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## SPECIAL ARTICLES, REVIEWS, ETC.

### ESSENTIAL WORK (TRAWLER FISHING) ORDER.

#### ESTABLISHMENT OF REGISTERS OF TRAWLERMEN.

The Minister of Labour and National Service announces that it is intended to set up registers of trawlermen. Applications for registration are invited from unemployed trawler fishermen, and also from men who have left but wish to return to trawler fishing either immediately or, if at present employed on other essential work, as soon as they can be released from such work. Application should be made on a special form which can be obtained from the office of a Port Trawler Owners' Association or through any Employment Exchange. Completed forms should be returned to the office of the Port Trawler Owners' Association in the home port from which it is desired to sail. No man should leave his present employment until his application has been accepted by the Committee and he has been advised that he may do so. Men at present employed in trawler fishing will be approached direct regarding registration by the Port Trawler Owners' Association concerned.

This registration is an essential part of the Trawler Schemes which are being set up under the Essential Work (Trawler Fishing) Order\* with the approval of the Minister of Labour and National Service. The schemes will be under the general control of the Trawler Fishermen National Pool Committee representing employers and workers in the trawler fishing industry.

The object of these schemes is to secure the efficient operation of British trawlers and to provide continuous employment for trawlermen. British trawlers, trawler owners, and trawlermen of all grades will be registered by a Port Committee composed of representatives of employers and workers engaged in the industry at each port.

Once an approved Trawler Scheme comes into force only registered trawler owners and trawlermen will be able to engage in trawler fishing with British trawlers at that port.

Each registered trawlerman who has been accepted on the

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

Live Register of a port will, when not actually employed by a trawler owner, enter the "Reserve Pool" of trawlermen in the employment of the Port Trawler Owners' Association and will be paid at a daily rate. When in the "Reserve Pool," trawlermen will be subject to the orders given to them by the Association with the approval of the Port Committee.

### ESSENTIAL WORK (ELECTRICAL CONTRACTING INDUSTRY) ORDER, 1945.

By the above-mentioned Order,\* made by the Minister of Labour and National Service on 19th February, 1945, in agreement with representatives of both sides of the electrical contracting industry, provision has been made for certain amendments of the Essential Work (Electrical Contracting Industry) Order, 1942, similar to those made in July, 1944, in the case of the Essential Work (General Provisions) Order.†

The purpose of the new Order is to improve the method of dealing with cases of persons dismissed on the ground of serious misconduct, by making it possible, where the Local Appeal Board have found that dismissal was not justified on grounds of serious misconduct but reinstatement is nevertheless not directed, for the worker to be given a right to guaranteed wages under the Order for the period between the date of dismissal and the date on which the final decision is communicated to the parties concerned.

Two minor amendments of a technical character are also made. One relates to the calculation of the net guaranteed wage payable to a successful appellant who has been in other employment since he was provisionally dismissed for serious misconduct; the other relates to exclusion from the Order of members of the Armed Forces of the Crown and certain specified classes of women, when employed in a scheduled undertaking.

The new Order came into force on 1st March, 1945.

\* S.R. & O. 1945, No. 210. H.M. Stationery Office; price 1d. net (2d. post free).  
† See the issue of this GAZETTE for August, 1944, page 122.

## WAGES BOARD FOR LICENSED RESIDENTIAL ESTABLISHMENTS AND LICENSED RESTAURANTS.

WAGES BOARD (LICENSED RESIDENTIAL ESTABLISHMENT AND LICENSED RESTAURANT) ORDER, 1945.

The Minister of Labour and National Service has made an Order\* establishing a Wages Board in respect of workers employed either:—

- (i) in licensed residential establishments, licensed restaurants, railway refreshment establishments and in licensed workers' hostels, or
- (ii) in staff hostels and staff canteens for the workers referred to in (i) above.

The Order is based on a recommendation received by the Minister from the Catering Wages Commission, and the Minister has published a Report submitted to him by the Commission with their recommendation (see below).

For the purpose of the Order, a licensed residential establishment is defined as an hotel, boarding house, guest house, hostel or similar establishment including a holiday camp or a club, at which intoxicating liquor can be sold or supplied and which contains four or more bedrooms ordinarily available for guests or lodgers, or if it contains less than four such rooms, contains sleeping accommodation for not less than eight persons. It includes premises at which intoxicating liquor can be supplied by reason of the fact that part of the premises is habitually used for the purposes of a registered club.

A licensed restaurant includes any place which is used for the purpose of a restaurant, dining room, café, club or similar place, at which it is lawful to sell intoxicating liquor.

The term railway refreshment establishment includes any place of refreshment situated at a railway station and operated by a Railway Company. It also includes any licensed place of refreshment at a railway station operated otherwise than by a Railway Company.

A licensed workers' hostel is an establishment provided by an employer for workers other than catering workers, at which intoxicating liquor can be sold or supplied.

The workers covered by the Order are those engaged in the preparation of or service of food or drink, or in the provision of living accommodation, or work incidental to such preparation or service; work in connection with any retail sale of goods on premises where the main activity of the licensed premises is the preparation or provision of food or drink, or of living accommodation for guests or lodgers; transport work; work at any office, store, warehouse, garage, etc.; and workers engaged on or about the premises in connection with any service or amenity where the main activity is the preparation, service or provision of food, drink or living accommodation.

There are a number of exclusions from the scope of the Wages Board. These relate to workers employed wholly or mainly in a catering contracting business or a central catering establishment who fall within the scope of the Unlicensed Place of Refreshment Wages Board in respect of which a Wages Board Order† was made in December, 1944; workers employed in hospitals, nursing homes, or other institutions, or at universities, colleges, or schools when employed by the person carrying on the establishment; workers employed in railway trains; workers employed in the provision of food or drink in theatres, music halls or similar places of entertainment; workers employed in a licensed restaurant on premises where the main activity is the sale of intoxicating liquor for immediate consumption otherwise than with meals supplied on the premises; workers employed in Crown or Local Authority undertakings, and workers covered by the Industrial and Staff Canteen Wages Board‡ which has already been constituted.

### REPORT BY CATERING WAGES COMMISSION.

In their Report§ submitted to the Minister with their recommendation for the establishment of the Wages Board particulars of which are given above, the Catering Wages Commission state that their enquiries revealed that generally there existed no joint voluntary machinery adequate for regulating the remuneration and conditions of employment of the workers in the establishments under review.

The Commission have referred in previous Reports (e.g. Cmd. 6569)† to the impracticability of a single Wages Board for the whole catering industry and to the desirability of ensuring, in respect of each Board proposed, that there should be a reasonable community of interest between the representatives on each side of the Board. The Commission in their enquiries had evidence of a marked difference of opinion in the catering trade as to whether such community of interest existed between licensed and unlicensed hotels, and they state in their Report that they found it difficult to ignore this difference of view. Licensed restaurants have been included with licensed hotels on the ground of community of interest.

\* S. R. & O. 1945, No. 226. H.M. Stationery Office; price 1d. net (2d. post free).

† See the issue of this GAZETTE for January, 1945, page 2.

‡ See the issues of this GAZETTE for March, 1944, page 47, and September, 1944, page 148.

§ Catering Wages Act, 1943: Report of the Catering Wages Commission on their Recommendation for the Establishment of a Wages Board for Licensed Residential Establishments and Licensed Restaurants. Cmd. 6601. H.M. Stationery Office; price 2d. net (3d. post free).

The Report states that the Commission received a number of representations from interested organisations, some of them being matters which had previously been raised with the Commission when their proposals for a Wages Board for Unlicensed Places of Refreshment were published. The Commission took the representations into account before making their final recommendation to the Minister, and their views on the representations are set out in the Report.

## REHABILITATION OF THE CATERING INDUSTRY.

### REPORT BY CATERING WAGES COMMISSION.

A Report\* by the Catering Wages Commission on the subject of the rehabilitation of the catering industry has been submitted to the Minister of Labour and National Service and has recently been published.

The Report has been made in pursuance of a direction by the Minister to the Catering Wages Commission under the Catering Wages Act, 1943, "to enquire into the effect of war conditions on the hotel and catering services available to the public, and to review the measures necessary to meet the requirements of the public, including visitors from overseas, in the immediate post-war period." The Report deals in general with the short-term aspects of rehabilitation in the period immediately after the war and makes a number of recommendations. No decision has been taken by the Government on these recommendations, but they will be considered and borne in mind by the Government Departments concerned when framing any proposals to which they have relevance. It has been thought desirable to publish the Report without waiting until final decisions have been taken. The Commission state that the long-term problem of developing the tourist industry will be the subject of a later Report.

The Report points out that there has been a substantial reduction in the amount of hotel and restaurant accommodation available as a result of bombing, requisitioning and shortage of equipment and staffs, and that there will be a substantially increased demand for holiday facilities immediately after the war, partly as a reaction from the strain of war conditions and partly because of the widespread extension of holidays with pay and increased earnings.

The recommendations made by the Commission cover a wide range of subjects, including problems connected with the release of requisitioned premises, compensation for war damage to hotels and boarding houses caused by enemy action, and Government assistance to Local Authorities. The speedy removal of defence works is advocated, and a recommendation is made in regard to the provisions for meeting the cost of restoration of property affected by them. Other recommendations relate to the difficulties of the catering industry in regard to shortage of furniture and equipment and shortage of labour for the work of rehabilitation.

A recommendation is made for extending existing schemes in the Services for training Service personnel in catering work before demobilisation, and for ensuring, as far as possible, that all persons possessing the necessary qualifications are placed on their return to civilian life in suitable employment.

The Report also includes a recommendation that arrangements should be made for the early release and use of Government-owned hostels and camps which are suitable for holiday purposes.

In addition to recommendations, the Report contains a tentative suggestion for the setting up of a statutory Corporation for the catering, holiday and tourist services, with a number of functions, some of which are short-term and some long-term. It is envisaged that the Corporation would have a Governing Body and two Administrative Councils. The members of the Governing Body would be persons of experience and capacity in commercial or financial matters or in the conduct of public affairs. One Council would be concerned with the catering industry, and the other with the travel and tourist services. Their membership would be drawn largely from the industries concerned.

The Report outlines a number of long-term functions which the Corporation might have, many of which would be appropriate to the Travel Council. These include research, publicity, promotion of the staggering of holidays, the development of training, and the centralisation of information and advice for the catering, transport and allied industries and those interested in the development of the tourist and holiday facilities of Great Britain.

The Commission state that they are not yet in a position to make a formal recommendation in favour of the establishment of the proposed Corporation, as detailed discussions with the interests concerned will be necessary. In the meantime, the Commission state that they would welcome comments on it. In due course the Commission hope to be able to submit a further report on the matter to the Minister of Labour and National Service.

\* The Rehabilitation of the Catering Industry. H.M. Stationery Office; price 9d. net (10d. post free).

## AGRICULTURAL WAGES IN ENGLAND AND WALES.

The Agricultural Wages Board for England and Wales made Orders, on 21st February, raising the statutory minimum and overtime rates of wages for men employed in agriculture on time work in England and Wales; providing for minimum rates on a time basis for agricultural workers of all classes employed on piece work; and extending to piece workers entitlement to holidays with pay similar to that already operative in the case of time workers. The Orders came into operation on 4th March.

The Orders raise the minimum time rate for ordinary male agricultural workers 21 years of age and over from 65s. a week, the rate fixed in December, 1943, to 70s. a week in all districts. This rate applies, as before, to weeks of 48 or 50 hours in winter and 50, 51 and 52 hours in summer according to the district. The special rates which are in operation in certain districts for men of full age engaged in tending animals and in other specialised work have also been advanced by 5s. a week; these minimum rates now range from 74s. to 89s. a week, according to occupation and district. For adult male workers in part-time and casual employment the minimum rate has been raised from 1s. 4d. to 1s. 5d. an hour in all districts. The minimum differential overtime rates for adult males have been increased by 1d. an hour, and are now in no district less than 1s. 7d. an hour for ordinary week-day overtime and 1s. 11d. an hour for overtime employment on the weekly short day, Sunday and specified public holidays, and for overtime employment beginning on a Sunday and continuing into the following Monday morning. The minimum rates for women and male and female juvenile workers remain unchanged, and there is no modification in the arrangements with regard to holidays with pay for time workers except for consequential increases in the rates of holiday remuneration for men.

The power conferred on the Agricultural Wages Board by the Agricultural Wages (Regulation) Act, 1924, as amended by the Defence Regulations, to fix minimum piece rates for agricultural workers employed on piece work was extended by the Agriculture (Miscellaneous Provisions) Act, 1944, to include the power to fix minimum rates on a time basis for such workers, and under the Holidays with Pay Act, 1938, it automatically became competent for the Board to secure to workers for whom such minimum rates for piece work are fixed the benefit of holidays with pay. The new Orders provide that the minimum rates of wages payable to a worker (male or female) employed on piece work, in any week in which he, or she, works not less than the standard number of hours for a time worker, are to be such as will yield to him not less than the wages to which he would have been entitled if the hours worked had been employment at the minimum and overtime rates applicable for time work. When less than the standard weekly hours are worked at piece rates, the worker must not receive less than the wages which would have been payable, for the number of hours worked, at the minimum hourly rate applicable for part-time or casual employment. The Orders also provide that piece workers are to be entitled to holidays with pay and holiday remuneration as if the time spent on piece work had been employment on time work.

## WAGES IN THE COTTON SPINNING INDUSTRY.

### REVISED RATES OF PAY AND CONDITIONS OF EMPLOYMENT IN THE MULE SPINNING SECTION.

Negotiations have for some time past been in progress between the Federation of Master Cotton Spinners' Associations, Ltd., and the Amalgamated Association of Operative Cotton Spinners and Twiners, with a view to improving the status and remuneration of operatives, other than minders, employed in mule spinning rooms, providing greater opportunities of advancement, and thereby attracting new entrants to the industry. As a result of these negotiations an agreement has recently been concluded providing for increases in pay for big or side piecers, joiner assistant spinners, little piecers, cross piecers and extra piecers, mule cleaners, mule assistants, and creelers. The agreement also provides for the introduction of the "joiner" spinning system at mills where it has not been the custom to employ joiner spinners.

Big or side piecers (who are in future to be designated as "assistant spinners") have hitherto been entitled, under agreements of various dates, to "supplemental additions" to their wage rates, paid by the employer, amounting to 8s. a week for twist piecers and 6s. 6d. a week for weft piecers, irrespective of age. As from 12th February, when the new agreement came into operation, these are replaced by graduated scales of supplemental additions, rising from 1s. a week at 15 years of age to 18s. a week at 23 years and over in respect of operatives engaged on 1,124 spindles and below on the Bolton List, and on less than 93 dozen spindles on the Oldham, Ashton and related Lists, and from 1s. to 16s. 6d. a week for larger numbers of spindles. For mule cleaners and mule assistants, the previously existing supplemental payment of 4s. a week is raised to 9s., and that of 2s. 6d. a week for mule creelers is raised to 7s. 6d. Little piecers, cross piecers and extra piecers are granted a supplemental addition rising from 1s. a week at 14 years to 14s. a week at 19 years and over, in place of 2s. 6d. a week.

The agreement also provides that employers are entitled to engage joiner spinners on one pair of mules in every twelve or fractional part of twelve. Where joiner spinners are already employed on a larger proportion of mules, the number may be reduced, by agreement, to the proportion laid down. In computing the wages of joiner spinners, one supplementary additional payment at the maximum rate applicable to an assistant spinner is to be included in the aggregate divisible earnings. At mills in which it has not been the custom to employ joiner spinners, the employers are to be entitled to introduce the system at the expiration of twelve months after the termination of hostilities in Europe, subject to certain conditions, including the rights to re-instatement of men in the Forces.

The agreement further entitles employers to employ joiner assistant spinners on one pair of mules in six or fractional part of six. Each pair of joiner assistant spinners will receive as wages the aggregate of the basic wages and flat-rate additions of an assistant spinner and a little piecer, to be shared equally, together with a supplementary addition, for each of them, varying according to age from 6d. a week at 14 years to 15s. 6d. a week at 21 years and over.

All the revised supplemental additions to wages, referred to above, are to rise or fall in accordance with future alterations in the percentage additions to the spinning piece price lists. They relate to a week of 48 hours, and are to be adjusted in accordance with the number of hours actually worked in a week. The new scales are to be applied to all new entrants to the industry; but workers already in employment are to be paid the former rates of supplement or the revised rates, whichever are higher.

In order to assist in the more rapid promotion of male workers, the parties to the agreement suggest that female piecers shall be admitted to the maximum possible extent consistent with the training of an adequate number of male staff. It is agreed that a full staff must be employed whenever possible, by "full staff" being meant the present accepted staff or such staff as may be agreed upon in the future as being adequate. The agreement came into operation on 12th February, and the increased supplemental additions became payable for the first time on the pay day in the week beginning 19th February.

## COAL MINING INDUSTRY.

### PRODUCTION, EMPLOYMENT AND AVERAGE EARNINGS.

Statistics relating to production and employment in the coal industry in Great Britain for the fourth quarter of 1944, together with comparable data for the previous quarter and for the last quarter of 1943, have recently been published by the Ministry of Fuel and Power in the Board of Trade Journal for 17th February, 1945. Summary figures are also given relating to costs of production, proceeds and profits of the industry for the second and third quarters of 1944. The figures given for the third and fourth quarters of 1944 are provisional, pending the issue of a White Paper on statistics covering the year 1944.

The quantity of saleable coal produced from mines in the fourth quarter of 1944 was 47,167,000 tons.\* The average number of wage-earners on the colliery books was 713,500; the average number of wage-earners in effective employment (i.e., excluding those who were absent for the whole of any week from whatever cause) was 651,500; the average output per wage-earner in the quarter was 66.1 tons; and the average output of saleable coal per manshift worked by all wage-earners was 1.02 tons. Disputes during the quarter caused a loss of 143,000 manshifts and 210,500 tons of saleable coal, and recognised holidays a loss of 1,150,100 manshifts and 1,349,100 tons. Accidents, breakdowns and repairs to machinery, transport difficulties, etc., brought the total of manshifts lost from causes other than absenteeism to 1,514,700 and the loss of output to 2,203,100 tons. The average percentage of shifts lost during the fourth quarter that could have been worked, excluding shifts lost through work not being available owing to recognised holidays, disputes, etc., was 14.8. An analysis of the total number of shifts lost shows that 6.1 per cent. was due to voluntary absenteeism (i.e., absence for which no satisfactory reason was given) and 8.7 per cent. to involuntary absenteeism. For workers at the coal face the percentage of absenteeism was 17.4, for other underground workers 15.6, and for surface workers 9.3.

The following Table shows the average cash earnings per manshift worked and per week and the average value of allowances in kind during the second and third quarters of 1944, as shown in returns from undertakings which produced about 96 per cent. of the total quantity of saleable coal raised during the second quarter and 97 per cent. during the third quarter, respectively:—

	Second Quarter, 1944.		Third Quarter, 1944.	
	s.	d.	s.	d.
Average Cash Earnings:				
Per manshift worked	21	10-17	22	2-51
Per week	110	7	107	11
Average Value of Allowances in Kind:				
Per manshift worked	0	8-31	0	8-30
Per week	3	6	3	4

\* In addition, 2,009,600 tons of coal were produced at Government opencast workings.

## RESETTLEMENT OF EX-SERVICE PERSONNEL.

### RESETTLEMENT GRANTS SCHEME.

In reply to a question in the House of Commons on 15th February, the Minister of Labour and National Service furnished the following statement regarding a scheme which has been prepared to give financial aid to ex-servicemen and women who wish to restart in their own business or work on their own account:—

1. The scheme, which will be administered by the Ministry of Labour and National Service, is intended to come into operation after the end of the war in Europe when release from the Forces begins, in accordance with the plan already announced by the Government. The primary object is to assist men and women, who were in business or work on their own account before joining the Forces, Merchant Navy or Civil Defence Services, and can show that they need some help, additional to any war gratuities and post-war credits, in order to restart their business or resume their previous occupation on their own account. The scheme is also intended, in suitable cases, to assist those disabled by war service to set up on their own for the first time. The scheme is in no sense one of compensation for losses incurred through the war, but is intended to supplement, within reasonable limits, the provision of war gratuities and other benefits.

#### Persons eligible for Grant under the Scheme.

2. The scheme applies to men and women who have given full-time paid service in one of the following since 25th May, 1939:

H.M. Forces, and Women's Auxiliary Services, Merchant Navy, Civil Defence Services, including the National Fire Service and Auxiliary Police.

3. The scheme is primarily for those restarting. Those who are not disabled will be eligible for grants only if they are restarting in a business of their own or are resuming their previous work on their own account.

4. Persons disabled by war service will be eligible for grants even if they have not previously been in business or work on their own account, provided that, having regard to all the circumstances, this would afford a better method of satisfactory resettlement than any other provided for the disabled. The degree of disablement necessary to qualify will be the same as that laid down under the Disabled Persons (Employment) Act, namely, that it entails a substantial handicap in obtaining or keeping employment which would otherwise be suitable.

5. Before a grant is made, applicants will have to show that they have obtained from the appropriate Government Department any licence or other similar permit that may be necessary; for entry or re-entry into the business or trade in question the obtaining of such a licence or permit, however, will not of itself entitle applicants to grants.

#### Amount of Grant.

6. The scheme is intended to give a reasonable amount of assistance to enable applicants to meet their initial expenses, where it can be shown that their own resources, including any war gratuities and post-war credits, are insufficient for the purpose. The cost of fitting up premises, obtaining equipment, tools, initial stocks, and similar items, may be such as to require some supplementation of the financial provision already made for those being released from the Armed Forces and other Services.

7. The maximum grant will be £150. Within this limit, the amount granted in any individual case will vary, according to the requirements of the business and the contribution which the applicant can reasonably be expected to make from his own capital resources. Applicants who have received payments in the form of war gratuities and post-war credits will be expected to contribute these, or to show good reason why they are unable to do so. Similarly, applicants who have disposed of businesses or equipment will be expected to include the proceeds in their contribution or to show good reason for not doing so. Account will be taken of other capital resources, but not of the regular payments made to Service personnel during the period of resettlement leave.

8. The scheme is for small enterprises, and is not intended to assist in the financing of projects requiring an initial outlay out of proportion to the maximum amount of grant.

#### Training.

9. As a general rule, persons will not be able to qualify for assistance under more than one of the various resettlement schemes. Those who have received training for employment under the Industrial Training Scheme, or have been assisted under the Further Education and Training Scheme, will not, therefore, normally be eligible for a grant, but special cases will be considered on their merits. Recipients of grants will, however, be able to take advantage of special short courses of training in simple book-keeping, buying and selling and allied subjects in cases where such courses are likely to be helpful. These courses will be provided free under arrangements made by the Ministry of Labour and National Service, as part of their general plan of training in the resettlement period. Disabled persons who have received training under the Disabled Persons (Employment) Act will not be precluded from a grant under the present scheme, if they are otherwise eligible.

#### Type of Business.

10. While the scheme should be of assistance in relation to resettlement in the retail or similar trades, it will also apply to other small undertakings of a kind for which a grant would be appropriate having regard to the financial limits which have been laid down. Persons setting up on their own in a craft, including a rural craft, for which special equipment or a kit of tools is needed will be able to apply. In special cases assistance may also be given to persons restarting on their own in a profession.

11. The scheme will not apply to resettlement on the land of those who were working holdings on their own account before undertaking war service. This sort of resettlement will be dealt with under separate arrangements by the Agricultural Departments. The scheme will, however, apply in cases where persons are also eligible for loans from the local authority under the special arrangements relating to small traders in certain coastal towns. An applicant who is otherwise eligible for grant will not be debarred because he is also eligible for a loan from the local authority.

12. Grants will not be made to persons wishing to start or restart businesses outside Great Britain and Northern Ireland, but British subjects from other places may qualify for assistance to set up in Great Britain or Northern Ireland.

#### Disposal of Businesses assisted by Grant.

13. Recipients of grants will be required to undertake that they will not, within a stipulated period, dispose of a business or equipment, etc., obtained with the aid of the grant, except with the consent of the Ministry of Labour and National Service. Refund of the whole or part of the grant may be required from the proceeds of disposal.

## INDUSTRIAL TRAINING.

In the total mobilisation of this country for war, an important though unobtrusive part was played by the organised training of men and women for semi-skilled work, and the further training of workers already semi-skilled or skilled for work demanding yet higher degrees of skill. For many years past, some industries and employers have been accustomed to train workers in their own workshops to meet their own requirements, and this method of "training within industry" received a great impetus under the pressure of the war demand for expansion. For about twenty years training has also been provided directly by the Government in Government Training Centres, and particulars are given below showing how this service has been extended during the past five years and is being adapted for the purposes of post-war reconstruction and resettlement.

**Training for War Purposes.**—Originally established by the Ministry of Labour soon after the last war to help disabled men to regain a footing in industry, the service of the Government Training Centres was widened during the period of depression between the wars so as to assist men thrown out of employment in stricken areas in learning new crafts and securing employment in more fortunate areas. Thus, when the present war broke out there was already the nucleus of a Government industrial training system which could be rapidly developed and switched over to specific training for munitions work. In September, 1939, there were 13 Centres with 3,700 civilians in training. Less than two years later, in July, 1941, there were 35 Centres with 32,000 civilians in training. In addition, by the middle of 1941 there were four Centres for the training of Service personnel in engineering trades to be exercised in their Service capacities, e.g., armourers, engine-room mechanics, aircraft mechanics, boatwrights, etc.

Altogether, the total number of persons who have passed through these two groups of Centres since September, 1939, is approximately 300,000, of whom over 100,000 are women.

**Training for Reconstruction and Resettlement.**—While these Centres are still available to give training for the munitions industries and to facilitate upgrading in those industries as required, their attention is now being turned more and more to reconstruction work. Already the disabled are being trained in various building operations and as wood machinists, watch and clock repairers, typewriter mechanics, spray and brush painters and storekeepers, and other trades are being added to the range as required.

Further, as part of the general resettlement scheme, plans are being laid for the provision of industrial training in the Centres (as well as in Technical Colleges and other educational institutions) for non-disabled men and women released from service in the Forces and in other spheres, including industry. The aim is to assist those who need a course of training to enable them to obtain employment of a kind likely to lead to permanent resettlement.

Those for whom this scheme is intended are men and women released from the Armed Forces, the Merchant Navy, Civil Defence Service, National Fire Service, Police Auxiliaries and Civil Nursing Reserve, and persons whose war service has been on other types of work of national importance, including industrial work. The main conditions of eligibility (apart from full-time service in work of national importance) will be (1) that by reason of such service the person concerned has either been unable to start or complete training for a skilled occupation, or suffered interruption in the following of his occupation; and (2) that he is in need of a course of training to enable him to

obtain employment of a satisfactory kind having regard to his general capacity.

Special care is to be taken to ensure that men and women who have served in the Armed Forces and are eligible for training receive their training as early as possible after release from the colours. If at any time the facilities for training are insufficient to meet the needs of all applicants without delay, men and women released from the Forces or from the Merchant Navy will, in general, be admitted first. Moreover, in order to provide opportunities for those who are the last to be released from the Forces, the training scheme will be continued until the end of the demobilisation of persons who have served during the present war.

**Training within Industry.**—While attention is being given to the extension of the direct provision of training facilities by the Government, the importance of "training within industry" is not being overlooked. Arrangements are in fact being made, where appropriate, for training in employers' establishments under suitable financial arrangements, and in general every encouragement and assistance is being given to industries to establish and develop their own schemes for the training of workers to meet their own requirements.

## HOLIDAYS IN INDUSTRY IN 1945.

The Government have recently made an announcement for the guidance of industry in the planning of holidays in 1945.

Subject to the overriding needs of the war situation and the claims of production and of essential services, the Government are of opinion that:—

(a) industrial agreements and common practice in relation to the annual holiday should continue in general to be observed;

(b) on the occasion of public holidays in England and Wales, the following days should generally be approved holidays:—Saturday, 31st March, and Easter Monday, 2nd April; Saturday, 19th May, and Whit Monday, 21st May; Monday, 6th August; Monday, 24th December, Christmas Day, 25th December, and Wednesday, 26th December, or alternatively, Monday, 31st December, Tuesday, 1st January, and Wednesday, 2nd January;

(c) in Scotland, similarly, arrangements should be made for a corresponding break to be given on the occasion of the holidays which are customarily observed in the spring, summer, autumn and at the New Year.

It should be recognised that the staggering of holidays is more than ever necessary. There is continuing heavy pressure on transport to meet war requirements and the needs of essential civilian production, and travelling difficulties will continue to be serious, as will also the strain on the resources of holiday resorts. The Government accordingly hope that industry will again co-operate with the Regional Boards of the Ministry of Production in securing the maximum practicable degree of spread-over of holidays, both within establishments and between firm and district and district.

The Ministry of Education will be repeating their request of last year to Local Education Authorities and other school authorities that school holidays should be arranged as far as possible to harmonize with industrial holidays.

Local Authorities will again be asked to organise summer entertainment programmes to provide supplementary facilities for recreation and amusement.

Owing to the special arrangements necessary in regard to both the production and movement of coal, the agreed holiday arrangements will be made known separately in each coal-field in the normal way.

Payment for holidays, or payment for work done on days which would ordinarily be holidays, should be governed by existing law or any provisions relating to this matter, as laid down in the existing agreements, or as modified by agreement with the Trade Union concerned, or branch thereof, to suit particular arrangements that may be made.

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

## TRANSFER OF WOMEN TO MUNITIONS WORK IN SCOTLAND.

Some work of great urgency and importance has to be done in war factories in the south-west of Scotland. This means that the number of women workers in those factories has to be rapidly expanded. In order to fill the vacancies it is necessary to transfer women from other work. The Minister of Labour and National Service wishes, therefore, to take this opportunity of furthering his general policy of enabling workers to take employment near their homes.

Any Scots woman now working in England (except the greater London area) whose home is in south-west Scotland, including Glasgow, and who wishes to return to Scotland for this work, should apply to the nearest Employment Exchange; permission to transfer will be given unless her present work is of urgent importance and her leaving it would not serve the national interest. It will not be possible in any event to permit nurses, midwives and members of the Women's Land Army to

transfer, nor women in the greater London area because of the importance of the work on which they are engaged and the acute shortage of labour there.

Full particulars of the work in Scotland will be given at any Local Office of the Ministry of Labour and National Service in England, and all arrangements will be made for the transfer, including medical examination where necessary.

## UNEMPLOYMENT FUND ACCOUNTS, 1943-1944.

The audited accounts of the Unemployment Fund for the year ended 31st March, 1944, together with the Report of the Comptroller and Auditor-General thereon, have been published.\* The General Account and the Agricultural Account are shown separately; the latter shows the amounts attributable to the insurance of persons employed in agriculture, while the General Account includes all other receipts and payments of the Fund.

**General Account.**—The receipts during 1943-44 amounted to £78,546,388; contributions from employers, employed persons and the Exchequer totalled £73,601,948, compared with £75,750,966 in the previous year, while income from investments increased from £2,974,804 to £4,942,464.

The total expenditure during 1943-44 was £5,242,387, as compared with £6,020,406 in the previous year. There was again a fall in the average number of persons registered as unemployed during the year 1943-44, with a corresponding reduction in expenditure on benefit from £3,263,548 in 1942-43 to £2,638,069. The cost of administration chargeable to this account was £2,327,368, as compared with £2,476,976 in the previous year.

Owing mainly to the continued wide disparity between the contribution income and the amount expended in benefit, the balance in hand rose from £170,694,371 at 1st April, 1943, to £243,998,373 at the end of the financial year.

**Agricultural Account.**—The receipts for the year 1943-44 amounted to £1,613,254, of which £1,434,692 represented contributions by employers, employed persons and the Exchequer; the figure for contributions during the previous year was £1,440,105. Expenditure on benefit fell from £97,356 in 1942-43 to £65,621 in 1943-44. The balance on this account rose from £6,441,897 at 1st April, 1943, to £7,807,147 at 31st March, 1944.

**Investments.**—The total balance in the Fund (General and Agricultural Accounts combined) at 31st March, 1944, was £251,805,520 and deposits by employers in respect of deferred and other stamping arrangements, etc., amounted to £85,172. Investments held by the National Debt Commissioners totalled £251,872,403.

## BELGIAN SOCIAL SECURITY ACT.

Under an Act dated 28th December, 1944, a National Security Office has been set up in Belgium at the Ministry of Labour and Social Welfare to collect and allocate the contributions payable under the Act by employers and workers for the following purposes:—(1) increasing old age pensions; (2) establishing a compulsory system of health and invalidity insurance; (3) contributing to a Provisional Fund for the relief of the unemployed, pending the introduction of compulsory unemployment insurance; (4) increasing family allowances; and (5) ensuring the payment of remuneration for annual holidays.

**Scope.**—In principle, the Act covers all manual and non-manual workers, except mine workers and seamen in the Mercantile Marine (who are to be covered by special legislation guaranteeing them equal advantages but with somewhat different methods of application) and the staffs of the Belgian National Railways Company, which already grants equal advantages to its workers; the Company may, however, by Royal Decree secure the application of the Act either to all or part of its staffs. Certain other classes of workers are for the time being excluded, e.g., agricultural workers, domestic servants, home workers, workers whose remuneration consists wholly or mainly of tips, workers engaged in deep sea fishing, paid members of a family business and apprentices. Eventually, the Act is to be applied to these classes of workers by means of Royal Decrees, which will modify certain of the provisions of the Act to suit the special nature of the contracts of these workers and the usages and customs of the occupations concerned.

**Contributions.**—The contribution of manual workers is to be 8 per cent. and that of non-manual workers 8.25 per cent. of wages or salary, calculated on the portion of the remuneration not exceeding 3,000 francs a month; contributions are to be deducted by the employer every pay-day. The employers' contributions are to be equal to 15.5 and 15.25 per cent. of remuneration for manual and non-manual workers, respectively, levied also on the portion of the remuneration not exceeding 3,000 francs a month. Normally, employers pay their own and their workers' contributions to the National Social Security Office every three months. These contributions are inclusive of those provided for in existing old age pension legislation, the Family Allowances Act dated 4th August, 1930, and the Paid Holidays Act dated 8th July, 1936.

\* H.C.17 of 1944-45. H.M. Stationery Office; price 2d. net (3d. post free).



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

Table with 5 columns: Industry, District, Date from which Change took effect, Classes of Workpeople, and Particulars of Change. It lists various sectors such as Iron and Steel Manufacture, Galvanising, Cotton Spinning, and Textile Bleaching across different districts like Great Britain, North-East Coast Area, and Lancashire.

\* These increases affected mainly the employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steel district), the Midlands, South Wales and West of Scotland. † These increases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district. ‡ Under cost-of-living sliding-scale arrangements. § This increase affected mainly the employees of firms which are members of the Galvanising Conciliation Board. ¶ The increase in the national minimum rate for men was the result of an award under the Industrial Courts Act. ¶¶ Details of the application of these increases are given in an article on page 45 of this GAZETTE. \*\* Hinckley and district, Mansfield, Sutton-in-Ashfield and district, Loughborough and district, Leicester and district, and Nottingham. †† These rates were fixed by an award of the National Arbitration Tribunal and are subject to variation in accordance with the terms of the current cost-of-living sliding-scale agreement in the industry. Under the award, the periods of experience in the trade necessary to qualify for the minimum time rates are as follows: male workers—6 years for those entering the trade at 14 and under 15 years, decreasing to 3 years for those entering at 17 years or over; female workers—4 years for those entering the trade at 14 and under 15 years, decreasing to 2 years for those entering at 18 years or over. Minimum time rates for workers of less experience are to be fixed. ††† These rates were fixed by an award of the National Arbitration Tribunal. The award provided, however, that the rates were to be without prejudice to any higher "fall-back" rate, computed on the basis of a proportion of a worker's piecework earnings over a specified period, which might be payable under any existing agreement or practice. §§ These increases applied to workers employed by firms which are members of the Yorkshire Master Dyers' Committee, the Bradford Dyers' Association Ltd. and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms). Except in a few cases in the Bradford Area, the change did not apply in the dyeing and finishing departments of those woollen and worsted manufacturers who do their own dyeing and finishing. ||| These increases applied to workers employed by firms which are members of the Federation of Calico Printers, the Employers' Federation of Dyers and Finishers, the Employers' Federation of Bleachers and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms).

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

Table with 5 columns: Industry, District, Date from which Change took effect, Classes of Workpeople, and Particulars of Change. It lists various sectors such as Textile Bleaching, Silk Dyeing and Finishing, Dressmaking and Women's Light Clothing, Tobacco, etc., Manufacture, Millsawing, Building, Gas Retort Setting, etc., Demolition Contracting, Local Authority Services, Basket, etc., Making, Rubber Manufacture, Rubber Reclamation, Cinematograph Film Production, and Entertainments across different districts like Middleton, Scotland, Northern Ireland, Macclesfield district, Great Britain, Manchester and district, England and Wales (excluding Liverpool and Birkenhead), London district, England and Wales, and Scotland.

\* Under cost-of-living sliding-scale arrangements. † These increases applied to workers employed by firms which are members of the Scottish Federation of Dyers and Bleachers (Piece Goods). ‡ This increase was the result of an award by the National Arbitration Tribunal (Northern Ireland). The Tribunal recommended that uniform rates of wages for juveniles should be established by agreement. § These increases took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the confirming Orders of the Minister of Labour, obtainable from H.M. Stationery Office. ¶ Viz., work of new construction, repairs or renewals of carbonising and gas-making plant, and the building or repairing of retort stacks and chimneys; also work on retort-house brickwork when the retort house forms part of the same contract as the retort bench. ¶¶ This increase was the result of a decision of the North Wales Whitley Council for Local Authorities. ††† These increases took effect under an Order issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office. Increases of the same amounts were applied by agreement in December to the flat war bonuses of workpeople in the employment of firms covered by the National Joint Industrial Council for the Rubber Manufacturing Industry. †††† These increases were the result of an award by the Industrial Court.



## FATAL INDUSTRIAL ACCIDENTS.

The number of workpeople, other than seamen,\* whose deaths from accidents in the course of their employment occurred or were reported in the United Kingdom in February† was 177, as compared with 171‡ in the previous month and with 167‡ in February, 1944. Details for separate industries are given below:—

MINES AND QUARRIES.†		FACORIES—continued.	
Under Coal Mines Acts:		Paper, Printing, etc.	2
Underground	51	Rubber Trades	2
Surface	4	Gas Works	2
Metalliferous Mines	1	Electrical Stations	1
Quarries	1	Other Industries	1
<b>TOTAL,</b>	<b>56</b>	<b>WORKS AND PLACES UNDER</b>	<b>SS. 105, 107, 108, FACTORIES</b>
<b>MINES AND QUARRIES</b>	<b>56</b>	<b>Act, 1937.</b>	<b>Docks, Wharves, Quays</b>
			<b>and Ships</b> .. 5
			<b>Building Operations</b> .. 15
			<b>Works of Engineering</b>
			<b>Construction</b> .. 1
			<b>Warehouses</b> .. 1
			<b>TOTAL, FACTORIES ACT</b> 87
			<b>RAILWAY SERVICE.</b>
			<b>Brakemen, Goods Guards</b> 3
			<b>Engine Drivers, Motor-</b>
			<b>men</b> .. 3
			<b>Firemen</b> .. 1
			<b>Guards (Passenger)</b> .. 1
			<b>Labourers</b> .. 6
			<b>Mechanics</b> .. 10
			<b>Permanent Way Men</b> .. 5
			<b>Porters</b> .. 1
			<b>Shunters</b> .. 1
			<b>Other Grades</b> .. 3
			<b>Contractors' Servants</b> .. 2
			<b>TOTAL, RAILWAY SERVICE</b> 33
			<b>Construction or Repair</b>
			<b>of Tramroad</b> .. 1
			<b>Total (excluding Seamen)</b> 177

## INDUSTRIAL DISEASES.

The Table below shows the number of cases§ in the United Kingdom, reported during February under the Factories Act, 1937, or under the Lead Paint (Protection against Poisoning) Act, 1926. No deaths from industrial diseases were reported in the month.

I. Cases.		I. Cases—continued.	
<b>LEAD POISONING.</b>		<b>EPITHELIOMATOUS ULCERATION</b>	
Among Operatives engaged in:		<b>(SKIN CANCER).</b>	
Smelting of Metals	..	Pitch	6
Plumbing and Soldering	..	Tar	7
Shipbreaking	..	Paraffin	..
Printing	..	Oil	1
Other Contact with Molten Lead	..	<b>TOTAL</b>	<b>14</b>
White and Red Lead Works	..		
Pottery	..		
Vitreous Enamelling	..		
Electric Accumulator Works	3	<b>CHROME ULCERATION.</b>	
Paint and Colour Works	..	Dyeing and Finishing	..
Coach and Car Painting	..	Chrome Tanning	..
Shipbuilding	..	Chromium Plating	1
Painting of Buildings	..	"Other" Industries	3
<b>TOTAL</b>	<b>3</b>	<b>TOTAL</b>	<b>4</b>
		<b>Total Cases</b>	<b>23</b>
<b>OTHER POISONING.</b>		<b>II. Deaths.</b>	
Mercurial	1	NIL.	
Toxic Jaundice	1		
<b>TOTAL</b>	<b>2</b>		

\* Statistics of fatal accidents to seamen are not available.  
† For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 3rd March, 1945, in comparison with the 5 weeks ended 3rd February, 1945, and the 4 weeks ended 26th February, 1944.  
‡ Revised figure.  
§ Cases include all attacks reported during the month, and not previously reported, so far as is known, during the preceding 12 months.

## RETAIL PRICES OVERSEAS.

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

## UNITED STATES OF AMERICA.

At mid-November, 1944, the official cost-of-living index figure was 0.1 per cent. higher than the figure for mid-October, 1944, and 28.3 per cent. higher than that for mid-August, 1939. For food alone the index figure for mid-November also showed a rise of 0.1 per cent. above the level of the previous month, and it was 46.0 per cent. above that for mid-August, 1939.

## CANADA.

At 1st December, 1944, the official cost-of-living index figure showed a fall of 0.3 per cent. below the figure for 1st November, 1944, but a rise of 17.6 per cent. over that for 1st September, 1939. For food alone the index figure for 1st December, 1944, was 1.0 per cent. below that for 1st November, 1944, but 31.1 per cent. above the level of 1st September, 1939.

## AUSTRALIA.

In the third quarter of 1944 the official cost-of-living index figure for the six capital cities was 0.4 per cent. higher than the figure for the previous quarter and 23.1 per cent. above that for the second quarter of 1939.

## INDIA.

In November, 1944, the official cost-of-living index figure for the working classes in Bombay showed a rise of 1.3 per cent. as compared with the level of the previous month, and of 130.5 per cent. over that of mid-July to mid-August, 1939. For food alone the index figure for November, 1944, was 2.2 per cent. higher than the figure for the previous month and 147.3 per cent. above that of mid-July to mid-August, 1944.

## CEYLON.

In October, 1944, the official figure in the revised series of index numbers showing changes in the working-class cost of living in Colombo Town was 111 (November, 1942=100), showing no change as compared with the figure for the previous month. Linked with the earlier series of index numbers, the figure for October, 1944, showed a rise of 104 per cent. over the level of the base period November, 1938, to April, 1939.

## UNION OF SOUTH AFRICA.

In November, 1944, the official cost-of-living index figure showed a rise of 0.5 per cent. over that for October, 1944, and of 31.7 per cent. above the level of August, 1939. For food alone the index figure in November, 1944, was 1.5 per cent. higher than the figure for October, 1944, and 41.6 per cent. above the level of August, 1939.

## SOUTHERN RHODESIA.

In December, 1944, the official cost-of-living index figure was 0.2 per cent. lower than that for November, 1944, and 23.9 per cent. above the level of August, 1939. For food alone the index figure in December, 1944, was 0.2 per cent. higher than the figure for November, 1944, and 21.9 per cent. above that for August, 1939.

## PORTUGAL.

In November, 1944, the official weighted index figure of the cost of food, fuel and light, and certain household articles in Lisbon was 1.7 per cent. higher than that for October, 1944, and 80.7 per cent. above the level of August, 1939, as compared with 77.7 per cent. in October and 76.8 per cent. in September, 1944.

## OFFICIAL PUBLICATIONS RECEIVED.\*

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

**CATERING INDUSTRY.**—(i) *The Rehabilitation of the Catering Industry. Report on an Enquiry by the Catering Wages Commission under Section 2 of the Catering Wages Act, 1943.* Price 9d. (10d.). (ii) *Report of the Catering Wages Commission on their Recommendation for the Establishment of a Wages Board for Licensed Residential Establishments and Licensed Restaurants.* Cmd. 6601. Price 2d. (3d.). Ministry of Labour and National Service.—See page 44.

**NURSES' SALARIES.**—*Mental Nurses Sub-Committee: Further Recommendations and Points of Interpretation.* Mental Nurses S.C. Notes No. 2. Ministry of Health. Price 1d. (2d.).

**REINSTATEMENT IN CIVIL EMPLOYMENT.**—*Selected Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944.* R.E. Code 1. Pamphlets Nos. 8 and 9. Ministry of Labour and National Service. Price 1d. each. (2d.).

**TECHNICAL EDUCATION.**—*Interim Report of a Special Committee of the Advisory Council on Education in Scotland.* Scottish Education Department. Cmd. 6593. Price 3d. (4d.).

**UNEMPLOYMENT FUND.**—*Unemployment Fund Accounts, 1943, showing the Receipts and Payments for the year ended 31st March, 1944; together with the Report of the Comptroller and Auditor General thereon.* H.C. 17, Session 1944-1945. Price 2d. (3d.).—See page 47.

\* See footnote\* on page 56.

## LEGAL CASES AFFECTING LABOUR.

## MASTER AND SERVANT—SUSPENSION WITHOUT PAY.

Mr. Marshall, an engineer employed by the English Electric Company Ltd., in their works at Staffordshire, was suspended from work without pay for three days on 11th, 12th and 13th January, 1944. He was in respect of this employment a specified person employed in an undertaking scheduled under the Essential Work (General Provisions) (No. 2) Order, 1942. This Order contains special provisions regarding the pay of a specified person if he "is in accordance with the conditions of his service suspended without pay from his work for a period not exceeding three consecutive days for reasons of a disciplinary character."

Mr. Marshall brought an action against his employers claiming a declaration that his contract of employment contained no term which entitled them to suspend him from work without pay. The employers admitted that they had suspended Mr. Marshall on the ground of indiscipline, but they contended that the right to take that action was an express term of the contract between them; that it was the practice of the company to do so in the circumstances known to Mr. Marshall; and that it was the custom of the engineering trade in England. It being agreed that the onus of proving the alleged practice or custom was on the employers they called evidence from some 32 witnesses, after which the plaintiff called 24 witnesses.

Mr. Justice Singleton, who tried the action, said that it was not questioned that an employer had no right to suspend a workman apart from custom, practice or express contract. The Essential Work (General Provisions) (No. 2) Order, 1942, did not create any right to suspend; it only recognised the right, in cases in which it already existed, as one of the conditions of service. After a lengthy review of the evidence His Lordship reached the conclusion that there was in the employers' works at Stafford a well-established and well-recognised practice of suspending workmen for breaches of discipline, disobedience to orders, and offences against good conduct in general. These included negligence in the performance of work or carelessness in carrying out work. It was recognised as a form of punishment between reprimand and dismissal.

The employers had sought to establish that the custom of suspension in the engineering trade applied not only in Staffordshire but throughout the whole of the country. His Lordship was satisfied that the practice or custom was widespread and applied to a very large proportion of the engineering industry, but he was unable to say that it was proved to have been sufficiently general to establish that in the engineering industry throughout England there was such a custom as was claimed. In the result it having been proved to the satisfaction of the learned Judge that the custom existed in the engineering industry throughout Staffordshire, he gave judgment for the employers with costs. *Marshall v. English Electric Company Ltd.* High Court of Justice, 7th December, 1944.

## MASTER AND SERVANT—MASTER'S OBLIGATION TO PROVIDE PROPER APPLIANCES.

This was an action for damages brought by the plaintiff against her employers for personal injuries. The action had been commenced in the High Court but remitted to the County Court. In the defendant's workshop there was a row of vats containing a liquid called "suds". The suds were used for the purpose of oiling and cooling the lathes which were in use in the shop. The vats stood against a wall and above them at one point was a tap. The defendants provided a "duck-board" or loose wooden step near the vats to enable workmen to dip buckets into the vats and fill them with the liquid. It was the duty of a labourer from time to time to clean the floor and to put sawdust on it and so prevent it from becoming slippery from the liquid which splashed on to it from the buckets.

During the hours of her employment the plaintiff whilst going to the tap to wash a teacup, which she used for her own purposes, slipped on the step which at that moment was in a slippery condition owing to some of the liquid having been splashed over it, and no sawdust having been put down. The County Court Judge held that the defendants had not complied with their common law obligation to maintain proper plant and appliances and to provide a safe system of working. In his view the system employed by the defendants was not a proper system, and the dangerous condition of the duck-board could not be attributed to the casual negligence of the labourer in not putting down sawdust when it was required. The County Court Judge dismissed the plaintiff's action, however, on the ground that when she went to the tap she was not going there for the purpose of her work but for her own purpose of washing the teacup. The plaintiff appealed to the Court of Appeal.

The Court of Appeal (Lord Greene—Master of the Rolls—and Lord Justices Finlay and Morton) allowed the appeal and gave judgment for the plaintiff for the amount of damages assessed by the County Court Judge. The Master of the Rolls in the course of his judgment discussed the question whether the common law obligation of an employer to provide safe appliances extended and applied only during such period as the workman was performing the acts of workmanship for which he was engaged, or whether it extended so as to cover any of those ordinarily and reasonably incidental acts which in the course of a day's work 999 workmen out of 1,000 would find occasion to perform. His Lordship said that a workman might require to tie up his boot-lace; he might require to go to a tap to get a glass of water whilst he was working. He was not employed

and paid to tie up his boot-lace, nor was he employed and paid to quench his thirst. It seemed to His Lordship that it would be an extravagant result if the common law obligation of the employer suddenly came to an end the moment the workman ceased to perform the precise acts which he was employed to perform and did something which was ordinarily and reasonably incidental to his day's work. It would lead to the most extraordinary results in the present case. If the doctrine were as extreme as that, it would mean that if two workmen had gone to the tap, one for the purpose of cleaning his tools and the other for the purpose of drawing himself a glass of water to drink, and both of them had met with an accident because the duck-board was dangerous, one would be entitled to recover and the other would not. The Master of the Rolls said that it seemed to him that the obligation of the employer extended to cover all such acts as were normally and reasonably incidental to the day's work of a workman. *Davidson v. Handley Page Ltd.*, Court of Appeal, 20th December, 1944.

## CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

## NATIONAL ARBITRATION TRIBUNAL AWARDS.

During February, 1945, the National Arbitration Tribunal issued ten awards,\* Nos. 687-696. Particulars relating to three of these awards are given below; the others related to cases affecting individual employers.

**Award No. 687 (1st February, 1945).**—*Parties:* Members of the following constituent associations of the National Hosiery Manufacturers' Federation:—Hinckley and District Hosiery Manufacturers' Association, Mansfield, Sutton-in-Ashfield and District Hosiery Manufacturers' Association, Loughborough and District Hosiery Manufacturers' Association, Leicester and District Hosiery Manufacturers' Association, Ltd., Nottingham Hosiery Manufacturers' Association Ltd.; and members of the Trade Unions constituting the National Federation of Hosiery Workers' Unions in the employment of the above-mentioned employers. *Claim:* For the establishment of an over-riding minimum wage, a basis for piece-rates and certain other conditions for certain classes of hosiery workers. *Award:* Particulars of the Tribunal's findings are set out in full in the award.

**Award No. 690 (20th February, 1945).**—*Parties:* Members of the Hawick Hosiery Manufacturers' Association and members of the National Union of General and Municipal Workers in their employment. *Claim:* That the provision for holidays with pay should be extended from 6 to 12 days per annum. *Award:* The Tribunal found against the claim.

**Award No. 691 (20th February, 1945).**—*Parties:* Members of the Hawick Hosiery Manufacturers' Association and members of the National Union of General and Municipal Workers in their employment. *Claim:* For certain amendments in the existing provisions for the remuneration of workers in the industry, relating to individual merit rates, "fall back" rates for piece workers, the establishment of a basis for the fixing of piece prices and the rate for barfillers. *Award:* The Tribunal found that the claim in respect of individual merit rates had not been established, and found against the claim in respect of barfillers. The Tribunal awarded specified "fall back" rates for adult piece workers, full particulars of which are given in the Award. The Tribunal on the evidence before them decided not to make an award on the claim relating to the establishment of a basis for computation of piece prices, which they have left for further consideration by the parties, who may bring the matter again before the Tribunal, if they so desire.

## NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

Since last month's issue of this GAZETTE was prepared, the National Arbitration Tribunal (Northern Ireland) issued eight awards, Nos. 412-419. Five of these awards are summarised below.

**Award No. 414 (26th January).**—*Parties:* The member firms of the Irish Bleachers' Association Ltd., the Irish Dyers Ltd., and the Hydraulic Mangle Finishers' Association; and certain employees of the member firms. *Claim:* That (1), in regard to the differentiation in wages rates as between Belfast and district and country districts, the original distinctions should be reinstated by the provision that wages paid in districts beyond ten miles from the centre of Belfast be 15 per cent. below the National Arbitration Tribunal Award which covers the minimum rates of wages payable in the Belfast and district area; and (2) the following reductions should be made in the present rates of wages: (a) all skilled adult male workers 21 years of age and over, 3d. per hour; (b) all semi-skilled male adult workers 21 years of age and over, 1d. per hour; (c) all adult general workers and labourers 21 years of age and over, 1d. per hour; (d) all adult female workers 21 years of age and over, 1d. per hour; and (e) all adult male and female piece-workers, 10 per cent. *Award:* The Tribunal found that the claim had not been established and awarded accordingly.

**Award No. 415 (26th January).**—*Parties:* The member firms of the Irish Bleachers' Association Ltd., the Irish Dyers Ltd., and the Hydraulic Mangle Finishers' Association; and certain employees of the member firms. *Claim:* That (a) the time rates of adult men and women be increased by 3d. per hour and the

\* See footnote\* on page 56.

rates of all other workers be increased by 2d. per hour; and (b) the rates of piece-workers be increased by 25 per cent. *Award:* The Tribunal awarded the following minimum rates of wages for a working week of 48 hours:—(1) adult male workers (21 years of age and over): (i) for general workers or labourers, 1s. 3½d. per hour; (ii) for semi-skilled workers (including firemen), 1s. 5½d. per hour; (iii) for skilled workers (including engine-drivers), 1s. 7½d. per hour; (2) for adult female workers (21 years of age and over), 11½d. per hour; the above rates represented in each case an increase of 1½d. per hour on the present rates. No evidence was adduced at the hearing as to the present rates of wages of juvenile workers (*i.e.*, workers under 21 years of age) and the Tribunal therefore made no award in respect of such workers. They recommended, however, that the parties should endeavour to establish uniform rates of wages for juvenile employees. The Tribunal, being of opinion that the evidence as to piece-work and existing piece-work rates throughout the industry was insufficient, made no award in respect of the claim for increase in the present rates for piece-workers. This award was made on the basis that nothing in it should operate to reduce existing rates of wages, including overtime rates, and should have effect as from the beginning of the first full pay period following the date of the award.

*Award No. 416 (31st January).*—*Parties:* The members of the City of Derry Master Butchers and Meat Traders' Association, and certain employees of the member firms. *Claim:* For an increase of 15s. per week in the wages of journeymen butchers with effect as from 2nd December, 1944. *Award:* That the minimum rate of wages for journeymen butchers be increased from £4 5s. per week to £4 8s. per week, with effect from the beginning of the first full pay period following the date of the award.

*Award No. 418 (9th February).*—*Parties:* Harland & Wolff Ltd., Belfast, and certain employees of the firm. *Claim:* For a substantial increase in the "marking-off allowance" paid to electricians employed by the firm. *Award:* The Tribunal found that the claim had not been established and awarded accordingly.

*Award No. 419 (9th February).*—*Parties:* Harland & Wolff Ltd., Belfast and Londonderry, and certain employees of the firm. *Claim:* That electricians employed by the firm at the Pollock Dock, Belfast, and at Londonderry Works on ship-repair work, should be paid an hourly rate of 2s. 2d. plus ¼d. per hour ship-repair allowance. *Award:* The Tribunal found that the claim had not been established and awarded accordingly.

## INDUSTRIAL COURTS ACT, 1919, AND CONCILIATION ACT, 1896. INDUSTRIAL COURT AWARDS.

During February, 1945, the Industrial Court issued eight awards, Nos. 1997–2004, one of which related to an interpretation of an earlier award. Four of the awards are summarised below; the others related to cases affecting individual employers.

*Award No. 1997 (7th February).*—*Parties:* Ironfounding Workers' Association and the Greensand Pipe Founders' Association of Scotland. *Claim:* For the extension to flange pipes of a 10 per cent. advance granted on S. and F. pipes from April, 1944. *Award:* The Court awarded that the claim had not been established.

*Award No. 2000 (7th February).*—*Parties:* Musicians' Union and Scottish Theatrical Proprietors' and Managers' Association. *Claim:* To decide whether an agreement between the parties debated, as premature, a claim for £1 per week increase on minimum rates as from 2nd October, 1944, and, if not, to decide the claim. *Award:* The Court found that the claim was premature; the employers however agreed that it should be considered on its merits at a further hearing in January, 1945, and the Court subsequently granted by the present award an increase bringing the war advance in all theatres in Scotland to 24s. a week.

*Award No. 2001 (9th February).*—*Parties:* Trade Union Side and Official Side of the Shipbuilding Trade Joint Council for Government Departments. *Claim:* For increase of 10s. a week in the existing rates for storehousemen. *Award:* The Court awarded that the claim for a general increase in the basic scale of wages had not been established, but were of opinion that an offer made by the Admiralty of an increase in the amount of the charge pay allowance should be further considered by the Trade Union Side.

*Award No. 2004 (28th February).*—*Parties:* Trade Union Side and Official Side of the Engineering Trades Joint Council for Government Industrial Establishments. *Claim:* For an increase in the rate of wages of sheet metal workers employed at Ministry of Aircraft Production T.R.E. *Award:* The Court awarded that the claim for the payment of a basic rate of 1s. 2½d. per hour had been established.

## SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During February, 1945, two awards, were issued by Single Arbitrators appointed under the Industrial Courts Act, 1919, of which one related to a dispute reported under the Conditions of Employment and National Arbitration Orders, 1940–1944. One of the awards is summarised below; the other related to an individual undertaking.

*Parties:* Scottish Union of Bakers', Confectioners' and Bakery Workers, and the Stornoway Master Bakers' Association. *Claim:* That the minimum weekly wage for journeymen, the holiday period on full pay, and the wage rates of third and fourth year apprentices, should all be increased with effect as from 19th June, 1944. *Award:* The Arbitrator in his award dated 20th February, 1945, granted an increase of 3s. per week for journeymen, such increase to have effect as from and including 31st October, 1944, and decided that the case for an increase in the holiday period had not been established. Both parties agreed that no finding should be made by the Arbitrator regarding the wage rates of third and fourth year apprentices.

## TRADE BOARDS ACTS.

### NOTICES OF PROPOSAL.

During February, 1945, proposals to vary minimum rates of wages in the trades concerned were issued as shown below:—

*Flax and Hemp Trade Board (Great Britain).*—Proposal F.H.(53), dated 23rd February, 1945.

*Rope, Twine and Net Trade Board (Northern Ireland).*—Proposal N.I.R.(N.43), dated 16th February, 1945.

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

### CONFIRMING ORDERS.

During February, 1945, Orders\* confirming variations of minimum rates of wages in the trades concerned were made as follows:—

*Rubber Manufacturing Trade Board (Great Britain).*—Order R.U.(16), dated 13th February, 1945; effective from 26th February, 1945.

*Rubber Reclamation Trade Board (Great Britain).*—Order R.R.(16), dated 13th February, 1945; effective from 26th February, 1945.

*Laundry Trade Board (Great Britain).*—Order W.(50) and (51) dated 15th February, 1945; effective from 2nd March, 1945.

*Dressmaking and Women's Light Clothing Trade Board (Northern Ireland).*—Order N.I.W.D.(47), dated 7th February, 1945; effective from 12th February, 1945.

*Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Trade Board (Northern Ireland).*—Order N.I.H.H.G.(82), dated 27th February, 1945; effective from 5th March, 1945.

## STATUTORY RULES AND ORDERS.

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

*The Defence (Good Friday and St. Patrick's Day) Regulations, 1945 (S. R. & O. 1945, No. 164).*—These Regulations, contained in an Order in Council made by His Majesty on 22nd February, 1945, make special provision, similar to that made by corresponding Regulations in the last three years (*see*, for example, the issue of this GAZETTE for March, 1944, page 56) for the non-observance of the 30th March, 1945 (Good Friday) and, in Northern Ireland, the 17th March, 1945 (St. Patrick's Day) as compulsory holidays under certain enactments.

*The Essential Work (Electrical Contracting Industry) Order, 1945 (S. R. & O. 1945, No. 210),* dated February 19, 1945, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—*See* page 43.

*The Wages Board (Licensed Residential Establishment and Licensed Restaurant) Order, 1945 (S. R. & O. 1945, No. 226),* dated February 24, 1945, made by the Minister of Labour and National Service under the Catering Wages Act, 1943.—*See* page 44.

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

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