



THE MINISTRY OF LABOUR GAZETTE

VOL. LIV—No. 5.]

MAY, 1946.

[PRICE SIXPENCE NET.]

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ESSENTIAL WORK ORDERS.

NOTICE OF WITHDRAWAL OF FURTHER INDUSTRIES.

The Ministry of Labour and National Service have informed organisations representing employers and workers concerned that the industries indicated below will be withdrawn from the scope of the Essential Work Orders at the end of three months, *i.e.*, about the first week in August.

- Asphalt manufacture.
 - Ballast, sand and gravel (production, delivery and maintenance of pits).
 - Bread-making and flour confectionery.*
 - Cast stone and cast concrete products.
 - Chalk, chalk-lime (excluding whitening).
 - Compound cooking fat.
 - Concrete, ready mixed.
 - Margarine manufacture.
 - Milk distribution and processing, including cheese processing.*
 - Provender and compound food manufacture.*
 - Putty.
 - Quarrying (including slag, igneous rock and sandstone, but excluding limestone and roofing slate).
 - Refractories (including the getting of the materials).
 - Roofing felt manufacture.
 - Seed crushing and oil refining.
 - Sugar refining.
 - Wholesale provision and grocery trade (England and Wales).*
- Notices will be issued to the individual undertakings which are to be de-scheduled giving them at least a month's notice. Until individual de-scheduling takes effect, the provisions of the Essential Work Orders remain in force for all employers and workers in scheduled undertakings.

The Minister of Labour and National Service pointed out in a statement which he made in the House of Commons on 13th December, 1945, that certain features of the Essential Work

* Excluding a limited number of undertakings.

Orders had proved themselves to be of mutual advantage to employers and workers and had also affected the industrial agreements of the industries which were brought within the scope of the Orders. He wished to reiterate that the object of giving notice of withdrawal was to allow the two sides of the industries concerned an opportunity of considering jointly any re-adjustment in their industrial agreements which might be needed to meet the changed circumstances when the Orders were withdrawn.

THE ESSENTIAL WORK (DE-SCHEDULING) ORDER, 1946.

The above Order* was made by the Minister of Labour and National Service on 11th April, with a view to meeting a legal difficulty that would otherwise arise in cases of dismissal of a worker for serious misconduct from an undertaking which ceases to be scheduled under the Essential Work Orders before the procedure of appeal has had time to operate. This may arise in a certain number of cases owing to the withdrawal of large numbers of industries from the scope of the Orders.

The new Order provides that, where a person employed in a scheduled undertaking is dismissed for serious misconduct, he may appeal to a Local Appeal Board, the Local Appeal Board may consider his case, and a National Service Officer may, if the Board is of the opinion that the dismissal was not justified, give notice to that effect, although on any of these occasions the undertaking has ceased to be scheduled. In such case, the dismissal will become operative on, and the guaranteed wage provisions will apply up to, the date of de-scheduling.

The Essential Work Orders to which the new Order relates are the General Provisions, Building and Civil Engineering, Electrical Contracting Industry, and Shipbuilding and Ship-repairing Orders.

The Order came into force on 30th April.

* The Essential Work (De-Scheduling) Order, 1946. S.R. & O. 1946, No. 530. H.M. Stationery Office; price 1d. net (2d. post free).

RECENT COLLECTIVE AGREEMENTS.

GUARANTEED WEEKLY MINIMUM PAYMENTS IN THE COTTON MANUFACTURING INDUSTRY.

An agreement was arrived at on April 12th, 1946, between the Cotton Spinners' and Manufacturers' Association and the Northern Counties Textile Trades Federation to replace all agreements made in connection with the Essential Work Orders, and came into operation on May 15th, *i.e.*, on the expiration of the three months' notice given by the Minister of Labour and National Service to withdraw the cotton manufacturing industry from the scope of the Orders. The agreement provides for the observance of seven days' notice of termination of employment, and, subject to certain conditions, for guaranteed minimum payments in event of unemployment or under-employment. These guarantees comprise the flat-rate payment in full (at present, 16s. a week for workers normally engaged on a full complement of work) plus three-quarters of the net normal wages (*i.e.*, gross wages less the flat-rate); this means that approximately 80 per cent. of the gross weekly wages is payable for total unemployment, with a higher proportion on a rising scale, comprising earnings and compensation, as the degree of unemployment and under-employment diminishes. The full text of the agreement is as follows:—

1. This Agreement shall apply to workpeople employed in cotton manufacturing undertakings (*i.e.*, undertakings wholly or mainly engaged in the production on looms of fabrics the textile content of which comprises not less than 85 per cent. by weight of cotton fibre (including waste from whatever process arising) or of rayon or of a mixture of such fibre and rayon, including the preparation of warp and weft for looms, the examination and bundling of such fabrics, and operations incidental to the said production, preparation, examination and bundling).

2. The parties to this Agreement, with the object of retaining the productive incentive of the piece-rate system of payment, agree that the guaranteed wage principle shall only operate in respect of under-employment or unemployment of workpeople, and shall be applied under the conditions of, and calculated in accordance with, the clauses of this Agreement.

3. Seven days' notice to terminate employment shall be given by the employer or worker (except as provided below). Such notice shall be given on Saturday to expire on the following Saturday.

Provided that:—

(a) The employer shall have the right of dismissal without notice in the case of serious misconduct of a worker, subject to the worker's right of appeal through the Joint Rules for the Settlement of Trade Disputes.

(b) The employer may terminate the employment of a worker by payment of one week's wages in lieu of notice.

(c) Workers who occasionally work as substitutes for regular workers shall be considered as temporary employees, but shall be subject to the provisions of this Agreement during the period they are actually working. At the end of such temporary employment they shall not be entitled to receive notice of termination.

(d) In the case of regular part-time workers, the notice of termination (or wages in lieu) shall be in the proportion which their normal weekly hours of work bears to a full week.

4. In order to be entitled to any payment under this Agreement, the worker shall, during the normal working hours, be:—

(a) Capable of and available for work; and

(b) willing to perform any services outside his (or her) usual occupation which in the circumstances he can reasonably be asked to perform during any period when full work is not available for him in his usual occupation in the undertaking. (The employer may direct that such "alternative work" shall be undertaken in any department or process in the firm concerned.)

(c) When work in a worker's usual occupation is not available, and he (or she) is called upon to do other work, he shall be paid the recognised rate for such work, or the gross normal wage for his usual occupation, whichever is higher.

5. Payment shall be made under this Agreement in respect of under-employment or unemployment, except in cases of total unemployment of any worker occasioned by:—

(a) A stoppage caused directly or indirectly by any person(s), whether employed in that undertaking or elsewhere, taking part in a dispute, strike or lock-out.

(b) A stoppage caused by breakdown of or repairs to a mill engine, boiler, electrical prime mover, shafting or power transmission, or by failure of motive power due to fuel shortage (including electricity supply), subject, however, to a proviso that full production rates (gross hourly wages) shall be paid for the first four hours of stoppage; thereafter compensation shall be paid at the rates laid down in this Agreement (Clauses 7 and 8) for the remainder of the day on which the stoppage occurs, and for any subsequent day on which the worker, at the instruction of the firm, presents himself for work, but is not provided with it.

(c) A stoppage of operatives through work necessarily involved in installing or improving working conditions or amenities.

(d) A temporary stoppage of a mill or process for a full week occasioned by a necessity for adjusting output to trade circumstances.

(e) A stoppage due to waiting-time for the normal gaiting-up of new warps (which will vary according to the type of cloth being woven).

[Note: The following shall, however, be regarded as cases of abnormal delay and be paid for stopped time at the agreed compensation rates:—

(i) Where new warps or pattern cards or doobby lags are not ready for the overlooker, whatever the reason. This includes warps not drawn-in or twisted (except in the case of warps drawn-in or twisted in the loom).

(ii) Where cases arise of faulty warps due to faulty preparation, wrong or faulty healds or reeds, wrong denting, twisting to wrong sets of healds, etc. In general, this includes any case where there is an abnormal fault or difficulty which causes the loom to be stopped for regaiting longer than is the normal circumstance for the type of loom or cloth concerned at that firm.

(iii) Where, for his own convenience, the employer refrains from putting a new warp into a loom because (for example) he wishes to keep the loom free for weaving another type of warp which is not yet ready for gaiting.]

(f) A recognised holiday.

6. In the case of stoppages caused by a mechanical breakdown which affects only one loom and is due to breakage of a loom part (whether or not it results in a warp smash), the first hour of stoppage shall not be paid for, but where the stoppage exceeds one hour, time lost beyond the first hour shall be paid for at the agreed compensation rates. The time to be paid for will extend from when the breakdown occurs until the time the loom is capable of restarting (less the first hour). The stoppage time thus includes the repairing of the loom and the taking-up of a smash by the weaver (or the warp being dealt with as the management may decide) but, wherever possible, the weaver must do whatever she can to take up a smash whilst loom repairs are being carried out. Shuttles are not regarded as loom parts under this Clause and no payment shall be made for lost time where a warp smash is caused by breakage or failure of a shuttle.

7. The appropriate flat-rate payment per hour shall be paid to every worker for each hour whilst he or she is in employment with the firm, and is capable of and available for work (except as provided under Clause 5).

8. (a) In the case of weavers paid by a piece-price List, an hourly rate per loom shall be calculated for each weaver. This shall be ascertained by dividing the individual weaver's net normal weekly wage (*i.e.*, the gross weekly wage less the flat-rate payment), averaged over the last four full weeks, by the number of hours per week worked, and then by dividing this figure by the number of looms in the weaver's normal full complement. Provided that, by agreement between the employer and the weavers concerned, the hourly rate may be alternatively computed upon an individual loom average, ascertained by dividing the net normal weekly earnings (four-week average) for each loom by the number of hours per week.

Subject to Clause 5, three-quarters of the hourly rate per loom shall be paid in respect of every stopped loom out of the weaver's normal full complement. (The hourly rate payment shall not apply to any running looms; the weaver will receive the piece-rate earnings from these in the normal way.)

(b) In the case of velvet and fustian weavers, the four-week period referred to above shall be eight weeks.

(c) An hourly rate shall be calculated for each class of worker other than weavers. This shall be ascertained by dividing the total net normal weekly wages (*i.e.*, the gross weekly wages less the flat-rate payments), averaged over the last four full weeks, of all workers in the class concerned by the number of such workers, and then by the normal weekly hours of work of that class. Provided that where individual workers in the same class at a mill earn substantially different wages, a separate calculation may be made for each individual. Subject to Clause 5, three-quarters of the appropriate hourly rate shall be paid to each worker in respect of each hour when work is not available in his or her usual occupation.

(d) The hourly rates, when ascertained, shall be the standard until revised at the request of the employer, or workers (including weavers) in the class concerned.

9. In the case of loom overlookers paid on the starting-point-and-poundage system, the poundage shall be calculated upon the net weekly wages (*i.e.*, the gross wages less the flat-rate payment) received by weavers in their sections, including any payment for stopped looms. (Note: The overlooker will be paid the flat-rate increase separately, and, consequently, poundage rates must be on the weaver's net earnings.)

Where an overlooker has any looms stopped out of his full section for which no compensation is payable to the weaver (or for which there is no recognised weaver) poundage shall be paid for such looms, based upon the weaver's stopped-loom compensation rate.

10. In certain classes of work (*e.g.*, twisting and drawing, chain beaming, warp dressing, etc.), it is the practice of operatives, although mainly employed by one firm to transfer temporarily to work in their own occupation at another firm to meet an immediate pressure of work, or when work is slack at the principal firm. This transfer system shall continue where appropriate, the details being dealt with locally according to circumstances and practices in different districts.

Provided that:—

(a) Both the Employers' and Operatives' Organisations would not countenance any attempt to use the temporary transfer arrangements to effect permanent changes of employment which may be due either to inducements arising at a secondary firm or to the worker seeking specially advantageous terms of payment elsewhere than at his principal employment.

(b) No worker shall suffer a monetary disadvantage as a result of temporary transfer. (The primary responsibility for making-up the worker's wage (if necessary) shall lie with the loaning firm, subject to which the two firms concerned may agree financial details between themselves.)

11. The 4 per cent. weekly allowance under the Holidays-with-Pay Agreement shall be calculated upon the total wages of the operative, including any payment in respect of under-employment or unemployment.

12. Where any modification of or addition to the foregoing Clauses is found necessary to meet either general or local conditions, such matters shall be dealt with through the machinery of the Joint Rules for the Settlement of Trade Disputes.

13. This Agreement shall come into operation as from the time when firms are de-scheduled under the Essential Work Orders, and may be terminated by either of the parties on giving two months' notice to the other in writing.

BRICK, TILE, PIPE, ETC., MANUFACTURE.

The National Joint Council for the Building Brick and Allied Industries arrived at an agreement on 2nd April providing for increases in wage rates and for the payment for Statutory and Bank Holidays. The agreement is applicable to all undertakings in England and Wales engaged in the manufacture of building and engineering bricks, hollow clay bricks, clay roofing tiles, floor quarries and cable covers, clay chimney pots and finials, clay agricultural drain pipes and tiles, salt glazed ware products and sanitary fireclay products. In the case of salt glazed ware and sanitary fireclay products it also applies to undertakings in Scotland.

National minimum rates of wages of 1s. 11d. an hour for adult male labourers and of 1s. 4d. an hour for women of 18 years and over are to operate as from the pay-day in the week commencing 6th May. The adoption of these rates involves increases in the various rates operative under existing National or sectional agreements, in most cases of 2½d. an hour or 10s. a week so far as adult male workers are concerned. Existing good time-keeping bonuses are to be merged in the new rates as from 30th November and, in the meantime, are to be paid out of the rates incorporated in the new agreement.

All operatives, subject to certain conditions of qualification to service and attendance, are to be paid wages in respect of six Statutory or Bank Holidays in addition to the annual holidays with pay already provided for in existing national or sectional agreements, except where such agreements already concede twelve or more days annual holidays with pay. This section of the agreement is to come into operation at Whitsuntide, 1946.

OMNIBUS INDUSTRY.

REPORT OF COURT OF INQUIRY.

A Report* has been issued by the Court of Inquiry set up by the Minister of Labour and National Service on 20th February, under the Industrial Courts Act, 1919, under the chairmanship of Sir John Forster, to inquire into a difference that had arisen between the two sides of the National Council for the Omnibus Industry on the Trade Union application for a National Wages and Conditions Agreement, and to report. The main recommendations of the Report with regard to wages and conditions of employment of workers in company-owned omnibus undertakings are summarised below.

Grouping.—It is recommended that, for wages purposes, the Omnibus Companies should be divided into two groups, the line between Groups 1 and 2 being drawn at the point where the existing driver's wage is 90s. 6d. a week. This division would place 23 Companies in Group 1 and 37 Companies in Group 2. The Report recommends that provision should be made for the National Council to consider appeals against grouping.

Rates of Wages.—The following rates are recommended for drivers and conductors:—

Group 1. Drivers	96s. to 100s. a week.
Conductors	92s. " 96s. "
Group 2. Drivers	94s. " 98s. "
Conductors	90s. " 94s. "

These figures represent increases upon present rates varying from 7s. a week to over £1 a week. It is recommended that drivers and conductors should receive an immediate increase of 7s. 6d. a week (7s. a week in the case of drivers in two of the Companies). In so far as this increase does not bring them to the maximum of their new scale, the difference should be divided by four, one fourth being granted immediately and another fourth at the end of each of the next three years.

For garage staff, increases in wage rates to the levels recently agreed upon in respect of municipal employees of similar grades are recommended, with a similar method of assimilation to that for drivers and conductors. An increase to 105s. a week is recommended for skilled maintenance engineers.

Remuneration of Women.—In so far as women are employed by Companies purely as a war-time measure, no recommendation is made. Where, however, the employment of women is a normal feature of the Company's practice in ordinary times, increases are recommended to preserve the existing differentials with men's rates.

Working Conditions.—The existing arrangement whereby the agreed "Model Conditions" may, on application, be substituted as a whole for an existing conditions agreement should, it is

* Cnd. 6796. H.M. Stationery Office; price 4d. net (5d. post free).

suggested, continue. Where the "Model Conditions" test has not yet been applied, this should be done without delay.

Stabilisation, etc.—In pointing out that the substantial increases suggested would cost the Companies about £3½ million the Court emphasise strongly that, in the absence of changes of circumstances affecting the whole omnibus industry, the new wage rates should hold for a number of years. The Court do not feel that there should be any consolidation of basic rates and war and other advances for the Company-owned omnibus industry.

AGRICULTURAL WAGES IN ENGLAND AND WALES.

At its meeting on 1st May, the Agricultural Wages Board resumed consideration of a motion by the workers' representatives for a substantial increase in the national minimum wage with proportionate increases for female and juvenile workers. The Board decided by the votes of the appointed members and the workers' representatives (the employers' representatives voting against) to consult the County Agricultural Wages Committees, in accordance with statutory requirements, upon a proposal to increase the national minimum wage for men to 80s. per week, with proportionate increases for female and juvenile workers and in overtime rates. In the case of female workers aged 21 and over the proposed rate is 60s. (except in a few areas where the weekly hours are less than 48). The Board will meet to consider the Committees' observations on 5th June.

After considering a few objections received to the proposals to revise in five cases and to abolish in four others the inclusive weekly rates operative in certain counties for special class workers,* the Board decided to make Orders giving effect thereto as from 12th May.

COTTON SPINNING INDUSTRY.

REPORT OF CHAIRMAN OF EVERSHED COMMISSION ON MULE SPINNERS' WAGES.

In November last the Commission appointed to review the wages arrangements and methods of organisation of work in the cotton spinning industry issued a Report† which contained recommendations as to the general principles to be adopted and the actual wage rates to be adopted for all classes of workers, with the exception of those employed in the mule spinning room. The Commission were subsequently unable to reach agreement on the actual wage figures for mule spinners and referred the matter to the Chairman, Mr. Justice Evershed. The Chairman has now embodied his conclusions in a supplementary Report,‡ in which he recommends that a universal list should be established whereby a worker of average industry and ability would earn £7 a week on mules of 1,051 to 1,100 spindles, assuming a full staffing as recommended by the Commission, with a time rate minimum of £5 12s. 0d. a week. Recommendations are also made for a scale of total earnings for mules of more or less spindles.

A Supplement (Appendix IV)§ to the original Report of the Commission has also been issued containing the actual wages agreed upon and recommended for other classes of workers employed in the mule room, *viz.*, assistant mule spinners, mule assistants, apprentice spinners and ancillary workers and cleaners.

FURTHER EDUCATION AND TRAINING SCHEME.

REVIEW OF ACTIVITIES.

The Further Education and Training Scheme was set up in March, 1943, for the purpose of assisting suitably qualified men and women to obtain after the war the further education and training which their war service had interrupted or prevented. The Scheme is intended primarily for men and women who have served in H.M. Forces or in other branches of national service for at least one year. The statement of the Minister of Labour and National Service in the House of Commons on 25th March, 1943, on the introduction of the Scheme was reproduced in the issue of this GAZETTE for April, 1943 (page 50), and further articles on the subject have appeared in the issues for May, 1943 (page 63), and June, 1945 (page 93).

When the Scheme was instituted, it was to be expected that only a small number of applications would be made before the cessation of hostilities, as applications under the Scheme could only be accepted from those who had been discharged from their war service on medical grounds or were otherwise free from their National Service obligations. The total number of applications which were received up to June, 1945, was 3,597.

Since the war in the Far East ended and the accelerated release of men from the Forces began, the number of applications under the Scheme has increased very rapidly. The present weekly total of applications received is about 1,500 and the

* See the issue of this GAZETTE for April, 1946 (page 90).

† See the issue of this GAZETTE for December, 1945 (page 220).

‡ The Cotton Spinning Industry: Report of a Commission set up to review the wages arrangements and methods of organisation of work and to make recommendations: Supplement: Mule-spinners' Wages. Report by the Chairman of the Commission. H.M. Stationery Office: price 4d. net (5d. post free).

§ H.M. Stationery Office: price 1d. net (2d. post free).

total number of applications received up to the end of April, 1946, was more than 28,000. Financial assistance under the Scheme is given to those whose careers were interrupted or prevented in a wide range of professions; it is estimated that of the total number of applications made to date 83 per cent. have come from ex-Service personnel, and of the applications of the latter class 55 per cent. were by ex-officers. The total number of awards made up to the end of April is recorded as 8,972, and, in addition, nearly 5,000 applicants have been notified that an award will be made to them, making a total of approximately 14,000 awards in all.

ESTABLISHMENT OF APPEAL TRIBUNALS.

Appeal Tribunals have been set up to assist the Government Departments concerned with the administration of the Further Education and Training Scheme. These Departments are the Ministry of Labour and National Service, the Ministry of Education, the Ministry of Agriculture and Fisheries, the Scottish Education Department and the Department of Agriculture for Scotland.

The Tribunals will hear appeals, referred to them by the Minister concerned, from persons whose applications for awards have been refused, and will advise the Minister concerned.

There will be one Tribunal for England and Wales (which will also deal with cases arising in Northern Ireland) and one for Scotland. The Tribunal for England and Wales will consist of a panel of 14 members with the Marquess of Reading, C.B.E., M.C., T.D., K.C., as chairman. In the case of the Tribunal for Scotland, the panel will consist of nine members and the chairman will be the Earl of Elgin and Kincardine, K.T., C.M.G., T.D.

INDUSTRIAL TRANSFERENCE.

SCHEMES FOR PERMANENT RESETTLEMENT AND VOLUNTARY TRANSFER, AND MODIFICATIONS TO WAR-TIME SCHEME.

In reply to a question in the House of Commons on 16th April, the Minister of Labour and National Service announced the introduction of a new scheme for assisting the resettlement of workers who, with the approval of his Department, transferred permanently to a new area. At the same time, he stated, steps would be taken to modify in the light of present conditions the temporary scheme of grants and allowances now in operation, which was framed on a war-time basis. The Minister further announced that he was introducing immediately a special Voluntary Transfer Scheme for assisting the transfer of certain unemployed workers to temporary employment in a new area while they were awaiting the development of new industries in their home area. Particulars of the arrangements thus announced are given in the paragraphs below.

SCHEME FOR PERMANENT RESETTLEMENT.

Under this scheme, which came into operation on 1st May, financial assistance may be given to certain workers who, with the approval of the Ministry of Labour and National Service, are prepared in the interests of full employment to leave their present home areas and resettle permanently in a new area in Great Britain.

As stated in the White Paper on Employment Policy (Cmd. 6527),* the Government do not rely primarily on large-scale labour transfers for the solution of the unemployment problems of particular areas, but they are anxious nevertheless to overcome some of the obstacles which stand in the way of the transfer of workers to places where suitable employment is available for them. One of the most serious obstacles to such transfers is the cost involved in resettlement in a new area, and it is with the object of assisting workers to surmount this obstacle that the new scheme is being introduced. It will apply to persons domiciled in Great Britain who satisfy certain conditions of eligibility and whose resettlement in a new area in Great Britain has received the prior approval of the Ministry. Types of cases suitable for assistance under the scheme are:

(1) The permanent transfer of key personnel for the purpose of establishing new industries or extending the scope of existing ones in areas where it is desired to encourage the growth or diversification of industry in pursuance of the Government's employment policy. Persons already transferred who would be suitable as key workers would be eligible for assistance towards permanent resettlement. These workers would, in general, be skilled workers. To a large extent they would be employees of the firms concerned, detached from their old establishments and transferred as nucleus staff to the new establishments.

(2) The permanent transfer of unemployed workers from areas where the prospects of employment for them are poor to areas where the prospects are good. These would be workers: (a) who have no good prospects of suitable regular employment in the home area in the immediate future; (b) who are willing to transfer permanently with their dependants and household effects; and (c) who have been accepted for a job in a new area where they may expect to

* See the issue of this GAZETTE for June, 1944 (page 90).

get regular work for which suitable local unemployed persons are not available.

(3) The permanent resettlement of workers already in employment away from home for whom there are no good prospects of employment in the home area. These workers would be assisted to resettle either in the area where they are now employed or in another area according to the existence of regular employment for which suitable persons are not available locally.

The main facilities available are:

(1) free fares to the new area for the worker and his dependants;

(2) a travelling allowance for unemployed workers to meet the incidental expenses of the journey;

(3) a settling-in grant of 24s. 6d. (for both men and women);

(4) financial assistance towards the cost of removal of household effects;

(5) a lodging allowance of 24s. 6d. a week for a period up to three months for married men (and unmarried workers with similar responsibilities) while seeking family accommodation in the new area; and

(6) a continuing liability allowance of up to 24s. 6d. a week in cases other than (5) for the minimum period necessary to dispose of a liability for payments in respect of the old home.

The period of three months for which lodging allowances are payable under the scheme should give transferred workers a reasonable opportunity, in normal times, of securing suitable accommodation for their dependants in the new area. It is recognised, however, that, until the housing situation improves, a longer search may be necessary in many cases before accommodation can be secured. A limit of three months to the payment of lodging allowances will not therefore be enforced at the outset, but allowances will be continued in suitable cases beyond the three months period, provided that the workers concerned are making all reasonable efforts to find accommodation.

Special assistance in time of sickness or domestic misfortune will be available in all cases for three months after transfer, and, where workers with dependants are concerned, for so long as separation from the dependants necessarily continues. In the latter case there is also provision for workers to receive railway warrants twice a year for the purpose of visiting their dependants at a cost of 7s. 6d. on each occasion.

MODIFICATIONS TO WAR-TIME SCHEME OF GRANTS AND ALLOWANCES FOR TRANSFERRED WORKERS.

The Ministry's present scheme for the payment of grants and allowances to transferred workers was brought into operation on 1st June, 1940, to meet the war-time need for transferring workers away from home, if necessary by compulsion, on a temporary basis to work of national importance.* Relaxations in labour controls have greatly diminished the element of compulsion, and the general aim of the Ministry is to reduce the extent of employment away from home on a temporary basis to the minimum that the requirements of work of national importance necessitate. In consonance with these changes, the scope of the present scheme will be restricted, as regards future temporary transfers, to workers placed in employment away from home in a very limited field of industries and services of the highest priority. As regards workers already transferred away from home who are eligible for facilities under the present scheme, the general rule will be that these facilities will continue to be provided for workers whose employment away from home is still essential in the national interest and will be withdrawn in other cases, except where entitlement is continued as a result of new transfer to work of the highest priority. Workers from whom allowances are withdrawn will be free to return home if they desire to do so; alternatively, if there are no prospects of regular employment in their home area and they wish to resettle permanently with their dependants in the new area, they will be at liberty to apply for assistance under the new scheme. Individual notice will be given, wherever practicable, to each worker from whom it is proposed to withdraw facilities. Application can then, if desired, be made in appropriate cases for permission to leave the employment or for the withdrawal of any current direction; where such application is refused, the facilities will continue to be made available to those eligible for them. There will be provision for subsequent review of cases in which the facilities are continued.

VOLUNTARY TEMPORARY TRANSFER SCHEME.

This scheme is supplementary to the normal arrangements for assisting workers to obtain suitable employment. It is designed to meet the needs of workers in certain places where developments are planned which will, in due course, provide new employment, but where meanwhile considerable numbers of workers cannot be placed in work locally. The aim is to alleviate this special temporary situation by enabling such workers to accept temporary transfer to work in other areas pending the development of employment in their home areas. They will be able to record their names on a special Register in their home areas so that their absence from home will not result in the loss of opportunity of local employment and they will be eligible for submission for any suitable vacancies there in the same way as if they had remained unemployed at home.

Assistance available under the scheme will include, *inter alia*, free fares, a settling-in grant of 24s. 6d. and, for workers with dependants, a lodging allowance of 24s. 6d. a week.

* See the issue of this GAZETTE for June, 1940 (page 156).

WORK OF APPOINTMENTS DEPARTMENT.

MONTHLY STATISTICS.

The particulars given below, which relate to the work of the Appointments Department of the Ministry of Labour and National Service, are in continuation of those published in previous issues of this GAZETTE (see, for example, page 93 of last month's issue). Separate figures are given for the Technical and Scientific Register and for the Appointments Register.

Technical and Scientific Register.

The Technical and Scientific Register is confined to physicists, mathematicians, chemists (other than pharmacists), metallurgists, biological scientists, civil, mechanical and electrical engineers, architects, surveyors, town planners, estate agents and valuers, the qualification for registration being, in general, possession of a University degree or its equivalent, or the appropriate membership of the recognised professional institutions.

Each section is in charge of an officer who is fully qualified in the particular profession with which he is concerned, and candidates for appointment, or those seeking advice, are thus enabled to consult a fully qualified man who maintains close touch with the relevant professional and scientific institutions.

The Register is divided into three main groups, *viz.*, unemployed, employed but available for alternative employment, and employed but not available for alternative employment. The total number of unemployed registrants at 8th April, 1946, was 1,393, which included 587 ex-Service men and women.

The numbers of vacancies notified and filled, between 12th March and 8th April, were as shown below:

Vacancies outstanding at 11th March, 1946	4,417
Notified during the period	613
Cancelled or withdrawn during the period	459
Vacancies filled	318
(77 were filled by ex-Service men)	
Vacancies outstanding at 8th April, 1946	4,253

Appointments Register.

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

The total number of persons on the Registers of the Appointments Offices at 8th April, 1946, was 41,098, consisting of 37,704 men and 3,394 women. Of these, 21,964 men and 614 women were ex-Service personnel. The numbers on the registers included 19,083 men and 1,788 women who were in employment, while 18,621 men and 1,606 women had registered as unemployed at some date in the preceding two months and were not known to be in employment at 8th April. Of those in employment 9,897 men and 245 women were ex-Service personnel. The numbers of ex-Service personnel included in the numbers unemployed were 12,067 men and 369 women. The following Table shows the total figures of registrations at each of the offices:—

Appointments Office.	In Employment.		Unemployed.	
	Men.	Women.	Men.	Women.
London	5,044	501	6,230	629
Cambridge	925	49	882	36
Reading	1,527	133	1,706	115
Bristol	1,512	70	1,228	84
Birmingham	1,726	271	1,874	147
Nottingham	935	68	667	57
Leeds	1,176	90	784	89
Liverpool	1,304	100	1,101	65
Manchester	2,074	138	1,164	99
Newcastle	839	67	660	54
Edinburgh	593	87	936	89
Glasgow	729	155	802	90
Cardiff	699	59	617	52
Total*	19,083	1,788	18,621	1,606

During the period 12th March to 8th April, 1946, there were new registrations by 8,574 men and 1,064 women, and during the same period the registrations of 7,856 men and 1,171 women lapsed or were passed to Local Offices of the Ministry.

The following Table shows the number of vacancies notified and the number filled between 12th March and 8th April, 1946:—

	Men.	Women.
Vacancies outstanding at 12th March, 1946	4,754	1,545
Notified during the period	2,025	696
Cancelled or withdrawn during the period	1,079	517
Vacancies filled during the period†	1,116	287
Vacancies unfilled at 8th April, 1946	4,584‡	1,437

* Excluding 877 registered for overseas employment only and also registrations of nurses and midwives.

† The number of vacancies filled included 509 filled by ex-Service men and 92 filled by ex-Service women.

‡ Including 309 vacancies for men or women.

MATCHING MEN WITH JOBS.

As a result of research and practical experiment, the Appointments Department of the Ministry of Labour and National Service have worked out and put into operation a new method of classifying vacancies and assessing applicants which, it is believed, will help considerably in matching men with jobs.

This new system aims at the solution of a big post-war problem, that of the young men and women with little or no experience of work outside the Services who now face the difficulty of choosing a career. It is designed to provide them with sound advice and help them in entering occupations for which their personal qualities and aptitudes make them individually suitable, and in which they should have the best chance of making up the leeway of the war years.

Investigation and experiment in this field began well before V.E. Day. It was clear that when the war ended in Europe thousands of young men and women released from the Services would be wanting to make a fresh start in civilian life. Many of them would have no appreciable experience of civilian employment, but many of them would possess talent which industry and the country could not afford to waste. It was also clear that the normal method of matching candidates to jobs on the basis of their recorded past employment and technical attainments was not applicable to these cases. An entirely new method of assessment was required, based on personal qualities and potentialities, and on the aptitudes, interests, and physical and temperamental make-up of the individual. Detailed research and experiment were therefore undertaken by the Ministry of Labour; and the War Office was invited to collaborate in view of its wide experience in methods of personnel selection.

Classifying the Jobs.—The first step was to find out directly from employers what kinds of openings would be available to the men and women in question. The jobs were then analysed in detail. Special attention was paid to educational standards, duties and responsibilities, personal relationships, and aptitudes and interests required. From such facts could be drawn a picture of the kind of applicant needed to fit the job. Finally Job Descriptions were compiled. This phase of the investigation was carried out in the Midlands, chosen because of the wide range of industry and commerce in that area. The investigators were representatives of the Appointments Department and Army Officers with experience in personnel selection.

The data obtained were examined with a view to finding a satisfactory system of classifying jobs on a basis to which applicants could be matched. It was discovered that the most promising approach to the problem lay in the basic conception that all jobs are concerned, in varying proportions, with relationships (a) with People, (b) with Things and (c) with Ideas. It was necessary at this stage to arrive at clearer definitions of these relationships. That with "People" was taken to mean managing, advising, persuading, instructing or simply mixing with people. "Things" covered designing, constructing, handling, and in any way dealing with concrete materials. It included indirect contact where knowledge of concrete materials and technical processes was necessary. Under "Ideas" came constructive thinking, such as planning, solving problems, framing policy and the routine application of well-known principles as used in recording or calculating. From the detailed information contained in the Job Descriptions each job was rated on a proportionate scale under these three headings.

Comparison of the ratings on People, Things and Ideas allotted to each job showed that occupations could be classified into eight main groups. The groups were, of course, broad ones, and it was necessary to point to important distinctions within the groups. The eight-group classification, however, appeared to be a workable method.

Classifying the Applicants.—The next step was to see whether applicants could be assessed in the same way. The difficulties here were greater; but a method was found of assessing their capabilities for relationships with People, Things and Ideas, so that they could be matched with a group of jobs for which their personal characteristics made them basically suitable. Briefly, the method is as follows. The applicant first records on a questionnaire the main factual information regarding his past record and experience. The headings on the questionnaire cover his education, civilian employment—if any—and service record; his part-time occupations and interests; and participation in clubs and organised social activities; and his own choice for future employment, where such choice exists, together with his estimation of what particular abilities and experience he could bring to this employment. The applicant then appears for interview. The interviewing officer bases his investigation on the information contained in the questionnaire. This information by itself, of course, is no more than "bare bones." It is necessary for the interviewing officer to elaborate, verify and fill in gaps; and to probe into reasons, motives and preferences. However, by relating his interview closely to the record of the applicant's past performance in all sorts of activities the interviewing officer does make full use of what factual evidence is available and avoids the dangers of haphazard or purely intuitive judgments.

The object of the interview is not only to arrive at the applicant's classification group, but also to make assessments of personality features and special aptitudes and interests which will relate the applicant to a small number of specific jobs within the group. In order to achieve reliable results the interview must be carefully planned. To assist further in this direction an Interview Record Form was devised. This guides the inter-

viewing officer in the interpretation of the information which he has gained, and provides him with a systematised method of recording his judgments, impressions and predictions. It leads, finally, to the registration of one or more recommendations as to the most suitable kind of employment.

"*Trial Run*" in B.A.O.R.—Such is the plan of the interview. But before any plan could be accepted it was necessary to see whether it would work. The only way in which the system could be proved valid would be to place applicants in jobs by means of this system, and to follow up their progress over an appreciable period; but this was not possible. What was possible, and indeed essential on grounds of urgency, was a try-out of the system in a large number of experimental interviews, and the collection and analysis of all evidence that could be obtained.

This phase in the experiment led the investigators to the British Army of the Rhine. The War Office agreed to provide the "applicants" for the experiment, and as most of the suitable subjects were at that time serving overseas the interviewing teams arranged to carry out their work in the British Zone in Germany. The "applicants"—all volunteers—were carefully selected as being of the kind who would later be calling on the services of the Appointments Department. They were interviewed in conditions approximating as closely as possible to those obtaining in Appointments Offices.

Both the experimental work and the system founded on it have been carefully "vetted" by specialists in the fields of psychology, particularly industrial psychology, and statistics. The method itself, however, is not highly technical in its application. It would be neither desirable nor practicable to introduce a scheme which could only be operated by qualified and experienced psychologists. But it was considered advisable that during the formulation of the system experts in psychology should keep a watching brief; and they have, in fact, checked the development at every stage.

The *Vacancy Situation*.—No scheme for dealing with this important problem could be claimed to be really practical unless the designers had kept in mind the situation with regard to vacancies. The work which the Appointments Offices can accomplish in placing applicants depends very largely on the number and kind of vacancies notified to them. A shortage of opportunities in any particular branches of civilian employment will make it necessary for many applicants to look for openings in occupations which would not in ideal circumstances be their first choice. The placing agency must keep this fact in view, and be able to adapt its work to the situations caused by shortages of vacancies in some lines, and shortage of suitable candidates in others. This need for flexibility in selecting the jobs for which an applicant is to be recommended has been given a good deal of attention, and has considerably influenced the design of the new method.

It must be remembered in this connection that the final choice of the man for each job rests with the employer. The task of the Appointments Officer is not merely to find some job for each applicant, whether he is likely to make a success of it or not. The primary duty is to put forward suitable candidates for each job, as it is notified, from which the employer can make his choice.

This system of interviewing and recommending applicants for jobs can have little direct effect, of course, on the number of jobs which will be available. But it goes far towards ensuring that the most suitable candidates are recommended to the employer as each new job comes along, and that the work for which each applicant is put forward is the most suitable which is available to him at the time. It can also do invaluable service in vocational guidance, in helping people fresh from the Services—some of them almost bewildered by the outlook in civilian life—to direct their efforts along the road which offers, for each individual, the best chances of success.

An interesting sidelight on the problem, which emerged from the experiment, is that, of those applicants in B.A.O.R. who were in civilian employment before entering the Army, 56 per cent. wished to make a complete change in their post-war jobs.

BUSINESS TRAINING SCHEME.

SPECIALISED BUSINESS COURSES.

The First General Business Course under the Business Training Scheme has now commenced and will be completed in July or August next, by which time it is hoped that, with the co-operation of employers, there will be adequate opportunities for the first batch of trainees to continue their training for business management in Specialised Business Courses.

A Specialised Business Course is one in which a man selected from among those who have taken the General Business Course, by the firm providing the training, is given a chance to learn the essential ground work of a particular business from the angle of management by being "put through the departments" or various aspects of the business and doing work as a trainee (as distinct from being an employee) for a suitable length of time under the supervision of an executive.

There are several ways in which firms, irrespective of their size, may find it possible and indeed to their advantage, to help,

- viz.*—
- (1) by exploring the possibility of setting up a Specialised Course in their own business;
 - (2) by taking a personal interest in the General Business Courses now running at principal centres throughout the

country, visiting the class whilst the course is in progress, and looking to it for a due proportion of the new recruits whom they wish to take into their business and probable Specialised Course; and

- (3) by encouraging young men and women who come to them for jobs, and who seem to be both eligible under the Scheme and suitable for training at the management level, to take advantage of the Business Training Scheme and apply for a General Business Course as a prelude possibly to the provisional offer of a place later in the firm.

In planning a Specialised Course, employers may wish to start by giving the trainee a general training in the work of the business as a whole. After a period thus spent it is expected that any special interests or aptitudes would have declared themselves and the trainee would then specialise in an appropriate section of the work in the business.

In order that trainees in Specialised Courses may be able to qualify for financial assistance, each Specialised Course must be approved as part of the Business Training Scheme by the Ministry of Labour and National Service. Normally a man cannot qualify for financial assistance in taking a Specialised Course unless he has already taken the General Business Course. Appointments Officers of the Ministry of Labour and National Service will be at the service of employers to give any assistance in drawing up a Course, and, if need be, the advice of the Regional Business Training Committee may be sought.

Further details about Specialised Courses under the Business Training Scheme are contained in leaflet P.L.198 entitled "Notes for the Information of Employers" obtainable from any Regional Appointments Office.

PERSONNEL MANAGEMENT.

ESTABLISHMENT OF A PERSONNEL MANAGEMENT SECTION OF THE MINISTRY OF LABOUR AND NATIONAL SERVICE.

Speaking at the Guildhall, London, on 6th May, 1946, at a conference on the resettlement of ex-Service men and women, the Minister of Labour and National Service emphasised the importance of personnel management. He said that a Personnel Management Section had recently been set up within the Factory Department, now permanently attached to the Ministry of Labour, to provide an advisory service to help employers to organise and develop Personnel Departments in establishments where they did not already exist, or to improve existing arrangements where they were considered to be unsatisfactory. It was also intended that special attention should be given to factories which were too small to warrant the appointment of a Personnel Officer, but where expert advice as to management of personnel was needed.

For this purpose, a staff of Personnel Management Advisers had been appointed, selected from men and women with expert knowledge and considerable experience as Personnel Officers in industrial undertakings. This staff would be purely advisory, and it was not intended that they should be concerned with the enforcement of the Factories Acts. This would be done as before by H.M. Inspectors of Factories.

The advice given would cover the accepted functions of Personnel Management (employment, comfort, joint consultation, health and safety, welfare services, education and training), and where necessary the attention of firms would be drawn to specialist services available in other branches of the Ministry of Labour, such as Training within Industry, or in other Government Departments, such as the Production Efficiency Services of the Board of Trade. The closest co-operation would be maintained with these Branches, both centrally and regionally.

The chief work of the Advisers would be to visit factories and, after a careful study of their problems, to advise managements as might be necessary with regard to personnel policy and the various functions of Personnel Management. The Advisers would be available to assist other Departments of the Ministry of Labour, and to visit establishments which were not subject to the provisions of the Factories Act if requested to do so.

The Advisers would give assistance in connection with and take part in Local Conferences and "Refresher Courses" in Personnel Management. Advisers were already posted in London, Birmingham, Manchester, Leeds, Glasgow and Leicester. The help of this Service would be at the disposal of managements in any of the special problems which might arise out of the resettlement of ex-Service men and women.

DEVELOPMENT OF RESETTLEMENT PLANS.

The Minister recalled that Mr. Ernest Bevin had summed up the range of problems arising out of demobilisation as the "Five R's"—(1) Re-allocation of man-power between the Forces and industry; (2) Re-distribution of man-power between civilian employments; (3) Reinstatement in civil employment; (4) Rehabilitation of the disabled; and (5) Resettlement in civil life.

These plans were working out smoothly in practice. He gave figures showing the vast number of men and women who had been released from the Forces to illustrate the importance of the problems of resettlement in civil life. He went on to indicate the extent of the switch over from munitions work to production for the home and export markets and said that we still needed for the expansion of our civilian production the labour of every man and woman who was capable of work. In these days when we had to expand our output to meet the needs of home consumption

and export, without which our national economy would shrivel and die, we could not afford to have any potential worker standing idle for one moment longer than could be avoided.

He went on to ask every disabled man and woman to register on the Disabled Persons Register and appealed to employers for their co-operation in making known the advantages of registration, as a step towards the successful resettlement of disabled ex-Service men and women.

He pointed out that no schemes for resettlement, Government or otherwise, could be really effective unless all those who had regular contact with the ex-Service men and women were able and willing to appreciate their difficulties and help to overcome them. He said that giving to returned ex-Service men and women a job was our first duty, but it was equally important to ensure that the job was one that both satisfied and suited.

Finally he made an appeal to employers to consider whether they were doing all they could to ensure that a fair chance was being given to ex-Service men and women who had shown capacities of leadership and initiative whilst in the Services. He indicated what the Ministry of Labour were doing in their Careers Advice Service, the Further Education and Training Scheme, and the Business Training Scheme, to help in practical fashion. He went on to say that from V.E. Day 27,500 persons were placed in employment in occupations within the ambit of his Department. Though the figures he had quoted were encouraging, it would be idle to deny that there were on the register a large number of applicants for higher appointments for whom suitable vacancies could not be found. Employers did not always make full use of the services when they had vacancies to fill in the senior ranks of their staff. There were many young men coming out of the Forces who had had no opportunity during their five or six years of service to acquire academic or other certificates of knowledge and capacity but who, nevertheless, had a fund of ability, character, initiative and sense of responsibility. The Minister put it to employers that there was a store of capacity which might be invaluable if it were turned to proper account and that it might be well worth while for far-seeing employers to give some of these young people a trial.

VOCATIONAL TRAINING SCHEME FOR THE POTTERY INDUSTRY.

The Ministry of Labour and National Service in conjunction with both sides of the pottery industry have framed a scheme of training for adult new entrants for the re-settlement of able-bodied men and women returning from war service and disabled persons. The scheme is designed to put adult persons trained under it into exactly the same position on completion of training as those who entered by such normal channels as apprenticeship.

Nature of the industry.—The pottery industry covers the manufacture of a wide range of articles such as dinner and tea ware, vases and artistic ware, white and coloured wall and hearth tiles, sanitary ware, such as wash basins and closets, electrical insulators and so on. In addition, the type of clay used for making ware differs in different sections of the industry. Some make earthenware, others bone china, and there are also sections making red-clay ware, porcelain and stoneware. The processes involved are numerous and require varying degrees of skill. They start from the preparation of the clay body and go on through its formation into ware by hand or by machine, its firing in ovens and kilns, followed by glazing and re-firing. Various types of colour and decoration may be applied to the ware before or after the glazing process. Some of the crafts will make a special appeal to those with artistic aptitude; others will need mainly manual skill and dexterity, while a few others call for a leaning towards highly technical work. The products of the British pottery industry have a high reputation both at home and abroad, where there has been a substantial export trade. To maintain this standard requires highly skilled workers and the training scheme is specifically designed to assist new entrants to reach the standard required. The industry is centred mainly in North Staffordshire, but there are many other large works in various parts of the country, *e.g.*, in Glasgow, Newcastle-on-Tyne, Derby, Worcester, Bristol and Poole, and near Newton Abbot. Apart from these there are many small works, often situated near popular centres for tourists, which make decorative pottery for sale as mementoes of a visit.

Selection of applicants for training.—Persons who are eligible for training and who wish to enter the pottery industry should make application at the Local Office of the Ministry of Labour and National Service nearest to their homes. The selection of applicants for training is undertaken in the first instance by the Ministry, who consult representatives of the industry on both sides concerning those whose suitability is in doubt.

Generally speaking, the free use of both hands and arms is necessary, but in some cases the loss of a finger or minor injury to a hand might not be a barrier. Many of the processes can be carried out sitting, and loss of or injury to legs, and complaints such as rheumatism, nerve or heart troubles would not necessarily disqualify, though some occupations are only suitable for workers of good stamina with minor disabilities. Under modern industrial conditions the risk of lung affections, which is present only in some sections of the industry, is much reduced, but in order to maintain and improve physical standards all entrants to certain processes in the industry are required under the Pottery Regulations to undergo medical examination.

Training Arrangements.—Training will be confined to men, both able-bodied and disabled, and will be given in employers' establishments. It will comprise an initial period of training on Government training allowances, followed by a further period of training during which the trainee will receive wages from the employer. Part of the initial training period may, where the Local Advisory Committee so recommend, be given at the North Staffordshire Technical College, Stoke-on-Trent, provided suitable arrangements can be made. It is a condition of any such training at the Technical College that the trainee is definitely engaged by an employer. Training with an employer is to be in accordance with a syllabus agreed with the industry.

Training Courses.—The list of occupations in which training will be given and the period of initial training agreed for each during which Government allowances will be payable are as follows:—

Occupation.	No. of Weeks.
Turning	26
Handling	13
Small Flat Saucer and Muffin Making	13
Flat Making	26
Dish and Baker Making	26
Light Jiggering and Jollying, Cup and Bowl Making, etc.	13
Heavy Jiggering and Jollying, Basin and Chamber Making	26
Casting (Small Ware)	13
Casting (Large Ware) including Sanitary Earthenware and Sanitary Fireclay	26
Mould Making	26
*Modelling	26
Biscuit Placing	13
Glost Placing	13
Enamel Kiln Placing	13
Dipping	13
Grinding and Polishing	13
Printing	13
The Draughtsmen	26
The Slabbing	26
Sagger Making	13

Training Allowances and Wages.—Training allowances on the scale set out in the article immediately following on this page will be paid by the Department during the training period referred to in the previous paragraph. The wage to be paid to a trainee at the end of a 13 weeks' period of initial training will be not less than £4 5s. a week. A trainee undergoing a 26 weeks' period of initial training will be paid a wage of not less than £4 10s. a week at the end of that period.

Apprenticeship interrupted by war service.—Alternative arrangements have been made for apprentices in the industry whose apprenticeship has been interrupted by war service, and a scheme for the industry has been issued.

TRAINING ALLOWANCES.

An article published in the issue of this GAZETTE for April, 1944 (page 58), on the training and resettlement of disabled persons included particulars of the allowances payable to disabled persons during their period of training. The corresponding allowances payable to able-bodied trainees were set out in the issue for June, 1945 (page 93). From these articles it will be seen that the training allowances for disabled persons were lower than those for able-bodied trainees. In view of the fact that in many cases disabled persons were receiving the same training under the same conditions as non-disabled persons, it was decided a short time ago that, with certain minor exceptions, all persons entering training or rehabilitation courses (other than those covered by the Further Education and Training Schemes) should be paid allowances at the rates appropriate to able-bodied trainees. For convenience, the rates of allowances are reproduced below.

The allowances have been fixed so as to give trainees during training a weekly amount slightly below that which they may expect to receive, on the average, on first taking up employment after training, having regard to outgoings which the wage-earner has to meet but which do not fall on the trainee. The allowances are payable without regard to any payments received from the Service Departments during paid furlough or to any disability pension or similar allowance.

Weekly Rates of Allowances for Trainees.

Age.		Trainees living at Home.		Trainees living away from Home.	
		Males.	Females.	Males.	Females.
(1)		(2)	(3)	(4)	(5)
Aged 20 years and over	Rate (A)	60s. 0d.	47s.	35s.	25s.
	Rate (B)	65s. 0d.	52s.	40s.	30s.
	Rate (C)	70s. 0d.	57s.	45s.	35s.
	Rate (D)	75s. 0d.	62s.	50s.	40s.
Aged 19 years	.. . . .	47s. 6d.	41s.	25s.	20s.
Aged 18 years	.. . . .	37s. 6d.	33s.	19s.	17s.

In the case of persons aged 20 years and over—

Rate (A) applies to persons without dependants.

Rate (B) applies to persons with one or more dependent children under 16 but with no adult dependants.

Rate (C) applies to married man with wife or in certain circumstances a man or woman with an adult dependant other than a wife.

Rate (D) applies to married man with wife and one or more dependent children under 16 or in certain circumstances a man or woman with an adult dependant other than a wife and one or more dependent children.

* Opportunities of employment strictly limited.

UNEMPLOYMENT AMONG INSURED PERSONS AT 8th APRIL. INDUSTRIAL ANALYSIS.

The statistics given below show, industry by industry, the numbers of persons aged 14 and over, insured under the Unemployment Insurance Acts, who were registered as unemployed at 8th April, 1946, distinguishing those wholly unemployed (i.e., out of a situation) from those temporarily stopped (i.e., suspended from work on the understanding that they were shortly to return to their former employment). The numbers include unemployed insured persons on the registers of Local Offices of the Ministry of Labour and National Service and of Juvenile Employment Bureaux, and claimants for benefit under the Special Schemes for banking and insurance. The Unemployment Insurance Acts provide, subject to certain exceptions, for the compulsory insurance against unemployment of substantially all employed males under 65 years of age and females under 60 years of age.

undertake other insurable work). Persons not domiciled in the United Kingdom (e.g., migratory labourers from Éire) are not insurable in respect of employment in agriculture, and are accordingly not included in the figures. Part-time workers employed for not more than 30 hours a week, who entered employment during the war, are in most cases not insurable against unemployment, and are not, therefore, included. Insured persons on the registers in Great Britain who have been classified as unsuitable for ordinary employment are also excluded from the figures.

An unemployment book, on which is recorded the industry in which he is employed, is issued to every insured person, and this book must be lodged at an Employment Exchange whenever the insured person makes a claim for unemployment benefit or for an unemployment allowance, or registers as unemployed without claiming benefit or an allowance. The files of "lodged" books at the Employment Exchanges thus furnish for each industrial group a record of the unemployment of insured persons.

The industries to which unemployed persons are classified for the purpose of these statistics are those in which they were employed at the time of the exchange of unemployment books in July, 1945 (or, if they were then unemployed, the industries in which they were last employed). Changes are rapidly occurring in the distribution of insured persons among the various industries and it is probable that some insured workpeople have changed their industry since July and subsequently become unemployed. To the extent that this has happened the figures for 8th April given below will not accurately represent the amount of unemployment in each industry at that date.

Table with columns for Industry, Wholly Unemployed (including Casuals), Temporarily Stopped, and Total, for Great Britain and United Kingdom. Includes rows for Agriculture, Fishing, Mining, Non-Metalliferous Mining Products, Glass, Chemicals, Paints, Oils, Metal Manufacture, Engineering, Construction and Repair of Vehicles, Shipbuilding and Ship Repairing, Other Metal Industries, and Metal Industries not separately specified.

* Excluding private gardeners, gamekeepers, park gardeners, sports ground keepers, etc., who are insured under the Agricultural Scheme but including workers in certain other employments, e.g., clerks, lorry drivers, etc., who are insured under the General Scheme.

Table with columns for Industry, Wholly Unemployed (including Casuals), Temporarily Stopped, Total, and Wholly Unemployed, Temporarily Stopped and Casuals. Includes rows for Textiles, Leather Goods, Clothing, Food, Drink and Tobacco, Woodworking, Paper, Printing, and Bookbinding, Other Manufacturing Industries, Gas, Water, and Electricity Supply, Transport and Communication, Distributive Trades, Commerce, Banking, Insurance and Finance, Miscellaneous Trades and Services, and Ex-Service Personnel not Classified by Industry.

* Persons insured under the Special Schemes for the banking and insurance industries are included in these figures. † Including private gardeners, gamekeepers, park gardeners, sports ground keepers, chauffeurs, etc. ‡ These are ex-Service personnel who have not yet been classified to a particular industry, although they may have had some employment since release or discharge from the Forces. § The totals include 2,536 male and 112 female unemployed casual workers in Great Britain and 3,994 males and 119 females in the United Kingdom.

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

Rates of Wages.

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in the United Kingdom during April resulted in an aggregate increase estimated at approximately £579,000 in the weekly full-time wages of about 2,200,000 workpeople.

The principal increase recorded was in the engineering industry, in which the national bonus paid to men aged 21 years and over was increased by 6s. a week, with corresponding increases (varying according to age) for youths and boys; and consequential increases were granted to women engaged on men's work.

There were increases in a large number of other industries, including shipbuilding and ship-repairing, light castings manufacture, glass container manufacture, paint, varnish and lacquer manufacture, retail bespoke tailoring, millsawing, packing case making, the building trade in Scotland, electrical contracting, flour milling, baking, the wholesale grocery and provision trade, and the retail distributive trade carried on by co-operative societies. There were also increases in the wages of women workers in agriculture in England and Wales.

In the shipbuilding and ship-repairing industry the increase for men amounted to 6s. a week. For men in light castings manufacture it was 10s. a week. In glass container manufacture men's rates were increased by 2d. an hour and women's by 1½d. an hour. In paint, varnish and lacquer manufacture there were increases of 8s. 6d. a week for men and 5s. 6d. a week for women, and war bonuses were consolidated into basic wage rates. The minimum rates of wages fixed under the Wages Councils Act for workpeople employed in retail bespoke tailoring in England and Wales were raised by over 10 per cent. At sawmills in England and Wales, other than those connected with the home-grown timber trade, there were increases of 3d. an hour in the wages of woodcutting machinists and sawyers and of 2½d. an hour in those of labourers. In the wood box, packing case and wooden container industry in England and Wales the rates of wages of skilled men were advanced by 2½d. an hour, those of labourers by 2d. an hour, and those of women by 1d. an hour. Building trade operatives in various districts in Scotland received advances ranging from ½d. to 2½d. an hour, in consequence of the adoption of a uniform rate in place of rates which varied according to the grading of localities. In the electrical contracting industry in England, Wales and Northern Ireland there were increases of 1½d. an hour in the case of men employed in the lower-rated districts and 1½d. an hour in other districts. In the flour milling industry the wages of men were increased by 6s. a week and those of women by 4s. 6d. a week. A new scale of minimum rates of wages was introduced under the Wages Councils Act in the baking trade in England and Wales, which represented varying advances over the previous minimum rates of wages. Warehouse and transport workers engaged in the wholesale grocery and provision trade in England and Wales received an increase of 5s. a week. Shop assistants, clerks and other classes of distributive workers employed by retail co-operative societies were awarded advances of 4s. a week for those aged 21 years and over, and 2s. or 3s. a week for younger workers. The statutory minimum rates of wages of women of 18 years and over employed in

agriculture were increased by 2s. a week in nearly all districts in England and Wales.

Of the total increase of £579,000, about £53,500 was the result of arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; about £42,500 resulted from the issue of statutory orders; about £9,800 resulted from arbitration awards; and most of the remainder was the result of direct negotiations between employers and workpeople or their representatives.

SUMMARY OF CHANGES REPORTED IN JANUARY-APRIL, 1946.

The following Table shows the number of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the first four months of 1946, and the net aggregate amounts of such increases. No workpeople were reported as having sustained a net decrease in this period.

Industry Group.	Approximate Number of Workpeople affected by net increases.	Estimated Net Amount of Increase in Weekly Wages.
Agriculture	90,000	9,000
Mining and Quarrying	40,000	18,900
Brick, Pottery, Glass, Chemical, etc. .. .	183,500	50,000
Metal, Engineering and Shipbuilding .. .	1,705,000	473,100
Textile	155,000	28,900
Clothing	167,500	60,300
Food, Drink and Tobacco	151,000	45,100
Woodworking, Furniture, etc.	117,500	49,300
Paper, Printing, etc.	181,500	63,300
Building, Public Works Contracting, etc. .	864,000	476,900
Gas, Water and Electricity Supply	77,500	13,200
Transport	271,500	91,400
Public Administration Services	63,000	18,300
Other	111,000	21,300
Total	4,178,000	1,419,000

In the corresponding months of 1945, there were net increases of £815,400 in the weekly full-time wages of 3,393,000 workpeople, and a small decrease in those of nearly 4,000 workpeople.

AVERAGE INCREASE SINCE SEPTEMBER, 1939.

On the basis of such information as is available to the Department, relating mainly to rates of wages fixed by collective agreements, statutory orders, etc., it is estimated that the average increase in weekly full-time rates of wages between the beginning of September, 1939, and the end of April, 1946, for workpeople of corresponding grades at the two dates, in all industries (including agriculture) was between 59 and 60 per cent.

Hours of Labour.

For agricultural workers in England and Wales the weekly hours of labour to which the statutory minimum rates apply were reduced from 52 to 48 according to area and time of year to a uniform 48 hours. There were also reductions of varying amounts for agricultural workers in Scotland. The normal working week in the plywood and veneer industry was reduced from 47 to 45 hours, and in the bobbin manufacturing industry in England and Wales from 48 to 44 hours.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING APRIL.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Agriculture	England and Wales.	7 Apr.	Women 18 years and over	Minimum weekly rate fixed at 50s., except in a few areas with special rates, resulting in an increase of 2s. a week in most areas.†
Coal Mining	Cumberland .. .	1 Apr.	Overmen, deputies and shot-firers.	Increase of 2s. a shift.
Coke and By-product Manufacture.	West Yorkshire .. .	Beginning of 1st full pay period following 8 Apr. do.	Process workers employed at coking plants.	Increase of 1s. a shift. Rates after change, inclusive of war addition of 2s. 8d. a shift: 17s. 8d. to 18s. 1d. a shift, according to occupation.‡
	Nottinghamshire and Derbyshire (certain firms).	do.	do.	Increase of 1s. a shift. Rates after change, inclusive of flat-rate additions of 6s. 2d. a shift: 16s. to 17s. 1d., according to occupation.
Cement Manufacture.	Great Britain .. .	Commencement of 2nd full pay week in April.	Men, youths, boys and women.	Minimum basic hourly rates for able-bodied adult male general labourers increased at works in Group I from 1s. 10d., in Group II from 1s. 9½d., and in Group III from 1s. 8½d. to 2s., 1s. 11½d. and 1s. 10½d. respectively, the new rates being inclusive of any "extra hourly allowances" (i.e., the balances of war bonuses remaining after the merging of war bonus into basic rates in December, 1945) which were payable to certain adult male employees at various works and to such former employees returning from war service. Corresponding increases in rates for all other able-bodied adult male workers; half the advance for all able-bodied boys, youths and women.§

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

† This change took effect under Orders issued under the Agricultural Wages Regulation Acts. The areas in which special rates apply are Cambridgeshire and Isle of Ely and Yorkshire (46s.), and the Holland division of Lincolnshire (52s. at 17 years and over). See also under "Changes in Hours of Labour."

‡ This increase was the result of Award No. 838 of the National Arbitration Tribunal.

§ It was also agreed that employees working on any customary recognised holiday for which they are paid double-time, should be granted an alternative holiday with pay at a mutually convenient date.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
General Stoneware Manufacture.	Great Britain .. .	2nd pay day in April	Men and women (21 and over)	Increase of 1½d. an hour in minimum basic rates for men and of 1d. for women, with consequential increases for pieceworkers. Minimum basic rates after change: skilled men who have served their apprenticeship 1s. 8d. an hour, kiln firemen, boiler firemen and other shift workers 1s. 5½d. an hour (or such hourly or shift rates as will, together with any payment for week-end work, secure earnings of not less than 81s. 8d. for a 56-hour week (plus war bonus), unskilled men 1s. 3½d. an hour (subject to a total minimum wage, including war bonus, of 83s. for a 48-hour week); women 8½d.; plus 3s. 6d. a day war bonus for men in each case and of 3s. for women.
Glass Container Manufacture.	Great Britain .. .	1st pay day in May.	Men, youths, boys, women and girls employed in the glass container industry, except those whose wages are regulated by movements in other industries.	Increase of 2d. an hour in minimum basic rates for men, of 1½d. for youths 18 and under 21 and for women 18 and over, and of 1d. for younger workers. Minimum basic hourly rates after change for day workers: London district—the rates for other districts plus 1d. an hour for workers 18 years and over and ½d. for those under 18; other districts—founders, gas makers and furnacemen 1s. 8d. or 1s. 9d. according to melting capacity of furnace, boilermen or stokers and batch mixers 1s. 8½d., sorters 1s. 8d., lister or similar truck drivers 1s. 7½d., general labourers 1s. 7d., youths and boys 6½d. at 14 rising, according to age, to 1s. 4½d. at 20 and under 21, women and girls 5½d. at 14 to 1s. 0½d. at 21 and over; plus a bonus of 3d. an hour for men and youths 18 and over, of 2d. for women 18 and over and of 1½d. for younger workers. (In the case of certain higher paid operators already in receipt of higher rates the increases are limited to 50 per cent. of the above.)
Salt Manufacture	Cheshire .. .	1 Apr.	Men, youths, boys, women and girls employed in salt works.	Increase of 2½d. an hour in minimum time rates for men 21 years and over, of 1½d. for women and of varying amounts, according to age, for youths, boys and girls; pieceworkers' rates fixed at 55 per cent. on basic rates (previously 48 per cent.). Minimum rates after change include: men 1s. 10½d. an hour, women on men's work 1s. 3d., women on men's work 1½d. above the appropriate women's rate, boys and youths 9½d. at 14 years rising, according to age, to 1s. 7½d. at 20 and under 21, girls 9d. to 1s. 2d.
Heavy Chemical, etc., Manufacture.	Great Britain* .. .	25 Mar.	Engineering and building tradesmen, coopers, wheelwrights and wagon repairers	Increase of 1½d. an hour in base rates.
Paint, Varnish and Lacquer Manufacture.	Great Britain .. .	1st pay day in week commencing 29 Apr.	Men, youths and boys ..	Increase of 8s. 6d. a week for men 21 years and over and of 2s. 3d. to 7s. 3d., according to age, for younger workers; war bonuses previously granted merged into basic rates. Minimum rates after change for men: London district 95s. a week, other districts 90s.
	do.	do.	Women 21 years and over wholly employed in place of men.	Increase of 5s. 9d. a week in the London district and of 6s. in other districts during 1st 6 months' service and of 6s. 6d., 6s. 9d. thereafter. Minimum rates after change: London district 67s. 6d. during 1st 6 months' service, 75s. 9d. thereafter, other districts 64s., 71s. 9d.
	do.	do.	Other women and girls ..	Increase of 5s. 6d. a week for women 21 years and over and of 2s. 3d. to 5s., according to age, for younger workers; war bonus previously granted, merged into basic rates. Minimum rates after change for women 21 years and over: London district 60s. 9d. a week, other districts 57s. 6d.
Steel Melting, etc.	Sheffield .. .	Beginning of 1st full pay period after 15 Apr.	Men, youths and boys employed on the Sheffield shift system in steel melting and steel manipulating departments.	Increase of 1s. a shift in the shift war bonus for men, of 8d. for youths 18 and under 21 years and of 6d. for boys.
Engineering and Allied Industries.	United Kingdom	Commencement of 1st full pay week after 15 Apr.	Workpeople employed in the engineering and allied industries,† except those whose rates of wages are regulated by wage movements in other industries, e.g., building, electrical contracting:— Men, apprentices, youths and boys.	Increase of 6s. a week in national bonus for men, with corresponding increases for apprentices, youths and boys. National bonus after change: men—timeworkers 31s. 6d. a week, workers on systems of payment by results 23s. 6d., apprentices, youths and boys 17½ per cent. of men's national bonus at 14 years, rising to 62½ per cent. at 20 and under 21 years.
			Women on men's work whose wages are related to those of men.	Increase varying according to the length of probationary service and to the rates of the men replaced.
	Swansea, Llanelly, Port Talbot and Neath. do.	3 Feb.‡ 15 Apr.	Workpeople employed in engineering works and foundries. do.	Increase of 1d. an hour for men and youths 18 years and over and of ½d. for boys.
				Increase of ½d. an hour for men and youths 18 and over and of ¼d. for boys. Rates after change: timeworkers not in receipt of any form of bonus—craftsmen 2s. 5½d. an hour, patternmakers 2s. 6½d., labourers 1s. 11d.; timeworkers receiving any form of bonus 2s. 4½d., 2s. 5½d., 1s. 10d.; apprentices 7½d. in 1st year, rising, according to service to 1s. 8½d. in 5th year.§
Shipbuilding and Ship-repairing.¶	All federated shipbuilding and ship-repairing centres in the United Kingdom.	Beginning of the 1st full pay week after 9 Apr.	Workpeople employed in the shipbuilding and ship-repairing industry, except skilled engineers and others whose wages are regulated by movements in other industries:— Men	Bonus increased by 6s. a week of 47 hours for both timeworkers and pieceworkers. National uniform rates after change, inclusive of bonus, for timeworkers engaged on new work include: fully skilled men who have served an apprenticeship 104s., unskilled men 85s. The rates in the West of England (Lytham and Northwich) are 1s. a week less.
			Male apprentices ..	Bonus increased by 1s. a week in 1st year of apprenticeship, 1s. 6d. in 2nd year, 2s. in 3rd year, 2s. 6d. in 4th year and 3s. in 5th year for both timeworkers and pieceworkers.
			Other youths and boys ..	Bonus increased by 1s. a week at 15 and 16 years, 1s. 6d. at 17, 2s. at 18, 2s. 6d. at 19 and 3s. at 20 and under 21 for both timeworkers and pieceworkers.
			Women and girls ..	Bonus increased by the following amounts: workers 21 years and over—first 8 months' employment 3s. a week, thereafter 4s. 9d. in skilled classes and 5s. 5d. in semi-skilled and unskilled classes for those not in receipt of full time rate and bonus of displaced male workers and 6s. in all classes for those in receipt of full male time rates and bonus; under 21 years—1s. at 16 rising to 3s. at 20.
Constructional Engineering.	Great Britain .. .	Beginning of 1st full pay period after 15 Apr.	Workpeople other than labourers¶ employed on outside steelwork erection.	Increase of 1½d. an hour. Rates after change: sheeters—London area, within a radius of 16 miles from Charing Cross 2s. 6½d., elsewhere 2s. 4½d., riveters and crane drivers 2s. 5½d., 2s. 4½d., erectors, riveters' holders-up and sheeters' holders-up 2s. 4½d., 2s. 3½d., erectors' helpers 2s. 3d., 2s. 2d., rivet heaters (adults) 2s. 2½d., 2s. 1½d., burners—new work 2s. 5½d., 2s. 4½d., demolition or scrap work 2s. 4½d., 2s. 3½d.

* This increase applied to workers employed by firms (other than the Metal Group) which are constituent firms of Imperial Chemical Industries, Ltd., including lime works at Buxton and Colwyn Bay.

† Workpeople in the allied industries include those employed in non-ferrous metal manufacture and rolling, drop forging, and hollow-ware, spring, tube and wire trades. In addition, the increases apply to workpeople employed by federated firms in railway carriage and wagon building, constructional engineering, sheet metal working, gas meter making, scale, beam and weighing machine making, and the manufacture of plastic material and finished articles.

‡ This increase was the result of an award of a panel appointed by the Welsh Engineers and Founders Conciliation Board dated 3rd April which had retrospective effect to the date shown.

§ These increases were the result of an agreement between the Welsh Engineers and Founders Association and the West Wales Allied Engineering Trades Committee. The agreement provides that pieceworkers who receive a price for their products shall receive an increase at the rate of 5s. 11½d. a week of 47 hours.

¶ These increases were also applied to a number of workpeople employed in boat building and boat repairing.

‡ Movements in the rates of wages of labourers are governed by movements in the rates of outside general labourers in each district.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Light Castings Manufacture.	Great Britain	29 Apr.	Men, youths and boys	Increases of 10s. a week in bonus for men 21 years and over and of 3s. to 8s., according to age, for youths and boys. Rates after change, inclusive of bonus, for men include: moulders 109s. 1½d. a week, labourers 90s. 6d. or 91s.
	do.	do.	Women and girls employed on work normally done by male labour.	Increases of 2s. to 8s. 6d. a week, according to age and period of service, in rates of wages for workpeople employed on time rates in skilled occupations and of 7s. 6d. (60s. 6d. to 68s.) for those employed as labourers. Increases of 7s. 6d. a week in bonus for women 21 years and over paid at piece rates and of 2s. or 4s. for younger workers. Rates after change for women 21 years and over on time rates in skilled occupations, after 32 weeks' service: moulders 85s. 9d., grinders and polishers 82s. 3d., fitters and sheet iron workers 79s. 3d., dressers and Berlin blackers 77s. 9d.
	do.	do.	Women and girls employed on work normally done by female labour (including hand and machine core-making).	Increases of 7s. 6d. a week in bonus for women 21 years and over, of 4s. for those 18 and under 21 and of 2s. for girls. Rates after change, inclusive of bonus: hand core-makers 69s., other women 62s.
Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Manufacture.	Northern Ireland	8 Apr.	Men, youths and boys	Increases of 1½d. to 1¼d. an hour in general minimum time rates, according to occupation or area, for workers who have served an apprenticeship of five years, of ½d. to ¼d., according to service, for workers employed in the Swiss embroidery branch, of ¼d. to ½d. for apprentices to lapping, measuring and sample making, and of ¼d. to ½d., according to age or area, for other workers; increases of 2½d. or 2¼d. in piecework basis time rates, according to area, for workers operating Swiss embroidery machines.*
	do.	do.	Women and girls	Increases of 1½d. an hour in general minimum time rates for workers 18 years or over and of ¼d. to ½d. for workers under 18 engaged on stitching machines (other than Swiss embroidery machines), vice folding or hand smoothing, of ¼d. to ½d., according to age or service, for learners engaged on Swiss embroidery machines and of ¼d. to ½d. for other workers under 18; increase of ¼d. in piecework basis time rates; revised general minimum piece-rates adopted (subject to an increase of 50 per cent. or 10s. in the £ as previously) resulting in increases of varying amounts.*
Bleaching, Dyeing and Finishing.	Northern Ireland	Beginning of 1st full pay period following 1 Apr.	Men, youths, women and girls 18 years and over.	Increases of 1d. an hour in minimum rates for a working week of 48 hours for men 21 years and over, of ¼d. for women 21 years and over and of 2s. a week for workers 18 and under 21. Minimum rates after change: men—skilled workers (including engine drivers) 1s. 8½d. an hour, semi-skilled (including firemen) 1s. 6½d., general workers and labourers 1s. 4½d., women 21 and over 1s., youths and boys 20s. a week at under 15 years rising to 57s. at 20½ and under 21, girls 20s. at under 15 years rising to 44s. at 20½ and under 21.†
Surgical Dressings, Surgical Plasters and Sanitary Towels Manufacture.	Great Britain	First pay day after 29 Apr.	Men, youths, boys, women and girls.	Increases of 6s. a week for men 21 and over, of 1s. 6d. for youths and boys, of 3s. for women 21 and over, of 2s. 6d. for girls under 21; war bonuses previously paid merged into basic rates. Minimum rates after change: men 21 and over 85s. a week, youths and boys 30s. at under 15 rising to 74s. at 20 and under 21, women 21 and over 55s., girls 30s. at under 15 rising to 54s. at 20 and under 21.‡
Retail Bespoke Tailoring.	England and Wales	8 Apr.	Men, youths, boys, women and girls.	Increase in general minimum time rates, piecework basis time rates and general minimum piece rates of 15 per cent. on rates operating at September, 1939, making a total increase of 52½ per cent.; increase of ¼d. per log hour in time rates for workers to whom the general minimum piece rates apply for making morning coats (without cross pockets) from materials other than tweeds or chevots, but excluding regulation school morning coats.‡
	Northern Ireland	15 Apr.	Female workers, 19 years or over with not less than 4 years' experience in the trade.	General minimum time rates and piecework basis time rates fixed for workers employed on ripping, picking of stitches, smoothing or any other operation in the preparation for or incidental to turning, re-making, altering or renovating, as follows: Belfast and Londonderry 10½d., 12d.; other areas 10d., 10½d.*
	do.	do.	Male and female workers who are remunerated on the "log" system.	Increases of 1¼d. per log hour in in-workers' and out-workers' general minimum piece rates for male workers employed in areas (other than Belfast, Londonderry, Ballymena, Coleraine, Lisburn, Lurgan, and Portadown) with a population of 3,000 and over administered by Borough or Urban District Councils, and of various amounts for male workers employed on operations where the time allowance is a fraction of a log hour, with proportional amounts for female workers.*
Hat and Cap Making and Millinery.	England and Wales	26 Apr.	Timeworkers	Increases of 2¼d. an hour in general minimum time rates for men 22 years of age or over, for male late entrants 19 years of age or over, and for female workers other than learners, of ¼d. for youths and boys 16 and under 22 years, of ¼d. for boys under 16, and of ¼d. to 2d., according to service for female learners.‡
	do.	do.	Pieceworkers	Increase of 2¼d. an hour in piecework basis time rates.‡
Baking	England and Wales	29 Apr.	Men, youths, boys, women and girls.	Increases in general minimum time rates in the Greater London area of 1¼d. to 2d. an hour for men and women 21 years or over, of ¼d. to 2¼d. for youths and boys and of ¼d. to 1½d. for women and girls under 21; and increases in general minimum time rates of ¼d. to 2¼d. for those employed in wholesale cake and flour confectionery in areas administered by rural district councils in England and in certain districts in Wales, and of ¼d. to 1½d. for other workers employed in areas administered by rural district councils in England and in certain districts in Wales, and of ¼d. to 1½d. for men 21 or over employed in other districts, of ¼d. to 1½d. for youths and boys and of ¼d. for women and girls; rates fixed for female confectioners, 19 years of age and under 21, in certain areas.‡
	Northern Ireland	18 Apr.	Apprentice bakers and other male workers (excluding bakers, bakehouse labourers, packers, transport workers, stablemen, harness cleaners and van washers) employed in baking establishments other than home bakeries.‡	Increases of 9d. to 2s. 3d. a week, according to year of apprenticeship and area, in general minimum time rates for apprentice bakers during 1st to 4th year of apprenticeship and of 1s. 3d. to 3s. 6d., according to age and area, for other male workers; and additions to general minimum time rates increased by 2s. to 8s., according to year of apprenticeship and area, for apprentices. General minimum time rates after change, inclusive of additions, for male workers 21 years and over: Belfast district 75s. 6d., Londonderry 71s. 9d., other areas 63s. 6d.*
Brewing.	London (certain firms).	1st pay day in May.	Men and women (other than those whose wages are regulated by other trade agreements).	Bonus increased by 4s. a week (12s. to 16s.) for able-bodied men 21 years and over and by 3s. (9s. to 12s.) for men 18 and over. Minimum rates after change (inclusive of bonus): able-bodied men 96s., women in brewery 72s., women in bottling stores 64s. 6d.†
Flour Milling	Great Britain	1st full pay period after 1 Mar.**	Men, youths, boys, women and girls, except road transport workers, mechanics and electricians.	Additional payments granted of 6s. a week for men, of 4s. 6d. for women and girls employed in the sackhouse or in packing small bags, and for all other women 20 years and over and for youths 18 and under 21, of 3s. for women 18 and under 20 and of 1s. 6d. for boys and girls under 18. Rates after change include: men—1st roller men 92s. to 108s., according to location of mill and area of roller contact, general labourers 80s. to 92s., according to location of mill; women 20 years and over—truckers and mill cleaners on day work 56s. to 65s. 6d., mill cleaners on shift work 58s. to 67s. 6d., sackhouse workers 56s. 6d. to 64s. 6d., packers of small bags 52s. 6d. to 56s. 6d., according to location of mill in each case.

* These increases took effect under Orders issued under the Wages Councils Act (Northern Ireland). Details of the minimum rates are contained in the Wages Regulation Orders of the Ministry of Labour, obtainable from H.M. Stationery Office.

† These increases were the result of an award of the National Arbitration Tribunal (Northern Ireland). The award also provides that workers who enter the trade for the first time between the ages of 17 and 21 years may during the first four weeks of employment be paid at a rate of ten per cent. less than the appropriate rate according to age which would otherwise be applicable under the scales set out in the award; thereafter, such workers are to be paid the rate appropriate to their age.

‡ These increases took effect under an Order issued under the Wages Councils Act. Details are contained in the Schedule to the Order (S.R. & O., 1946, No. 256) obtainable from H.M. Stationery Office. The Order also regraded the Municipal Boroughs of St. Ives (Huntingdonshire) from Area B to C and the Municipal Borough of Falmouth from Area A to B.

§ These increases took effect under Orders issued under the Wages Councils Act. Details are contained in the Schedules to the Orders (S.R. & O., 1946, No. 506—Hat and Cap Making and Millinery, and S.R. & O., 1946, No. 504—Baking) obtainable from H.M. Stationery Office.

|| Home bakeries are bakeries (other than those producing 1 lb. or 2 lb. batch loaves or pan loaves exceeding 1 lb. in weight) in which the number of workers engaged in occupations within the scope of the Wages Council does not exceed six.

¶ These increases were recommended by the Court of the Brewers' Company and by the trade unions concerned.

** These increases were agreed on 11th April, and had retrospective effect to the date shown.

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

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Millsawing	England and Wales (various districts).	Full pay week preceding 1st pay day in May.	Woodcutting machinists and sawyers.	Increases of 3d. an hour in universal minimum rate and in district basic rates for qualified adult male workers, and of proportional amounts for apprentices and female workers. Rates after change for qualified adult male workers: universal minimum rate 2s. 2½d.; district basic rates—Cardiff and district, Hartlepool and Tees, Humber district, London, Tyne and district 2s. 6½d., Berwick-on-Tweed 2s. 6d., Bristol and district, Barrow-in-Furness and the West Riding of Yorkshire and Sheffield 2s. 5½d., Coventry, Leicester and Nottingham districts 2s. 5d., Cumberland 2s. 4½d., Hants. and Dorset 2s. 4d., Gloucester and district 2s. 3½d., South Coast (Sussex) Area 2s. 4½d., 2s. 3½d., 2s. 3d., East Anglia 2s. 3½d., 2s. 2½d.*
	England (various districts).	do.	Labourers employed in handling timber after its initial piling in the saw mill yard (Import Mills).	Increases of 2½d. an hour in universal and district minimum rates for saw mill labourers, of 1¼d. for female labourers and of proportional amounts for boy and youth labourers. Minimum rates after change: universal minimum rate 1s. 10¼d.; district basic rates—Humber district, London district, Tyne and Wear 2s. 0¼d., Berwick-on-Tweed 2s., Barrow-in-Furness, Coventry and district, Gloucester and district, Hartlepool and Tees, Leicester and district, Nottingham and district, Plymouth and Southampton, West Riding of Yorkshire and Sheffield 1s. 11¼d., East Anglia and South Coast—specified towns 1s. 10¼d., rest of area 1s. 10¼d., Cumberland, Hants. (except Southampton) and Dorset 1s. 10¼d.*
Wood Box, Packing Case and Wooden Container Manufacture.	England and Wales.	1st pay day following 15 Apr.	Men, youths, boys, women and girls.	Increases of 2½d. an hour in minimum rates for skilled men 21 years and over and of 2d. for labourers, of 1d. for women 21 years and over (including dilutees), of ¼d. to 1½d., according to age, for male workers under 21, and of ¼d. to ½d. for female workers under 21. Minimum rates after change: men—sawyers and machinists 2s. 3d., box and packing case makers, printing, branding, handholing, dowering and nailing machinists 2s. 2d., labourers 1s. 11½d., woman—box and packing case makers, printing, branding, handholing, dowering and nailing machinists 1s. 5½d., labourers 1s. 4½d.†
Cabinet Case Making.	Sheffield	1st full pay week after 15 Apr.	Men, youths and boys	War bonus increased by 6s. a week for men and by smaller amounts for youths and boys. Rate after change for skilled men and machinists 76s. 6d., plus war bonus of 33s. 6d.
Veneer Producing and Plywood Manufacture.	England and Wales.	1st full pay week after 1 Apr.	Men, youths, boys, women and girls.	Increases of 2d. to 4d. an hour, according to occupation, for men 21 years and over, of 2½d. for women 19 years and over and of proportional amounts for younger workers. Rates after change, inclusive of all war bonuses: London (within a 25-mile radius from Charing Cross)—plywood manufacturing: machinist 2s. 3d. or 2s. 6½d., according to occupation, labourers 2s. 1d., women 19 years and over 1s. 4d. during 1st 3 months' employment, 1s. 5d. thereafter; veneer cutting: crane drivers working travelling crane, or derrick 3-ton and over 2s. 4½d., log crosscutting, breaking down cores, trimming veneer remains 2s. 3d., peeler or slicer 2s. 4d. or 2s. 7d., according to occupation, peeler or slicer assistant 2s. 2d. for males, women's rate plus 1d. for females, labourers and yard labourers 2s. 1d. plus ¼d. or 1d. according to occupation. Rates in Isle of Wight are 2d. an hour less than the above for male labour and 1d. less for female labour; other provincial rates are 1d. an hour less than the London rates for male and female labour.‡
Building	Scotland (various districts).||	15 Apr.	Craftsmen and Labourers employed in districts formerly graded A1, A2, B and B1.	Increases of ¼d. to 2½d. an hour, according to locality, resulting from the upgrading to Grade A. Rates after change: craftsmen 2s. 6d., labourers 2s.
Electrical Contracting.	England and Northern Ireland.	3rd pay day in Apr.	Men and women 21 years and over and youths and boys, other than indentured apprentices.	Increases of 1d. an hour in basic rates for skilled electricians and men and women in receipt of skilled electricians' rates in Grade C districts and of ¾d. elsewhere, with proportional amounts for other men and women, youths and boys; and temporary hourly additions increased by ¼d. an hour for those over 21 years of age, by ½d. for those between 18 and 21 and by ¼d. for those under 18. Rates after change for skilled electricians and men and women over 21 years of age in receipt of skilled electricians' rates: Grade A 2s. an hour, B 1s. 9d. (1d. extra in Mersey district in lieu of travelling time), C 1s. 8½d., plus temporary hourly addition of 9d. in each case.¶
Electricity Supply Undertakings.	Great Britain	1 Apr.	Technical engineers employed in electricity supply undertakings.	Revised scale of basic salaries fixed resulting in an increase of 15 per cent. on the previous minimum basic salary, decreasing by 0.625 per cent. for each rise of 45 in salary, to nil on a basic salary of £1,400 a year.**
Road Transport (Goods).	Belfast	14 Feb.††	Transport workers employed by coal importers.	Increase of 11s. 6d. a week. Rates after change for a 48-hour week: lorry drivers 99s., carters 96s., assistants on lorries 93s.
	Belfast	5 Apr.	Transport workers	Increases of 9s. 6d. a week for horse, motor and steam wagon drivers, stablemen and storemen (where such are employed) and of a proportional amount for casual workers.
National Government.	Great Britain	1st full pay period after 15 Apr.	Workpeople employed in Admiralty industrial establishments at home.	Increases of 6s. a week in national bonus for men and for women fully replacing men, with corresponding increases for women paid a percentage of the men's rates, apprentices, youths and boys.
Local Authority Services (Non-Trading).	West Midlands Area.	1 Apr.	Manual workers in Zone B2 localities except workers whose wages are regulated by movements in other industries.	Increases of 2s. 10½d. to 3s. 7½d. a week, according to occupation, as a result of the abolition of Zone B2 and adoption of Zone B1 rates. Minimum hourly rates after change, inclusive of current war wage increase, for general labourers Zone A1 84s. 8d., Zone A2 83s. 2½d., Zone B1 80s. 2d.†††
	Monmouthshire and Glamorganshire (various authorities).§§	1 Apr.	Manual workers except those whose wages are regulated by movements in other industries.	Increase of 1d. an hour in minimum basic rates. Minimum basic rates after change for labourers: semi-skilled 1s. 7½d. an hour, ordinary 1s. 7d., plus 16s. a week cost-of-living bonus in each case.
	Great Britain	22 Apr.	General distributive, clerical, etc., workers.	Special advances granted of 4s. a week for workers 21 years and over, of 3s. for those 18 and under 21 and of 2s. for those under 18. Total war and special advances after change: men, youths and boys—23s. 6d. at 21 and over, 21s. at 18 and under 21 and 15s. at under 18; women and girls—27s. 6d., 20s. 6d. and 15s. respectively.||||
Wholesale Grocery and Provisions Distribution.	England and Wales.	Pay day in week commencing 1 Apr.	Warehouse and transport workers.	Increases of 5s. a week in minimum rates for workers 21 years and over and of 1s. to 4s., according to age, for those under 21.
Cold Storage, etc.	Great Britain	1st pay day in Mar.	Male workers, 19 years and over, other than clerical and supervisory grades and engineering operating staff.	Increases of 7s. or 5s. a week in minimum rates, according to grading of town. Minimum rates after change for a 48-hour week: 91s. or 86s., according to grade of town.¶¶

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

† These rates are to remain in operation until 30th April, 1947.

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

‡ See also under "Changes in Hours of Labour."

§ These increases applied to all districts other than those formerly classified by the Scottish National Joint Council for the Building Industry as Grade A districts (West of Scotland, Edinburgh, East of Scotland, Fife, Dundee and Aberdeen).

¶ These rates are to remain in force until the 2nd pay day in January, 1947, subject to claims for adjustment if the cost-of-living index figure is 5 points or more above a figure of 103 for any period of three months. The districts included in the three grades were shown in the issue of this Gazette for November, 1945 (page 210).

** The increased salaries are not to apply to men under 21 unless they are required by the undertaker to carry out the duties and responsibilities of a graded position. The increases of salary are to cover the normal working conditions of rotating shifts. All awards for parallel operation with the Central Electricity Board to merge in the increases.

†† This increase was agreed on 18th April, and had retrospective effect to the date shown.

††† This change was the result of a recommendation of the West Midlands Joint Industrial Council for Local Authorities Non-Trading Services (Manual Workers). In the case of any local authority whose basic wage rates (exclusive of war wage increase) are in excess of Zone B2 basic rates for the various occupations, the Joint Council agree to such authorities taking the excess into account as a set-off against the increase involved by the re-zoning.

§§ The authorities affected are those affiliated to the Joint Wages Boards of Local Authorities of Monmouthshire and Glamorganshire.

|||| These increases took effect as a result of an award of the Independent Chairman of the National Conciliation Board for the Co-operative Service.

¶¶ These increases do not apply to port cold stores which are at present covered by agreements related to the Docks Industry.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING APRIL, 1946.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Agriculture	England and Wales.	7 Apr.	Workpeople employed in agriculture (other than certain classes of men in some areas for whom special weekly rates are in operation which are inclusive of additional time involved in the performance of their particular duties).	Weekly hours to which the minimum rates of wages apply fixed at 48 all the year round, except in Yorkshire and Cambridgeshire and Isle of Ely where the hours for females remain unchanged at 44. Previously the minimum rates of wages had applied to weekly hours ranging from 52 to 48, according to area and time of year.*
	Scotland	1 Apr.	Cattlemen, stockmen, stock-women, poultrywomen, dairymaids, etc. (on farm work).	Weekly hours to which the minimum rates apply fixed (1) at 61 hours and 48 hours in alternate weeks during the period from last Sunday in April to last Sunday in October, and (2) at 61 hours in 2 weeks, 52 hours in 1 week, and 48 hours in 1 week in any four-weekly period during the other half of the year.*
			Horsemen, horsewomen, tractor-men and tractor-women. Workers in unspecified occupations.	Weekly hours to which the minimum rates apply fixed at the hours stated below for workers in unspecified occupations plus not more than 7 hours for necessary stable work or 5 hours for necessary garage work.* Weekly hours to which the minimum rates apply fixed at 48 during the period from last Sunday in January to last Sunday in October and at 42, 44 or 46, according to area, during the remainder of the year; hours previously in force ranged from 50 to 60 during the summer months and from 41½ to 47½ during the winter months.*
Bobbin Making	England and Wales.	1 Apr.	Workpeople employed in the bobbin making industry.	Normal weekly hours reduced from 48 to 44.
Laundries.	Birkenhead, Liverpool, Stoke-on-Trent and Manchester.	4 Mar.	Workpeople employed in co-operative laundries.	See footnote †.
Veneer Producing and Plywood Manufacture.	England and Wales.	1st full pay week after 1 Apr.	Men, youths, boys, women and girls.	Normal working week reduced from 47 hours to 45.†

* These changes took effect under Orders issued under the Agricultural Wages Regulation Acts. See also under "Changes in Rates of Wages."
† The reduction in hours as published in last month's GAZETTE should read 48 to 44 not 45 to 44.
‡ See also under "Changes in Rates of Wages."

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 April† was 126, as compared with 147‡ in the previous month and with 136† in April, 1945. Details for separate industries are given below:—

MINES AND QUARRIES.†	RAILWAY SERVICE.
Under Coal Mines Acts : Underground 34 Surface 2 Metalliferous Mines 1 Quarries 3	Brakemen, Goods Guards 1 Engine Drivers, Motor-men 1 Firemen (Passenger) 2 Labourers 2 Mechanics 2 Permanent Way Men 7 Porters 4 Shunters 3 Other Grades 3 Contractors' Servants
TOTAL, MINES AND QUARRIES 40	TOTAL, RAILWAY SERVICE 20
TOTAL, MINES AND QUARRIES 40	TOTAL (excluding Seamen) 126

* Statistics of fatal accidents to seamen are not available.
† For mines and quarries, weekly returns are furnished and the figures cover the 4 weeks ended 27th April, 1946, in comparison with the 4 weeks ended 30th March, 1946, and the 4 weeks ended 28th April, 1945.
‡ Revised figure.

INDUSTRIAL DISEASES.

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

I. Cases.	I. Cases—continued.
LEAD POISONING. Among Operatives engaged in : Smelting of Metals 3 Plumbing and Soldering Shipbreaking 1 Printing 1 Other Contact with Molten Lead White and Red Lead Works Pottery Vitreous Enamelling Electric Accumulator Works 2 Paint and Colour Works Paint used in other Industries Painting of Buildings TOTAL 7	EPITHELIOMATOUS ULCERATION (SKIN CANCER). Pitch 7 Tar 5 Oil 3 TOTAL 15 CHROME ULCERATION. Manufacture of Bichromates Dyeing and Finishing Chrome Tanning Chromium Plating 4 Other Industries 2 TOTAL 6 TOTAL CASES 32
OTHER POISONING. Aniline 2 Chronic Benzene Poisoning 1 Toxic Jaundice 1 TOTAL 4	II. Deaths. LEAD POISONING. Printing 1 OTHER POISONING. Chronic Benzene Poisoning 1 TOTAL DEATHS 2

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

CHANGES IN RETAIL PRICES AND COST OF LIVING.

Summary of Index Figures for 1st May, 1946.

Rise since July, 1914	Rise since 1st April, 1946.	Index Points	Per cent.	Food	All Items
				69%	104%
				nil	1
				nil	½*

FOOD.

During April the prices of some kinds of fish were reduced, following reductions in the maximum permitted prices under an Order made by the Minister of Food. There was also a slight reduction in the average price of potatoes, but little change in the retail prices of other items of food.

For the articles of food included within the scope of these statistics, the following Table compares the average prices at 1st May, 1946, with the corresponding prices at 1st April, 1946, and 1st September, 1939:—

Article.	Average Price (per lb. unless otherwise indicated) to the nearest $\frac{1}{4}$ d., at—			Percentage Increase or Decrease (—) at 1st May, 1946, compared with—	
	1st May, 1946.	1st April, 1946.	1st Sept., 1939.	1st April, 1946.	1st Sept., 1939.
Beef, British—	s. d.	s. d.	s. d.	Per cent.	Per cent.
Ribs	1 3½	1 3½	1 2½	..	11
Thin Flank	0 9½	0 9½	0 7½	..	27
Beef, Chilled or Frozen					
Ribs	1 1	1 1	0 9½	..	35
Thin Flank	0 6	0 6	0 4½	..	23
Mutton, British—					
Legs	1 5½	1 5½	1 3½	..	13
Breast	0 8	0 8	0 7½	..	8
Mutton, Frozen—					
Legs	1 0	1 0	0 10½	..	16
Breast	0 4	0 4	0 4	..	..
Bacon†	1 10½	1 10½	1 3	..	50
Fish					
Flour . . . per 6 lb.	1 3	1 3	0 11½	..	30
Bread . . . per 4 lb.	0 9	0 9	0 8½	..	9
Tea	2 10	2 10	2 4	..	21
Sugar (granulated)	0 4	0 4	0 3	..	32
Milk . . . per quart	0 9	0 9	0 6½	..	32
Butter—					
Fresh	1 8	1 8	1 4½	..	21
Salt	1 1	1 1	0 10	..	31
Cheese					
Margarine—					
Special	0 9	0 9	0 6½	..	12
Standard	0 5	0 5	0 2	..	1
Eggs (fresh) \$. . . each	0 2	0 2	0 1½	..	1
Potatoes . . . per 7 lb.	0 8½	0 8½	0 6½	..	28

The following Table shows the average percentage changes in prices at 1st September, 1939, 1st April, 1946, and 1st May, 1946, respectively, as compared with July, 1914:—

Article.	Average Percentage Increase or Decrease (—) since July, 1914, at—		
	1st Sept., 1939.	1st April, 1946.	1st May, 1946.
Beef, British—	Per cent.	Per cent.	Per cent.
Ribs	44	59	59
Thin Flank	15	46	46
Beef, Chilled or Frozen—			
Ribs	32	79	79
Thin Flank	1	24	24
Mutton, British—			
Legs	48	67	67
Breast	14	24	24
Mutton, Frozen—			
Legs	51	75	75
Breast	—3	—3	—3
Bacon†	35	102	102
Fish	116	166	158
Flour	26	64	64
Bread	42	55	55
Tea	52	85	85
Sugar (granulated)	46	93	93
Milk	92	154	154
Butter—			
Fresh	13	37	37
Salt	7	41	41
Cheese	16	51	51
Margarine	—3	3	3
Eggs (fresh)	58	60	60
Potatoes	33	73	71
All above articles (Weighted Average on July, 1914, basis)	38	69	69

On the basis of the figures given in the foregoing Tables the average level of retail prices, at 1st May, 1946, of the articles of food specified was about 69 per cent. higher than in July, 1914, and about 22 per cent. higher than at the beginning of September, 1939.

* A rise of 1 point on a total of 203 for "all items" (the figure for July, 1914, being 100) is equivalent to a rise of about one-half of one per cent.
† The description of bacon specified for quotation is streaky, but where this kind is seldom being sold the returns relate to another kind, locally representative.
‡ This figure is an average calculated from the prices of various brands of margarine on sale at 1st September, 1939.
§ Of the two prices shown for eggs at 1st May and 1st April, 1946, 2d. was for large eggs (in Ministry of Food category I) and 1½d. for small eggs (in category II). At 1st September, 1939, the average price for eggs, as shown by the returns received, was between 1½d. and 2d.

ITEMS OTHER THAN FOOD.

As a result of increases in local rates in a large number of towns, the average level of working-class rents (including rates) at 1st May was about 1 per cent. higher than at 1st April, being nearly 4 per cent. above the level of 1st September, 1939, and about 68 per cent. above that of July, 1914. A substantial part of the increase since 1914 is accounted for by increases in rates.

As regards clothing, changes in retail prices during April were relatively slight. Owing to the wide range of quotations, to changes in qualities, and to the variations in the extent to which different articles have been affected by price changes, it is not possible to make exact comparisons over a period of many years, but the available information (based on returns from representative retailers in a large number of towns) indicates that at 1st May the average level of prices was about 66 per cent. higher than at 1st September, 1939, and about 245 per cent. above the level of July, 1914.

In the fuel and light group, the average levels of retail prices of coal and of gas at 1st May showed little change as compared with those at 1st April. Prices of coal averaged about 55 per cent. higher than at 1st September, 1939, and about 200 per cent. above the level of July, 1914; prices of gas averaged about 38 per cent. higher than at 1st September, 1939, and about 114 per cent. higher than in July, 1914. There were no appreciable changes during the month in the prices of lamp oil, candles, or matches. For the fuel and light group as a whole the index figure at 1st May was about 52 per cent. higher than at 1st September, 1939, and about 176 per cent. higher than in July, 1914.

As regards other items* included in these statistics, there were relatively few changes in prices during April for most of the articles, but there was a fall in the average level of prices of some articles of domestic ironmongery and pottery resulting from price reductions following the remission of purchase tax. In the group as a whole the average level of prices at 1st May was about 63 per cent. higher than at 1st September, 1939, and about 191 per cent. above the level of July, 1914.

ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in working-class family expenditure prior to August, 1914, the resultant general average increase at 1st May, 1946, is approximately 104 per cent. over the level of July, 1914, as compared with 103 per cent. at 1st April, 1946, and with 55 per cent. at 1st September, 1939. The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken at each date) is to show the average percentage increase in the cost of maintaining unchanged the standard of living prevailing in working-class families prior to August, 1914, no account being taken of any changes in the standard of living or of any readjustments in consumption since that date.

The rise of 49 points since the beginning of September, 1939, is equivalent to nearly 32 per cent. Of these 49 points, about 4½ points represent the effect of the increases, since that date, in the taxes on sugar, tobacco and cigarettes, and matches; and approximately three-fourths of a point is due to increases resulting from the Purchase Tax.

SUMMARY TABLE : ALL ITEMS.

Average Percentage Increase at the beginning of each month as compared with July, 1914.

Year.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1920	125	130	130	132	141	150	152	155	161	164	176	169
1921	165	151	141	133	128	119	119	122	120	110	103	99
1922	92	88	86	82	81	80	84	81	79	78	80	80
1923	78	77	76	74	70	69	69	71	73	75	75	77
1924	77	79	78	73	71	69	70	71	72	76	80	81
1925	80	79	78	75	73	72	73	73	74	76	76	77
1926	75	73	72	68	67	68	70	72	74	79	79	79
1927	75	72	71	65	64	63	66	64	65	67	69	69
1928	68	66	64	64	64	65	65	65	65	66	67	68
1929	67	65	66	62	61	60	61	63	64	65	67	67
1930	66	64	61	57	55	54	55	57	57	56	57	55
1931	53	52	50	47	47	45	47	45	45	45	46	48
1932	47	47	46	44	43	42	43	41	41	43	43	43
1933	42	41	39	37	36	36	38	39	41	41	43	43
1934	42	41	40	39	37	38	41	42	43	43	44	44
1935	43	42	41	39	39	40	43	43	43	45	47	47
1936	47	47	46	44	44	44	46	46	47	48	51	51
1937	51	51	51	51	52	52	55	55	55	58	60	60
1938	59	57	56	54	56	55	59	56	55	56	55	56
1939	55	55	53	53	53	53	56	55	55	55	62	73
1940	74	77	79	78	80	81	87	85	87	89	92	95
1941	96	97	97	98	100	100	99	99	99	99	100	101
1942	100	100	100	99	100	99	100	101	100	100	100	100
1943	99	99	99	98	99	98	100	99	98	99	99	99
1944	99	100	100	100	100	100	101	102	102	101	101	101
1945	102	102	102	102	103	104	107	105	103	103	103	103
1946	103	103	103	103	104	..	..	..	..	..	..	..

A detailed account of the method of compilation of these statistics, "The Cost of Living Index Number: Method of Compilation," is obtainable, price 2d. net from H.M. Stationery Office, at the addresses shown on page 142 of this GAZETTE.

* Soap, soda, domestic ironmongery, brushes, pottery, tobacco and cigarettes, fares and newspapers.

TRADE DISPUTES IN APRIL.

Number and Magnitude.—The number of disputes involving stoppages of work*, reported to the Department as beginning in April, was 185. In addition, 21 stoppages which began before April were still in progress at the beginning of that month. The approximate number of workers involved, during April, in these 206 stoppages, including workers thrown out of work at the establishments where the disputes occurred, is estimated at over 42,000. The aggregate number of working days lost at the establishments concerned, during April, was nearly 160,000. Of the stoppages of work through industrial disputes known to have been in progress at some time in April, the coal mining industry accounted for 123, involving 19,000 workers, and resulting in an aggregate loss of over 40,000 working days.

In the following Table an analysis is given, by groups of industries, of all disputes involving stoppages of work* in the United Kingdom during April:—

Industry Group.	Number of Stoppages in progress in Month.			Number of Workers involved in all Stoppages in progress in Month.	Aggregate Number of Working Days lost in all Stoppages in progress in Month.
	Started before beginning of Month.	Started in Month.	Total.		
Coal Mining	5	118	123	19,100	41,000
Metal Engineering and Shipbuilding .. .	8	37	45	12,400	59,000
Clothing	2	2	4	2,700	26,000
Transport	1	10	11	4,100	5,000
Public Administration ..	1	1	2	600	6,000
All Other Industries ..	5	17	22	3,500	21,000
Total, April, 1946 .. .	21	185	206	42,400	158,000
Total, March, 1946 .. .	21	201	222	55,900	270,000
Total, April, 1945 .. .	13	215	228	44,700	98,000

In the 185 stoppages which began during April, over 32,000 workers were directly involved, and about 7,000 indirectly involved (i.e., thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes). In the 21 stoppages which began before April, and were still in progress at the beginning of that month, the total number of workers involved during April, either directly or indirectly, was over 3,000.

Duration.—Of 184 stoppages of work, owing to disputes, which ended during April, 94, directly involving 13,100 workers,

lasted not more than one day; 29, directly involving 3,100 workers, lasted two days; 16, directly involving 2,300 workers, lasted three days; 21, directly involving 3,200 workers, lasted four to six days; and 24, directly involving 9,500 workers, lasted over six days.

Causes.—Of the 185 disputes leading to stoppages of work which began in April, 31, directly involving 7,900 workers, arose out of demands for advances in wages, and 51, directly involving 5,800 workers, on other wage questions; 5, directly involving 1,100 workers, on questions as to working hours; 20, directly involving 4,200 workers, on questions respecting the employment of particular classes or persons; 68, directly involving 8,100 workers, on other questions respecting working arrangements; and 10, directly involving 5,100 workers, on questions of trade union principle.

TOTALS FOR THE FIRST FOUR MONTHS OF 1946 AND 1945.

The following Table gives an analysis, by groups of industries, of all stoppages of work* through industrial disputes in the first four months of 1946 and in the corresponding months of 1945:—

Industry Group.	January to April, 1946.			January to April, 1945.		
	Number of Stoppages beginning in period.	Number of Workers involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.	Number of Stoppages beginning in period.	Number of Workers involved in all Stoppages in progress.	Aggregate Number of Working Days lost in all Stoppages in progress.
Coal Mining .. .	467	69,800†	142,000	373	82,700†	307,000
Brick, Pottery, Glass, Chemical, etc. .. .	5	400	2,000	8	800	8,000
Engineering .. .	70	43,100	303,000	99	39,300	183,000
Shipbuilding .. .	43	7,900	70,000	64	9,500	50,000
Iron and Steel and Other Metal ..	59	9,300	43,000	64	6,900	23,000
Textile	16	3,300	21,000	18	1,000	3,000
Clothing	14	9,900	81,000	7	800	2,000
Woodworking, Furniture, etc. ..	4	400	2,000	8	700	2,000
Building, etc. .. .	19	1,200	3,000	10	1,100	1,000
Transport	35	18,400	33,000	42	23,900	109,000
All Other Industries ..	38	5,800	31,000	30	2,100	6,000
Total .. .	770	169,500†	731,000	723	168,800†	664,000

PRINCIPAL DISPUTES INVOLVING STOPPAGES OF WORK DURING APRIL.

Occupations‡ and Locality.	Approximate Number of Workers involved.		Date when Stoppage		Cause or Object.	Result.
	Directly.	In-directly.§	Began.	Ended.		
COAL MINING:— Fillers, packers, erectors, haulage workers, screeners, banksmen and labourers, etc.—Codnor, Derby (one colliery).	460	460	5 April	8 April	Dissatisfaction with earnings following a reversion to contract rates after a short period of experimental working at fixed day wages, and claim that day wages should be continued for a further week.	Settlement reached providing for the payment of an additional allowance for one week.
Underground and surface workers —Altofts, Yorks. (one colliery).	800	300	15 April	4 May	In support of two colliers who objected to being transferred from morning shift to afternoon shift.	Work resumed pending negotiations.
ENGINEERING:— Engineering workers — High Wycombe, Bucks. (one firm).	540	..	9 April	27 April	Refusal to work with non-unionists and demand for a "closed" shop.	Work resumed to permit of settlement of dispute through normal negotiating machinery.
SHIPBUILDING:— Shipyard joiners, woodcutting machinists and apprentices —Clydeside and districts in North-East and East Scotland (various firms).	3,000	..	8 April§	22 April	For enhanced rates to joiners employed on one ship and subsequently for a general increase of 6d. an hour.	Work resumed on the understanding that workers' trade union would prepare a claim for an increase in wages.
CLOTHING:— Clothing workers employed by the Co-operative Wholesale Society—Manchester, Crewe and Leeds.	2,590	..	15 April||	30 April||	Dissatisfaction with the results of negotiations for an increase in wages and a reduction in working hours.	Work resumed on the advice of trade union officials to permit of reference of dispute to constitutional machinery.
TRANSPORT:— Omnibus drivers and conductors—Motherwell (one firm).	1,200	..	13 April	13 April	In sympathy with a driver who had been dismissed.	Work resumed.
PUBLIC ADMINISTRATION SERVICES:— Manual workers employed in the Health, Education, Baths, Parks, Cemeteries and Social Welfare Departments of Barnsley Corporation.	600¶	..	8 April¶	3 May	Discontinuance of payment, hitherto made, of 10 per cent. in excess of the minimum rates as laid down by the Joint Industrial Council for Local Authorities Non-Trading Services.	Temporary agreement reached providing for payment of an additional 2½d. an hour to male employees and of 1½d. to female employees pending further negotiations.

* Stoppages of work due to disputes not connected with terms of employment or conditions of labour are excluded from the statistics. In addition, stoppages involving less than 10 workers, and those which lasted less than one day, are also excluded, unless the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.

† Some workers, chiefly in the coal mining industry, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the period under review in 1946 was approximately 55,000 and in the corresponding period in 1945 was approximately 50,000. For all industries combined the corresponding net totals were approximately 150,000 and 130,000 respectively.

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

§ Approximately 400 employees of one firm ceased work on 8th April. The stoppage extended rapidly and nearly 2,000 Clydeside workers were involved by 11th April. There were further extensions on Clydeside and in districts in East and North-East Scotland between 12th and 18th April.

|| The stoppage began at Manchester and Crewe on 15th April and later extended to Leeds. At Crewe work was resumed on 30th April.

¶ Only a small number of motor transport drivers were involved in the stoppage up to 12th April.

EMPLOYMENT OVERSEAS.

AUSTRALIA.

According to information received by the Commonwealth Bureau of Census and Statistics, the number of persons employed in factories in November, 1945, was 0.1 per cent. lower than in October, 1945, and 0.6 per cent. lower than in November, 1944.

CANADA.

According to returns received by the Dominion Bureau of Statistics from over 15,600 employers in industries other than agriculture and private domestic service, the total number of workpeople in employment at 1st February, 1946, in the establishments covered by the returns was 0.8 per cent. lower than at 1st January, 1946, and 6.7 per cent. lower than at 1st February, 1945. The number of persons employed in manufacturing industries at 1st February, 1946, was 1.3 per cent. higher than at the beginning of the previous month but 15.2 per cent. lower than at 1st February, 1945.

ÉIRE.

The number of unemployed persons on the live register of Employment Exchanges at 27th April, 1946, was 67,435, compared with 73,662 at 30th March, 1946, and 63,656 at 28th April, 1945.

Unemployment among Insured Persons in 1945.—According to information recently published in the "Irish Trade Journal and Statistical Bulletin," the number of persons insured under the Unemployment Insurance Acts* in Éire in October, 1944, was 320,335; of this total 230,284 were males and 90,051 were females. The monthly percentage rate of unemployment among these persons during 1945 ranged from 9.3 at mid-June and mid-September to 12.6 at mid-February, the average for the year being 10.6 per cent., compared with 11.3 per cent. in 1944. As regards the several industrial groups, the average percentages unemployed during 1945 were lowest in mining and quarrying (4.3), the professions (4.5), and the skins and leather, rubber and waterproof goods and the drink industries (4.7), and highest in house and general building (17.1), road and other construction (17.9), and the "other industries or services" group (27.3).

BELGIUM.

The average daily number of unemployed persons in receipt of unemployment assistance in Belgium during January, 1946, was 135,885, compared with 120,742 during December, and 290,630 during January, 1945. Approximately 3,261,000 working days were lost in January, 1946, as a result of unemployment; the corresponding figures for December and January, 1945, were 3,383,000 and 6,351,000, respectively.

DENMARK.

At the end of March, 1946, returns received by the Danish Statistical Department from approved unemployment funds showed that 44,224 or 7.6 per cent. of a total membership of nearly 584,000 had been unemployed for seven days or more, compared with 8.2 per cent. at the end of the previous month and 7.7 per cent. at the end of March, 1945. In addition, 12,245 members had been unemployed for less than seven days at the end of the month, and 9,514 were considered as ineligible for employment on account of age or other reasons. At the end of February, 1946, 42,627 members of unemployment funds were working reduced hours under work-sharing schemes, which were estimated to have maintained or provided employment for about 14,000 persons.

SWEDEN.

According to statistics compiled by the Swedish Social Board on the basis of returns from representative establishments, the number of manual workers employed in industrial and commercial undertakings in February, 1946, was slightly higher than in January. The index number (based on the figure for September, 1939, taken as 100) was 98 in February, 1946, compared with 97 in January.

Preliminary information received from trade unions with a total membership of approximately 818,000 showed that 5.4 per cent. of their members were unemployed at 31st January, 1946, compared with 6.7 per cent. at 31st December, 1945, and 6.5 per cent. at 31st January, 1945.

SWITZERLAND.

At the end of February, 1946, applications for employment were registered at Employment Exchanges by 11,385 persons, as compared with 21,817 at the end of January, and 11,024 at the end of February, 1945; these figures include employed persons who were seeking other employment. Offers of situations at the same dates numbered 7,180, 5,046 and 4,577, respectively. The number of registered applicants for employment at the end of February, 1946, who were wholly unemployed was 9,234, or 6.4 per thousand of the employed population (exclusive of apprentices) according to the census of 1930; the corresponding figures for January, 1946, were 19,582 or 13.6 per thousand, and those for February, 1945, were 9,038 or 6.3 per thousand.

* Under the Unemployment Insurance Acts, all workers aged 16 years and over, with certain exceptions, are compulsorily insured against unemployment. The principal exceptions are persons engaged in agriculture, fishing and private domestic service, established Civil Servants, and non-manual workers whose remuneration exceeds £250 a year.

UNITED STATES OF AMERICA.

The number of civilians in employment in industries other than agriculture and domestic service in February, 1946, is estimated by the United States Department of Labor to have been approximately 35,554,000. This was 0.8 per cent. lower than the figure for January, 1946, and 6.4 per cent. lower than that for February, 1945, but 17.1 per cent. higher than the average for the year 1939. The number of wage-earners employed in manufacturing industries in February, 1946, is estimated to have been 4.1 per cent. lower than in January, 1946, and 27.2 per cent. lower than in February, 1945, but 18.0 per cent. above the average for the year 1939.

The United States Bureau of the Census estimate that the total number of unemployed persons in the United States of America at the middle of February, 1946, was approximately 2,650,000, compared with 2,290,000 at the middle of January, 1946.

RETAIL PRICES OVERSEAS.

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

CANADA.

At the beginning of March, 1946, the official index figure covering the cost of food, fuel and light, clothing, rent, home furnishings and services, and miscellaneous items, based on the average of prices in 1935–1939 taken as 100, was 120.1, an increase of 0.2 per cent. compared with the beginning of February and of 17.3 points or 19.1 per cent. compared with the beginning of September, 1939. For food alone, the index figure at the beginning of March was 133.1, an increase of 0.5 per cent. compared with the beginning of February, and of 33.7 points or 33.9 per cent. compared with September, 1939.

SOUTHERN RHODESIA.

In January, 1946, the official index figure, covering food, fuel and light, clothing, rent and rates, and sundries, showed an increase of 0.5 per cent. over the previous month and of 30.3 per cent. over August, 1939, compared with 29.6 per cent. in December, 1945. For food alone, the index figure in January was 1.1 per cent. above the figure for the previous month, and 32.6 per cent. above that for August, 1939, compared with 31.2 per cent. in December.

CEYLON.

In January, 1946, the official index figure (revised series), covering the cost of food, fuel and light, rent, clothing, and miscellaneous items of working class consumption in Colombo Town, was 21 per cent. above the figure for the base period, November, 1942, the same as in December, 1945. For food alone, the corresponding increase in January was 12 per cent. compared with 13 per cent. in December. Linked with the earlier series of index figures, the all-items figure for January, 1946, showed a rise of 122 per cent. over the level of the base period, November, 1938, to April, 1939, and was the same as in December, 1945.

JAMAICA.

In February, 1946, the official index figure, covering the cost of food, fuel and cleaning, rent, clothing, and miscellaneous items for working class persons and peasantry in Kingston, showed a decrease of 0.5 per cent. compared with the previous month and an increase of about 56 per cent. over August, 1939, compared with an increase of 57 per cent. in January. For food alone, the index figure for February was 1.4 per cent. below that for the previous month and about 43 per cent. above that for August, 1939, compared with an increase of 45 per cent. in January.

PALESTINE.

In January, 1946, according to the combined series of official index figures based on the prices of food, housing, fuel and light, clothing and footwear, and miscellaneous items in Arab and Jewish markets in Jerusalem, Tel Aviv and Haifa, the cost of living was 162 per cent. above the pre-war level, compared with 159 per cent. in December, 1945.

FINLAND.

In January, 1946, the official index figure, covering food, fuel and light, rent, clothing, taxation, and other items, showed an increase of 4.7 per cent. compared with the previous month and of 323 per cent. over the average for August, 1938–July, 1939. For food alone, the index figure in January was 2.5 per cent. below the figure for the previous month and 362 per cent. above that for August, 1938–July, 1939.

ICELAND.

At 1st March, 1946, the official index figure, covering food, fuel and light, clothing, rent, and miscellaneous items in Reykjavik, was the same as at 1st February and 1st January, and showed an increase of 182.2 per cent. compared with 1st September, 1939. For food alone, the index figure at 1st March was 0.3 per cent. below the figure for the previous month and 245.5 per cent. above that for 1st September, 1939, compared with 246.5 per cent. at 1st February, and 247.5 per cent. at 1st January, 1946.

SPAIN.

In October, 1945, the official index figure, covering food, clothing, rent, fuel, light, water, soap, and miscellaneous items in large towns, based on the average of prices in July, 1936, taken as 100, was 283.8, an increase of 5.4 points or 1.9 per cent. over the previous month and of 135.2 points or 91.0 per cent. over August, 1939. For food alone, the index figure in October was 361.2, an increase of 8.9 points or 2.5 per cent. over the previous month, and of 191.3 or 112.6 per cent. over August, 1939.

SWITZERLAND.

At the end of February, 1946, the official index figure, covering food, fuel and light, soap, rent, and clothing, based on the average of prices in June, 1914, taken as 100, was 205.9, a decrease of 0.4 per cent. compared with the previous month, and an increase of 68.7 points or about 50 per cent. compared with the end of August, 1939. For food alone, the index figure was 208.2 at the end of February, a decrease of 0.7 per cent. compared with the previous month, and an increase of 77.0 points or nearly 59 per cent. over the level of the end of August, 1939.

UNITED STATES OF AMERICA.

At mid-January, 1946, the official consumers' price index for wage-earners and lower-salaried workers in large cities, covering food, clothing, fuel, electricity and ice, rent, house furnishings, and miscellaneous items, based on the average of prices in 1935-1939 taken as 100, was 129.9, the same as in the previous month, and showed an increase of 31.3 points or 31.7 per cent. compared with mid-August, 1939. For food alone, the index figure at mid-January was 141.0, a decrease of 0.3 per cent. compared with the previous month and an increase of 47.5 points or 50.8 per cent. over mid-August, 1939, the corresponding increase at mid-December, 1945, being 51.2 per cent.

LEGAL CASES AFFECTING LABOUR.

WORKMEN'S COMPENSATION ACTS—EMPLOYEE INJURED BY FALL IN EMPLOYER'S FACTORY—WHETHER ACCIDENT ARISING OUT OF EMPLOYMENT.

The employee, a woman 60 years of age, was employed as a cleaner. While going to "clock in" on the clock in the machine shop, she suddenly lost consciousness, and was found, on the floor, with her head bleeding. It was not known whether she had received the injury by striking an upright post, or a projection from it, or had slipped and hit her head on the floor. Her evidence was only that the lighting was adequate; that she reached the top of some steps, passed two or three machines, and then came up against the pole. The injury was consistent with her having struck the pole, but the medical evidence was that her injuries were also consistent with a fall on to the floor. The County Court Judge said that the evidence about the employee's injuries being no more than that they were consistent with her falling on to the floor, he was unable to draw the inference that she came into contact with the pole, and that her injuries were caused in that way. Not having the slightest idea what happened, he said, he was not satisfied that she had discharged the burden of proving that the accident arose out of the employment. The employee appealed.

The Court of Appeal (Lords Justices Scott, Tucker and Somervell) held that, as it was part of the employee's employment to "clock in," if she met her accident by reason of something that happened to her on the way to do that, it was clearly an accident that arose out of it; that a sudden attack of dizziness, had that been the cause of her fall, would not take the employee out of the statute, as implying that the accident had not arisen out of the employment, unless it was the sole cause of the accident. There was no evidence to justify the conclusion that the accident had not arisen out of the employment or even a finding that the employee had not proved her case. The appeal was allowed.—*Tahkard v. Stone Platt Engineering Co. Ltd.* Court of Appeal, February 5th, 1946.

LOSS OF SUBMARINE "THETIS"—LIABILITY OF BUILDERS TO WIDOWS OF WORKMEN FOR ALLEGED NEGLIGENCE.

The issue of this GAZETTE for December, 1943, contained at page 174 an article dealing with actions, claiming damages for negligence, which were brought by the widows of two workmen, both of whom lost their lives when the submarine "Thetis" foundered. The decisions of the Court of Appeal in these cases were reported in the November, 1944, issue (page 191). The defendants were: an Officer in the Royal Navy, the widow of a Leading Seaman, Cammell Laird & Co. Ltd., and the Waites Dove Bitumastic Co. Ltd. (sub-contractors). Mr. Justice Wrottesley found that the action against Cammell Laird & Co. Ltd. succeeded but that the other three actions failed. The Court of Appeal reversed his decision with regard to the first defendant, the Naval Officer, whom they held to have been negligent, but upheld his decision with regard to two defendants (the widow of a Leading Seaman and the Bitumastic Company). They allowed the appeal of Cammell Laird & Co. Ltd.

The Naval Officer subsequently appealed to the House of Lords, and the plaintiffs appealed against the decision in favour of the other three defendants. The House of Lords (Lords Simon, Russell of Killowen, Macmillan, Porter and Simonds) allowed the appeal of the Naval Officer, but dismissed the appeals of the plaintiffs.

The cause of the foundering was the flooding of a torpedo tube compartment through a tube which had a bow-cap at the seaward end and a circular rear door fitted with a test cock. When the test cock was horizontal a small hole was opened so that, if the tube was more than half full, water could trickle through. The test cock was used and no water came through but when the door was opened there was a continuous rush of water, due to the bow-cap being open, and the submarine sank. The House of Lords held:

Firstly, that the Naval Officer had not been negligent. He had read the bow-cap indicators and was entitled to rely on the statement of the Leading Seaman that everything was in order. He had discharged the onus upon him and it was not for him to prove affirmatively how the accident had happened.

Secondly, that there was no evidence that the Leading Seaman had been negligent.

Thirdly, that, although Cammell Laird & Co. Ltd. had been negligent in allowing the "Thetis" to sail with the test cock hole blocked with paint, they were not liable since the blocking of the hole was not the cause of the accident.

Fourthly, that the Bitumastic Company were not liable.—*Woods v. Duncan and Others; Duncan and Another v. Hambrook and Others; Duncan and Another v. Cammell Laird & Co. Ltd.* House of Lords, 27th February, 1946.

WORKMEN'S COMPENSATION ACTS—QUESTION WHETHER GRADUALLY INCREASING INCAPACITY CAUSED BY A VIBRATING MACHINE WAS INJURY BY ACCIDENT.

The workman was a rotary fettle who employed involved holding a vibrating machine tightly in the left hand and guiding with the right. After using the machine for approximately one year the workman found that the tips of the fingers of the left hand were going dead and, eventually, he became totally incapacitated.

His application for Workmen's Compensation was heard at the County Court by His Honour Judge Harrison who held that an injury by accident could only be said to occur when the workman was "suddenly and decisively attacked at his work." The workman appealed.

The Court of Appeal (Lord Justices Scott and Somervell and Mr. Justice Vasey) allowed the appeal and held that each vibration was, as it were, an infinitesimal blow causing an infinitely small damage to the tissue. The fact that the condition causing the disability was the result of the cumulative effect of successive occurrences did not prevent its being accidental. The workman was entitled to an award as the use of the machine involved a succession of accidental injuries to him.—*Fittsimons v. Ford Motor Company Ltd. (Aero Engines).* Court of Appeal, February 22nd, 1946.

UNEMPLOYMENT INSURANCE.

DECISIONS GIVEN BY THE UMPIRE.

The Umpire is a judicial authority independent of the Ministry of National Insurance, appointed by the Crown (*see* Section 40 of the Unemployment Insurance Act, 1935), for the purpose of determining disputed claims to benefit. His decisions* are final. Appeals to the Umpire may be made by the Insurance Officer or by an Association of which the claimant is a member, or, with the leave of the Chairman of the Court of Referees, by the claimant himself. The claimant may also appeal if the decision of the Court was not unanimous.

Recent decisions in cases of general interest are set out below.

Case No. 108/46 (21st March, 1946).

SECTION 23 OF UNEMPLOYMENT INSURANCE ACT, 1935: CLAIMANT HAD BEEN DIRECTED TO EMPLOYMENT; RECEIVED NO PAY OR WAGES IN RESPECT OF CUSTOMARY HOLIDAYS; DURING EARLIER EMPLOYMENT HAD TAKEN HOLIDAYS WITH PAY IN JUNE, 1945; UMPIRE RULES THAT DIRECTION TO EMPLOYMENT DOES NOT ABROGATE ESTABLISHED PRINCIPLE THAT "PERSONS CANNOT BE REGARDED AS UNEMPLOYED ON CUSTOMARY HOLIDAYS FALLING WITHIN A PERIOD OF EMPLOYMENT ALTHOUGH THEY DO NO WORK AND GET NO WAGES."

It is not in dispute that the period in question (11th to 18th August, 1945) was one of customary holidays at the premises where the claimant was employed immediately before and after that holiday. He had been directed by the National Service Officer to that employment from earlier employment at the docks at Preston, where he had taken holidays with pay in June, 1945. He received no pay or wages in respect of the customary holiday in question, but it is in accordance with the principle established by a long line of decisions that "persons cannot be regarded as unemployed on customary holidays falling within a period of employment although they do no work and get no wages" (Decision 7712†).

It was argued that this principle should not be applied in the present case on the ground that it was based on the voluntary acceptance of employment, the incidence or conditions of which included the observance of a customary holiday of the place of employment; and as the present claimant was directed to the employment under compulsory powers the principle is inapplicable.

In dismissing the argument in which it was sought to apply the legal maxim *volenti non fit injuria*, the Umpire said: "I

* Selected decisions of the Umpire are published (i) in pamphlets—U.I. Code 8B, (ii) in annual volumes. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown at the foot of page 142. † U.I. Code 8B, page 491.

CONDITIONS OF EMPLOYMENT AND NATIONAL ARBITRATION ORDERS.

NATIONAL ARBITRATION TRIBUNAL AWARDS.

During April, 1946, the National Arbitration Tribunal issued four awards*, Nos. 837-840. One of the awards is summarised below; the others related to individual employers.

Award No. 838 (8th April).—Parties: Members of the West Yorkshire Coke Owners' Association, and members of the National Union of General and Municipal Workers in their employment. *Claim:* For an advance of 1s. per shift to process workers. *Award:* The Tribunal found in favour of the claim.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During April, 1946, the National Arbitration Tribunal (Northern Ireland) issued six awards, Nos. 503-508. Three of these awards are summarised below.

Award No. 503 (1st April).—Parties: The members of the Irish Bleachers' Association Ltd., the Irish Dyers Ltd., and the Hydraulic Mangle Finishers' Association; and certain employees of the member firms. *Claim:* For certain increases in minimum rates of wages and overtime conditions for male and female workers, with proportionate rates for boys and girls under 21 years of age. *Award:* The Tribunal awarded the following rates, on the basis of a working week of 48 hours: adult male workers (aged 21 years and over)—minimum rates of wages of 1s. 4½d. an hour for general workers or labourers, 1s. 6½d. an hour for semi-skilled workers (including firemen) and 1s. 8½d. an hour for skilled workers (including engine drivers), these rates representing in each case an increase of 1d. an hour on the present rates; adult female workers (aged 21 years and over)—a minimum rate of wages of 1s. 0d. an hour, being an increase of ½d. an hour on the present minimum rate; male and female workers (aged 18 and under 21 years)—an increase of 2s. 0d. a week on present minimum rates. Particulars of the claim and the Tribunal's findings are set out in full in the award.

Award No. 504 (3rd April).—Parties: The members of the Belfast Master Bakers' Association, the North of Ireland Country Master Bakers' Association (excluding the Londonderry members), the North of Ireland Bakers' Alliance, and the Provincial Association of Master Bakers; and certain employees of the member firms. *Claim:* For two consecutive weeks holidays with pay in addition to statutory holidays. *Award:* The Tribunal found that the claim had not been established and awarded accordingly.

Award No. 505 (8th April).—Parties: The members of the Ulster Packing Case Makers' Association, and certain employees of the member firms. *Claim:* For an increase in wages of 6d. an hour. *Award:* The Tribunal awarded an increase of 1½d. an hour on the present wages of the workers to whom the claim relates.

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

INDUSTRIAL COURT AWARDS.

During April, 1946, the Industrial Court issued three awards, Nos. 2050-2052. Two of these are summarised below.

Award No. 2051 (18th April).—The parties were the Transport and General Workers' Union and the Navigators' and Engineer Officers' Union on the one hand, and the London County Council on the other. The claim was concerned with the provision of four-tide rest periods for officers and ratings employed in the Sludge Vessel Service; alternatively, certain additional payments were claimed. A hearing on 13th March was adjourned to enable the parties to consider a suggestion put forward in the course of the hearing, and at the resumed hearing on 17th April a joint statement signed by representatives of both parties was put before the Court. The Court were of the view that the terms of the joint statement afforded a reasonable basis of settlement and should be put into operation. In these circumstances the Court made no award on the claim.

Award No. 2052 (29th April).—Parties: Shipbuilding Trade Joint Council for Government Industrial Establishments—Trade Union Side and Official Side. *Claim:* That all Mechanic Recorders of work in H.M. Dockyards be paid their classified rates as mechanics in addition to their recording allowances. *Award:* The Court awarded in favour of the claim.

SINGLE ARBITRATORS AND AD HOC BOARDS OF ARBITRATION.

During April, 1946, three 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. All of the awards related to individual undertakings.

In addition, a Single Arbitrator was appointed under the Industrial Courts Act, 1919, to deal with a difference relating to an individual undertaking, reported under the Conditions of Employment and National Arbitration Orders, 1940-1944. After an adjournment of the hearing, the parties were able to reach agreement on the matter in dispute.

* See footnote on page 142.

have to decide whether the claimant satisfies the Second Statutory Condition for receipt of Unemployment Insurance benefit (Section 23 of the Unemployment Insurance Act, 1935) in respect of the period of customary holiday aforesaid and in particular whether the fact that he was directed to the employment in question is sufficient to take his case outside the principle above mentioned.

"That principle does not, in my opinion, depend on whether the individual who enters on the employment agrees or disagrees with the incident of it which includes the observance of the customary holiday, but on whether by agreement or custom from which the acquiescence of the majority of the workers at the place of employment is inferred or ascertained, the holiday is in fact an incident of the employment. It is the fact that the holiday in question was a customary holiday and an incident of the employment and the claimant cannot be regarded as unemployed (save for the purposes of the 'continuity rule') during that holiday although the employment was in an undertaking to which the Essential Work Order applies and claimant had taken his holidays with pay while in his previous employment."

The Umpire observed that the directive powers of the Minister are not exercised under the provisions of any Essential Work Order, but under those of the Control of Employment (Directed Persons) Order, 1943,* whereby a "directed person" can apply to the National Service Officer for withdrawal of the direction, and, if aggrieved by refusal to withdraw, has a right of appeal to a Local Appeal Board.

Case No. 120/46 (8th April, 1946).

SECTION 27 OF UNEMPLOYMENT INSURANCE ACT, 1935: CLAIMANT ON USUAL LEAVE PENDING DISCHARGE FROM ARMED FORCES: OBTAINED AND VOLUNTARILY LEFT EMPLOYMENT: UMPIRE RULES THAT AS HE HAD BOTH ACCEPTED AND VOLUNTARILY LEFT EMPLOYMENT DURING HIS LEAVE HE CANNOT INCUR DISQUALIFICATION UNDER THE SECTION.

The claimant was granted the usual leave pending discharge from the Armed Forces. During this leave he obtained employment with a firm as he was entitled to do if he chose, but he left it voluntarily less than six weeks before the termination of his leave.

On the termination of his leave he claimed Unemployment Insurance benefit, and the question arose whether he was required to prove that he had just cause for so leaving; for if disqualification could properly have been imposed for a full six weeks, the claim would have been for disallowance for the balance of the period falling on and after the date of claim.

The Umpire turned his decision upon the special circumstance that the claimant had both accepted and voluntarily left employment during his leave from the Armed Forces pending discharge. He said that he understood that the leave which is granted to members of the Armed Forces pending discharge is intended to give them a holiday on pay and allowances after their service and a chance to look around, and, if they choose, to accept civil employment, but without obligation to seek or accept civilian employment during their leave. He found that they would be entitled to refuse to accept an offer of such employment during such leave without any loss of benefit. He added that upon leaving the civilian employment this claimant did not become unemployed for he was still employed in the Armed Forces until his leave expired.

In the Umpire's view the claimant was not disqualified under Section 27 of the Unemployment Insurance Act, 1935, whether he had shown just cause for leaving the civilian employment or not.

Case No. 176/46 (29th April, 1946).

SECTION 27 OF UNEMPLOYMENT INSURANCE ACT, 1935: CLAIMANT VOLUNTEERED FOR SERVICE IN WOMEN'S LAND ARMY FOR "DURATION OF WAR." LEFT THE LAND ARMY AFTER RECEIPT OF LETTER FROM MINISTER OF AGRICULTURE INFORMING HER THAT SHE MIGHT CLAIM RELEASE: UMPIRE DECIDES THAT IN THE TERMS OF THE LETTER SHE HAS JUST CAUSE FOR SO LEAVING.

Claimant volunteered for service in the Women's Land Army for the duration of the war. In October, 1945, she received a letter from the Minister of Agriculture informing her that under a release scheme she might claim her release as from a determinable date. The Minister hoped that she would remain in the Land Army; in that case she would not need to commit herself for any period of promised service, but could claim release when she felt the proper time had come. Claimant exercised the right indicated in the letter and was released from the Land Army. The Umpire ruled that she had left her employment voluntarily; but in relieving her of the disqualification imposed by the statutory authorities he said:

"She had fully discharged the voluntary obligations undertaken by her throughout a long period of great national emergency. The letter mentioned did not indicate or suggest that by exercising her right to release she would forfeit or lose any right to Unemployment Insurance benefit or at all—which she would otherwise have. On the contrary the passage in which she was told 'there is no need for you to commit yourself to any further period of promised service' was such as to give her the impression that the exercise of her right would involve no ill consequences, in particular, disqualification for Unemployment Insurance benefit."

"Further, the position so far as she was concerned was that having discharged her Land Army obligations and become entitled to release therefrom she would have been handicapped, if she had continued her service in the Army, in her efforts to resume civilian employment elsewhere. This applicant, in fact, having been released on 5th January, entered on employment in domestic service on the 10th of that month."

* See the issue of this GAZETTE for May, 1943 (page 61).

WAGES COUNCILS ACT, 1945.

NOTICES OF PROPOSALS.

During April, 1946, notices of intention to submit to the Minister of Labour and National Service wages regulation proposals were issued by the following Wages Councils:—

Rope, Twine and Net Wages Council (Great Britain).—Proposal R. (85) (statutory minimum remuneration), dated 9th April, 1946.

Hat, Cap and Millinery Wages Council (England and Wales).—Proposal H.M. (31) (customary holidays and annual holidays and holiday remuneration), dated 23rd April, 1946.

Further information concerning either of the proposals listed above may be obtained by persons engaged in the trade from the Secretary of the Council at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

WAGES REGULATION ORDERS.

During April, 1946, the Minister of Labour and National Service made the following Wages Regulation Orders* giving effect to the proposals made to him by the Wages Councils concerned:—

The Baking Wages Council (England and Wales) Wages Regulation Order, 1946—S. R. & O. 1946, No. 504 (Bk. (E. & W.) 11); and *The Baking Wages Council (England and Wales) Wages Regulation (Holidays) Order, 1946*—S. R. & O. 1946, No. 505 (Bk. (E. & W.) 12); both dated 9th April, 1946, and effective from 29th April, 1946.

The Hat, Cap and Millinery Wages Council (England and Wales) Wages Regulation Order, 1946—S. R. & O. 1946, No. 506 (H.M. (30)), dated 12th April, 1946; effective from 26th April, 1946.

The Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation Order, 1946—S. R. & O. 1946, No. 598 (D. (87)), dated 30th April, 1946; effective from 13th May, 1946. This Order excludes certain trainees under the Government Vocational Training Scheme from the provisions relating to the statutory minimum remuneration of workpeople in relation to whom the Wages Council operates.

WAGES COUNCILS ACT (NORTHERN IRELAND), 1945.

No notices of proposals were issued during April, 1946, under the Wages Councils Act (Northern Ireland), 1945.

During April, 1946, the Ministry of Labour and National Service made the following Wages Regulation Orders giving effect to the proposals made by the Wages Councils concerned:—

The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland) Wages Regulation Order, 1946 (N.I.H.G. (84)), dated 2nd April, 1946; effective from 8th April, 1946.

The Retail Bespoke Tailoring Wages Council (Northern Ireland) Wages Regulation Order, 1946 (N.I.T.R.B. (58)), dated 9th April, 1946; effective from 15th April, 1946.

The Baking Wages Council (Northern Ireland) Wages Regulation Order, 1946 (N.I. Bk. (36)), dated 15th April, 1946; effective from 18th April, 1946.

AGRICULTURAL WAGES REGULATION ACTS.

ORDERS RELATING TO WAGES AND HOURS.

Orders (Nos. 1540 to 1586) were made on 27th March, 1946, by the Agricultural Wages Board for England and Wales increasing the minimum weekly wage for female workers 18 years and over to 50s. (except in a few areas with special rates), reducing weekly hours to 48 for male and female workers, and varying other conditions of employment with effect on 7th April, 1946. (See also pages 117, 132 and 136 of this GAZETTE and page 90 of the issue of this GAZETTE for April, 1946.)

Orders (Order No. 9 of Districts Nos. 1 to 9 and District No. 11, and Order No. 10 of District No. 10) were made on 15th February, 1946, by the Scottish Agricultural Wages Board varying with effect on 1st April, 1946, the weekly hours to which the minimum rates apply. (See also page 136 of this GAZETTE.)

STATUTORY RULES AND ORDERS.

Since last month's issue of this GAZETTE was prepared, the undermentioned Orders and Regulations* relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have been published in the series of *Statutory Rules and Orders*. The price of each

Order or Regulation, unless otherwise indicated, is 1d. net (2d. post free).

The Baking Wages Council (England and Wales) Wages Regulation Order, 1946 (S.R. & O. 1946, No. 504; price 3d. net (4d. post free)), dated April 9, 1946; *The Baking Wages Council (England and Wales) Wages Regulation (Holidays) Order, 1946* (S.R. & O. 1946, No. 505; price 2d. net (3d. post free)), dated April 9, 1946; *The Hat, Cap and Millinery Wages Council (England and Wales) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 506; price 2d. net (3d. post free)), dated April 12, 1946; and *The Boot and Shoe Repairing Wages Council (Great Britain) Wages Regulation Order, 1946* (S.R. & O. 1946, No. 598), dated April 30, 1946.—These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See previous column.

The Essential Work (De-Scheduling) Order, 1946 (S.R. & O. 1946, No. 530), dated April 11, 1946, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939.—See page 115.

The Silicosis and Asbestosis (Medical Arrangements) Amendment Scheme, 1946 (S.R. & O. 1946, No. 591); *The Various Industries (Silicosis) Amendment (No. 2) Scheme, 1946* (S.R. & O. 1946, No. 592); *The Asbestos Industry (Asbestosis) Amendment Scheme, 1946* (S.R. & O. 1946, No. 593); *The Metal Grinding Industries (Silicosis) Amendment Scheme, 1946* (S.R. & O. 1946, No. 594); and *The Sandstone Industry (Silicosis) Amendment Scheme, 1946* (S.R. & O. 1946, No. 595).—These Orders, made on 16th April, 1946, by the Minister of National Insurance under the Workmen's Compensation Acts, amend earlier Workmen's Compensation Schemes in regard to the period during which a man may claim compensation in respect of silicosis or asbestosis. Formerly a man had the right of claiming compensation during a period of five years from the time of leaving employment; the new Orders provide that any period of war service or war work between 3rd September, 1939, and 31st March, 1946, shall not count for inclusion in the five-year period.

OFFICIAL PUBLICATIONS RECEIVED.*

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

COTTON SPINNING INDUSTRY.—*Report of a Commission set up to Review the Wages Arrangements and Methods of Organisation of Work and to make Recommendations: (i) (Supplement) Appendix IV. Price 1d. (2d.); (ii) (Supplement). Mule Spinners' Wages—Report by the Chairman of the Commission. Price 4d. (5d.).* Ministry of Labour and National Service.—See page 117.

NATIONAL SERVICE.—*Selected Decisions given by the Umpire during February, 1946, in respect of Applications for Postponement of Liability to be called up for Service under the National Service Acts, 1939-1942. N.S. Code 2. Pamphlet No. 2/46.* Ministry of Labour and National Service. Price 2d. (3d.).

REINSTATEMENT IN CIVIL EMPLOYMENT.—*Decisions given by the Umpire in respect of Applications under the Reinstatement in Civil Employment Act, 1944. R.E. Code 1. Pamphlets Nos. 33-36.* Ministry of Labour and National Service. Price 1d. each (2d.).

RESETTLEMENT.—*"The Serviceman's Resettlement."* Notes for the guidance of all concerned with management. Ministry of Labour and National Service. Price 2d. (3d.).—See page 122.

ROAD TRANSPORT.—*Report by a Court of Inquiry into a Difference between the Two Sides of the National Council for the Omnibus Industry on the Trade Union Application for a National Wages and Conditions Agreement. Cmd. 6796.* Ministry of Labour and National Service. Price 4d. (5d.).—See page 117.

FACTORY ACTS. FACTORY FORMS.

From time to time the Ministry of Labour and National Service issue Factory Forms regarding Regulations and Orders made under the Factory Acts. The undermentioned Forms have been issued or reprinted since the previous list was published in the January, 1946, issue of this GAZETTE and may be purchased at the prices shown.* The prices in brackets include postage.

- | No. | Title and Price. |
|------|--|
| 82 | Factories Act, 1937. Regulations for Bronzing with Dry Metallic Powders in Letterpress Printing, Lithographic Printing, and Coating of Metal Sheets. Form for Notice of Intention to Use Exemption 2. February, 1946, price 1d. (2d.). |
| 947 | Factories Act, 1937. Regulations for the Heading of Yarn dyed by means of a Lead Compound. (Reprinted 1946). Revised price 3d. (4d.). |
| 1911 | Precautions against Danger in the Use of Screw Cap Electric Lamps. February, 1946, price 1d. (2d.). |

* 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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