement to free legal aid. The number of applications for legal aid in the High Court, County Court and (in Scotland) the Sheriff Court referred to the Board for assessment was 72,506, some 17,000 more than in 1960. The proportion of those applicants qualifying for free legal aid was 46 per cent., the same as in 1960.

Organization

At the end of the year the number of Area Offices was 430, and the total staff of the National Assistance Board was 11,280. During the year about two-and-a-half million applications were dealt with, about seven million home visits were made, and about five million interviews were conducted in the Area Offices and in 810 Supplementary Stations which provide additional facilities for callers.

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INDUSTRY AND EMPLOYMENT IN SCOTLAND IN 1961-62

The Secretary of State for Scotland has presented to Parliament the sixteenth annual review* of the main trends and developments in the economic affairs of Scotland. The Report is issued by the recently created Scottish Development Department which, together with the new Scottish Home and Health Department, replaced from 1st June 1962 the Scottish Home Department and the Department of Health for Scotland when these two departments were dissolved following a redistribution by the Secretary of State of those of his functions formerly discharged by them. Also incorporated is the Scottish Roads Report 1961-62, which the Secretary of State is required to submit to Parliament under the Roads Act, 1920, as amended.

Some of the figures quoted for previous years have been revised since the publication of the last review (see the issue of this GAZETTE for July 1961, page 284), but the form of presentation of this Report is broadly similar in that it contains a section (Part I) which looks back and reviews historical developments, and a section (Part II) which looks forward and endeavours to assess the short-term prospects for industry and employment. The Appendix, as last year, briefly reviews industrial building in individual development districts and other areas. In content the Report includes for the first time details of the output of certain engineering and electrical goods and a section on the promotion of exports.

Unemployment

Unemployment in 1961 was substantially less than in 1960, but the rate of improvement slowed down during the year, and in December the number unemployed was slightly higher than a year earlier. The changes in the course of 1961 corresponded approximately with the national movements, and Scotland's unemployment rate persisted at about twice the national level.

Industrial Activity

In Scotland, as in the United Kingdom, the rate of increase in industrial production also slowed down during 1961, but over the complete year production exceeded the record level of 1960 by almost 2 per cent., the year-to-year change being better than in the United Kingdom as a whole. This situation, obtaining for the first time since 1952, resulted mainly from the higher level of activity in the construction industry in Scotland and to the vehicles group of industries having an increased output in Scotland whereas it fell substantially in the United Kingdom. Relative to 1958, however, output in Scotland was up by only 10 per cent. as against the United Kingdom's 14 per cent.

The Report gives an analysis, available for the first time, of the deliveries of certain mechanical and electrical engineering products. In 1961 these totalled £277 million, 9 per cent. more than in 1960, of which nearly a third was for export. A comparison of the distribution of engineering deliveries in Scotland with those in the United Kingdom shows that, despite the growth of electrical engineering in Scotland in recent years, the mechanical engineering industries, and particularly industrial plant and fabricated steel work, are still very much more predominant within this whole sector than they are in the United Kingdom. The overall year's output in Scotland of engineering and electrical goods was 7 per cent. higher than in 1960. Also within the manufacturing industries group, shipbuilding and marine engineering showed a 2 per cent. increase and vehicles a 6½ per cent. increase; amongst industries recording reduced production were metal manufacture and the textiles group, which were 10 per cent. and 4 per cent. down respectively.

Capital Investment

Capital expenditure by manufacturing establishments in Scotland in 1961 was £113 million, £19 million more than in 1960, with the bulk of the increase accounted for by the major developments in the iron and steel and motor vehicle industries. In the public sector the figures presented are not quite complete but totalled £196 million in 1961-62, the same as the year before. Over the three years 1959-60 to 1961-62 the total was £586 million (representing over 12 per cent. of the corresponding Great Britain total) of which housing and electricity were the two largest items, together accounting for 43 per cent.

Industrial Building

Good progress was made with industrial building in 1961 when projects were completed with a total floor area of 3.7 million sq. ft. and 7,530 potential jobs. In the first quarter of 1962 projects totalling 405,000 sq. ft. were completed, and at the end of March projects under construction or approved but not started totalled 12.9 million sq. ft.; together these had an employment potential of 29,500. If to this are added the potential jobs from projects then approved in principle only and those from projects not requiring industrial development certificates under the Local Employment Act, 1960, the total potential jobs at the end of March was 37,000, of which 34,000 or 92 per cent. were in development districts. The total Government assistance offered for projects in Scotland in the second year of the Local Employment Act was £19.2 million, bringing the total for the first two years to £43.3 million.

* Industry and Employment in Scotland and Scottish Roads Report, 1961-62. Cmd. 1727. H.M. Stationery Office, price 6s. 6d. (6s. 11d.).

Short-term Outlook

Taking account of the prospects for the United Kingdom's economy as a whole, the Report anticipates that industrial production in Scotland during the year 1962 will be above the record level of 1961 but probably not to a very marked extent. This prospect, it contends, makes it impracticable to assess reliably the trend of unemployment during the remainder of this year. Against the improvement from new factories and extensions coming into production and the greater activity in the growth of sectors of industry, there will be reductions in employment in the industries which are contracting, and there will also be the continuing and cumulative effects of all the mechanisation of industrial processes. But the Report looks forward to the time when the new jobs maturing will exceed the loss resulting from the contraction of some of the traditional industries.

AGRICULTURAL WAGES IN ENGLAND AND WALES

The Agricultural Wages Board for England and Wales made an Order on 16th May with effect from 18th June 1962 providing special minimum rates of pay for night work in all counties of England and Wales.

Night work eligible for the special minimum rates is work, excluding overtime, of more than 2 hours' total duration between 7 p.m. on one day and 6 a.m. on the next day.

The existing minimum rates of pay are increased in respect of eligible night work by 9d. an hour for male workers, 20 years and over, and by 7d. an hour for female workers, 20 years and over.

The Order also provides for the discontinuance of the special provisions relating to shift workers in the counties of Cumberland and Westmorland which provide an additional 3d. an hour for work done before 6.30 a.m. or after 6 p.m.

INDUSTRIAL SAFETY, HEALTH AND WELFARE

Accidents at Drop Forging Hammers

Serious accidents continue to occur at drop forging hammers, many operatives sustaining crushed hands when tups fall unexpectedly, and others being injured by metal which is projected violently when such falls take place. Efficient tup supporting devices are an important contribution to the prevention of such accidents and guidance concerning the provision and use of the most appropriate prop or catch for every hammer is given in "Drop Forging Hammers: Props and Catches", a new booklet (No. 12) in the Safety Health and Welfare New Series, prepared by the Ministry of Labour and the Central Office of Information and obtainable from H.M. Stationery Office, price 1s. (1s. 3d. including postage).

The booklet says that a clear distinction should be made between the use of props and catches during production work, and during work on dies. Mechanical props should be used whenever practicable during production work. When work is being done on the dies the prop should be secured to prevent movement during the work, and should be secured to the hammer when not in use. All props should be of adequate strength for the work being done, of sound construction and should be properly maintained.

The booklet is mainly devoted to illustrations of propping devices for hammers with friction lifters which lack hold-up gear. The best support, it is suggested, is the counterbalanced or biased prop, since fork catches have certain mechanical disadvantages, although these have been overcome, to a certain extent, in the designs illustrated. In the few cases where loose props are justified the prop should be designed so that when not in use it is secured to the hammer. Further sections of the booklet discuss maintenance and safe methods of work. Attention is drawn to the need for newcomers to the industry to be effectively trained in the correct placing of props, and in recognising and reporting defects.

NATIONAL INSURANCE

New Guardian's Allowance Regulations

The Minister of Pensions and National Insurance has made the National Insurance (Guardian's Allowances) Amendment Regulations, 1962, which came into operation on 26th June.

Guardian's allowance is a national insurance benefit paid to persons who have taken orphans into their own family. Under the new Regulations, guardian's allowance will be provided for children one of whose parents is dead and the other is serving a long-term sentence of imprisonment. The allowance will be payable if the surviving parent has been sentenced to imprisonment for five years or more, or for life, or to be detained during Her Majesty's pleasure. Anyone wishing to claim under the Regulations should get in touch with a local office of the Ministry of Pensions and National Insurance as soon as possible.

Copies of the Regulations (S.I. 1962 No. 1270) can be obtained from H.M. Stationery Office, price 4d. (7d. including postage).

LABOUR OVERSEAS

Working Conditions in Canada*

In addition to annual holidays there is statutory provision for nine public holidays and, by a decree under the Quebec Collective Agreement Act, a further five days are granted in this province.

Wages

At the Federal level the Fair Wages Policy (and amendments), applies to all federal government contracts and stipulates that the wages paid should conform to provincial standards.

All provinces have minimum wage laws: in British Columbia, New Brunswick, Newfoundland and Saskatchewan the wage laws apply throughout the province; in Nova Scotia and Ontario to women only, in New Brunswick to men in the canning industry and in Prince Edward Island to restaurant workers in the town of Summerside; elsewhere there are regional differentials.

Three provinces make special provisions for young workers under 21 years of age but by collective agreement most workers receive considerably higher rates of pay.

The official statistics of average hours and earnings are collected monthly from establishments employing 15 or more workers. The hours include overtime actually worked and hours credited to wage-earners absent on paid leave; the earnings include payments for overtime, incentive, production and cost of living bonuses and amounts credited to workers absent on paid leave.

The following Table gives details of hours and earnings in a few selected industries: the examples have been taken from the February 1962 issue of *Man-Hours and Hourly Earnings*, and relate to February 1962. The Exchange Rate of 3.06 dollars=£1 has been used and the amounts rounded to the nearest penny.

Industry	Average Hours Worked	Average Hourly Earnings	
		s. d.	£ s. d.
Rubber products	41.7	12 7	26 4 10
Leather products	41.7	8 3	17 3 2
Textiles	42.3	9 2	19 8 2
Clothing	39.0	7 11	15 8 8
Paper products	40.9	14 5	29 10 5
Printing and Publishing	38.9	14 11	28 19 6
Iron and Steel products	40.9	14 1	28 17 10
Non-Ferrous metals products	40.5	14 0	28 6 2
Electrical apparatus	41.0	12 6	25 12 0
Chemical products	40.7	13 7	27 13 10
All Manufacturing	40.7	12 2	24 16 6

Social Welfare Schemes

Family allowances, old age security and unemployment insurance are administered by the Federal Government.

The Family Allowances Act, 1944, is designed to assist in providing equal opportunity for all Canadian children. The allowances are paid out of the Federal Consolidated Revenue Fund and are not dependent on a means test. They are not taxable but there is a smaller income tax allowance in respect of such children. Every child under 16 years of age not in employment is eligible if born in Canada, has lived in Canada for one year, or whose parents were domiciled for three years prior to the birth of the child. A monthly payment of £1 19s. 3d. is made to the mother for each child under ten years, and £2 12s. 3d. for each child aged ten or over but under 16 years; payments are usually made by cheque except in the case of Eskimo and Indian children in remote areas for whom payment is made largely in kind.

Through the Department of Citizenship and Immigration, the Federal Government pays family assistance at the rate of £1 12s. 8d. a month for each child under 16 years who is supported by an immigrant who has landed for permanent residence in Canada or by a Canadian returning for permanent residence. This allowance, which is paid quarterly and for a maximum period of one year, is not granted for a child when a family allowance is payable.

The Old Age Security Act, 1952, as amended, provides a universal pension of £17 19s. 6d. a month for all persons aged 70 or over who satisfy a residence qualification. Under a 1960 amendment, the pension is payable outside the country to any pensioner for the first six months of any absence and is payable indefinitely to those with at least 25 years' residence after the age of 21.

Until 1959, the pension was financed through a 2 per cent. sales tax, a 2 per cent. tax on corporation income and, subject to a limit of £19 12s. 2d. a year, a 2 per cent. tax on personal income. During 1959, all three taxes were raised to 3 per cent. and the personal income tax maximum became £24 10s. 2d.: it was raised to £29 8s. 3d. in 1960. These taxes are paid into the Old Age Security Fund and the programme is administered by the Department of National Health and Welfare through regional officers located in each provincial capital.

A compulsory contributory unemployment insurance scheme was established under the Unemployment Insurance Act of 1940, which came into force in July 1941, but was later amended and finally replaced by the Act of July 1955. There is now compulsory coverage for about four-fifths of non-agricultural workers employed under a contract of service. The categories exempt are domestic servants, school teachers and workers employed on other than

General

The ten provinces and two northern territories comprising the Federal State of Canada are authorised under the provisions of the British North America Act, 1867, to make laws in relation to local works and undertakings and therefore there is a large amount of provincial labour legislation dealing with relations between employers and employees and the trade unions representing employees, working conditions, qualifications of tradesmen, compensation for work accidents and other matters. In each province a Department of Labour is charged with the administration of labour laws, while the protection of miners is administered by Departments dealing with mines. The Workmen's Compensation Law in each province is administered by a Board appointed by the Lieutenant-Governor in Council.

Factory and shops legislation in several of the provinces prohibit child labour, regulate the hours of work of women and young persons, and contain provisions to ensure the safety and protect the health of employees in industrial and commercial establishments.

Hours and Overtime

The duration of working hours in the five main provinces is limited by the Alberta Labour Act, the British Columbia Hours of Work Act, the Manitoba Employment Standards Act, the Ontario Hours of Work and Vacations with Pay Act, and the Saskatchewan Hours of Work Act.

The Acts of Alberta, British Columbia and Ontario set daily and weekly limits on hours and provide that work may not continue beyond these limits without the permission of the administrative authority. Although the Manitoba and Saskatchewan Acts do not in general impose limits on hours to be worked, provision is made for time and one-half of the regular rate to be paid for hours worked beyond specified daily or weekly hours: a 1958 amendment to the Saskatchewan Act does, however, limit working hours in certain classes of employment to 12 a day. In Manitoba the standard hours are eight per day and 48 per week for men, eight and 44 for women; in Saskatchewan, eight and 48 for all workers. Exemptions from the standards imposed are permitted under all these Acts. In Alberta, the maximum daily and weekly hours in the major cities are eight and 44; elsewhere in the province and also in Ontario they are eight and 48. Provision is made under the Ontario Act for the working of overtime in any establishment up to a maximum of 100 hours in a year for each employee. Maximum hours of work in British Columbia are eight per day and 44 per week. Under all Acts, there is provision for working nine hours or longer per day, providing the weekly maximum is not exceeded, in order to allow for a five-day week.

The standard rate of overtime is time and one-half the minimum rate in all provinces except in Alberta, British Columbia and Saskatchewan where the payment is based on the regular rate.

In the five provinces not mentioned above and the two territories there are no general provisions concerned with working hours and overtime: legislation is confined to specific occupations or areas.

Annual and Public Holidays

The Federal Annual Vacations Act, 1958, provides for one week's holiday for federal employees after one year's service and two weeks in subsequent years, to be granted not later than ten months following the completion of the year of employment in which the holiday is earned. Payment is computed at the rate of 2 or 4 per cent. of wages, according to the length of holiday.

Employees whose employment is terminated for any reason before the completion of a year of employment are entitled to holiday pay on a pro-rata basis, subject to a minimum of 30 days' employment.

All provinces have legislation providing for paid holidays; in some it applies to all workers and in others to only certain categories of workers.

The duration of the holiday varies from province to province. The Saskatchewan Act, accepted as the most progressive in Canada, grants three weeks after five years' service with the one employer with provision for "accumulation" of service provided any breaks do not exceed six months (182 days). There is also a system whereby an employee may, by agreement with his employer and with the approval of the Minister, postpone one week of his holiday each year for a period not exceeding four years. The qualifying period also varies; it is 90 per cent. of the regular working days during a year in Alberta, not less than 225 days in British Columbia and not less than 90 per cent. of regular working hours in Nova Scotia. Where a person has worked less than the prescribed working time in Alberta the period of holiday is determined on a pro-rata basis but in British Columbia and Nova Scotia accrued holiday pay is granted for the period worked. Fuller information can be obtained from the Labour Overseas article in the March issue of this GAZETTE.

If employment is terminated during a working year by the employer in Alberta, British Columbia, Nova Scotia, Quebec and Saskatchewan, the worker is entitled to accrued holiday pay for his period of employment while in New Brunswick and Ontario the worker is entitled to holiday pay credits in the form of stamps. Payment is made at the rate of 4 per cent. of regular pay in Alberta, 4 per cent. of earnings in British Columbia, one-twenty-sixth or three-fifty-seconds of earnings, depending on the year of employment in Saskatchewan, and 2 per cent. of earnings in other provinces.

* This article is based on information obtained from the *Canada Year Book, 1961, Working and Living Conditions in Canada, and Canada 1961*. Acknowledgment is made of the assistance given by the London Office of the National Employment Service of the Government of Canada.

hourly, daily, piece or mileage bases whose annual earnings exceed £1,784.

Contributions are shared equally by employers and employees, and are based on weekly earnings. The Federal Government also contributes and pays the administration costs. In order to protect the standard of living of wage-earners when unemployed, the weekly benefit rate is related to the weekly contribution which varies between twelve defined earnings groups. The workers' contributions range from 8d. where weekly earnings are under £2 18s. 10d. to 6s. 2d. in respect of weekly earnings of £22 11s. or over.

Benefit is payable after a waiting period of seven days provided certain contribution conditions are satisfied and the applicant is capable and available to take suitable work: it ranges from £1 19s. 3d. to £8 16s. 6d. for persons claiming at the single person rate and up to £11 15s. 4d. for those with dependents. Special provisions apply during a five-and-a-half-month period commencing with the first week of December each year. During this interval workers unable to satisfy the normal contribution conditions may draw seasonal benefit if they have had at least 15 weeks in insured employment during the fiscal year, or have terminated benefit since the previous mid-May.

In addition to unemployment benefit all provinces grant unemployment assistance; the Federal Government contributes half of the cost involved.

The Federal and provincial governments co-operate in providing assistance to persons in need who are aged 65 to 69 (Old Age Assistance Act, 1952), to those aged 18 and over who are totally and permanently disabled (Disabled Persons Act, 1954), and to those aged 18 and over who are blind (Blind Persons Act, 1952).

All provinces and territories administer their own schemes and fix the amount of allowance payable up to a maximum of £17 19s. 6d. The Federal Government contributes 50 per cent. of the old age assistance and disablement allowances and 75 per cent. of the blind persons' allowances or the same percentages of the assistance paid, whichever is the less.

Assistance may be granted to persons whose incomes do not exceed, including allowances, £313 14s. 5d. a year (single persons) and £529 6s. 2d. (married couples); where the claimant is blind, the total income may not exceed £392 3s. (single), £549 0s. 5d. (person with no spouse and the care of children), and £647 1s. (married couple).

Some provinces make supplementary payments to recipients of old-age pensions, old-age assistance and disablement allowances; other provinces make relief payments where necessary to mitigate hardship.

Allowances for needy mothers and their dependent children are provided by all provinces. These allowances are subject to conditions which vary from province to province.

Workmen's Compensation

All provinces have legislation providing for compensation for industrial injury or for disablement caused by industrial disease. This legislation entitles workers in a large number of industries to free medical aid, including hospitalisation, for as long as is needed. Compensation and the cost of medical aid are financed by an Accident Fund to which employers are required to contribute at a rate determined by the Workmen's Compensation Board. The contribution is payable by the employer only and takes the form of a percentage of his payroll.

In Ontario and Quebec, public authorities, railway and shipping companies, and telephone and telegraph companies are individually liable for compensation as determined by the Board and pay a proportion of the expenses of administration. A Federal Act provides for compensation for accidents to Federal Government employees according to the conditions laid down by the appropriate provincial Act. Seamen who are not covered by a provincial Workmen's Compensation Act are entitled to compensation under the Merchant Seamen Compensation Act.

Cash benefits for disability are paid at the rate of 75 per cent. of average earnings, subject to a maximum annual "ceiling" which varies from one province to another, and ranges from £980 7s. 10d. to £1,960 15s. 7d. A minimum weekly or monthly

payment is provided by all the Acts. Any permanent disability resulting from an accident is determined and an award made in the form of a life pension or a lump sum. Such awards are based on 75 per cent. of the average earnings of the workman for the year prior to the date of the accident.

Where death results from an injury or industrial disease, a payment ranging from £65 7s. to £130 14s. 2d. is made towards the burial expenses of the workman. A widow receives a lump sum cash payment, a pension during her life-time or until she remarries, and a monthly award for each child under 16 (in some provinces under 18).

The pension to a widow varies from £16 6s. 10d. to £32 13s. 7d. a month and the payment for a dependent child from £6 10s. 9d. to £11 8s. 9d. a month, depending on the province.

Immigrants are eligible for workmen's compensation benefits from the beginning of their employment in Canada.

Employment and Unemployment

The Unemployment Insurance Commission, which is composed of three Commissioners appointed by the Governor in Council, was appointed under the provisions of the Unemployment Insurance Act, 1940 (as amended), to establish a National Employment Service. It is responsible to Parliament through the Minister of Labour.

The Commission operates a nation-wide free employment service with more than 200 local offices throughout the country, at which claims for benefit are also dealt with. In March 1962, the labour force was estimated at nearly six and a half million; of this total 560,000 were unemployed, representing 8.7 per cent. of the labour force.

Vocational Training, Rehabilitation and Apprenticeship

Each province, assisted by a Federal contribution, has facilities for vocational training courses which are operated through (1) secondary school, (2) post-secondary school and (3) other trade and industrial courses.

(1) These courses are given in all provinces except Newfoundland, Prince Edward Island and Quebec, and vary from three to four years according to province and occupation. Subjects covered by these programmes include building construction, electrical engineering, metal working, printing and agriculture, etc. About 20,000 full-time students were enrolled in 1960.

(2) Technical education is offered in 26 institutes of technology located in Alberta, New Brunswick, Nova Scotia, Ontario, Quebec and Saskatchewan, while new institutes are planned for Vancouver, Edmonton, Halifax, St. John's in Newfoundland and in Manitoba. The total number of courses offered is over 45; they generally last for two or three years. Subjects covered include aeronautics, mechanical and electrical engineering, chemistry, medicine, business administration and accountancy. In 1960, some 110,000 students were enrolled.

(3) Other trade and industrial courses available provide pre-employment training for school-leavers and some adults. The courses vary in length from six months to two years, depending on the province and the subject. About 16,000 students were enrolled in 1960.

Recent legislation under the Vocational Rehabilitation of Disabled Persons Act, 1961, authorises the Federal Government to co-operate with the provinces and share the cost involved. The programmes include assessment and counselling service, rehabilitation training designed to assist a disabled person to dispense with institutional care or permanent home attendance, use of existing voluntary organisations and the training of personnel to carry out these plans. A National Advisory Council, consisting of 25 members, has been appointed to assist the Minister of Labour in the operation of the Act.

All provinces, except Quebec and Prince Edward Island, have legislation covering the training of indentured apprentices. The Federal Government contributes half of the cost of each provincial programme. Training is provided on the job and in specially organised classes which may be conducted on a full-time basis during the day or as part-time day or evening classes.

INTERNATIONAL LABOUR ORGANISATION

46th Session of International Labour Conference

The 46th Session of the International Labour Conference was held in Geneva from 6th to 28th June. The United Kingdom was represented by a delegation consisting of representatives of the Government, of employers and of workers (see last month's issue of this GAZETTE, page 227). The Minister of Labour, the Rt. Hon. John Hare, O.B.E., M.P., attended part of the Conference and spoke during the debate on the Director-General's report.

The Conference adopted Conventions dealing with equality of treatment of nationals and non-nationals in social security and with basic aims and standards of social policy, and Recommendations concerning the reduction of hours of work and vocational training. The Conference also adopted an instrument for the amendment of the Organisation's Constitution so as to increase the membership of the Governing Body of the International Labour Office from 40 to 48. A number of resolutions were also adopted.

The Government delegates' report on the Conference will be presented to Parliament in a White Paper which will be summarised in a later issue of this GAZETTE.

EMPLOYMENT, UNEMPLOYMENT, ETC.

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(Note:—The Table entitled "Duration of Unemployment and Age of Unemployed" hitherto appearing in the July and January issues of this Gazette will in future appear in the August and February issues.)

Employment* in Great Britain in May

GENERAL SUMMARY

During May 1962, the number in civil employment is estimated to have increased by 80,000 to 23,957,000. The main increases were in agriculture and fishing, construction and catering, hotels, etc.

The Employment Exchanges filled 156,000 vacancies in the five week period ended 13th June 1962. The number of vacancies notified to Exchanges but remaining unfilled at 13th June was 252,000.

In the week ended 26th May 1962, the estimated number of operatives working overtime in manufacturing industries was 1,823,000. In the same week, the estimated number of operatives working short-time in manufacturing industries was 123,000.

There were 397,000 persons registered as unemployed on 18th June of whom 372,000 were wholly unemployed and 25,000 temporarily stopped from work. Between 14th May and 18th June, unemployment fell by 27,000. The main decreases were in the distributive trades, catering, hotels etc. and transport and communication.

Expressed as a proportion of the estimated number of employees, unemployment in June was 1.8 per cent.; it was 1.9 per cent. in May and 1.2 per cent. in June 1961.

The number of persons unemployed for more than eight weeks was 202,000—54 per cent. of the wholly unemployed.

It is estimated that the total working population† at the end of May was 24,786,000 an increase of 63,000 compared with the end of April.

GENERAL MANPOWER POSITION

The broad changes in the manpower situation between end-April and end-May 1962 are shown in the following Table, together with the figures for recent months and end-May 1961.

(End of Month)

	(Thousands)				
	End May 1961	End March 1962	End April 1962	End May 1962	Change during May 1962
Number in Civil Employment ..	23,871	23,844	23,877	23,957	+ 80
Males	15,668	15,646	15,646	15,679	+ 33
Females	8,203	8,198	8,231	8,278	+ 47
Wholly Unemployed‡	271	408	403	385	- 18
Males‡	195	303	298	285	- 13
Females‡	76	105	105	100	- 5
H.M. Forces and Women's Services	478	446	443	444	+ 1
Males	463	429	426	427	+ 1
Females	15	17	17	17	...
Total Working Population† ..	24,620	24,698	24,723	24,786	+ 63
Males	16,326	16,378	16,370	16,391	+ 21
Females	8,294	8,320	8,353	8,395	+ 42

* The figures of employment for all dates after June 1961 are provisional and subject to revision in the light of more complete information to be derived from the count of National Insurance cards in mid-1962.

† The total working population represents the estimated number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. The total comprises the Forces, all persons—employers and persons working on their own account as well as employees—in civil employment (including persons temporarily laid-off but still on the employers' pay-rolls) and wholly unemployed persons registered for employment. Part-time workers are counted as full units.

‡ End of month estimates.

(85887)

ANALYSIS OF NUMBERS IN CIVIL EMPLOYMENT

An analysis of the total numbers in civil employment by broad industrial groups is given in the Table below.

(End of Month)

Industry or Service	(Thousands)				
	End May 1961	End March 1962	End April 1962	End May 1962	Change during May 1962
Agriculture and Fishing ..	943	894	904	920	+ 16
Mining and Quarrying ..	735	722	720	718	- 2
Food, Drink and Tobacco ..	818	823	827	837	+ 10
Chemicals and Allied Industries ..	531	530	528	527	- 1
Metal Manufacture ..	633	609	606	605	- 1
Engineering and Electrical Goods	2,146	2,174	2,175	2,174	- 1
Shipbuilding and Marine Engineering	244	238	237	236	- 1
Vehicles	898	896	896	893	- 3
Metal Goods	569	561	562	563	+ 1
Textiles	844	820	818	817	- 1
Clothing and Footwear ..	589	589	590	591	+ 1
Other Manufactures	1,652	1,655	1,658	1,661	+ 3
Total in Manufacturing Industries	8,924	8,895	8,897	8,904	+ 7
Construction	1,617	1,614	1,610	1,626	+ 16
Gas, Electricity and Water ..	379	387	387	387	...
Transport and Communication ..	1,680	1,677	1,676	1,678	+ 2
Distributive Trades	3,295	3,288	3,292	3,304	+ 12
Financial, Professional, Scientific and Miscellaneous Services	5,036	5,095	5,116	5,142	+ 26
National Government Service ..	510	514	514	514	...
Local Government Service ..	752	758	761	764	+ 3
Total in Civil Employment ..	23,871	23,844	23,877	23,957	+ 80

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the numbers employed at the end of May 1961, and March, April and May 1962.

The figures relate to all insured employees except those registered as wholly unemployed, i.e., they include persons temporarily laid-off by employers and persons unable to work on account of sickness. They exclude employers and persons working on their own account and are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of monthly changes in the numbers of employers and persons working on their own account cannot be made.

The figures are based primarily on the estimates of the total numbers of employees and their industrial distribution at the middle of each year which have been computed on the basis of the counts of insurance cards. In the case of industries other than coal mining, construction, gas and electricity, use has also been made of the monthly returns rendered by employers under the Statistics of Trade Act, 1947. The returns show the numbers on the pay-rolls (including those temporarily laid-off and those absent from work owing to sickness, etc.) at the beginning of the month and at the end of the month; the two sets of figures are summarised separately for each industry and the ratio between the two totals is the basis for computing the change in employment during the month. Industries and services which are not covered by employers' returns (or are only partially covered), or for which figures are not available in the same form as those shown, are omitted from the Table.

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PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JUNE

(NOTE.—The figures in brackets below an item in the column headed "District" relate to the page in the volume "TIME RATES OF WAGES AND HOURS OF WORK, 1ST APRIL 1962," on which details for the industry at that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Agriculture	England and Wales (1) (256)	18 June	Night workers	Special minimum rates introduced for night work, i.e., work, other than week-end overtime, of more than 2 hours total duration between 7 p.m. and 6 a.m., ranging from 4d. an hour above the existing minimum rates at 15 to 9d. at 20 and over for male workers, and from 4d. at 15 to 7d. at 19 and over for female workers; plus rate previously paid to shift workers in Cumberland and Westmorland discontinued.*
Limestone Quarrying	Yorkshire (North Riding)	4 June	Male workers	Cost-of-living payment increased† by 3d. a shift (9s. 3d. to 9s. 6d.) for workers 18 and over, and by 1½d. (4s. 7½d. to 4s. 9d.) for boys under 18.
Slate Quarrying	North Wales	7 May	Men, 21 and over, other than maintenance craftsmen	Increase of 10s. a week. Day wage rates after change, inclusive of bonus: quarrymen 184s. 2d. a week, labourers 179s. 7d. Guaranteed fall back rate to workers on contract—quarrymen 200s. a week, labourers 180s.
Ironstone Mining	Cleveland (14)	4 June	Male workers	Cost-of-living payment increased† by 3-6d. a shift (11s. 6d. to 11s. 9-6d.) for workers 18 and over, and by 1-8d. (5s. 9d. to 5s. 10-8d.) for boys under 18.
Ironstone Mining and Quarrying	North Lincolnshire	3 June	Male workers	Cost-of-living bonus payment increased† by 3-9d. a shift (9s. 10-3d. to 10s. 2-2d.) for men, by 2-93d. (7s. 4-72d. to 7s. 7-65d.) for youths 18 and under 21, and by 1-95d. (4s. 11-15d. to 5s. 1-1d.) for boys under 18.
Ironstone Mining and Quarrying and Limestone Quarrying	Notts., Leics., parts of Lincs., Northants. and Banbury	3 June	Male workers	Cost-of-living payment increased† by 4-08d. a shift (9s. 8-96d. to 10s. 1-04d.) for men, by 3-06d. (7s. 3-72d. to 7s. 6-78d.) for youths 18 and under 21, and by 2-04d. (4s. 10-48d. to 5s. 0-52d.) for boys under 18.
Gypsum Mining and Gypsum Products Manufacture	Great Britain (17 June for certain shift workers)	18 June	All workers	Increases in basic rates of 2d. an hour for men 21 and over, and of proportional amounts for women and youths; 3-rotating shift system allowance increased from 4d. to 5d. an hour (2-shift allowance of 2½d. unchanged). Basic hourly rates after change for men 21 and over: group I works 4s. 6½d., group 2 4s. 5½d.
Baking	England and Wales (19)	3 June	All workers	Increases of 3d. an hour for male and female workers 18 and over, and of 1½d. for younger workers. Minimum rates after change: male workers—foremen (other than despatch dept.) 5s. 8d. an hour, foremen despatch and first hands 5s. 5d., doughmakers, confectionery mixers and ovenmen 5s. 3d., divider hands 5s. 1d., confectioners 5s., table hands, plant operatives, chargehands (packing and despatch dept.) and slicing and wrapping operatives 4s. 11d., bakery workers 4s. 9d., apprentices 2s. 2½d. at under 15½ rising to 4s. 8d. at 20½ and over; female workers—forewomen 4s. 4d., first hands 4s. 1d., overwomen 3s. 10½d., confectioners 3s. 8½d., chargehands (packing and despatch dept.) 3s. 8d., bakery workers 3s. 5½d., apprentices 2s. 2d. at under 15½ rising to 3s. 7½d. at 20½ and over; 2½d. at under 15½ rising to 3s. 4½d. at 20½ and over.†
Bacon Curing	Great Britain (24)	Pay day in week commencing 4 June	All workers	Increases of 9s. 1½d. a week for male chargehands, of 7s. 1½d., 7s. 6½d. or 6s. 10d. according to grade, for other male workers 21 and over, of 5s. 6d. for female workers 21 and over, and of proportional amounts for younger workers. Minimum rates after change: chargehands 216s. 0½d. a week, other male workers 21 and over, grade I 202s. 9½d., grade II 195s. 8½d., grade III 191s. 3d., younger male workers 77s. 11d. at under 16 rising to 161s. 1½d. at 20; female workers 72s. 7½d. at under 16 rising to 132s. 9½d. at 21.
Beet Sugar Manufacture	Great Britain (25)	30 Apr.	Workers other than maintenance engineers	Increase in basic rate of 2d. an hour (4s. 2½d. to 4s. 4½d.) for adult male day workers in grade 1 occupations; grades 2 to 9 receive plus rates of 1d. to 1s. 8½d. (previously 1d. to 1s. 8d.) above the basic rate, chargehands 8½d. to 2s. 0½d. (previously 8d. to 1s. 11½d.), leading hands 3½d. to 10½d. (previously 3½d. to 10½d.) and utility men and instrument controllers 1s. 4½d. to 2s. 0½d. (previously 1s. 4½d. to 1s. 11½d.).
			Maintenance engineers	Increases of 3d., 2½d. or 2½d. an hour, according to classification for skilled workers, of 2d. or 2½d. for semi-skilled workers, and of proportional amount for apprentices. Minimum rates after change: fitters, class A 6s. 5½d. an hour, class B 6s. 1½d., class C 5s. 9½d., electricians in charge of shifts 6s. 1½d. to 6s. 8d., semi-skilled workers 4s. 5½d. to 5s. 3½d.
Grain Distilling	Scotland (34)	17 June	Workers employed in bottling and blending warehouses and grain distilleries of the Distillers Company, Ltd., and Associated Companies	Increases of 2½d. an hour for male workers 20 and over, of 1½d. for female workers 18 and over, and of proportional amounts for younger workers. Minimum rates after change: male workers 2s. 3d. an hour at 15 rising to 4s. 9½d. at 20 and over, female workers 2s. at 15 rising to 3s. 6d. at 18 and over.
Coke Manufacture	England and Wales and certain works in Scotland‡	3 June	Workers employed at coke oven plants attached to blastfurnaces	Cost-of-living payment increased† by 3-9d. a shift (9s. 10-3d. to 10s. 2-2d. for shift-rated workers) or by 0-485d. an hour (1s. 2-79d. to 1s. 3-275d.) for hourly-rated workers for men and for women and youths employed on men's work, by 2-93d. a shift (7s. 4-72d. to 7s. 7-65d.) or by 0-37d. an hour (11-09d. to 11-46d.) for youths 18 and under 21 and for women employed on youths' work, and by 1-95d. a shift (4s. 11-15d. to 5s. 1-1d.) or by 0-25d. an hour (7-39d. to 7-64d.) for boys and for girls doing boys' work.
Pig Iron Manufacture	England and Wales and certain works in Scotland‡ (44)	3 June	Workers employed at blast-furnaces (integrated plants) except those whose wages are regulated by movements in other industries	do. do.
	Derbyshire, Leicestershire and Northants.‡ (44)	3 June	Workers employed at blast-furnaces (merchant plants)	Cost-of-living payment increased† by 3-9d. a shift (9s. 10-3d. to 10s. 2-2d.) for men and for women and youths employed on men's work, by 2-93d. (7s. 4-72d. to 7s. 7-65d.) for youths 18 and under 21 and for women employed on youths' work, and by 1-95d. (4s. 11-15d. to 5s. 1-1d.) for boys and for girls doing boys' work.
	West of Scotland‡ (44)	Pay period commencing nearest 1 June	Workers, other than maintenance workers, employed at blastfurnaces	Cost-of-living payment increased† by 3-9d. a shift (9s. 10d. to 10s. 2d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and Steel Manufacture	Certain districts in England and Wales and certain works in Scotland‡ (45)	3 June	Workers, other than roll turners and maintenance workers, employed at steel melting shops and steel rolling mills	Cost-of-living payment increased† by 3-9d. a shift (9s. 10-3d. to 10s. 2-2d. for shift-rated workers) or by 0-485d. an hour (1s. 2-79d. to 1s. 3-275d.) for hourly-rated workers for men and women, by 2-93d. a shift (7s. 4-72d. to 7s. 7-65d.) or by 0-37d. an hour (11-09d. to 11-46d.) for youths and girls 18 and under 21, and by 1-95d. a shift (4s. 11-15d. to 5s. 1-1d.) or by 0-25d. an hour (7-39d. to 7-64d.) for those under 18.
		3 June	Roll turners and apprentices employed at steel works	Cost-of-living payment increased† by 0-485d. an hour (1s. 2-79d. to 1s. 3-275d.) for craftsmen, by 0-37d. (11-09d. to 11-46d.) for apprentices 18 to 21, and by 0-25d. (7-39d. to 7-64d.) for apprentices under 18.

* These changes took effect under an Order issued under the Agricultural Wages Act. See pages 268 and 292 of this GAZETTE.

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

‡ These increases were the result of an agreement of the National Joint Committee of the Baking Industry in England and Wales consisting of the Federation of Wholesale and Multiple Bakers (Great Britain and Northern Ireland) and the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers.

§ Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.

|| Agreements between the Midland Merchant Blastfurnace Owners' Association and the trade unions concerned.

¶ Agreements of the Board of Conciliation for the Regulation of Wages in the Pig Iron Trade of Scotland.

Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Iron and Steel Manufacture (continued)	Certain districts in England and Wales and certain works in Scotland* (45)	3 June	Maintenance craftsmen and apprentices employed at coke oven and blastfurnace plants, steel melting shops, and steel rolling mills	Cost-of-living payment increased† by 0-485d. an hour (1s. 2-79d. to 1s. 3-275d.) for craftsmen, by 0-37d. (11-09d. to 11-46d.) for apprentices 18 to 21, and by 0-25d. (7-39d. to 7-64d.) for apprentices under 18.
		3 June	Bricklayers, apprentices, and bricklayers' labourers employed at blastfurnaces and iron and steel works	Cost-of-living payment increased† by 0-485d. an hour (1s. 2-79d. to 1s. 3-275d.) for men 21 and over, by 0-37d. (11-09d. to 11-46d.) for apprentices and youths 18 and under 21, and by 0-25d. (7-39d. to 7-64d.) for apprentices and boys under 18.
	Staffs., Ches., Tees-side, S. Wales and Mon. and Glasgow† (45)	4 June	Workers employed at steel sheet rolling mills	Cost-of-living payment increased† by 3-9d. a shift (9s. 10-3d. to 10s. 2-2d.) for men and women 21 and over, by 2-93d. (7s. 4-72d. to 7s. 7-65d.) for youths and girls 18 and under 21, and by 1-95d. (4s. 11-15d. to 5s. 1-1d.) for those under 18.
	South-West Wales‡ (45)	3 June	Workers, other than bricklayers and carpenters, employed in steel manufacture	Cost-of-living bonus increased† by 4d. a shift (8s. 10d. to 9s. 2d.) for men and for women 18 and under 21, and by 2d. (4s. 5d. to 4s. 7d.) for youths under 18.
	South Wales and Monmouthshire‡ (45)	3 June	Workers employed at steel rolling mills	Cost-of-living bonus increased† by 3-6d. a shift (7s. 9-6d. to 8s. 1-2d. for skilled craftsmen, and 9s. 0-6d. to 9s. 4-2d. for other men) for men and women 18 and over, and by 1-8d. (3s. 10-8d. to 4s. 0-6d. or 4s. 6-3d. to 4s. 8-1d.) for those under 18.
Tinplate Manufacture	South Wales and Monmouthshire (45)	3 June	Workers other than apprentices	Cost-of-living bonus increased† by 4d. a shift (9s. 10d. to 10s. 2d.) for men, by 3d. (7s. 4½d. to 7s. 7½d.) for youths 18 and under 21 and for women 18 and over, and by 2d. (4s. 11d. to 5s. 1d.) for workers under 18.
Galvanising	England and Wales	4 June	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Cost-of-living payment increased† by 3-9d. a shift (9s. 10-3d. to 10s. 2-2d.) for men and women 21 and over, by 2-93d. (7s. 4-72d. to 7s. 7-65d.) for youths and girls 18 and under 21, and by 1-95d. (4s. 11-15d. to 5s. 1-1d.) for those under 18.
Tube Manufacture	Newport	3 June	Male workers	Cost-of-living bonus increased† by 3-48d. a shift (9s. 6-26d. to 9s. 9-74d.) for men, by 2-319d. (6s. 4-14d. to 6s. 6-459d.) for youths 18 and under 21, and by 1-74d. (4s. 7-97d. to 4s. 9-71d.) for boys.
Shuttle Manufacture	Lancashire and Yorkshire (52)	Pay day in week commencing 4 June	Journemen and apprentices	Increase† in minimum day work rate of 1½d. an hour; for pieceworkers, basic price "plus percentage" increased by ½ per cent., and the further percentage addition by 2 per cent. Minimum rates after change: day workers—Lancashire 6s. 3½d. an hour, Yorkshire 6s. 5½d.; pieceworkers—basic price (double piecework list prices, plus 2½ per cent., plus 120 per cent.).
Dentistry	Great Britain	First full pay period following 4 June	Dental technicians and apprentices	Increases in minimum rates of 25s. a week for senior technicians (formerly Grade I), of 22s. 6d. for technicians (formerly Grade II), and of proportional amounts for apprentices. Minimum rates after change: senior technicians 270s. a week, technicians 232s. 6d.; apprentices 58s. a week during first year rising to 151s. during fifth year.
Gold, Silver and Jewellery Trades	Birmingham (62)	First full pay week following 18 May	All workers	Minimum rates increased by 1½d. to 2½d. an hour, according to occupation, for male workers 21 and over, by ½d., 1d. or 1½d. for female workers 19 and over, and by proportional amounts for juveniles. Minimum rates after change: men 21 and over—class 1, skilled 4s. 6d. an hour, or 191s. 3d. a week (casemakers 4s. 3d. or 180s. 8d.), class 2, semi-skilled 3s. 10½d. or 163s. 10d., class 3, unskilled 3s. 5½d. or 147s.; women 19 and over—class 1, skilled 2s. 6½d. or 107s. 2d., class 2, semi-skilled 2s. 2½d. or 94s. 9d., class 3, unskilled 2s. 0½d. or 86s. 9d.
Lock, Latch and Key Making	England (65)	¶	Pieceworkers	Minimum weekly rates for pieceworkers "Total" column should read: men—group A 260s. 6d. or 244s. 4d., group A 251s. 10d. or 235s. 8d., group B 228s. 2d. or 219s. 6d., labourers 202s. 2d.; women 151s. 4d.
Hollow-Ware Manufacture	Great Britain (68) (257)	18 June	All workers	Increases in general minimum time rates and piecework basis time rates of 1½d. an hour for male workers other than learners, of 1d. for female workers other than learners, of ½d. to 1½d. according to age, for male learners, and of ½d. to 1d. for female learners. General minimum time rates after change: male workers 21 and over employed in enamel ware section as fusers' helpers, annealers or scalers 3s. 11½d. an hour, other male workers except learners 3s. 8½d.; male learners 1s. 3½d. at under 16 rising to 3s. 1½d. at 20; female workers other than learners 2s. 8½d., female learners 1s. 4½d. at under 16 rising to 2s. 3d. at 17. Piecework basis time rates for workers other than learners—male workers 3s. 11½d. an hour, female workers 2s. 9½d.**
Needle, Fish Hook and Fishing Tackle Manufacture	Great Britain (69)	Beginning of first full pay period following 4 June	All workers	Increases† in cost-of-living bonus of 1d. an hour (3s. 6d. a week) for male workers 21 and over, of ½d. (1s. 9d.) for youths under 21, of ½d. (2s. 4d.) for female workers 21 and over, and of ½d. (1s. 2d.) for younger female workers. Minimum rates after change, inclusive of cost-of-living bonus, for workers 21 and over: male timeworkers—skilled 206s. 11d. a week, semi-skilled 187s. 6d., unskilled 174s. 10d.; female timeworkers 136s. 7d.; pieceworkers—male 228s. 10d., female 148s. 8d.
Wool Textile	Scotland (various districts) (87)	First full pay period beginning on or after 1 June	All workers	Increase of 3 per cent. Minimum scheduled time rates after change include: male workers 21 and over—semi-skilled (after 1 year's experience) 167s. 7d. a week, skilled (after 2 years' experience) 174s. 6d., after short apprenticeship of 3 years 184s. 8d., after full apprenticeship of 4 years, spinners (in charge of 1 pair of mules) 189s. 10d., finishers, pattern weavers and fleece wool sorters for matchings 197s. 9d., tuners (10 looms or less) 200s. 2d., assistant tuners, dyers, carders and millmen (ex-apprentice) 184s. 3d., power loom weavers (2 ordinary looms) 189s. 10d., 1 ordinary loom 167s. 7d.; female workers 18 and over—unskilled 116s. 9d., semi-skilled (after 6 months' to 1 year's experience) 119s. 8d. or 121s. 1d., according to occupation, jobs requiring 1½ to 2 years' apprenticeship 127s. 1d. to 171s. 2d., according to occupation.
	Leicester (86)	First pay day in June	Workers employed in the lambs' wool and worsted yarn spinning industry	Cost-of-living bonus increased† by ½d. in the shilling (3½d. to 4d.) on basic wages. Minimum rates after change, inclusive of cost-of-living bonus and good timekeeping bonus, include: able-bodied men 21 and over—skilled 188s. 2d. a week, unskilled 178s. 10d.; skilled able-bodied women 18 and over 120s. 5d.
Pressed Felt Manufacture	Rossendale Valley (certain firms)	First pay day in June	All workers	Increases† of 3s. a week for male workers 21 and over, and of 2s. for female workers and younger male workers. Minimum rates after change, inclusive of cost-of-living bonus, include: male workers 21 and over 184s. 8d. a week, female workers 18 and over—felt production processes 136s. 2d., cutting and stitching 125s. 9d.
Hosiery Manufacture	Hawick (92)	First full and complete pay week in June	All workers	Increases† of 4s. 6d. a week (59s. 6d. to 64s.) in the flat-rate bonus for men, of 3s. (42s. to 45s.) for women, and of proportional amounts for apprentices. Minimum rates after change, inclusive of percentage bonus of 125 per cent. on basic rates and the flat-rate bonus of 64s. for men and 45s. for women: journeymen 182s. 2d. a week, journeywomen 125s. 2d.

* Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.

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

‡ Agreements of the Sheet Trade Board.

§ Agreements of the South Wales Siemens Steel Trade Conciliation Board.

|| Agreements between the South Wales and Monmouthshire Iron and Steel Manufacturers' Association and the trade union concerned.

¶ Corrections to rates as quoted in the volume "Time Rates of Wages and Hours of Work, 1st April 1962".

** These increases took effect under an Order issued under the Wages Councils Act. See page 249 of the June issue of this GAZETTE.

Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Hosiery Manufacture (continued)	Nottingham and district	First pay day in June	Male knitters employed in the shawl and antimacassar section of the hosiery and knitwear industry	Increase* of 5 per cent. (15 to 20 per cent.) on the total of basic earnings and static bonus.
Hosiery Finishing	Midlands (various districts) (99)	First pay day in June	All workers	Increase* of 2 per cent. (18 to 20 per cent.) in the percentage addition paid on all time and piece rates.
Coir Mat and Matting Manufacture	Great Britain	Pay day in week ending 23 June	All workers	Increases in day work rates of 2½d. an hour for male workers 21 and over, of 1½d. for female workers 18 and over, and of 1½d. or 2d., according to age, for younger female workers; adult rate now payable to male workers at 20 (previously 21) and intermediate rate introduced at 19½ resulting in increases varying from 1½d. to 5½d. for male workers under 21; increases in piecework rates of 3d. an hour for male workers, and of 1½d. for female workers. Rates after change: day workers—males 1s. 10d. an hour at 15 rising to 4s. at 20 and over, females 1s. 10d. at 15 rising to 2s. 8d. at 18 and over; pieceworkers—males 4s. 5d., females 2s. 11d.
Dressmaking and Women's Light Clothing	England and Wales (111) (256)	4 June	All workers	New general minimum time rates fixed, resulting in increases of 11s. 2d. or 12s. 5d. a week, according to occupation, for male workers 21 or over other than late entrants, of amounts ranging from 7s. 5d. to 8s. 9d., according to area or occupation, for female workers other than learners, and of proportional amounts for male late entrants and younger workers and female learners; increases in piecework basis time rates of 13s. 4d. a week (181s. 6d. to 194s. 10d.) for male cutters and 9s. 2d. (124s. 8d. to 133s. 10d.) for female workers in the wholesale manufacturing branch of the trade, and of 12s. 1d. (165s. to 177s. 1d.) for other male workers in any branch. General minimum time rates after change: retail bespoke branch—male workers 21 or over after 1 year's employment in the trade 163s. 4d. a week, younger male workers 68s. 11d. at under 16 rising to 139s. 9d. at 20, female workers, bodice, coat, skirt, gown or blouse hands 20 or over, subject to qualification as to experience, etc., area A 117s. 1d., area B 124s., area C 127s. 11d., all other workers except learners 108s. 1d., 115s. 1d., 122s., learners 52s. 2d., 55s. 1d. or 63s. during first 6 months rising to 82s. 8d., 88s. 7d. or 100s. 4d. in third year; wholesale manufacturing branch—male workers 21 or over, cutters with at least 4 years' experience as cutters 181s. 1d., other workers after 1 year's employment 163s. 4d., younger male workers 70s. 10d. at under 16 rising to 141s. 8d. at 20, female workers, conveyor belt machinists 127s. 11d., all other workers except learners 122s., learners 64s. 11d. during first 6 months rising to 102s. 4d. in third year.†
	Northern Ireland (113) (259)	6 June	Female workers employed in the retail bespoke branch	Increases in general minimum time rates of 2½d. an hour for workers other than learners, and of proportional amounts, according to period of employment, for learners; increase in piecework basis time rates of 2½d. an hour. Rates after change include: workers with not less than 2 years' experience after learnership, employed as "fully qualified" bodice, skirt, gown or blouse hands—general minimum time rates, area A 2s. 10½d. an hour, area B 2s. 9½d., area C 2s. 7½d.; piecework basis time rates 3s. 1½d., 3s., 2s. 10½d., other workers except learners 2s. 9½d., 2s. 7½d., 2s. 7½d., and 3s. 0½d., 2s. 10½d., 2s. 10½d.‡
			All workers employed in the factory branch	Increases in general minimum time rates of 3½d. an hour for male cutters with not less than 5 years' experience in cutting and for other male workers 21 or over (2½d. or 2½d., according to period of employment, for late entrants) with proportional increases for younger male workers, of 2½d. for female workers other than learners, and of amounts ranging from 1½d. to 2½d., according to age at commencement and period of employment, for learners; increases in piecework basis time rates of 4d. an hour for male workers and 2½d. for female workers, and of 2½d. in guaranteed time rate for certain female pieceworkers; new general minimum time rate and piecework basis time rate fixed for male pressers with not less than 3 years' employment as such after 19. General minimum time rates after change include: male workers—cutters with not less than 5 years' experience as cutters 4s. 6d. an hour, pressers with not less than 3 years' employment as pressers 4s. 3½d., other workers 21 or over 4s. 2d., female workers—conveyor belt machinists 2s. 11d., other workers except learners 2s. 9½d.; piecework basis time rates—male workers, cutters 4s. 10d., pressers 4s. 7d., other workers 4s. 2½d., female workers 3s. 0½d.‡
Flint Glass Manufacture	Great Britain (various districts)	First full pay period in June	Glassmakers, glasscutters and decorators and ancillary workers	Increases* of 5s. 6d. a week for men 18 and over, and of 3s. 8d. for women and juveniles.
Sawmilling	Scotland (139)	Pay day in week ending 26 May	Woodcutting machinists, sawyers and apprentices	Increases of 2d. an hour for journeymen and male dilutees, of 1d. or 1½d., according to period of employment, for female dilutees, and of proportional amounts for apprentices. Rates after change include: journeymen 5s. 7d. an hour, male dilutees 5s. during the first 3 months' employment rising to 5s. 3d. during third 3 months and 5s. 7d. thereafter; female dilutees 3s. 3d. during first 3 months rising to 3s. 9d. during third 3 months and 4s. 1d. thereafter.
			Labourers	Increases of 1½d. an hour (4s. 5½d. to 4s. 7½d.) for male labourers 19 and over, and of proportional amounts for younger male workers and female workers.
Basket Making	United Kingdom (142)	First pay day in June	All workers	Cost-of-living bonus increased* by 2½ per cent. (37½ to 40 per cent.).
Fence Manufacture and Erection	Great Britain	4 June	Workers employed in fence manufacture	Increases of 6d. an hour for male and female workers 18 and over, and of 4½d. for younger workers. Minimum rates after change: male workers 21 and over—London area (20 miles radius from Charing Cross), machinists, sawyers and carpenters 5s. 4d. an hour, labourers 4s. 9½d., Provincial area, machinists, sawyers and carpenters 5s. 2d., cleavers 4s. 9½d., chestnut fence makers 4s. 8½d., labourers 4s. 7½d.; younger male workers 2s. 6½d. at 15 rising to 4s. 0½d. at 20; female workers 2s. 6½d. at 15 rising to 3s. 10½d. at 18 and over.
			Male workers employed in fence erection	Increase of 6d. an hour. Minimum rates after change: skilled fencers 5s. 6½d. an hour, fence fixers 5s. 5d., fencers' labourers 5s.
Printing	London (156-157) Manchester	1 June	Workers other than electricians, engineers and process workers, employed in the production of national morning, evening and Sunday newspapers	Cost-of-living bonus increased* by 6s. a week (8s. to 14s.) for adult workers, and by proportional amounts for apprentices and juniors.
			Process workers	Cost-of-living bonus increased* by 6s. a week (14s. to 20s.).
Linoleum and Felt Base Manufacture	England and Scotland	4 June	All workers	Increases of 1½d. an hour (5s. 3½d. a week of 42½ hours) for adult male workers, and of proportional amounts for adult female and juvenile workers. Minimum time rates after change include: male workers 18 and over 168s. 9d. a week, female workers 18 and over 121s. 6d.
Electrical Contracting	England, Wales and Northern Ireland (174)	11 June	Chargehands	Minimum allowance previously paid to chargehands increased by 2d. an hour (4d. to 6d.).

* Under sliding-scale arrangements based on the official index of retail prices.
 † These increases took effect under an Order issued under the Wages Councils Act. See page 249 of the June issue of this GAZETTE.
 ‡ These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland). See page 249 of the June issue of this GAZETTE.

Principal Changes in Rates of Wages Reported during June—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Road Passenger Transport (Ulster Transport Authority)	Northern Ireland	30 Apr.*	Male workers	Increases of 6s. a week for adult workers, and of proportional amounts for younger workers. Adult rates after change: drivers (after 12 months) 208s. 6d. a week, conductors (after 12 months) 204s. 6d.; washers, cleaners and greasers 189s. 9d., shunters 199s. 3d., tyremen 198s. 3d., fuel issuers (full-time) 198s. 9d.
Wholesale Newspaper Distribution	London (205)	1 June	Male workers	Increases† in cost-of-living bonus of 6s. a week (8s. to 14s.) for full-time workers 21 and over, and of proportional amounts for other workers. Rates after change, inclusive of bonus, for full-time workers 21 and over: indoor workers and drivers—day staff 257s. a week, night staff 266s.
Cinematograph Film Production	Great Britain	Beginning of first full pay week following 31 May	Technicians and trainees whose normal salaries do not exceed £23 19s. 6d. a week, employed in the production of specialised films	Cost-of-living bonus increased† by 5s. a week (20s. to 25s.) for workers 18 and over, and by 3s. 4d. (13s. 4d. to 16s. 8d.) for younger workers.
	Great Britain	First pay day in June	Laboratory workers, including technical and clerical workers and certain other workers, employed in film printing and processing laboratories	Cost-of-living bonus increased† by 3s. a week (51s. 6d. to 54s. 6d.) for workers 18 and over, and by 2s. (34s. 4d. to 36s. 4d.) for younger workers; consolidation into basic rates of 4s. 6d. a week of the cost-of-living bonus paid to all workers. Minimum basic rates after change include: optical printing dept. £10 5s. to £18 7s. 4d. a week, according to occupation; developing dept. £11 9s. 4d. to £15 4s. 3d.; drying dept. £10 10s. 11d. or £11 7s.; grading dept. £11 1s. 1d. to £15 8s. 2d.; sensitometric control dept. £11 19s. 5d. or £14 2s. 1d.; engineering dept., senior chargehands £16 18s. 3d., senior cinematograph engineers £15 15s. 9d., chargehands £14 15s. 3d., cinematograph engineers £13 12s. 9d., all other maintenance engineers £12 2s. 7d., electricians £13 6s. 3d., electricians (auxiliary) £11 5s. 5d., printing dept. £10 14s. 8d. to £14 8s. 10d., chemical mixers £10 5s. to £12 4s. 9d.; solutions control £11 19s. 5d. or £14 2s. 5d.; projectionists and viewers £10 5s. to £13 4s. 1d.; regenerative film treatment operators £11 13s. 6d.; storekeepers (film) £10 17s. 11d. to £13 0s. 11d.; negative cleaners £10 17s. 11d. or £12 16s. 7d.; positive examining dept. £9 16s. 5d. to £11 4s. 11d.; negative cutting dept. £10 5s. to £14 5s. 1d.; negative preparation dept. £10 5s. or £11 7s.; camera dept. £11 1s. 1d. to £15 1s. 2d.; title writing dept. £13 12s. 9d. or £15 18s. 11d.; despatch and general workers £9 16s. 5d. to £12 3s. 8d. Plus cost-of-living bonus of 50s. in each case.
National Government Service	United Kingdom	1 Apr.‡	Messenger and paperkeeper grades employed in departments other than the Post Office	Increase of 4 per cent. calculated on National scales of pay. Maximum National rates after change: messengers 203s. a week, senior messengers 231s.; paperkeepers 228s., senior paperkeepers 254s., chief paperkeepers 277s. 6d.‡
Local Authorities' Services	England and Wales (233)		Helpers or general assistants employed in the school meals service (dining centres)	Standard hourly rates should read: London 3s. 5½d., Zone A areas 3s. 3½d., Zone B areas 3s. 2½d.
	England and Wales (248-249)	2 Apr.*	Engineering craftsmen and apprentices	Increase of 2½d. an hour for craftsmen, with appropriate percentage increases for apprentices. Rates after change for skilled craftsmen: London 6s. 2½d. an hour, Zone A 5s. 10d., Zone B 5s. 9d.
Local Government Service	England and Wales (252-253)	2 Apr.¶	County Council roadmen	Increase of 7s. a week. Basic grade A1 minimum rates after change: London area 206s. 7d. a week, Zone A 195s. 7d., Zone B 192s. 7d.

PRINCIPAL CHANGES IN HOURS OF WORK REPORTED DURING JUNE

Catering (British Transport Hotels and Catering Services)	Great Britain	1 Jan.**	Restaurant car travelling and depot staff	Normal weekly hours reduced from 44 to 42 for depot staff, and guaranteed week reduced to 42 based on a 84-hour fortnight for travelling staff, without loss of pay.
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CHANGES TAKING EFFECT AFTER THE END OF JUNE

The following changes, operative from a future date, have been notified: surgical dressings manufacture (increases of 7s. a week for men and 5s. for women, 1st July); slag industry (increase of 2½d. an hour, 2nd July); engineering and allied industries, including shipbuilding (increases of 6s. a week for adult skilled men, 5s. 6d. for semi-skilled intermediate grades and 5s. for labourers and women, 9th July); labourers in the saw milling industry in England and Wales (increase of 2d. an hour, 13th August).

Industries affected by increases in rates of wages in July, under sliding-scale arrangements based on the official index of retail prices, include general printing and associated industries, textile finishing industries, bobbin manufacture in England and Wales and chain and anchor manufacture in Cradley Heath.

Full details of these changes will be published in the appropriate issues of this GAZETTE.

* These increases were agreed in June with retrospective effect to the date shown.
 † Under sliding-scale arrangements based on the official index of retail prices.
 ‡ Including boiler attendants, storemen, transport mechanics, transport drivers, chargehand cleaners, cleaners, commissionaires, doormen and gatemen, chargehand painters, painters' mates, carpenters, carpenters' mates and general labourers.
 § This increase resulted from the Civil Service Arbitration Tribunal's Award (No. 415) dated 5th June, with retrospective effect to the date shown. See page 291 of this GAZETTE.
 || Corrections to rates as quoted in the volume "Time Rates of Wages and Hours of Work, 1st April 1962".
 ¶ This increase was agreed in May with retrospective effect to the date shown.
 ** These changes were agreed in April with retrospective effect to the date shown.

SECURITY AND CHANGE

Demands for the goods we produce, and services we provide, change periodically at home and abroad. Without advance planning, redundancy could result. The efforts certain managements are making, in collaboration with their employees, for its prevention or to alleviate it, if unavoidable, are reported in this booklet which is designed to be of assistance to industry as a whole.

Obtainable from
HER MAJESTY'S STATIONERY OFFICE
 at the addresses shown on page 293 or through any bookseller.
 This publication is also on sale at local Employment Exchanges.

Changes in Earnings and Wage Rates

REPLY TO PARLIAMENTARY QUESTION

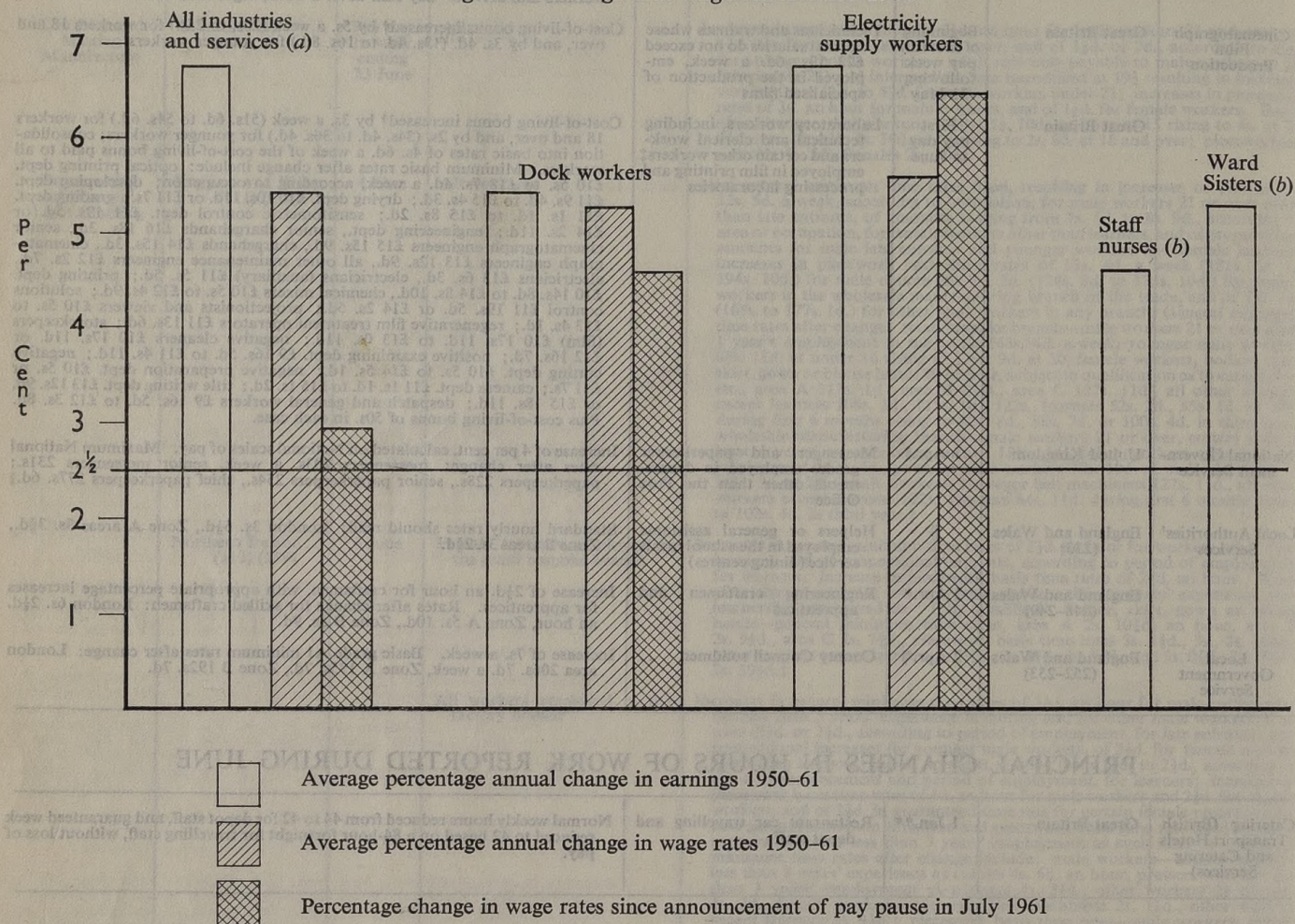
The following question and answer were published in the Official Report of the proceedings of the House of Commons on 30th May 1962. Mr. Basil de Ferranti, the member for Morecambe and Lonsdale, asked the Minister of Labour: "whether he will express in the Official Report the annual increases in wage rates and earnings in various sectors, particularly the docks, the electricity supply industry and the nursing profession, in the form of graphs so as to make it possible to see at a glance the trend of wage rates

and earnings in relation to the 2½ per cent. annual increase stipulated in the White Paper, Command No. 1626".

The Parliamentary Secretary of the Ministry of Labour replied: "I am arranging for a graph to be sent to my Hon. Friend and for it to be published in the MINISTRY OF LABOUR GAZETTE".

The following is the graph and a table of figures on which the graph is based.

Changes in earnings and wage rates since 1950



Notes.—
 (a) The change in wage rates since the announcement of the pay pause relates to a 9-month period.
 (b) The columns relate to both earnings and salary scales, which are equal: nurses have had no change in salary since the announcement of the pay pause but an increase in pay of 2½ per cent. to nurses has been offered and rejected.

Annual Changes in Earnings and Wage Rates

Year Ended October	Earnings			Wage Rates				Nursing	
	All Industries and Services	Dock Workers	Electricity Supply	All Industries and Services	Dock Workers	Electricity Supply		Scale Rates	
						Electricians	Labourers	Staff Nurses	Ward Sisters
1951	+10.3	+9.5	+11.5	+10.4	+10.5	+10.0	+12.2	—	—
1952	+7.3	-6.0	+7.4	+7.7	+7.1	+10.4	+6.2	+12.3	+11.4
1953	+6.0	+16.8	+4.6	+4.3	+6.7	+3.5	+4.4	—	—
1954	+8.1	+9.1	+5.9	+5.4	—	+2.3	+2.8	—	—
1955	+9.0	+6.7	+9.7	+6.7	+8.3	+8.9	+8.2	+6.1	+5.1
1956	+6.7	+3.7	+7.3	+7.5	+7.7	+8.2	+10.1	+7.9	+7.6
1957	+5.8	+8.0	+6.3	+5.5	+5.4	+4.7	+5.7	+5.3	+5.2
1958	+2.0	-0.4	+4.4	+3.6	+4.5	+5.9	+4.9	—	—
1959	+5.5	+8.2	+3.8	+1.1	—	—	—	+12.9	+22.5
1960	+7.4	+9.9	+12.8	+2.3	+6.5	+8.5	+6.3	—	—
1961	+5.6	-6.5	+0.2	+4.7	—	—	—	+5.7	+5.4
Average annual rate of change 1950-61	+6.7	+5.4	+6.7	+5.4	+5.2	+5.7 (combined average 5.6)	+5.5	+4.6	+5.2
Change between July 1961 and May 1962	+2.9	+4.6	+6.4	+6.4	Nil	Nil

Notes.—
 (1) Changes in earnings are based on half yearly enquiries relating to manual workers.
 (2) Changes in wage rates are based on the index of weekly wage rates of manual workers compiled by Ministry of Labour.
 (3) The nursing figures are based on the mid-points of the respective scales.

INDEX OF RETAIL PRICES

INDEX FOR 19th JUNE 1962 ALL ITEMS (17th January 1956 = 100) ... 121

At 19th June 1962, the official retail prices index was 121 (prices at 17th January 1956 = 100), compared with 120 at 15th May, and with 115 at 13th June 1961. The rise in the index during the month was due mainly to a rise in the average level of prices of food, particularly potatoes and chocolate and sugar confectionery, and to increases in rail fares.

The index of retail prices measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, including practically all wage earners and most small and medium salary earners. The index is not calculated in terms of money but in percentage form, the average level of prices at the base date being represented by 100. Some goods and services are relatively much more important than others and the percentage changes in the price levels of the various items since the base date are combined by the use of "weights". The index figures for each month are first calculated as index numbers with prices at 16th January 1962 taken as 100, and the weights used have been computed from information provided by the Family Expenditure Surveys made in 1958-61, adjusted to correspond with the level of prices ruling in January 1962. A list of these weights is given on page 88 of the March issue of this GAZETTE.

DETAILED FIGURES FOR 19th JUNE 1962

(Prices at 16th January 1962 = 100)

The following Table shows, for various groups and sub-groups, the indices at 19th June 1962 on the basis 16th January 1962 = 100.

GROUP AND SUB-GROUP	INDEX FIGURE FOR 19TH JUNE 1962 (16th January 1962 = 100)
I. Food:	
Bread, flour, cereals, biscuits and cakes	102
Meat and bacon	101
Fish	96
Butter, margarine, lard and cooking fat	101
Milk, cheese and eggs	96
Tea, coffee, cocoa, soft drinks, etc.	102
Sugar, preserves and confectionery	111
Vegetables, fresh, dried and canned	154
Fruit, fresh, dried and canned	93
Other food	105
Total—Food	106.4
II. Alcoholic drink	100.0
III. Tobacco	100.0
IV. Housing	103.9
V. Fuel and light:	
Coal and coke	98
Other fuel and light	102
Total—Fuel and light	100.1
VI. Durable household goods:	
Furniture, floor coverings and soft furnishings	102
Radio, television and other household appliances	98
Pottery, glassware and hardware	100
Total—Durable household goods	99.8
VII. Clothing and footwear:	
Men's outer clothing	104
Men's underclothing	103
Women's outer clothing	102
Women's underclothing	104
Children's clothing	101
Other clothing, including hose, haberdashery, millinery and materials	102
Footwear	104
Total—Clothing and footwear	102.6
VIII. Transport and vehicles:	
Motoring and cycling	100
Fares	103
Total—Transport and vehicles	101.3
IX. Miscellaneous goods:	
Books, newspapers and periodicals	101
Medicines, toilet requisites, soap, cleaning materials, matches, etc.	100
Stationery, travel and sports goods, toys, photographic and optical goods, etc.	101
Total—Miscellaneous goods	100.3
X. Services:	
Postage and telephones	100
Entertainment	101
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	103
Total—Services	102.0
ALL ITEMS	102.9

PRINCIPAL CHANGES IN THE MONTH

Food

The average level of prices of chocolate and sugar confectionery rose following the imposition of purchase tax and there were also increases in the average prices of potatoes, carrots, butter, eggs, beef and mutton and lamb. These were partly offset by decreases in the average prices of bacon, apples, cabbage and tomatoes. As a result of all these changes the average level of food prices rose by rather more than 1½ per cent., and the group index figure, expressed to the nearest whole number, was 106, compared with 105 the previous month.

The index for those items of food the prices of which are subject to seasonal fluctuation (viz. fresh milk, eggs, potatoes and other fresh vegetables, apples and pears, fish and home-killed mutton and lamb) was 116.1 compared with 112.6 in the previous month; the index for all other items of food was 102.9 compared with 101.9 in May.

Transport and vehicles

The main changes in this group were a general increase in rail fares, increases in bus fares in London and some other areas, higher charges for the repair and maintenance of motor vehicles, and a fall in the average level of prices of second-hand cars. As a result, the average level of prices and charges for the group rose by rather more than one-half of one per cent., but the group index figure, expressed to the nearest whole number, remained unchanged at 101.

Other groups

In the remaining eight groups there was little change in the general level of prices.

ALL ITEMS INDICES, JANUARY 1956 TO JUNE 1962

(Prices at 17th January 1956 = 100)

The index numbers quoted in the two preceding sections show changes in the level of prices compared with the level at 16th January 1962, these latter being taken as = 100. Before January 1962, the index figures were calculated on a different weighting basis and they showed the changes in the level of prices compared with a level of 100 at 17th January 1956, the date when the Index of Retail Prices was started. The "all items" index numbers in the two series can be linked together, however, in order to produce a continuous series of figures showing the change in the level of prices compared with the level at the starting date of the index, viz., 17th January 1956.

Thus, at 19th June 1962, the "all items" figure in the current series, with prices at 16th January 1962 taken as 100, was 102.9. This figure has then to be linked to the index figure for 16th January 1962 in the old series, in order to produce an "all items" figure for 19th June 1962, comparable with all the indices published for dates up to and including January 1962, i.e., on the basis 17th January 1956, taken as 100. The calculation is as follows:—

All items index at 16th January 1962 (17th January 1956 = 100)	117.5
All items index at 19th June 1962 (16th January 1962 = 100)	102.9
∴ All items index at 19th June 1962 (17th January 1956 = 100)	117.5 × 102.9 / 100
	= 120.9 taken as 121

The following Table shows the index figure for "all items" for each month from January 1956 onwards, taking the level of prices at 17th January 1956 as 100. The figure normally relates to the Tuesday nearest to the 15th of the month.

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1956	100	100	101	103	103	102	102	102	102	103	103	103
1957	104	104	104	104	105	106	107	106	106	107	108	108
1958	108	108	108	110	109	110	109	108	108	109	110	110
1959	110	110	110	110	109	109	109	109	109	109	110	110
1960	110	110	110	110	111	111	110	110	110	111	112	112
1961	112	112	113	113	114	115	115	116	115	116	117	117
1962	117	118	118	120	120	121						

REVISION OF THE INDEX OF RETAIL PRICES

The recent revision of the Index of Retail Prices was in conformity with the recommendations made by the Cost of Living Advisory Committee in a report entitled "Report on Revision of the Index of Retail Prices." An article summarising this report appeared on pages 87 and 88 of the March 1962 issue of this GAZETTE. Copies of the report (Cmd. 1657) may be obtained from H.M. Stationery Office, price 1s. 6d. (1s. 9d. including postage).

RETAIL PRICES OVERSEAS

The monthly summary of the latest information received relating to changes in retail prices in overseas countries is given on page 281.

STOPPAGES OF WORK—INDUSTRIAL DISPUTES

STOPPAGES OF WORK IN JUNE

The number of stoppages of work* due to industrial disputes in the United Kingdom, beginning in June, which came to the notice of the Ministry, was 181. In addition, 36 stoppages which began before June were still in progress at the beginning of the month. The approximate number of workers involved during June at the establishments where these 217 stoppages occurred is estimated at 37,800. This total includes 7,700 workers involved in stoppages which had continued from the previous month. Of the 30,100 workers involved in stoppages which began in June, 21,800 were directly involved and 8,300 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes).

The aggregate of 98,000 working days lost during June included 35,000 days lost through stoppages which had continued from the previous month.

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

Industry Group	Number of Stoppages			Stoppages in Progress in Month	
	Started before beginning of Month	Started in Month	Total	Workers involved	Working Days lost
Coal Mining ..	6	98	104	13,400	24,000
Engineering ..	6	16	22	4,800	16,000
Shipbuilding and Ship Repairing ..	2	8	10	2,200	8,000
Motor Vehicles ..	1	8	9	6,700	16,000
Construction ..	11	21	32	2,700	15,000
All remaining industries and services ..	10	30	40	8,000	19,000
Total, June 1962 ..	36	181	217	37,800	98,000
Total, May 1962 ..	44	258	302	66,600	204,000
Total, June 1961 ..	31	265	296	81,200	268,000

Causes of Stoppages

The following Table classifies stoppages beginning in June according to the principal cause of each stoppage:—

Principal Cause	Number of Stoppages	Number of Workers directly involved
Wages—claims for increases ..	26	2,600
—other wage disputes ..	52	7,100
Hours of labour ..	—	—
Employment of particular classes or persons	39	5,200
Other working arrangements, rules and discipline ..	58	5,800
Trade union status ..	5	400
Sympathetic action ..	1	700
Total ..	181	21,800

PRINCIPAL STOPPAGES OF WORK DURING JUNE

Industry, Occupations and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Remarks
	Directly	Indirectly	Began	Ended		
ENGINEERING:— Apprentice fitters and machinists employed in manufacture of textile machinery and accessories—Belfast (one firm)	880	—	31 May	15 June	The suspension for one day of an apprentice who forgot his "check-in" disc	Work resumed.
SHIPBUILDING & SHIP REPAIRING:— Platers, caulkers and other workers employed in shipbuilding—Glasgow (one firm)	375	285	7 June	15 June	Demarcation dispute between platers and caulkers concerning the use of an electric saw	Work resumed.
Platers and other shipyard workers—Clydeside (various firms)	720	300	11 June	11 June	In sympathy with platers involved in the stoppage above	Work resumed.
MOTOR VEHICLES:— Workers employed in vehicle building—Falkirk (one firm)	30	450	29 May	22 June	Employer's alleged proposal to review piece-work prices for certain contract work	Work resumed pending negotiations.
Maintenance and other workers employed in motor vehicle manufacture—Solihull (one firm)	160	3,075	11 June	12 June	Rejection of a claim for an increase of £2 a week in basic wage rates for maintenance workers	Work resumed.
CONSTRUCTION:— Electricians and mates employed on a power station site—Cumberland (one firm)	270	—	23 May	4 July	For the re-employment of workers previously discharged because of redundancy and who were still unemployed, in preference to other workers	Work resumed pending further negotiations.

* The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than 10 workers, and those which lasted less than one day, except any in which 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. The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.

† Nearly all the engineering and shipbuilding workers involved in the national stoppage on 5th February were again involved on 5th March. They have, therefore, been counted twice in the total for all industries and for each industry group affected. In the period under review the net number of individuals for all industries was approximately 2,000,000.

‡ Less than 50 workers or 500 working days.

§ Some stoppages of work involved workers in more than one industry group, but have each been counted as only one stoppage in the total for all industries taken together.

|| Work was resumed for two short periods during the course of the stoppage.

Duration of Stoppages

The following Table classifies stoppages ending in June according to the length of time they lasted:—

Duration of Stoppage	Number of		
	Stoppages	Workers directly involved	Working Days lost by all Workers involved
Not more than 1 day	68	6,700	5,000
2 days ..	47	6,700	18,000
3 days ..	25	3,400	10,000
4-6 days ..	27	3,800	23,000
Over 6 days ..	26	4,600	52,000
Total ..	193	25,200	108,000

STOPPAGES OF WORK IN THE FIRST SIX MONTHS OF 1962 AND 1961

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 six months of 1962 and 1961:—

Industry Group	January to June 1962			January to June 1961		
	Number of Stoppages beginning in period	Workers involved†	Working Days lost	Number of Stoppages beginning in period	Workers involved	Working Days lost
Agriculture, Forestry, Fishing	2	100	‡	3	3,000	77,000
Coal Mining ..	678	94,100	188,000	822	168,500	588,000
All Other Mining and Quarrying	1	‡	‡	6	1,100	1,000
Food, Drink and Tobacco ..	13	4,700	6,000	11	4,100	9,000
Chemicals, etc. ..	8	9,000	10,000	16	5,700	16,000
Metal Mfr. ..	53	272,100	320,000	37	12,600	25,000
Engineering ..	136	2,014,900	2,111,000	106	44,500	141,000
Shipbuilding and Marine Eng. ..	51	313,000	396,000	55	55,100	315,000
Motor Vehicles and Cycles ..	64	466,200	583,000	55	95,100	323,000
Aircraft ..	24	267,100	277,000	25	11,700	32,000
Other Vehicles ..	12	45,600	54,000	13	8,000	14,000
Other Metal Goods ..	31	206,600	221,000	26	4,600	30,000
Textiles ..	19	7,000	11,000	18	900	3,000
Clothing and Footwear ..	9	1,700	4,000	7	800	2,000
Bricks, Pottery, Glass, etc. ..	8	11,300	15,000	12	2,400	5,000
Timber, Furniture, etc. ..	10	3,900	7,000	6	400	1,000
Paper and Printing	5	6,500	7,000	6	1,100	4,000
Remaining Manufacturing Inds.	21	28,500	81,000	16	11,500	70,000
Construction ..	180	40,800	136,000	156	18,800	73,000
Gas, Electricity and Water	5	1,100	1,000	3	100	1,000
Port and Inland Water Transport	41	37,300	107,000	44	28,500	144,000
All Other Transport ..	33	12,900	31,000	37	14,100	28,000
Distributive Trades ..	24	5,200	13,000	29	3,300	10,000
Administrative, Professional, etc. Services ..	8	7,800	13,000	7	5,800	27,000
Misc. Services ..	17	15,000	29,000	14	1,200	7,000
Total ..	1,410§	3,872,100	4,621,000	1,527§	502,900	1,947,000

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During June the Industrial Court issued three awards, Nos. 2913, 2914 and 2915*. Awards Nos. 2913 and 2914 are summarised below. Award No. 2915 was referred to the Court under section 8 of the Terms and Conditions of Employment Act, 1959.

Award No. 2913 (13th June).—Parties: Staff Side and Management Side of the Professional and Technical Council "A" of the Whitley Councils for the Health Services (Great Britain). **Claim:** To determine a difference between the Parties as to the salaries which should be paid to almoners and psychiatric social workers within the purview of the Health Services Professional and Technical Whitley Council "A". **Award:** The Court awarded that, with effect from 1st April 1962, the salaries of almoners and psychiatric social workers covered by the claim shall be:—(1) Almoner, £720 by £30(4) to £840; Senior Almoner, £840 by £30(3) to £930 by £35 to £965. No scale figures beyond those set out above have been fixed in view of the suggestion made by the Parties that they should discuss between themselves the possibility of re-grading the categories at present described as Senior in Sole Charge, Heads I to IV and Deputy Heads I and II. The Court accordingly remitted to the Parties for discussion and agreement if possible the question what if any re-grading there should be and what salaries should be paid to the grades of Almoners not covered by the salary scales specifically set out above. In the event of the Parties reaching agreement as to these matters the resultant salaries shall take effect from 1st April 1962. (2) Psychiatric Social Worker, £840 (at age 27) by £30(3) to £930 by £35(6) to £1,140; Senior Psychiatric Social Worker and Senior Teacher, £1,000 by £35(6) to £1,210 by £50(2) to £1,310. The Court remitted to the Parties for discussion and agreement if possible the question what salaries should be paid to Teacher Supervisors. In the event of the Parties reaching agreement on this question the resultant salaries shall take effect from 1st April 1962.

In the event of the Parties failing to reach agreement on these matters either Party shall be at liberty to report such failure to the Court and in that event the Court will, after hearing the Parties, determine the matter.

Award No. 2914 (28th June).—Parties: Corporation of London Staff Association and Corporation of London. **Claim:** To determine a dispute between the Parties as to whether the Staff for whom the Association negotiate should be paid an addition to the existing scales of pay of the following amounts:—(a) Non-Clerical Grades—12s. 6d. per week, (b) Administrative, etc. Staff working in the City and its environs—up to age 25—£35 per annum; age 26 and over up to a salary of £935 per annum—£45 per annum; salary over £935 per annum and up to the maximum of Grade VII—£60 per annum. **Award:** The Court awarded that the Staff concerned who work within the boundaries of the City shall be paid special supplements to their existing scales of pay as follows:—(a) Non-Clerical Grades—10s. 0d. per week (b) Administrative, etc. Staff (i) Up to age 25, £15 per annum; (ii) Aged 26 and over up to a salary of £935 per annum—£25 per annum; (iii) Salary over £935 per annum and up to the maximum of Grade VII—£35 per annum. Effect to be given to the Award as from 1st January 1962.

Single Arbitrators and ad hoc Boards of Arbitration

During June two Awards were issued by single arbitrators appointed under Section 2(2)(b) of the Industrial Courts Act, 1919. One award related to an individual undertaking; the other to a small group of workers in a nationalised industry.

Civil Service Arbitration Tribunal

During June the Civil Service Arbitration Tribunal issued two awards, Nos. 415 and 416*, which are summarised below.

Award No. 415 (5th June).—Parties: Staff Side and Official Side of the Civil Service National Whitley Council. **Claim:** For an increase in the National rates of pay of all grades of non-industrial civil servants of 5½ per cent. with effect from 1st April 1962. The following categories are not covered by the claim: (i) Post Office Cleaners, Liftmen, and Handymen at Wireless Stations, Doorkeepers, Postmen, Motor Mail Drivers Postmen Higher Grade, Telephonists, Telegraphists, Overseas Telegraph Operators II, Overseas Telegraph Operators I, Night and Sunday Attendants, Caretaker Operators, Assistant Engineer, Inspector, Technical Assistants II, Technical Assistants I; (ii) those grades the maxima of whose basic scales or whose fixed salaries exceed £2,418 (National rate); (iii) those grades normally excluded from Central Pay Settlements as specified in paragraph 5 of E.C.63/60; (iv) individuals who have been allowed on a personal basis to progress to, or remain on, a maximum in excess of the substantive maximum of their grade; (v) those grades which have settlements with an

* See footnote * on page 293.

effective date after 1st January 1961. **Award:** The Tribunal awarded that the National rates of pay of all grades of non-industrial civil servants covered by the Terms of Reference shall be increased by 4 per cent. with effect from 1st April 1962.

Award No. 416 (26th June).—Parties: Union of Post Office Workers and General Post Office. **Claim:** For an increase in the National scales or rates of pay of 7½ per cent. with effect from 1st April 1962, in respect of the following grades: Cleaners, Liftmen and Handymen at Wireless Stations, Doorkeepers, Postmen, Motor Mail Drivers, Postmen Higher Grade, Telephonists, Telegraphists, Overseas Telegraph Operators II. **Award:** The Tribunal awarded that the National scales or rates of pay of the grades covered by the Terms of Reference shall be increased by 4 per cent. with effect from 1st April 1962.

Wages Councils Act, 1959

Notices of Proposals

During June notices of intention to submit wages regulation proposals to the Minister of Labour were issued by the following Wages Councils:—

Hat, Cap and Millinery Wages Council (England and Wales).—Proposal H.M.(57), dated 1st June, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Dressmaking and Women's Light Clothing Wages Council (Scotland).—Proposal W.D.S.(76), dated 15th June, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Made-up Textiles Wages Council (Great Britain).—Proposal M.T.(51), dated 19th June, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Retail Bespoke Tailoring Wages Council (England and Wales).—Proposal R.B.(57), dated 22nd June, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Button Manufacturing Wages Council (Great Britain).—Proposal V.(60), dated 26th June, for fixing revised general minimum time rates and piecework basis time rates for male and female workers, revised general minimum piece rates and a revised piecework basis time rate for outworkers.

Further information regarding any of the above proposals may be obtained from the Secretary of the Council concerned, at Ebury Bridge House, Ebury Bridge Road, London S.W.1.

Wages Regulation Orders

During June the Minister of Labour made the following Wages Regulations Orders*:

The Wages Regulation (Paper Box) Order 1962: S.I. 1962 No. 1355, dated 27th June, and effective from 9th July. This Order, which gives effect to the proposals submitted by the Paper Box Wages Council (Great Britain), prescribes revised provisions relating to the payment of overtime.

The Wages Regulation (Paper Bag) Order 1962: S.I. 1962 No. 1359, dated 28th June, and effective from 13th July. This Order, which gives effect to the proposals submitted by the Paper Bag Wages Council (Great Britain), prescribes revised provisions relating to the payment of overtime.

The Wages Regulation (Rope, Twine and Net) (Amendment) Order 1962: S.I. 1962 No. 1360, dated 28th June, and effective from 16th July. This Order, which gives effect to the proposals submitted by the Rope, Twine and Net Wages Council (Great Britain), prescribes revised general minimum time rates and piecework basis time rates for male and female workers and general minimum piece rates for female workers.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposals

During June notices of intention to submit wages regulation proposals to the Ministry of Labour and National Insurance were issued by the following Wages Councils:—

Hat, Cap and Millinery Wages Council (Northern Ireland).—Proposal N.I.H.M. (N.43), dated 8th June, for fixing revised statutory minimum remuneration for male and female workers other than female workers in the Retail Branch of the trade and for reducing from 43 to 42 the number of hours to be worked per week before overtime is payable.

Hat, Cap and Millinery Wages Council (Northern Ireland).—Proposal N.I.H.M. (N.44), dated 8th June, for fixing revised statutory minimum remuneration for female workers in the Retail Branch of the trade and for reducing from 43 to 42 the number of hours to be worked per week before overtime is payable.

Laundry Wages Council (Northern Ireland).—Proposal N.I.L. (N.63), dated 8th June, for fixing revised statutory minimum remuneration for male and female workers in the trade.

Baking Wages Council (Northern Ireland).—Proposal N.I.BK. (N.298), dated 22nd June, for fixing revised statutory minimum remuneration for male and female workers employed in the County of the City of Belfast and in districts situated within a radius of 15 statute miles therefrom and for reducing from 43 to 42 the number of hours to be worked per week before overtime is payable.

Baking Wages Council (Northern Ireland).—Proposal N.I.BK. (N.299), dated 22nd June, for fixing revised statutory minimum remuneration for male and female workers employed in the County of the City of Londonderry and for reducing from 43 to 42 the number of hours to be worked per week before overtime is payable.

Baking Wages Council (Northern Ireland).—Proposal N.I.BK. (N.300), dated 22nd June, for fixing revised statutory minimum remuneration for male and female workers employed in areas other than the County of the City of Belfast and districts situated within a radius of 15 statute miles therefrom and the County of the City of Londonderry and for reducing from 43 to 42 the number of hours to be worked per week before overtime is payable.

Road Haulage Wages Council (Northern Ireland).—Proposal N.I.R.H. (N.27), dated 29th June, for fixing revised statutory minimum remuneration for male workers in the trade and for reducing from 44 to 42 the number of hours to be worked per week before overtime is payable.

Further information regarding the above proposals may be obtained from the Secretary of the Council concerned, at Tyrone House, Ormeau Avenue, Belfast 2.

Wages Regulation Orders

During June no Wages Regulation Orders were made by the Ministry of Labour and National Insurance.

Agricultural Wages Act, 1948

Order No. 1962 A.W.B. No. 6 was made on 16th May by the Agricultural Wages Board for England and Wales, with effect from 18th June 1962 prescribing special minimum rates of pay for night workers and discontinuing the special provisions for increased rates of wages payable to shift workers in Cumberland and Westmorland. See page 268.

Decision of the Commissioner under the National Insurance Acts

The Commissioner is a judicial authority independent of the Ministry of Pensions and National Insurance and 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*, which are final, are binding on Insurance Officers and Local Tribunals and must be followed in appropriate cases. They are thus the "case law" which is the principal means of maintaining consistency of decisions.

Appeals to the Commissioner under the National Insurance Acts may be made by an Insurance Officer, or by an association of which the claimant is a member, or by the claimant himself.

Appeals to the Commissioner under the Industrial Injuries Acts 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 1946 Act, affected by the decision, or by an association of which the claimant or the deceased was a member, or by the claimant himself.

A recent decision of general interest is set out below.

Decision No. R(U) 17/61 (9th October 1961)

Trade dispute—direct interest

The claimant lost employment by reason of a stoppage of work which was due to a trade dispute at his place of employment. The dispute arose from a demand by some other employees that the company's superannuation scheme should no longer be compulsory. The claimant was not in sympathy with the demand and would have continued to contribute to the scheme even if participation in it had been made voluntary. He claimed that he was not interested in the dispute. Held that the claimant was directly interested in the dispute because his legal obligation, as a term of his employment, to contribute to the scheme stood to be affected by the outcome of the dispute. It was irrelevant that he was prepared to contribute voluntarily.

Decision of the Commissioner

"My decision is that the claimant is disqualified for receiving unemployment benefit from 23rd February 1961 to 4th March 1961 (both dates included) in terms of section 13(1) of the National Insurance Act, 1946.

"The claimant was employed as a storeman by a firm of manufacturers of electrical appliances. The firm operated a compulsory superannuation scheme. When the National Insurance graduated pension scheme came into operation some of the employees objected to having to contribute to both the company's and the government's schemes, and in effect demanded that the company's scheme be no longer compulsory. The company were not prepared to accede to this, and as a result some employees went on strike, and as a result the claimant (among others) was suspended. The claimant says, and I accept this, that he was not sympathetic to the strike: but that

* Selected decisions of the Commissioner are published periodically in the following series—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on page 293.

fact does not by itself enable him to escape the provisions of section 13(1) of the Act.

"Section 13(1) of the Act says, in effect, that if a person loses employment by reason of a stoppage of work which was due to a trade dispute at his place of employment, he is to suffer disqualification for receiving unemployment benefit unless he can prove certain things. This provision takes no account of the merits of the dispute; it applies equally to strikes and to lock-outs; it is not concerned where the sympathies of the individual lie in relation to the dispute. The question is whether the claimant falls fairly within the terms of the section. If he does so, he must be dealt with as the section directs.

"There is no doubt that there was a stoppage of work at the claimant's place of employment, and I am satisfied that it was due to a trade dispute there. It is clear that what caused the striking employees to strike was the refusal of their demand that the conditions of their employment (in relation to compulsory contribution to superannuation) be altered. This was a trade dispute as defined in section 13(6)(b). It may be that later on, other matters of dispute arose or became more prominent; but that is immaterial. It is also clearly established, in my opinion, that the claimant's loss of employment was 'by reason of' the stoppage in question. The claimant contended before me that there was no real need for him to have been suspended, and that (in short) the management had acted hastily: but I cannot enter into the merits of the management's actions in this regard. It is not for me to say whether, by taking other measures or by adopting a different policy, the management could have avoided or postponed the claimant's suspension. Viewing the question as one of objective fact, I conclude that the claimant lost his employment by reason of a stoppage of work which was due to a trade dispute at his place of employment.

"No question arises as to the claimant having become employed elsewhere during the stoppage. Accordingly, in order to escape the provisions of section 13(1) of the Act he must prove that neither he, nor any one of his grade or class, participated in, or financed, or was directly interested in the trade dispute. If there is any one of these alternatives which the claimant is unable to prove, he cannot escape the section.

"The local tribunal held, among other things, that the claimant failed to prove that he was not directly interested in the trade dispute. The claimant maintained before me that he was not interested in the dispute. He was not sympathetic to those who wanted the management to alter the rule as to compulsory participation in their pension scheme. He did not think that that was a matter which they could properly strike about. He himself, moreover, is a man who believes in making provision for old age and he had no objection to being obliged to contribute to both pension schemes. If the company's scheme had been altered so as to make participation voluntary instead of compulsory, he would still (he told me) have continued to contribute.

"It is understandable that the claimant should be of opinion that he was not interested in the trade dispute. I think, nevertheless, that he must, in law, be said to have had an interest in it. A person may properly be said to be interested in a dispute if his financial position stands to be affected by the outcome of the dispute. If the strikers had gained their point, the claimant (like all other employees) would have been relieved of his legal obligation, as a term of his employment, to contribute to the firm's pension scheme. In my opinion it is irrelevant to consider that, if that had happened, the claimant would still have been prepared to contribute on a voluntary basis. The imposition of an additional obligation to pay money would clearly, in my opinion, constitute a matter of 'interest' to those upon whom the obligation was imposed; and equally, as it seems to me, the removal of an obligation to pay money must constitute a matter of 'interest' to those relieved of the obligation. I hold therefore that the claimant had an 'interest' (in the sense of the statute) in the trade dispute in question; and that interest was plainly (in the circumstances explained) a direct one. It follows that the claimant is unable to prove what he must prove in order to escape disqualification under the section.

"The terms of section 13(1) are undoubtedly wide. I think it is plain beyond argument that the effect of section 13(1) may be, in certain circumstances, to involve a person in disqualification because of the acts and interests of others for whom he is not responsible. The section contemplates, for example, that a man might be able to prove that he himself neither participated in nor financed nor was directly interested in the dispute, but that such a man might still suffer disqualification if there were others of his grade or class who participated or financed or were directly interested. If the scope of the section is thought to be unfairly wide, the remedy must be sought elsewhere.

"The appeal of the claimant is not allowed."

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments,* relating to matters with which the Ministry of Labour are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The prices shown are net; those in brackets include postage.

The Wages Regulation (Paper Box) Order, 1962 (S.I. 1962/1355; 8d. (11d.)), made on 27th June; *The Wages Regulation (Paper Bag) Order*, 1962 (S.I. 1962/1359; 8d. (11d.)), made on 28th June; *The Wages Regulation (Rope, Twine and Net) (Amendment) Order*, 1962 (S.I. 1962/1360; 4d. (7d.)), made on 28th June. These Orders were made by the Minister of Labour under the Wages Councils Act, 1959.—See page 291.

The National Insurance (Guardian's Allowances) Amendment Regulations, 1962 (S.I. 1962/1270; 4d. (7d.)), made on 15th June by the Minister of Pensions and National Insurance under the Family Allowances and National Insurance Act, 1961.—See page 268.

FACTORY FORMS*

Since the list published in the December 1961 issue of the GAZETTE (page 514) was prepared, the undermentioned Factory Forms have been issued, or reprinted with material amendments and/or new prices. The prices in brackets include postage. Where applicable Purchase Tax is chargeable at 20 per cent. of the net price (i.e., excluding postage).

No.	New Forms
83	Employment of Women and Young Persons. Notice Authorising Employment of Two-shift System. 3d. (6d.), exclusive of Purchase Tax.
2075	Certificate of Exemption No. 1 Testing of Aircraft. Work in Compressed Air Special Regulations, 1958 (As amended by the Work in Compressed Air (Amendment) Regulations, 1960). 3d. (6d.).
2085	First-Aid (Standard of Training) Order, 1960. Training Organisations. Certificate of Approval No. 2 (General). 3d. (6d.).
2086	Docks (Training in First Aid) Regulations, 1962. Training Organisations. Certificate of Approval No. 1 (Docks). 3d. (6d.).

Reprinted with amendments (new price where indicated)

43B	Form of Written Notice of Accident or Dangerous Occurrence occurring in the Carrying on of a Building Operation or Work of Engineering Construction. Each 2d. (5d.), 25 for 2s. (2s. 5d.), 100 for 6s. (6s. 11d.), exclusive of Purchase Tax.
75	Construction (Lifting Operations) Regulations, 1961. Certificate of Test and Thorough Examination of Hoist. Each 2d. (5d.), 25 for 2s. 6d. (2s. 11d.), exclusive of Purchase Tax.
80	Construction (Lifting Operations) Regulations, 1961. Form of Certificate of Test and thorough Examination of (a) Crabs and Winches, (b) Pulley Blocks and Gin Wheels used for a Load of One Ton or More. Each 2d. (5d.), 25 for 2s. (2s. 5d.), exclusive of Purchase Tax.
87	Docks Regulations, 1934. Shipbuilding and Ship-Repairing Regulations, 1960. Construction (Lifting Operations) Regulations, 1961. Certificate of Test and Examination of Wire Rope. Each 2d. (5d.), 25 for 1s. 6d. (1s. 10d.), exclusive of Purchase Tax.
91	Building Operations and Works of Engineering Construction Part I. Records of Weekly Inspections, Examinations and Special Tests of (1) Scaffolding, (2) Excavations, Cofferdams, etc., (3) Lifting Appliances. 2s. (2s. 4d.), exclusive of Purchase Tax.
Part I, Section A.	Record of Inspections of Scaffolding 1s. 6d. (1s. 10d.), exclusive of Purchase Tax.
Part I, Section B.	Records of Weekly Thorough Examinations of Excavations, Cofferdams, etc. 1s. 6d. (1s. 10d.), exclusive of Purchase Tax.
Part I, Sections C-F.	Records of Weekly Inspections, Examinations and Special Tests of Lifting Appliances. 2s. 6d. (2s. 11d.), exclusive of Purchase Tax.
Part II.	Record of Reports or Thorough Examinations of (1) Lifting Appliances (except Hoists), (2) Hoists, (3) Chairs, Ropes, Lifting Gear, (4) Heat Treatment of Chairs and Lifting Gear. 2s. (2s. 4d.), exclusive of Purchase Tax.
Part II, Section J.	Record of Thorough Examinations of Chairs, Ropes and Lifting Gear. 2s. (2s. 4d.), exclusive of Purchase Tax.
Part II, Section K.	Record of Annealing or Heat Treatment of Chairs and Lifting Gear. 1s. 6d. (1s. 10d.), exclusive of Purchase Tax.
96	Construction (Lifting Operations) Regulations, 1961. Certificate of Test and Thorough Examination of Crane. Each 2d. (5d.), 100 for 8s. 6d. (9s. 5d.), exclusive of Purchase Tax.
97	Certificate of Test and Examination of Chain Slings, Rope Slings (Except a Fibre Rope Sling), or similar Gear, Rings, Links, Hooks, Plate Clamps, Shackles, Swivels and Eye-Bolts. Each 2d. (5d.), 25 for 2s. 6d. (2s. 11d.), exclusive of Purchase Tax.
264	Precautions in the Installation and Working of Abrasive Wheels. Each 4d. (7d.), 25 for 5s. (5s. 5d.).
621	Health Register for use in pursuance of the Factories (Luminising) Special Regulations, 1947. (New price) 4s. (4s. 5d.), exclusive of Purchase Tax.
849	Cautionary Notice. Nitrate Salt Baths. 1s. (1s. 3d.).
931	List of Certificates issued by H.M. Chief Inspector of Factories in Respect of Intrinsically safe and Approved Electrical Apparatus for Use in Certain Specified Atmospheres. 2s. (2s. 4d.).
985	Chemical Works Regulations, 1922 (Poster). (New price) 1s. (1s. 3d.).

Reprinted with new price

23	The Factory Overtime (Separation of Different Parts or Sets) Regulations, 1938. 3d. (6d.).
276	Precautions in the Installation and Working of Hoists or Lifts. 4d. (7d.).
901	Building (Safety, Health and Welfare Regulations), 1948. Regulation 31(3) Warning Fragile Roof Covering, use Crawling Boards. Each 3d. (6d.), 25 for 5s. (5s. 6d.).
1030	Magnesium (Grinding of Castings and other Articles) Special Regulations, 1946. 9d. (1s.).
1856	Safety in Design and Operation of Gas Heated Ovens and Furnaces. 1s. 9d. (2s. 1d.).

OFFICIAL PUBLICATIONS RECEIVED*

(Note.—The prices shown are net; those in brackets include postage.)

Careers.—*Choice of Careers*. No. 37. *The Welder and Cutter*. 3rd edition. May 1962. Price 1s. 3d. (1s. 6d.); No. 56. *H.M. Forces. The Royal Air Force. Openings for Boys in the Ranks*. 2nd edition. March 1962. Price 1s. 9d. (2s. 1d.). Ministry of Labour.

Crofters.—*The Crofters Commission. Annual Report for 1961*. Department of Agriculture and Fisheries for Scotland. Price 2s. 3d. (2s. 7d.).

Incomes Policy.—*Statistics on Incomes, Prices, Employment and Production*. No. 1. April 1962. Second Impression. Ministry of Labour. Price 12s. 6d. (13s. 5d.).—See page 262.

Industrial Research.—*Department of Scientific and Industrial Research. Report of the Research Council*, 1961. Cmnd. 1734. Price 4s. (4s. 4d.).

Industrial Safety, Health and Welfare.—(1) *Safety, Health and Welfare. New Series*. No. 12. *Drop Forging Hammers; Props and Catchers*. Price 1s. (1s. 3d.).—See page 268; (2) *Methods for the Detection of Toxic Substances in Air. Booklet No. 8. Phosgene (Complete with Chart)*. 2nd edition. October 1961. Price 4s. (4s. 3d.). Ministry of Labour.

Iron and Steel.—*Iron and Steel Board. Annual Report for 1961*. H.C. 213 (Session 1961–62). Price 5s. 6d. (5s. 11d.).

National Assistance.—(1) *Report of the National Assistance Board for the year ended 31st December 1961*. Cmnd. 1730. Price 5s. 6d. (5s. 11d.).—See page 266. (2) *Explanatory Memorandum on the Draft National Assistance (Determination of Need) Amendment Regulations, 1962*. Cmnd. 1768. National Assistance Board. Price 5d. (8d.).

Scotland.—*Industry and Employment in Scotland and Scottish Roads Report, 1961–62*. Cmnd. 1727. Scottish Development Department. Price 6s. 6d. (6s. 11d.).—See page 268.

Wages and Working Hours.—*Time Rates of Wages and Hours of Work*. 1st April 1962. Ministry of Labour. Price 21s. (21s. 10d.).—See page 218 of last month's issue of this GAZETTE.

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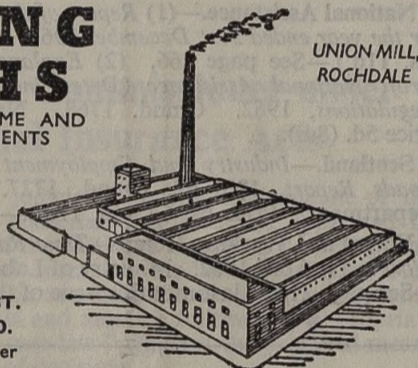
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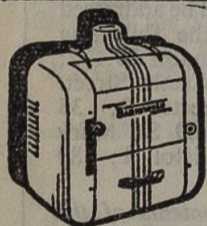


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