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# Summary of the Monthly Statistics

Full	details	on
	pages	

### **Employment**

The estimated total number in civil employment in Great Britain in mid-July was 23,963,000.

This was 46,000 more than in mid-June. The main increases were in food, drink and tobacco, distributive trades and catering and hotels.

### Unemployment

There were 492,000 persons registered as wholly unemployed in Great Britain on 12th August and 10,000 registered as temporarily stopped from work; a total of 502,000 (2·2 per cent. of all employees). Between 15th July and 12th August unemployment rose by 53,000. The main increase was in the number of boys and girls registered as unemployed on leaving school. The number unemployed for more than eight weeks was 258,000—52 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed rose by 7,000; the normal monthly seasonal increase is about 10,000.

367-369

### **Unfilled Vacancies**

There were 220,000 vacancies unfilled on 7th August, 13,000 less than on 10th July.

### Overtime and Short-time

In the week ended 20th July the estimated number of operatives working overtime in the manufacturing industries was 1,686,000 and the estimated number on short-time was 40,000.

### Rates of Wages

The indices of weekly rates of wages and of hourly rates of wages at 31st August (January 1956 = 100) were, respectively, 134·4 and 141·4, compared with 134·4 (as revised) and 141·3 at 31st July.

### Retail Prices

The retail prices index at 13th August (January 1962 = 100) was 103·0, compared with 103·3 at 16th July. The index for the food group was 102·3, compared with 103·7 the previous month.

### Stoppages of Work

About 100,000 workers were involved in August in stoppages of work due to industrial disputes: they lost about 392,000 working days.

# THE PROFESSIONAL AND EXECUTIVE REGISTER

The need to provide a special placing service for people with higher qualifications has long been recognised by the Ministry of Labour and through the years this need has been met in a variety of ways. In 1938 the Central Register was set up; in 1942 this was reorganised into the Technical and Scientific Register centralised in London and Glasgow and the Appointments Service which was provided at 31 special offices. The number of Appointments Offices was later reduced and by March 1957 the service was provided in three offices only. In April 1957 a new service known as the Professional and Executive Register was started. This to some extent replaced the Appointments Service but instead of being confined to a few special offices it was provided at 48 of the larger Employment Exchanges as an integral part of the Exchange Service. The number of offices holding the Professional and Executive Register was reduced to 38 in 1962 and at the same time the Technical and Scientific Register was discontinued as a separate entity. Workers and employers using that Register were invited to use the Professional and Executive Register.

As part of a reorganisation of the Ministry's placing service for nurses a number of occupations ancillary to medicine were also transferred to the Register at about the same time

Although only a limited number of Exchanges actually hold the Register they are linked with the adjacent local offices, and all work in close co-operation. The Professional and Executive Register thus provides a special information and placing service throughout the country for all men and women with appropriate qualifications. In addition, the Register deals with young men and women with good educational standards who are seeking management and executive trainee posts. When the Appointments Offices were finally closed the number of registrants was 10,343 men and 881 women. On 5th June 1963 (the latest date for which figures are available) the numbers registered on the Professional and Executive Register were 23,357 men and 1,116 women and there were 5,336 unfilled vacancies. Total placings achieved in just over six years were 32,940.

The immediate result of the closure of the Technical and Scientific Register was a reduction in the number of men and women in these categories who sought the help of the Ministry. Gradually, however, the advantage of having a specialised service available locally has become apparent to workers and employers alike and both the number of registrants and of outstanding vacancies in these categories has increased. In June 1963 the Professional and Executive Register contained the names of 3,913 men and women with technical and scientific qualifications, and there were 1,642 vacancies outstanding. Up to June 1963, 1,353 placings have been made in the technical and scientific posts.

### Composition of the Register

A large number of people on the Register are in administrative or technical occupations connected with mechanical and civil engineering. Other large groups consist of sales representatives, sales and commercial managers in wholesale distribution, office managers and accountants, electrical engineers and chemists. There are also a considerable number of young people seeking trainee posts in industry and commerce. Just over 50 per cent. of the total Register consists of people aged 40 and under, but in the technical and scientific occupations the proportion of younger registrants is considerably higher, nearly 75 per cent. The majority of these younger people are in employment but seeking a change. Older people on the Register include men who have held senior executive or managerial posts in industry and have become redundant as a result of amalgamations or company takeovers. These men often possess excellent qualifications and can give many years' valuable service, but experience difficulty in getting other jobs owing to the competition of younger men, and problems arising from firms' promotion policies and the requirements of pension schemes.

### Ex-Regular Officers of the Armed Forces

Ex-regular officers leaving H.M. Forces are automatically entitled to the services of the Register and, at each office where the Register is held, there is a member of the staff whose responsibility it is to deal with them. Many of the officers concerned are over 45 years of age and are seeking civilian employment for the first time, thus presenting a special problem. Generally, they have an excellent personal background, well-developed qualities of leadership and loyalty, and in their service career may have reached a responsible rank and position. The problem is to translate these qualities into a practical assessment of their capacity for civilian employment and, wherever possible, to link up Service experience with the most appropriate kind of civilian job. Although the older ex-officer without technical experience meets the same difficulties as the older men mentioned above, the Register has had a good measure of success in securing the

permanent resettlement of ex-officers, either by direct placing action or by the giving of advice which has helped the man to find his own job. Although about two-thirds of officers leaving the Services avail themselves of the facilities of the Register in their search for work, periodic statistics of the numbers registered as unemployed show that comparatively few are unsuccessful in their search.

### Ex-Members of the Overseas Civil Service

Ex-members of H.M. Overseas Civil Service returning to the United Kingdom are also entitled to the Register's services. Such people have frequently held posts of great responsibility and are used to dealing with a wide variety of situations and problems. Their lack of industrial experience and, in particular, of United Kingdom industrial experience, can make their search for employment difficult.

The Register co-operates closely with the Overseas Services Resettlement Bureau, the special organisation set up to assist ex-Overseas Civil Servants on their return to this country.

### Women on the Register

Comparatively few women seek the help of the Register in finding employment. Even so, it is not always easy to find them suitable and interesting jobs offering good career prospects. The trend to early marriage makes the position of women less favourable than for young men of similar education and attainments. Nevertheless, in the quarter ended June 1963, 124 women were placed—about 10 per cent. of the women on the Register.

The great majority of women on the Register are in non-technical occupations; the largest groups consist of teachers, personnel officers, private secretaries (with a university degree, language qualifications, etc.) and translators. Vacancies for which women are specifically required are mainly for personnel officers, private secretaries, radiographers and physiotherapists, and posts in catering and institutional domestic administration.

### How the Register Works

The work of the Register is based on a full record of each registrant's education, training and experience, combined with an assessment of his personal characteristics, and a similar record of the vacancies notified. Many placings are achieved by special approaches on behalf of registrants to employers who may not have notified vacancies but whose staff requirements are well known to the Department. Employers are very appreciative of the service the Register can offer in sending forward a short list of selected registrants, thus saving them the necessity of sifting through a number of applications from unsuitable applicants.

The majority of vacancies received are widely circulated to other offices holding the Register so that employers can rely upon a good selection of people being told of their requirements. In addition, descriptions of registrants willing to work away from their home areas are circulated so that they can be considered for suitable jobs in other districts.

### Vacancie

In nearly all occupations there are more people seeking work through the Register than there are openings readily available, and further vacancies would be welcome. On the other hand, there are more vacancies than qualified registrants in certain occupations such as accountants in professional offices, senior posts in insurance, architects, town planners, physicists, librarians, physiotherapists and psychologists.

### The Register's Information Services

In addition to placing work the offices of the Professional and Executive Register provide an information service for both employers and workers. They can advise employers on the likelihood of qualified people being available and, if appropriate, the areas of the country where suitable candidates might be found. For registrants and others they provide information about openings, prospects, salary rates, etc., in professions and in business, to enable them to decide on the choice of career or the advisability of a change of employment.

### Future of the Professional and Executive Register

The field which the Register serves is expanding as the number of people in professional and executive occupations rises with wider opportunities for higher education and the increase in demand for qualified people for administrative, scientific and technological work.

The Register can offer good facilities to both employers and workers, but the value of its service must depend on the extent to which it is used. Despite every effort to make the service known it is still felt that many employers do not fully realise how the Register can help them by undertaking a preliminary selection of candidates and circulating their vacancies to other offices. Any office of the Ministry will be glad to discuss with both employers and workers how best the Register can help them.

### EARNINGS AND HOURS OF MEN MANUAL WORKERS BY REGION

Yorkshire

Last month's issue of this GAZETTE contained particulars of earnings of manual workers and of weekly hours worked by them in April 1963, in a wide range of industries in the United Kingdom. The present article supplements this information with a regional analysis. It gives figures of average weekly and hourly earnings and average hours worked in respect of men in Scotland, Wales, Northern Ireland and each administrative Region of England in April 1963. Comparable data for April 1960, April 1962 and October 1962 were published in the March 1963 issue of this

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The figures are analysed by industry group. Average weekly earnings of men in each individual industry appear in Table B.10

London F

of the September 1963 issue (No. 6) of the bulletin "Statistics on Incomes, Prices, Employment and Production" (see page 357).

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

Industry group	London and South Eastern	Eastern and Southern	South Western	Midlands	and Lincoln- shire	North Western	Northern	Scotland	Wales	Northern Ireland	United Kingdom
to hours are those worked in events	TABLE 1	-Average W	eekly Ear	nings—Men	(21 years a	and over)—	April 1963	sors unde	to inspec	D. Joseph	enoties
ood, drink and tobacco hemicals and allied industries fetal manufacture ngineering and electrical goods hipbuilding and marine engineering elicles tetal goods not elsewhere specified extiles eather, leather goods and fur lothing and footwear ricks, pottery, glass, cement, etc. imber, furniture, etc. aper, printing and publishing ther manufacturing industries	s. d. 336 3 335 9 352 9 336 11 359 9 404 3 334 1 325 2 300 7 307 1 350 1 327 7 407 9 340 3	339 4 313 5 403 0	s. d. 311 4 339 7 328 3 307 11 327 3 327 1 293 5 293 9 289 8 307 274 8 340 1 321 4	s. d. 319 9 315 1 343 11 334 4 311 0 409 10 323 8 324 7 273 1 282 7 291 11 342 11	s. d. 295 11 317 3 333 4 305 11 357 3 327 10 326 3 296 5 289 9 289 1 319 8 283 2 336 2	s. d. 314 0 348 1 341 8 317 0 325 2 308 11 279 1 276 11 277 5 315 8 286 5 376 0 323 1	s. d. 291 4 332 1 312 0 320 5 319 8 337 2 316 7 287 7 287 0 301 5 298 8 334 5	s. d. 289 4 315 7 300 4 313 5 301 11 321 11 302 8 271 7 266 8 275 11 299 7 269 11 329 3 298 2	s. d. 284 1 337 8 398 1 330 3 368 1 324 4 330 13 222 4 282 6 266 1 310 8 274 7 342 0 328 8	s. d. 278 11 367 11 265 0 272 6* 312 6 280 8 244 3 252 9 250 9 250 9 282 4 247 0 285 5	\$. d. 310 335 8 340 10 335 4 316 385 6 323 293 10 287 286 326 301 10 377 330
All manufacturing industries	352 3	348 0	315 9	343 11	313 3	318 5	317 3	302 8	353 5	269 10	332
fining and quarrying (except coal)	347 1 339 9 322 7	343 1 301 10 326 10	314 9 294 1 299 2	336 11 319 0 320 3	332 1 315 7 307 9	329 0 316 8 307 4	301 8 306 0 294 5	297 7 305 0 290 10	304 8 308 6 317 7	245 2 254 11 256 11	319 320 313
ways, London Transport and British Road Services)	363 5 299 9 272 4	280 11	308 3 264 8 251 8	326 10 287 9 262 4	311 5 277 3 253 5	307 5 274 5 257 5	285 5 262 6 247 9	298 3 256 7 239 6	312 4 266 7 244 0	246 8 254 4 198 5	322 281 255 1
All the above, including manufacturing industries	342 9	327 4	302 9	334 9	310 0	313 5	306 11	297 4	329 7	259 5	323
time euroliga include payments t	TABLE 2	—Average I	Hours Worl	ked—Men (	21 years an	d over)—A	pril 1963	asidos teri asidos teri	WE BEIDE	noiseoni	ngugeed No class
cood, drink and tobacco chemicals and allied industries fetal manufacture ingineering and electrical goods hipbuilding and marine engineering ehicles fetal goods not elsewhere specified extiles eather, leather goods and fur lothing and footwear tricks, pottery, glass, cement, etc. imber, furniture, etc. aper, printing and publishing ther manufacturing industries	47·8 48·1 47·7 46·3 49·2 47·3 47·1 48·3 45·7 42·3 50·4 44·9 46·1 46·8	47·4 46·7 45·8 46·4 46·5 46·2 46·7 46·4 48·4 42·6 49·2 45·4 48·5	48.6 50.6 45.1 46.5 47.4 41.7 47.0 46.3 47.1 41.9 48.1 44.8 45.1 47.9	47.9 46.9 46.1 45.4 44.0 44.2 45.5 45.1 45.3 42.0 47.8 45.9	48.9 46.8 44.7 45.7 48.6 44.5 47.2 48.5 47.3 46.3 49.4 46.0 46.3	47·9 47·0 46·1 46·5 45·3 45·1 47·3 46·2 46·5 43·2 47·5 44·7 47·1 47·9	46·6 44·6 44·3 45·9 46·2 47·0 46·7 45·7 46·5 44·0 47·8 44·6 45·0 46·9	47·4 45·9 44·4 45·2 45·3 43·6 45·7 46·5 44·8 42·7 47·6 44·6 45·6 45·5	47·6 44·5 44·8 45·2 47·3 44·2 47·5 42·1 46·3 42·0 48·1 44·3 45·9 47·1	47·9 53·3 45·8 43·8* 45·3 45·8 45·6 50·8 42·2 50·5 44·0 43·0 46·8	47 - 8 46 - 6 45 - 4 45 - 6 46 - 1 45 - 6 46 - 4 46 - 4 43 - 6 48 - 4 48 - 4 48 - 4 48 - 4 48 - 4 45 - 4 47 - 6 47
All manufacturing industries	16.7	46.5	45.8	45.5	46.6	46.5	45.6	45.5	45.3	45 · 4	46.
Aining and quarrying (except coal)	54·6 49·8 47·6	57·0 48·5 49·6	51·0 48·0 47·4	54·5 48·5 49·1	50·5 49·1 48·3	53·1 48·4 48·9	47·9 46·9 47·8	48·2 47·4 47·6	49·4 48·4 49·4	50·0 45·7 44·3	51 · 48 · 48 · 49 ·
Services) Certain miscellaneous services† ublic administration‡	47 1	46·9 45·0	45·8 45·0	46·3 44·8	46·7 45·3	46·3 45·6	45·8 44·8	44·8 43·9	45·9 44·7	44·1 44·3	46.
All the above, including manufacturing industries	47.5	47.3	46.8	46.3	47.3	47 · 1	46.1	46.2	46.5	45.5	46.
52-9 47 500 155 155 155 155 155 155 155 155 155	TABLE 3.	.—Average	Hourly Ear	rnings—Mer	(21 years	and over)-	-April 1963	solher.	ns of the	of the de	i mesas
Food, drink and tobacco Chemicals and allied industries Metal manufacture Engineering and electrical goods Shipbuilding and marine engineering Vehicles Metal goods not elsewhere specified Textiles Leather, leather goods and fur Clothing and footwear Bricks, pottery, glass, cement, etc. Timber, furniture, etc. Paper, printing and publishing Other manufacturing industries	87·3 87·7 102·6 85·1 80·8 78·9 87·1 83·4 87·6	86·5 81·3 73·2 78·6 82·8 82·8 105·8	d. 76·9 80·5 87·3 79·5 82·8 94·1 74·9 76·1 73·6 90·5 88·0 90·5	d. 80·1 80·6 89·5 88·4 84·8 111·3 85·4 72·3 80·7 79·5 77·8 92·9	d. 72.6 81.3 89.5 80.3 88.2 88.4 92.9 73.3 73.5 74.9 77.7 73.9 88.4	d. 78·7 88·9 88·9 82·4 84·0 86·5 78·4 72·5 71·5 77·1 79·7 76·9 95·8 80·9	d. 75·0 89·3 84·5 83·8 83·0 86·1 81·4 84·5 71·1 78·3 75·7 80·4 89·1 81·0	86.6	d. 71·6 91·1 106·6 87·7 93·4 88·1 1 83·6 91·9 73·2 76·2 77·5 74·4 89·4 83·7	82.8 69.4 74.7 82.8 73.5 64.3 59.7 71.3 67.1 67.1 79.6	102 · 83 · 75 · 74 · 80 · 80 · 80 · 80 · 80 · 80 · 80 · 8
All manufacturing industries	90.5		82.7	90.7	80.7	82.2	83.5	79.8	93.6	71.3	86
Mining and quarrying (except coal)	81·9 81·3	74.7	74·1 73·5 75·7	74·2 78·9 78·3	78·9 77·1 76·5	74·4 78·5 75·4	75·6 78·3 75·2	77.2	74·0 76·5 77·1	66.9	74 78 77
Transport and communication (except rail ways, London Transport and British Road Services)  Certain miscellaneous services†  Public administration‡	86·7 . 76·4	71.9	72·2 69·3 67·1	74.6	72·1 71·2 67·1	73·8 71·1 67·7	69·5 68·8 66·4	68.7	72.9 69.7 65.5	69.2	73
All the above, including manufacturin industries	g 86·6	83.0	77.6	86.8	78.6	79.9	79.9	77-2	85-1	68 · 4	82

\* It is not possible to publish separate figures for engineering and electrical goods, and for shipbuilding and marine engineering in Northern Ireland without the standard of the standard of

† Consisting of laundries and dry cleaning, motor repairers and garages, and repair of boots and shoes.

Industrial employees in national government service have, as appropriate, been included in the figures for industries such as engineering, shipbuilding, chemicals, printing, construction, transport and communication, and only those employees not assigned to these other industries have been included under "Public administration".

3)

# HOURS AND EARNINGS OF AGRICULTURAL WORKERS IN GREAT BRITAIN

This article supplements information which is published regularly in this GAZETTE and in the quarterly publication "Statistics on Incomes, Prices, Employment and Production".\* Some of the information in it has been published separately for England and Wales and for Scotland†, but the statistics given below relate to Great Britain as a whole

Under various Agricultural Wages Acts the determination of minimum agricultural wages rests with the Agricultural Wages Boards of England and Wales and of Scotland. The responsibility for securing the proper observance of the Orders of these Boards is vested in the Minister of Agriculture, Fisheries and Food and the Secretary of State for Scotland. For this purpose Departmental wages inspectors are authorised to enter farms and to require employers and workers to furnish information about wages paid and the conditions of employment.‡

In addition to their investigations of specific complaints of underpayment, the inspectors undertake a regular series of investigations on farms selected on a statistically random basis. It is from these sample surveys covering about 7,000 farms annually in Great Britain that the information given in this article is derived.

The Boards prescribe that the weekly minimum wage shall be related to a standard working week, and also define work which is to be regarded as overtime and fix an hourly rate for it. In England and Wales there is one minimum weekly wage rate for adult men for a standard working week of 46 hours which remains unchanged throughout the year. In Scotland, however, different minimum wage rates are fixed for various classes of workers, whilst the number of hours in the standard working week varies according to the season, i.e., spring and summer 46\frac{3}{4}\$ hours, autumn 48 hours, and winter 42\frac{3}{4}\$ hours. Also, stockmen may be required to work every second week-end without overtime payment, and tractormen may be obliged to do four hours garage work a week in addition to the standard hours. No standard hours are fixed for grieves or shepherds. In practice, hours worked before overtime begins (basic hours) are sometimes less than the full standard number. The Wages Boards specify, and prescribe values for, those benefits and advantages which may be reckoned as payment of wages in lieu of payment in cash. They are also responsible for laying down the conditions for holidays with pay.\frac{5}{4}\$ The Boards prescribe that the weekly minimum wage shall be

In the tables, analysis by occupation is based on the classification of individual workers according to the work on which they are primarily engaged. Since most farm workers perform a variety of tasks, the classification is somewhat arbitrary and few of the occupational groups are likely to be entirely homogeneous. Definition terms used in the tables are listed at the end of this note. Definitions of the

Table 1 shows that the July-September quarter is the busiest one for farm workers, particularly for tractormen; January to March is generally the slackest period. Cowmen and other stockmen work longer hours than the average but these are evenly spread

Total weekly hours of work comprise (a) basic hours, (b) contractual overtime and (c) non-contractual (i.e., seasonal) overtime. These three components of average weekly hours for the year ended 31st March 1963 are given in Table 2.

The composition of total earnings received by farm workers in each occupational group, including seasonal overtime, bonuses and perquisites which do not rank as reckonable pay in the enforcement of the Wages Orders, are given in Table 3. The annual average figure of earnings shown in this table conceals the variations that exist in earnings between one worker and the next, and between the earnings of an individual worker from one season in the year to another. The seasonal variations in the next, and between the earnings of an individual worker from one season in the year to another. The seasonal variations in the earnings of the different groups of farm workers are set out in Table 4, but this comparison of quarterly earnings is confused to a certain extent by the effect on earnings of the increases in minimum wage rates which were operative in England and Wales from 26th November 1962 and in Scotland from 28th January 1963. The range of total earnings is shown for two different periods of the year in Table 5.

In Scotland payments-in-kind constitute a much higher proportion of total earnings than they do in England and Wales. This difference is brought out in Table 6 which gives the relative figures for the more important payments-in-kind in the two Wages Boards'

The premium paid to farm workers can be regarded as the reward for responsibility, skill, long service, long or irregular hours, and as a means of attracting or retaining workers in the face of competition from other industries. The average value of the premium is given in Table 3 whilst Table 7 shows the frequency distribution of workers according to the value of the weekly premiums received over the year.

† See Economic Trends No. 103 (May 1962). H.M. Stationery Office, price 5s. (5s. 5d. including postage), and Scottish Agricultural Economics (published annually). H.M. Stationery Office, Vol. 13, price 4s. (4s. 4d. including postage).

‡ An account of proceedings under the Agricultural Wages Act 1948 is given in Part II of the Report on Safety, Health, Welfare and Wages in Agriculture, Ist October 1961 to 30th September 1962. H.M. Stationery Office, price 2s. (2s. 4d.

§ Rates of pay and conditions of employment prescribed by the Wages Boards are laid down in the Orders of the Agricultural Wages Board (England and Wales) and the Agricultural Wages Board (Scotland).

### Definitions of Terms

### Hours

- 1. Basic hours are the hours which, it is agreed between employer and worker, shall be worked for the minimum wage. They cannot be more than the standard number of hours prescribed in the Agricultural Wages Orders although they may be less.
- 2. Contractual overtime hours are the hours, agreed in the terms of employment, to be worked regularly in excess of basic hours.
- 3. Contract hours are the total of basic and contractual overtime
- 4. Non-contractual overtime hours are those worked in excess of
- 5. Total hours are the total of contract hours and non-contractual overtime hours. Time paid for but not worked because of sickness or statutory holiday is not deducted.

- 6. The minimum wage is the wage payable under the Agricultural Wages Orders for the basic hours worked.
- 7. Contract wage is the wage agreed between employer and worker for the contract hours worked. It may be paid partly in cash and partly in allowable payments-in-kind.
- 8. Allowable payments-in-kind are benefits and advantages legally reckonable as payment of wages in lieu of cash, for which purpose the value of each item is prescribed in the Agricultural Wages Orders.
- 9. *Premium* is the amount by which the contract wage exceeds the wage legally due for contract hours worked.
- 10. Non-contractual overtime earnings include payments for
- 11. Other earnings include bonuses paid at intervals of more than a month and payments-in-kind not legally reckonable in part payment in lieu of cash under the Wages Boards' Orders.

All the tables which follow relate to hired regular whole-time workers in Great Britain

### Table 1.—Average Weekly Hours

October-December 1962 January-March 1963 Type of job September 1962 49.7 52.0 50.8 48.3 50.2 50·0 56·2 51·5 50·2 48·7 51·1 49·1 55·2 50·8 47·8 47·1 49·0 49·8 56·0 51·2 50·3 48·7 50·8 All hired men 50.4 52.4 51.0 49.0 50.7 50.3 49.8 48.3 49.5

### Table 2.—Average Basic Hours and Overtime

Year ending 31st March 1963

82 2 2 81-9 1 80-5		. destant	Но	Hours per week			
Type of job	Basic hours	Contractual	Non- contractual overtime	Total hours			
Men: General farm workers	45.4	1.4	3.4	50.2			
Bailiffs, foremen and		The American	Se transmitted				
grieves	45·6 46·2	1.6	2.6	49.8			
Dairy cowmen	46.4	7.2	2.6	56·0 51·2			
Tractormen	45.7	0.6	4.0	50.3			
Market garden workers	44.9	0.4	3.4	48.7			
Other farm workers	45.2	0.5	5.1	50.8			
All hired men	45.6	1.7	3.4	50.7			
Youths	45.5	1.6	2.4	49.5			
Females	43.9	1.2	1.2	46.3			

### Table 3.—Composition of Average Weekly Earnings Year ending 31st March 1963

		201	UVA A							
The Report pieces the man respon-				A pdfT						
ones cercan danserous occurrences that fast vair 1,333 such occurrences, compared with	General farm workers	Bailiffs, foremen, grieves	Dairy cowmen	Other stockmen	Tractor- men	Market garden workers	Other farm workers	Average (all men)	Youths	Females
The inflictions of that sig of re-ru	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Minimum wage for basic hours	176 4	179 4	179 0	182 5	181 6	175 11	169 6	178 1	110 10	121 9
Contractual overtime	7 10	9 8	41 4	12 7	3 6	2 1	2 11	10 0	5 8	4 4
Premium	13 7	57 1	28 6	24 11	16 6	20 5	32 11	20 10	12 3	10 9
Contract wage	197 9	246 1	248 10	219 11	201 6	198 5	205 4	208 11	129 9	136 10
Non-contractual overtime	19 8	14 5	15 0	15 0	22 9	20 2	28 10	19 4	9 2	5 5
Other earnings in cash and in kind	7 Louis units	6 7	2 5	3 7	1 1050 B	2 5	1 1	1 8	siderable	sor sog
Total earnings	218 0	267 1	266 3	238 6	224 11	221 0	235 3	229 11	139 1	142 11

Table 4.—Average Weekly Earnings by Quarters

once of Regulations 1961, and pointment and training o	Apri June 1		Jul Septer 190	mber	Octo Decer 196	nber	Janu Mai 196	rch
THE RESIDENCE AND ADDRESS.	s.	d.	s.	d.	s.	d.	s.	d.
Men: General farm workers Bailiffs, foremen and grieves. Dairy cowmen Other stockmen Tractormen Market garden workers Other workers	212 262 264 235 222 224 224	4 7 2 11 4 6 8	224 271 268 240 235 227 253	11 7 10 6 8 1	221 264 262 236 224 218 238	8 11 5 11 11 6 9	213 269 269 240 216 213 223	2 5 6 11 8 10 2
All hired men	226	1	236	11	230	5	225	11
Youths Females	136 142	8 6	142 143		141 143	0 3	136 142	6 0

Table 6.—Payments-in-kind (Men) Year ending 31st March 1963

	Percentage of	Average weekly value					
Type of payment-in-kind	workers re- ceiving	per worker receiving	all workers				
England and Wales  Board and/or lodging	4·5 48·7 23·8	s. d. 38 0 6 2 5 7	s. d. 1 9 3 0 1 4				
Scotland  Board and/or lodging	7·2 65·8 46·2	s. d. 50 9 7 5 10 9	s. d. 3 8 4 10 5 0				

Note: A worker may receive more than one payment-in-kind.

\* Most cottage values in Scotland have been raised by 3s. per week since April 1963.

Table 5.—Range of Weekly Earnings (Men)

Total earnings per week	General farm workers	Bailiffs, fore- men, grieves	Dairy cow- men	Other stock- men	Trac- tor men	Market garden workers	Other farm workers	Allmen
Under	nereesi	is the	July-Sepi	tember 19	062	M	sotions	
170s	2.2	0.2	0.3	0.6	0.6	3.3	8.4	1.6
170s.– 179s. 11d.	7.7	1.0	0 300	0.5	0.7	6.4	3.2	4.3
180s 199s. 11d.	18.8	3.9	2.1	7.5	16.9	18.0	11.7	14.7
200s.– 219s. 11d.	16.3	10.3	7.1	22.9	22.5	17.6	13.9	17.0
220s.– 239s. 11d.	13.4	11.5	13.0	21.7	17.5	13.2	8.6	14.8
240s.– 259s. 11d.	12.7	15.2	20.0	16.5	10.3	14.9	13.5	13.6
260s 279s. 11d. 280s	9.5	16.6	19.8	12.8	9.7	10.0	11:3	11.3
299s. 11d. 300s. and	6.9	14.0	14.2	8.2	7.6	6.8	9.5	8.3
over	12.5	27.3	23 · 5	9.3	14.2	9.8	19.9	14.4
Total	100 0	100.0	100.0	100.0	100 · 0	100.0	100.0	100.0
Under	A death	ding 20	January-	March 1	963		ling 28	(inclu
170s	5.0	1.4	0.7	1.7	1.8	4.9	7.2	3.4
170s 179s. 11d.	1.2	en sites	0.2	0.6	0.9	3.2	0.6	1:1
180s.– 199s. 11d.	34.8	2.8	1.4	5.2	23.9	23.8	13.4	23 - 5
200s.– 219s. 11d.	25.9	7.2	4.8	16.3	37.4	28.2	19.6	24-0
220s 239s. 11d.	15.6	14.1	8.6	27.3	21.0	18.4	16.2	17.4
240s 259s. 11d. 260s	8.2	20.2	19.3	21.7	7.7	8.8	9.9	11.4
279s. 11d. 280s.–	4.2	13.3	25.6	12.2	4.3	5.1	11.6	7.6
299s. 11d. 300s. and	2.8	18.6	16.4	7.4	1.6	2.3	9.9	5.4
over	2.3	22.4	23.0	7.6	1.4	5.3	11.6	6.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100-0

# Table 7.—Range of Premiums

aniording ambroing	tion en the	no won to	t. of workers							
Premium per week	General farm workers	Bailiffs, grieves, foremen	Dairy cowmen	Other stockmen	Tractor- men	Market garden workers	Other	All men	Youths	Females
No premium	24.4	1.8	8.2	8.8	10.1	12.6	8.2	16.0	33.6	31-1
Under 5s	10.8	1.1	6.0	7.7	8.5	9.5	4.4	8.8	14.1	22.7
5s 9s. 11d	15.6	2.4	10.3	9.4	16.3	12.0	13.8	13.4	14.0	14.0
10s.–19s. 11d.	21.6	8.4	18.3	22.9	31.0	25.3	17.9	22.4	13.9	15.7
20s29s. 11d	12.8	12.2	16.8	18.0	18.6	15.9	14.7	14.9	8.1	8.8
30s.–39s. 11d	6.9	12.8	13.8	13.7	9.2	9.2	12.7	9.3	7.7	3.5
40s.–49s. 11d	3.9	11.4	8.8	7.3	. 3.4	(19107-10 0	7.5	5.4	1 1 3.5 Test	in 19.1list
50s. and over	4.0	49.9	17.8	12.2	2.9	8.4	20.8	9.8	ats:1ion	Liedishield Sactini
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

### ANNUAL REPORT OF THE CHIEF INSPECTOR OF FACTORIES FOR 1962

The Annual Report of H.M. Chief Inspector of Factories for the year 1962 has recently been published by H.M. Stationery Office as a Command Paper (Cmnd. 2128), price 8s. 6d. (by post 9s.).

Presenting the Report, the Chief Inspector records that there was a decrease of 1·2 per cent. in the number of reported accidents in 1962. The improvement was greater than this for factories and for docks, wharves, quays and warehouses, where the numbers decreased by 2·5 and 3·5 per cent., respectively. But the number reported by the construction industries rose by 8·5 per cent. The fall in the number of fatal accidents from 675 in 1960 to 669 in 1961 was maintained in 1962 when the figure was 668. Unfortunately again, however, an improved position in factories was offset by an increase in the number of fatal accidents in the construction industries.

Industries.

The Chief Inspector mentions a special survey carried out in co-operation with the Ministry of Pensions and National Insurance which revealed considerable under-reporting of accidents required to be notified under section 80 of the Factories Act 1961. This does not seem to distort the main features of the picture but there were considerable variations as between the different industries, and tables showing comparisons of industries have therefore been modified

modified.

In continuation of a series of consultations begun in 1961 with a number of industries in an effort to bring about a much more effective and extensive organisation for safety by industry, 12 more industries were approached in 1962, viz., baking, brewing, cardboard and paperbox, laundry, dry cleaning, iron and steel wire, wire rope, port transport, printing, seed crushing and provender, shipbuilding and ship repairing, and sugar confectionery industries. Commenting on the results of these consultations the Chief Inspector says: "It is encouraging that large sectors of industry already have an effective form of accident prevention organisation but unfortunately thousands of firms are still untouched by the efforts which are being made by the leading organisations in their industries. ... The made by the leading organisations in their industries. . . The small firms particularly need to do some hard thinking about safety organisations... A striking feature... is the increasing contrast between the best and the worst. Because of the vital need for more constructive thinking about attitudes to safety the Chief Inspector has devoted a special chapter of the Report to education in order.

### **Accident Statistics**

Accident Statistics

In 1962 a total of 190,158 accidents were notified to the Factory Inspectorate under section 80 of the Factories Act 1961; of these 668 were fatal. The corresponding figures for 1961 were 192,517 and 669. The number of accidents reported from factories fell from 161,655 in 1961 to 157,600 in 1962 and the number of fatalities from 368 in 1961 to 351 in 1962. The number of accidents reported from docks, wharves, quays and warehouses also fell, from 7,506 (including 37 fatalities) in 1961 to 7,220 (including 36 fatalities) in 1962. The number of reported accidents in the construction industries, i.e., building and civil engineering, rose to 25,338 (including 281 deaths) from 23,356 (including 264 deaths) in 1961. Although the numbers of young persons employed in manufac-

Although the numbers of young persons employed in manufacturing industries and of boys on construction sites increased in 1962, the total number of accidents to young persons fell slightly in the

### Accidents in Factories

The main causes of accidents in factories in 1962 are illustrated by a diagram, and a table compares the position for the years 1959 to 1962.

When compared with the year before there were in 1962 fewer accidents, including deaths, caused by machinery. The number of rail transport accidents shows a decrease of 20 per cent. since 1959. The number of non-rail transport accidents however, involving such vehicles as lorries and fork-lift trucks, in 1962 was 12 per cent. above that for 1959 and 16 of the 34 deaths involved occurred as a result of collisions with pedestrians. The Report emphasises the above that for 1959 and 16 of the 34 deaths involved occurred as a result of collisions with pedestrians. The Report emphasises the importance of comprehensive works traffic rules. Almost two-thirds of all factory accidents occurred in the categories—known as the Big Five—manual handling of goods and materials, falls, striking against objects, struck by falling object, and use of hand tools. The Report describes measures which have been effective in eliminating these hazards, including enforcement of tidiness and proper housekeeping, proper study and planning of the movement of materials, wider use of protective clothing, and the training and supervision of new entrants, especially of young persons.

There were 406 accidents at transmission machinery, including two deaths. These figures may be compared with 25 years ago when there were 1,366 accidents including 39 deaths. Similarly there were 163 accidents, including two deaths, at hoists and lifts, compared with 432 accidents, including 29 fatal ones, 25 years ago.

### Accidents in Construction Work

Of the total of 25,338 reported accidents in construction work 19,986, including 193 fatalities, occurred in building operations and 5,352, including 88 fatalities, on works of engineering construction. More than half the fatalities and nearly 30 per cent. of all the accidents resulted from falls of persons. About 8 per cent. of all injuries were to the head, twice as great an incidence as in industry as a whole, emphasising the importance of measures to prevent falls of materials and the need for greater use of safety helmets.

### **Electrical Accidents**

In 1962 there were 810 electrical accidents, including 36 fatalities, the majority of which occurred at normal public electricity supply voltages. Ignorance, negligence and forgetfulness contributed to 337 accidents and 17 deaths.

### **Dangerous Occurrences**

Section 81 of the Act requires certain dangerous occurrences to be reported to the Factory Inspectorate whether they cause injury or not. In 1962 there were 1,533 such occurrences, compared with 1,363 in the previous year.

### Safety Activities in Industry

An account is given of safety activities in the aluminium, cement, iron and steel, non-ferrous metals, rubber, and die-casting industries. Referring to activities in individual works the Report draws attention to the value of periodic internal inspections by members of the staff, for instance, by the safety officer or by a small team of foremen. While they are not intended to relieve line management of their responsibilities in safety each improving for their responsibilities in safety each improving for their responsibilities. of their responsibilities in safety, such inspections frequently reveal hazards and unsafe practices which had escaped the notice of those immediately concerned. To be effective, however, there must be adequate machinery for follow-up action and support from top

# Developments affecting the Construction and Shipbuilding Industries and Foundries

Preliminary drafts of the Construction (Working Places) Regulations and of the Construction (Health and Welfare) Regulations were circulated for consideration by interested organisations. The former deals in detail with scaffolding, work on sloping surfaces and means of access; and both Regulations extend the requirements of the Building (Sofoth Health and Welfare).

and means of access; and both Regulations extend the requirements of the Building (Safety, Health and Welfare) Regulations 1948 to works of engineering construction.

In connection with the coming into force of Regulations 5 and 6 of the Construction (General Provisions) Regulations 1961, an account is given of progress in the appointment and training of safety supervisors and of other developments in the construction industries

industries.

The Shipbuilding and Ship Repairing Regulations 1960 came into full operation in October 1962. The requirements for the fencing of dry docks etc., have necessitated, says the Report, some considerable effort and expense, and the progress achieved reflects credit on the industry as a whole. The use of safety nets and the advantages of, and questions of safety arising from, prefabrication in the shipbuilding industry are discussed.

The Non-ferrous Metals (Melting and Founding) Regulations 1962 were made on 30th July 1962. They implement many of the recommendations contained in the First Report of the Joint Standing Committee on Safety, Health and Welfare Conditions in Non-ferrous Foundries which was published in 1957. The Report notes the development of an original melting technique devised by two members of the Sub-Committee of the Joint Standing Committee. This melting technique, which is now known as Committee. This melting technique, which is now known as rapid or high-speed melting, reduces fume and controls heat from non-ferrous melting processes.

### **Technical Developments**

An account is given of technical developments and their effects n safety. These include the use of elastic media such as air and on safety. These include the use of elastic media such as air and nitrogen in the pressure testing of vessels, the fencing of die-casting machines, true inching devices, guarding of paper-cutting guillotines by means of photo-electric devices, guarding of garment presses, automatic lubrication of wire ropes, use of oxygen in steel production, the prevention of explosions in large coal pulverising mills, the reduction of fire risks in the upholstery industry, and sterilisation by ionising radiations

### Quantitative Assessment of Toxic and Flammable Atmospheres

The publication in 1960 of "Toxic Substances in Factory Atmospheres" (see page 150 of the April 1960 issue of this GAZETTE) has produced a greatly increased demand for air sampling and testing in factories. This is primarily the responsibility of the factory occupier, who can seek the help of the various industrial hygiene services available. The Chemical Branch of the Inspectorate, however, has carried out considerable field and laboratory work on suitable methods of estimation in air of certain toxic substances and tests for the presence of flammable gases or veryous this and tests for the presence of flammable gases or vapours; this work is described in the Report.

### Offices, Shops and Railway Premises Act

An outline is given of the principal provisions of the Act which became law in 1963 and also information on the enforcing authorities became law in 1963 and also information on the enforcing authorities for different classes of premises and provisions. The Act makes H.M. Factory Inspectorate responsible for enforcing all or most of its provisions in offices in factories, in railway premises and in premises occupied by local, police and fire authorities or the United Kingdom Atomic Energy Authority. The Inspectorate will also have certain responsibilities in relation to premises owned or occupied by the Crown.

Safety Education

A chapter of the Report is devoted to safety education, and covers both safety training in schools and colleges and safety training in industry. It stresses that safety education can best be taught by inculcating safe habits and safe methods of work in the context of practical activity, whether in the factory, at home or at school. "Education in safety cannot begin too early in life," says the Report, "and the schools can play a valuable role in helping to promote safe habits of work and action. These are especially important in subjects such as science, homecraft, physical education and practical subjects where skills which may form the basis of a

\* Safety, Health and Welfare. New Series. No. 8. H.M. Stationery Office, price Is. (1s. 3d. including postage).

working life are being acquired." The important part to be played by the universities, colleges of advanced technology, technical colleges and other establishments of further education is also

colleges and other establishments of further education is also stressed.

The Report places the main responsibility for safety training on industry, particularly training of young persons, among whom accidents at machinery constitute a much higher proportion of the total accidents than they do for adults. The training given on dangerous machines is too often perfunctory and inadequate, even where it is required by law; several examples are quoted. The importance of training or re-training workers other than the young, particularly immigrants with limited or no knowledge of the language, married women returning to industry after their families have grown up and workers moving from declining to expanding industries, is also underlined.

The role of foremen and supervisors and of management in

expanding industries, is also underlined.

The role of foremen and supervisors and of management in safety training is referred to. Training in safety can only adequately be given on the job if the foremen and supervisors themselves have been sufficiently trained. Management itself, however, must supply the will-power, drive and enthusiasm without which an effective safety training programme cannot be achieved.

### Administration and Staffing

Prosecutions instituted by the Inspectorate for breaches of the Factories Act 1961 or Regulations involved 1,695 informations being laid against 812 different firms or persons; 1,603 convictions

In December the authorised cadre of the Inspectorate was 477, and there were 447 Inspectors in post. This was an increase of 21 compared with the year before, but the special efforts made throughout 1962 to fill the additional 34 posts mentioned in the last Annual Report are being continued in 1963.

### ANNUAL REPORT OF THE CHIEF INSPECTOR OF FACTORIES ON INDUSTRIAL HEALTH IN 1962

The Annual Report of H.M. Chief Inspector of Factories on Industrial Health for the year 1962 has recently been published by H.M. Stationery Office as a Command Paper (Cmnd. 2129), price 4s. (4s. 4d. including postage).

As in past years, the Report contains three chapters: the first reviews some of the main events of the year; the second gives details of the incidence of industrial disease, poisoning and gassing and of a number of cases which presented unusual features of medical or general interest; and the the third discusses the notification of industrial diseases as required by section 82 of the Factories Act 1961.

### Review of the Year

The health and welfare provisions of the Offices, Shops and Railway Premises Act, which correspond broadly with those in the Factories Act, are described.

The Docks (Training in First-aid) Regulations 1962 were made. They bring the requirements for the training of persons in charge of first-aid boxes substantially into line with those laid down for feetening.

factories.

A preliminary draft of the Lead Processes (Medical Examinations)
Regulations was circulated in November to interested organisations
and their comments were invited. These Regulations, when made
law, would require a haemoglobin estimation of the blood as part
of the periodic medical examination of workers employed on
certain lead processes as a means of detecting lead poisoning at an

or the periodic medical examination of workers employed on early stage.

Work on the preparation of a revised draft of the Unsealed Radioactive Substances Regulations continued in the light of comments received on the preliminary draft published in 1961 and in consultation with the principal users.

A second preliminary draft of the Mercury Processes Regulations was issued to interested organisations. The Regulations include requirements for the prevention of exposure of workers to mercury or mercurial compounds and the periodic medical examination of workers engaged in defined mercury processes.

A first draft of Hair and Wool Regulations, for the protection of workers engaged in handling or processing of certain types of wool and hair which carry an anthrax risk, was circulated to the wool textile industry for comments. A first draft of revised regulations for the protection of workers handling hides and skins from designated areas was also circulated. Both Codes of Regulations were intended to implement certain recommendations for additional precautions contained in the Report of the Committee of Inquiry on Anthrax (see page 396 of the November 1959 issue of this GAZETTE). In the light of comments received, second preliminary drafts were in course of preparation at the end of the year.

year.

The Ministry gave assistance to the Wilson Committee on the Problem of Noise which has considered, among many other problems, the effect of industrial noise on workers. A booklet on the subject entitled "Noise and the Worker"\* was prepared and subsequently published in July 1963 (see page 273 of the July issue of this GAZETTE). A research project concerned with the effects of occupational noise on workers' hearing was launched in January 1962: it is being financially sponsored by the Ministry of Pensions and National Insurance and carried out jointly by the

\* Safety, Health and Welfare. New Series. No. 25. H.M. Stationery Office, price 1s. 3d. (1s. 6d. including postage).

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National Physical Laboratory and the Wernher Research Unit on Deafness of the Medical Research Council, with the Ministry of Labour assisting in arranging the programme of visits to selected factories. The project is expected to last at least three years. Two Group Industrial Health Services were established with financial aid from the Nuffield Foundation, viz., the Rochdale Industrial Health Service Ltd., and the Dundee and District Occupational Health Service. The Ministry published for the guidance of factory occupiers a booklet entitled "Organisation of Industrial Health Services" (see page 419 of the November 1962 issue of this GAZETTE).

1962 issue of this GAZETTE).

"Dust Control in Potteries" is the title of the First Report of the Joint Standing Committee for the Pottery Industry which was appointed by the Minister of Labour to advise him on all aspects of health, safety and welfare in the industry. The Report which was published in September 1963 (see page 358) states that pneumoconiosis is now the principal health hazard in the pottery industry, and contains recommendations for dust control. Further general information and advice on protective measures against industrial dermatitis, which continues to be one of the principal causes of dermatitis, which continues to be one of the principal causes of disablement from industrial disease, was published in the booklet "Industrial Dermatitis: Precautionary Measures" (see page 387 of the October 1962 issue of this GAZETTE).

Appointed Factory Doctors carried out 505,325 examinations of young persons for certificates of fitness for employment. The

young persons for certificates of fitness for employment. The

\* Safety, Health and Welfare. New Series. H.M. Stationery Office. Price in brackets includes postage.

No. 21 (Organisation of Industrial Health Services). 2s. (2s.4d.).

No. 18 (Industrial Dermatitis: Precautionary Measures). 1s. 3d. (1s.6d.).

reasons for refusal of certificates in 1,529 cases, which represent 0·3 per cent. of all examinations, are set out in a table. There were 20,178 certificates issued subject to conditions, and 4,100 provisional certificates were issued in cases where additional time or further information was necessary before a certificate could be issued. Appointed Factory Doctors also carried out 368,491 statutory periodic examinations of workpeople employed in certain processes and 76,135 voluntary examinations not required by regulations: details are given in a table.

### Industrial Diseases: Poisoning and Gassing

As in previous years, this chapter discusses the incidence of notifiable industrial diseases and reportable gassing accidents, and gives details of cases which deserve special mention. Reports of certain other conditions, not reportable under the Factories Act, which have affected factory workers and which are of sufficient medical or general interest, are also included.

In the review of the work of the pathological laboratory of the Medical Inspectorate, an account is given of laboratory tests and field trials of the copper sulphate flotation method of estimating the haemoglobin content of blood, which assisted the preparation of the draft Lead Processes (Medical Examinations) Regulations. Details are given of the results of urine tests carried out as part of the draft Lead Processes (Medical Examinations) Regulations. Details are given of the results of urine tests carried out as part of a survey into the health of workers in the seed dressing and associated industries using organic compounds of mercury. The findings indicate the need for strict control of dust and fumes when these compounds are used. The pathological laboratory also carried out blood examinations of workers exposed to benzene (benzol), to toluene or to commercial grades of toluol containing a variable but sometimes considerable benzene fraction. The results are recorded. results are recorded.

In 1962 there were 432 notified and accepted cases of industrial In 1962 there were 432 notified and accepted cases of industrial disease or poisoning, compared with 502 in 1961 and 569 in 1960. Included in the figure of 432 are 80 cases of lead poisoning, 183 cases of epitheliomatous ulceration, 130 of chrome ulceration, 14 of compressed air illness, nine of anthrax, seven of aniline poisoning, three of mercurial poisoning and three of chronic benzene poisoning. There were 13 fatalities; nine due to anthrax, and the remaining four to arsenical poisoning, chronic benzene poisoning, toxic anaemia and compressed air illness, respectively. There were 281 reportable gassing accidents, including 18 fatalities. Carbon monoxide was the cause of 102 of the accidents, including 12 fatalities, and chlorine caused 45 accidents.

### The Early Notification of Industrial Disease

The Early Notification of Industrial Disease

This chapter emphasises the importance of early notification to the Factory Inspectorate of cases of industrial poisoning or disease so that timely action can be taken where there is a danger of recurrence. "Medical practitioners need not, and indeed should not, wait until diagnosis is confirmed," says the Report. It describes, with illustrations, the methods available in clinical pathology for the detection of early symptoms of disease, and gives information about the more common symptoms of notifiable diseases and some examples of difficulties in differential diagnosis.

# SALARIES OF TEACHERS IN ENGLAND AND WALES

Revised scales of salaries of teachers in primary and secondary schools and in establishments for further education, other than Colleges of Advanced Technology, have been announced by the of Education to operate in England and Wales from 1st April 1963.†

Minister of Education to operate in England and Wales from 1st April 1963.†

The scale previously in operation for two-year trained teachers has been abolished as the normal course of training is now of three years' duration. The revised scale for non-graduate teachers, men and women, with three years' training, in primary and secondary schools, is a minimum of £630 a year rising to a maximum of £1,250. Compared with the three -year trained scale previously applicable the revised scale is £30 a year higher at the minimum and £50 higher at the maximum which is reached after 15 instead of 16 completed years of service. For teachers with 13 or 14 years' service the increase is £110 a year bringing their salaries up to £1,160 and £1,220 a year, respectively. Former two-year trained teachers are being assimilated on the revised scale at one point below that corresponding directly to their years of service, subject to their not receiving less than the minimum. Compared with the scale formerly applicable (£570 to £1,170) these teachers receive an increase of £60 at the minimum and £80 at the maximum. Higher scales are prescribed for teachers with longer periods of study/training, graduates and good honours graduates. These higher scales have been constructed by adding to the minimum and the maximum of the three-year trained non-graduate scale (a) one, two or three increments for teachers who have completed four, five, six or more years approved full-time study/training; (b) £100 for graduates or holders of certain other equivalent qualifications; (c) a further £120 (previously £100) for graduates who hold a good honours degree or a higher degree. (c) a further £120 (previously £100) for graduates who hold a good honours degree or a higher degree.

The revised salary scales for unqualified assistant teachers and supplementary teachers and for temporary and occasional teachers provide in all cases for increases over the previous scales.

Qualified head teachers and deputy head teachers continue to receive the salaries payable to them as qualified teachers, together

† The Renumeration of Teachers (Primary and Secondary Schools) Order 1963, S.I. 1963, No. 1234; The Remuneration of Teachers (Further Education) Order 1963, S.I. 1963, No. 1233. H.M. Stationery Office, price 1s. each (1s. 3d. including

with a head/deputy head teacher's allowance. Head teachers now receive allowances of £180 for small schools to a maximum of £1,770 for the larger schools (previous range £165 to £1,670). The corresponding allowances for deputy head teachers range from £110 to £780 (previously £100 to £735). Additional payments are also made for (a) teachers holding graded posts, ranging from £110 to £250 (previously £100 to £230) and (b) headships of departments, ranging from £180 to £590 (previously £165 to £545). In establishments for further education, other than Colleges of Advanced Technology, the revised salary scales are as follows:—

Advanced Technology, the revised salary scales are as follows:—
The scales for assistant lecturers grade A and grade B are constructed in a similar manner to those for qualified teachers in primary or secondary schools. The revised scales for assistant lecturers grade A, and the increases they provide, are the same as those shown for qualified teachers. The lowest scale for nongraduate assistant lecturer grade B is £830 to £1,450 (previously £800 to £1,380 in the case of a three-year trained assistant lecturer and £770 to £1,350 where a teacher had less than three years' study/training). The additional allowances which may be paid to assistant lecturers grade B have been increased from £140 to £150 a year. Lecturers receive £1,670 to £1,895 (previously £1,800 to £2,000); senior lecturers, £1,895 to £2,115 (previously £1,800 to £2,000); and principal lecturers £2,115 to £2,310 (previously £2,000 to £2,180). Salary scales for heads of departments have also been increased. The limits of the allowances paid to heads of departments

The limits of the allowances paid to heads of departments appointed as vice-principals are increased from not less than £150 or more than £350, to not less than £165 or more than £380. The special provisions relating to the payment, in certain circumstances, of a higher maximum or a higher scale continue to apply in the case of principal and senior lecturers and heads of departments Grade VI. In addition an allowance may now be paid to teachers who undertake the duties and responsibilities of the vice-principal in his/her absence or pending the appointment of a new vice-principal. his/her absence or pending the appointment of a new vice-principal. The salary scales for principals have been increased by amounts ranging from £100 on a salary not exceeding £1,999 a year, to £200 on a salary of £3,000 or over a year.

Teachers serving in a defined "London area" continue to receive additional payments of £45 or £60 a year, according to age

### ADVISORY SERVICES FOR WORKSHOPS FOR THE BLIND

The Minister of Labour has announced that Mr. William E. Luke has accepted his invitation to be chairman of the central advisory corporation for workshops for the blind, which is to be set up to assist in the development of these workshops on up-to-date lines.

The decision to set up the central advisory corporation was announced by the Minister in a written answer to a question in

the House of Commons on 31st July. The need for such an advisory body had formed one of the main recommendations of the Working Party on Workshops for the Blind whose report was published last November (see page 456 of the December 1962 issue of this GAZETTE).

The corporation will provide an advisory service for the 67 workshops on all aspects of their activities and will develop a central marketing organisation to sell their products and buy raw materials for them. The main theme of the report of the Working Party was the need for the workshops to move away from their traditional reliance on handcrafts into more modern and mechanised types of production. A few have already started to do so and the work of the corporation will be one of the key factors in encouraging this trend of development.

### **EXPANSION IN THE DEVELOPMENT DISTRICTS**

A new brochure "Room to Expand" has recently been prepared by the Board of Trade and the Central Office of Information and can be obtained free of charge from the Board of Trade in London or from any of the Board's Regional Offices and Offices for

The publication gives a comprehensive description of the advantages for industrialists and others of setting up in the development districts or in Northern Ireland. It contains separate sections which include maps and photographs of each of these areas and a description of the services and amenities of all kinds which are available. Also described are the various forms of Government of the services are the various forms of Government of the services are the various forms of the services are the various provided the services are the various forms of the services are the various forms of the services are the various provided the services are the various forms of the services are the various provided the services are the various forms of the servi financial and other assistance available to companies which provide additional jobs by establishing new projects or expanding in these

areas of high unemployment.

The publication of "Room to Expand" is part of the Government's efforts to make known more widely to industrialists the many advantages of establishing projects in the development districts. This brochure will be supplemented by a new edition of the Board of Trade's booklet "Expanding Industry"—also obtainable

free of charge—which describes in more detail the various forms of assistance under the Local Employment Act of 1960 and the additional benefits now available under the 1963 Act (see page 311 of the August issue of this GAZETTE).

Since the additional benefits available to industry in the development districts were announced by the Government during the Budget Debate there has been a large increase in the volume of enquiries received by the Board of Trade from companies are these by the greatly improved financial assistance available in these

enquiries received by the Board of Trade from companies attracted by the greatly improved financial assistance available in these areas. Over 600 applications were received between the Budget announcement and mid-August for the various forms of assistance available under the Local Employment Acts.

Several companies have recently announced plans to set up major projects in these areas of high unemployment and all these have said that the assistance to be provided by the Board of Trade has been a major factor in their decisions to establish themselves in the development districts in the development districts.

# STATISTICS ON INCOMES. PRICES, EMPLOYMENT AND **PRODUCTION**

No. 6—September 1963

The September issue of this quarterly bulletin is now available. Prepared by the Ministry of Labour in collaboration with other Government Departments, principally the Board of Trade and the Central Statistical Office, the object of the series is to supply in a comprehensive and convenient form up-to-date factual information which will assist those engaged in negotiation or arbitration to examine the particular cases before them in relation to the wider implications of the decisions to be made. The tables cover wage earnings (including salary earnings), hours of work and other conditions of employment, manpower, prices, production, profits

conditions of employment, manpower, prices, production, profits and other relevant subjects.

In this issue are the results of the April 1963 enquiry, conducted by the Ministry of Labour, into the weekly earnings and working hours of manual workers in the manufacturing industries and a number of other industries and services in the United Kingdom. The data include regional figures of average earnings of adult male workers which are analysed in greater industrial detail than in the summary tables on page 351 of this GAZETTE. Obtainable from H.M. Stationery Office or through any bookseller, the price of the publication, from the current issue, is 15s. (15s. 8d. including nostage)

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# SAFETY, HEALTH AND WELFARE

### **Dust Control in Potteries**

The Joint Standing Committee for the Pottery Industry, appointed by the Minister of Labour in 1960 to advise him on matters affecting the safety, health and welfare of workers in the Pottery Industry (see page 470 of the December 1960 issue of this GAZETTE), have recently published their first report. Entitled "Dust Control in Potteries; First Report of the Joint Standing Committee for the Pottery Industry", it is obtainable from the publishers, H.M. Stationery Office, price 6s. 6d. (6s. 11d. including postage).

In their Report the Committee concentrate on the problem of dust, the cause of pneumoconiosis which, now that lead poisoning has been brought under control, is the greatest individual health hazard in the industry. Referring to the rise in the number of cases of pneumoconiosis since the war, the Committee acknowledge that this is due to improved diagnosis rather than to a deterioration in working conditions but they emphasise that there is no room for complacency about the extent of the disease.

The Committee examine statistics supplied by Stoke-on-Trent Pneumoconiosis Medical Board and point out that in a substantial number of cases referred to by the Board, workers have been exclusively employed in the potteries, about half of them in potters' shops. It is with conditions in this section of the industry, therefore, that the Report is mainly concerned but it is stressed that conditions in other processes are also unhealthy and may often be controlled.

shops. It is with conditions in this section of the industry, therefore that the Report is mainly concerned but it is stressed that condition that the Report is mainly concerned but it is stressed that condition

that the Report is mainly concerned but it is stressed that conditions in other processes are also unhealthy and may often be controlled by analogous methods.

The Committee make four broad recommendations:—

(1) the installation and proper maintenance of the most up-to-date appliances to control, at source, known dust producing processes such as towing and fettling;

(2) the installation of mechanical ventilation systems to improve the general ventilation of shorts where there is a secondary source.

the general ventilation of mechanical ventilation systems to improve the general ventilation of shops where there is a secondary source of dust uncontrolled by the appliances mentioned in (1);

(3) the provision of synthetic fibre protective clothing—shown to have dust-resistant qualities superior to those of cotton clothing;

(4) the careful selection and training of Works Inspectors appointed under the Pottery (Health and Welfare) Special Regulations 1950.

In the appendices to the Report detailed drawings and descriptions of approved dust control appliances and protective clothing are set out. These have all been developed by and for the pottery industry but some of the designs for ventilation equipment, and in particular for protective clothing, will be of interest to any industry where dust control is a problem.

The Report concludes by stressing the need for wide publicity for its recommendations. The Committee acknowledge the wide-spread interest in dust control shown by both sides of the pottery industry but they emphasise that this must not be allowed to slacken if further progress is to be made and the pneumoconiosis hazard overcome hazard overcome

### Safety in the Use of Drilling Machines

Many accidents in industry are caused by women getting their hair entangled in drilling machines and these can often lead to serious injury. Secure fencing is the only wholly satisfactory precaution, warns a booklet "Drilling Machines. Fencing of Spindles and Attachments", No. 22 in the Safety, Health and Welfare New Series issued by the Ministry of Labour and published by H.M. Stationery Office, price 1s. 3d. (1s. 7d. including postage).

A large number of accidents, the booklet states, have occurred at shafts, spindles, chucks and drills. Some of them, particularly at radial drills, have been fatal, but the majority have resulted in the hair becoming entangled and the scalp being damaged. These injuries are felt for a long time, and have sometimes proved fatal after many years.

It points out that prevention of these accidents lies in fitting It points out that prevention of these accidents lies in fitting effective guards which will ensure that the hair, fingers or clothing cannot come into contact with the revolving parts and gives guidance about types of guards and fencing. While recommending that guards should be permanently secured in position whenever possible, the booklet acknowledges that there are problems in guarding certain parts. Numerous diagrams and photographs illustrate what has been done to overcome these difficulties.

On the subject of protective clothing and equipment the booklet recommends the use of eye protection against the smaller flying pieces of swarf and of fractured drills which may not be contained within the guard; it also recommends the wearing of caps which completely enclose the hair of women workers; but the wearing of gloves, so far from being a conference of the recommendation. gloves, so far from being a safety precaution is said to present a hazard because of the risk of entanglement in the drill. Loose ends of clothing likewise are dangerous. Finally it is better practice to withdraw a worker from work at this kind of machine if he is wearing a bandage or any but the smallest of dressings on an injured finger, because of the risk of entanglement.

# INTERNATIONAL LABOUR ORGANISATION

# 47th Session of the International Labour Conference

As briefly stated in the July issue of this GAZETTE (page 276), the 47th Session of the International Labour Conference was held in Geneva from 5th to 26th June. The United Kingdom was represented by a delegation consisting of representatives of the Government, of employers and of workers (see the June issue of this GAZETTE, page 243). The Government delegates' report on the Conference will be presented to Parliament as a Command Paper. Brief information on the main items of business dealt with at the Conference is given below.

### Elections to the Governing Body

Elections to the Governing Body (which holds office for three years and is now composed of 48 members) were held on 13th June. Ten states of chief industrial importance (including the United Kingdom) hold permanent seats in the Government group. The Kingdom) hold permanent seats in the Government group. The 14 other Governments elected to titular membership were those of Algeria, Australia, Brazil, Bulgaria, Ecuador, Gabon, Lebanon, Liberia, Mali, Mexico, Pakistan, Peru, Poland and Tanganyika. In addition 12 representatives of the employers and 12 of the workers were elected to titular membership, among them Sir George Pollock, Q.C. (Director of the British Employers' Confederation) and Mr. Harold Collison, C.B.E. (General Secretary of the National Union of Agricultural Workers).

### Report of the Director-General

The Director-General's Report this year provided a basis for a discussion of the International Labour Organisation's future programme and structure. The Parliamentary Secretary to the Ministry of Labour, Mr. William Whitelaw, M.C., M.P., spoke in this discussion. He warned against the danger of overloading the International Labour Organisation's machinery and said that the Organisation should give priority to the problems of the developing International Labour Organisation's machinery and said that the Organisation should give priority to the problems of the developing countries and to the social consequences of technological progress. He suggested that there should be a pause in the adoption of new instruments to give an opportunity for the revision of existing ones. Later in the debate the senior United Kingdom Government delegate world the reappraisal of the purpose and functions of the delegate urged the reappraisal of the purpose and functions of the Organisation's Industrial Committees and stressed the importance of proper co-ordination between the various international organ tions. The discussion of the Director-General's proposals is to be resumed at the 48th Session of the Conference.

### Financial and Budgetary Questions

The Conference adopted a total net expenditure budget for 1964 of 16,388,799 U.S. dollars, an increase of 2,381,965 U.S. dollars over the net expenditure budget for 1963. The United Kingdom contribution in 1964 will be (provisionally) 9·22 per cent., amounting to 1,511,047 U.S. dollars, compared with 9·36 per cent. (1,311,040 U.S. dollars) in 1963.

### Sale, Hire and Use of Inadequately Guarded Machinery

A second discussion of this subject took place, and a Convention and Recommendation were adopted. All four United Kingdom delegates voted in favour. The Convention provides for the prohibition, in certain circumstances, of the sale, hire, transfer, exhibition and use of dangerous machinery. The Recommendation applies also to the manufacture of dangerous machinery.

### Termination of Employment at the Initiative of the Employer

The Conference discussed this subject for the second time, and adopted a Recommendation. The United Kingdom delegates all voted in favour. The basic principle of the Recommendation is that "termination of employment should not take place unless that termination of employment should not take place unless there is a valid reason . . . connected with the capacity or conduct of the worker or based on the operational requirements of the undertaking . . ". The Recommendation lists certain things that are not to be regarded as valid reasons—for example, union membership, race, colour, marital status. It also contains provisions requiring a reasonable period of notice, some form of income protection for workers whose employment has been terminated, and consultation between employers and workers' representatives in case of redundancy. Public servants and certain workers engaged for a specified time or task, serving a period of probation or engaged on a casual basis may be excluded from the scope of the

The subjects of benefits in the case of employment accidents, and occupational diseases and hygiene in shops and offices, received first discussions. The Conference voted in favour of conclusions envisaging the adoption next year of a Convention and a Recommendation on each of these subjects.

As usual the Conference set up a Committee to make the annual examination of the way in which Governments are applying Conventions and Recommendations. The Committee's report was unanimously adopted by the Conference.

### LABOUR OVERSEAS

### Social Security in the United States of America

Social insurance legislation in the United States is of comparatively recent origin. After the severe depression in the 1930s it became evident that the measures hitherto adopted to 1930s it became evident that the measures hitherto adopted to allay the economic consequences of unemployment, old age, death and disability were no longer adequate to meet the challenge of nation-wide economic disaster. Federal action was necessary to deal with growing need among the people, and beginning in 1932 the Federal Government made loans, and later grants, to the States to pay for direct relief and work relief. Special Federal emergency relief and public works programmes were put into effect, and in 1935 President Roosevelt submitted to Congress the proposals for economic security legislation which were to become embodied in the Social Security Act of 1935. The national scheme established under this legislation covers two main aspects of social insurance for workers, i.e., retirement pensions and unemployment insurance, the latter on a Federal-State basis. Since 1935 the various schemes operated under the Social Security Act have been continually operated under the Social Security Act have been continually expanded and new schemes have been implemented. Thus, in 1939, the Old Age Insurance Scheme was extended to cover not only the retired worker himself but also his dependants, and in 1950, 1954 and 1956 the scheme was further extended to cover an increasing number of occupations. Today the National Old Age, Survivors' and Disability Insurance Scheme covers about 90 per cent. of the labour force: 87 per cent. of persons reaching the age of 65 in 1962 were eligible for retirement benefits and the proportion is expected

to reach about 95 per cent. by 1985.

Unemployment insurance schemes today operate in 50 States as well as in the District of Columbia and Puerto Rico. All States make statutory provision for workmen's compensation, and four States have enacted laws relating to cash sickness insurance. Railwaymen are covered by the special Federal Railroad Retirement Scheme introduced in 1937 to provide retirement and disability pensions for injured workers and subsequently extended to include dependants or survivors. There is also a special unemployment insurance scheme for railwaymen introduced in 1938, and in 1946 social insurance for railwaymen was extended to cover benefits for maternity and temporary disability due to non-occupational illness or injury. The various schemes are discussed in detail below: benefits quoted relate to 1st January 1963.

# A. The National Old Age, Survivors' and Disability Insurance (OASDI) Scheme

1. This Scheme provides monthly retirement benefits to fully insured workers at the age of 65 or over (or at the age of 62 if they are willing to accept a reduced benefit). Other beneficiaries under the scheme are wives of fully insured workers if aged, or if caring for a child of the insured person; aged, dependent husbands; and dependent children under 18 years, or older, if there is a disability incurred before reaching that age. Survivors' benefits are payable monthly to certain dependants of fully or currently insured workers. (For a definition of "fully" and "currently" insured, see paragraphs 5 and 6 below.) Workers suffering from a permanent disability receive benefits as though they had retired when the disability occurred and a lump-sum death grant is made in the case disability occurred, and a lump-sum death grant is made in the case

2. The scheme is administered by the Secretary of Health, Education and Welfare through the Social Security Administration, except for the collection of contributions, which is the responsibility of the Internal Revenue Service; the actual disbursement of benefits. which is done by the Department of the Treasury; and the management of Trust Funds, which is also under Treasury direction. There is a centralised wage record system and accounts are kept almost entirely by mechanical means through a progressively improved system of electronic data processing coupled with higheed telecommunication devices.

Scope of the Legislation The basic Act under which the OASDI operates is the Social Security Act 1935, which was introduced by the Roosevelt Administration on the recommendations of a specially created Committee on Economic Security. At first the Act only covered workers in non-agricultural undertakings and commerce, but it has since been gradually extended to almost universal coverage. Except for special provisions applicable to a small minority of persons, the scheme, which provides survivors' and disability benefits and retirement which provides survivors' and disability benefits and retirement pensions at the basic age of 65, now applies to: (a) workers in industry and commerce, with minor exceptions; (b) workers in agriculture (including most domestic workers on farms operated for profit) paid \$150 or more in cash wages, or having 20 or more days of employment for one employer in a year; (c) State and local government employees under voluntary agreements between the States and the Federal Government; (d) Federal civilian employees not covered by Federal staff retirement schemes; (e) domestic workers paid \$50 or more in cash wages by one employer in a calendar quarter; (f) workers in non-profit making organisations, provided the employer chooses

ers in non-profit making organisations, provided the employer chooses to participate; (g) self-employed persons (including agriculture but excluding the medical profession) who earn \$400 a year or over, and ministers of religion (on a voluntary basis); (h) the armed forces.

American citizens working outside the United States are also covered if employed by an American employer or a set of they are sidiary of an American corporation or, in certain cases if they are sidiary of an American corporation, or, in certain cases, if they are self-employed. Persons employed on American ships and aircraft operating outside the United States are covered, regardless of nationality

Entitlement to Benefit

4. Benefits are paid as a statutory right, irrespective of need. There is no means test, and in general, retired or disabled workers and their dependent spouses, children, parents and survivors are entitled to benefit. In order to qualify for benefits it is necessary

that a worker should have at least ten years' employment in an insurable occupation, or as a self-employed person. However, each time the law has been amended to include major groups of workers, provision has been made to help those who are too near the age of retirement to qualify for benefit within a reasonable time.

5. The qualifying period for benefit is measured in "quarters of coverage". In non-agricultural employment one quarter's coverage is based on wages of \$50 or more per calendar quarter, up to a maximum of \$4,800 in any one year which, nevertheless, does not entitle the worker to more than four quarters of coverage. In agriculture the unit is \$100 in a calendar year, which represents one quarter's coverage, but wages in excess of \$400 a year do not qualify for more than four quarters' coverage. Similarly, self-employed persons earning \$400 a year or over are credited with four quarters of coverage.

6. A fully insured person is one who has been credited with 40 quarters of coverage (i.e., ten years' insurable employment, not necessarily consecutive) or, in general, has acquired one quarter of coverage for every four quarters elapsing since 1950 and before attainment of retirement age. A currently insured person is one who has been credited with six quarters of coverage during the 13 quarters immediately preceding death or the date of eligibility for retirement pension.

7. The Old Age, Survivors' and Disability Insurance Scheme takes over the payment of benefits under the special Railroad Retirement Scheme in both survivor and retirement cases where a railroad worker has less than the necessary qualifying ten years of railroad employment, the employment records under both schemes being

Amount of Benefit

8. The amount of benefit is based on the worker's average monthly earnings (up to a creditable maximum of \$4,800 a year) as monthly earnings (up to a creditable maximum of \$4,800 a year) as computed over the number of years spent in covered employment within a specified period beginning with the year 1950 or the year the worker attained the age of 21. Lower paid workers receive more in relation to earnings than do more highly paid workers. Protection for a worker's dependants and survivors is provided without additional cost. Disabled persons are regarded as having reached the age of retirement in the month when disablement took place. With the exception of lump-sum payments in the event of death, benefits

are paid monthly.

9. The basic amount of retirement or disability benefit for a single person is approximately 58.85 per cent. of the first \$110 of the average monthly wage and 21.7 per cent. of the remainder, subject to a minimum of \$40 and a maximum of \$127 a month. The maximum benefit payable to a family is 80 per cent. of the insured person's monthly wage, subject to a ceiling of \$254 a month. The family maximum may, however, never be less than one-and-a-half times the basic amount of benefit payable to a single person. For example, at the age of 62 years or over, a fully insured, retired worker will receive a pension equal to 100 per cent. of the basic amount (reduced by \$\frac{3}{9}\$ per cent. for each month of entitlement before 65); 50 per cent. unreduced for each dependent child; and 50 per cent. (reduced by \$\frac{3}{3}\$ per cent.) for a wife aged 62 or over unless she has a child in her care. A totally disabled worker qualifies for retirement benefit whatever his age.

A surviving spouse if over 62 years of age, and/or dependent parent of a fully insured worker, receive a maximum monthly benefit of 82½ per cent. of the basic amount. The survivors' benefit amounts to 75 per cent. in respect of a dependent or divorced wife,

amounts to 75 per cent. in respect of a dependent or divorced wife, regardless of age, who is caring for a dependent child of the insured person, and in respect of any surviving dependent children. In all cases, a lump-sum payment of three times the monthly retirement benefit, but not more than \$255, is made to the surviving spouse and if there is no surviving spouse, the money goes towards funeral expenses.

Financing the Scheme

10. The scheme is financed by equal employer-worker contributions at the rate of 3\frac{5}{8} per cent. each of wages, excluding amounts above the first \\$4,800 a year. The rate of contribution is to be increased by stages until 1969 when employers and workers will each contribute 4\frac{5}{8} per cent. Self-employed persons pay one-and-a-half times the rate paid by an employed worker. The total amount contributed is deposited in two trust funds: an Old Age and Survivors' Insurance Fund, and a special Federal Disability Insurance Trust Fund which covers benefits to disabled workers and their dependants. The Board of Trustees of the Fund is required by law to make a yearly report to Congress covering the activities of the law to make a yearly report to Congress, covering the activities of the preceding fiscal year, and setting out a programme of expected activities for the following five-year period.

### B. Insurance in respect of Temporary Disability and Sickness

11. There is no general, nation-wide sickness and disability surance scheme for industrial workers in the United States. Most individuals, however, are covered by voluntary sickness insurance schemes individually provided by employers or trade unions, and needy persons can receive medical care through the Federally aided State and local public assistance schemes. At the end of 1962 it was estimated that about three-fifths of all wage and salary earners estimated that about three-fifths of all wage and salary earliers enjoyed some protection against loss of earnings due to short-term non-occupational disability. Schemes operating in the four States that have passed legislation providing partial compensation for loss of earnings during sickness are described below. Including the special schemes for railwaymen, about one quarter of all wage and salary earners in private industry were covered by temporary disability insurance laws in 1962 salary earners in private indust disability insurance laws in 1962.

12. The first sickness insurance legislation was passed in Rhode Island in 1942; California followed in 1946, New Jersey in 1948, and

New York State in 1949. In each case it is compulsory for all workers subject to the legislation to be covered against the risk of loss of earnings through short-term non-occupational disability, although methods of providing protection vary.

13. In Rhode Island there is an exclusive publicly operated insurance fund, financed by a tax of 1 per cent. on wages up to \$3,600 a year, into which fund all contributions are paid, and out of which benefits are disbursed. There is no provision for private schemes, although the employer may provide supplementary benefits at his discretion

benefits at his discretion.

California and New Jersey each operate a State sickness insurance California and New Jersey each operate a State sickness insurance fund, financed by workers' contributions of 1 per cent. and 0·5 per cent. of wages, respectively. In California the maximum covered wage was \$3,600 a year until 1962, and this is being raised by \$500 yearly until 1965. In New Jersey the maximum covered wage is \$3,000 a year, and employers are required to contribute at the basic rate of 0·25 per cent. of the payroll, although the actual amount paid may vary between 0·10 per cent. and 0·75 per cent. according to disability risk and the level of reserves. Employers may contract out in both States, in favour of their own schemes, but any such scheme must conform to the standards of schemes, but any such scheme must conform to the standards of State law, and workers' contributions must not exceed what they State law, and workers' contributions must not exceed what they would be required to pay into the State fund, the cost of any excess being borne by the employer. In New York State the employer is under a statutory obligation to protect his employees, and so long as benefits of a specified level are provided, he is free to choose his own method (i.e., group insurance, self-insurance, collective agreement, or purchasing insurance from the State Insurance Fund). For benefits not exceeding the statutory benefits, workers contribute 0.5 per cent. of wages up to a maximum contribution of 30 cents a week any additional cost being borne by the employer 30 cents a week, any additional cost being borne by the employer. In 1961, 26 per cent. of the workers in California, 59 per cent. in New Jersey and over 95 per cent. in New York, were covered by private sickness insurance schemes.

14. The four temporary disability insurance laws cover most commercial wage and salary earners in private employment, with the exception of farm labourers (who are, however, covered in California) domestic semants family and provide the control of the control o exception of farm labourers (who are, nowever, covered in Canfornia), domestic servants, family workers, government employees, employees of certain non-profit organisations and self-employed persons. The following are excluded: (a) In New Jersey, firms employing fewer than four workers in 20 weeks; and (b) in California, firms with a payroll of less than \$100 a quarter. In the State of New York, aged persons fully insured under the Federal State of New York, aged persons fully insured under the Federal Social Security Scheme may contract out of the State scheme, but coverage is otherwise practically universal, insurance being lsory for all those employing one or more workers for at least 30 days in a year.

15. In Rhode Island, California and New Jersey the sickness insurance schemes are administered by the same agency that administers unemployment insurance, and in the State of New York by the Workmen's Compensation Board which, however, limits its functions to general supervision over private schemes, setting standards of performance and adjudicating disputed claims. The actual business of assessing and paying benefits is almost exclusively done by the private plan operating the scheme. A similar procedure obtains in respect of private insurance schemes in California and New Jersey, the State unemployment insurance agency limiting itself to supervisory and adjudicative functions. agency limiting itself to supervisory and adjudicative functions. All the State laws require the claimant to be under the care of a physician.

### Benefits

16. In all four State schemes weekly benefit amounts are related to the claimants' previous earnings in insured employment. In general, the benefit is designed to replace for a limited time one-half or more of the normal weekly wage, but there is an absolute limit on minimum or maximum amounts payable in one week, so that lower paid groups are relatively better off during sickness than are higher paid groups. In all four schemes the maximum period of benefit is 26 weeks and, in general, there is a waiting period of one week or seven consecutive days. In order to qualify for benefit a claimant must have a specified amount of past employment or earnings during the 52 weeks preceding disability (four consecutive weeks or more in New York; 17 weeks in New Jersey and 20 weeks in Rhode Island; and a minimum of \$300 in earnings in California\*) in Rhode Island; and a minimum of \$300 in earnings in California\*).

17. The laws in all four States exclude or limit benefits for disability due to pregnancy; they also contain restrictions on the payment of sickness benefit during periods when workmen's compensation is payable; also a claimant may not draw sickness and unemployment benefit simultaneously. The State of Rhode Island is the most generous in its provisions, e.g., weekly sickness benefit is payable at the same time as workmen's compensation, to provide a total weekly benefit of 85 per cent. of wages, subject to an provide a total weekly benefit of 85 per cent. of wages, subject to an overall maximum of \$62 a week, augmented by dependants' allowances. Similarly, sickness benefit in Rhode Island is payable in full, even if the claimant is simultaneously drawing wages or salary. The State of New York, on the other hand, does not pay sickness benefit for disability arising out of employment, even where this is not covered by workmen's compensation, and wages paid during sickness (unless deemed to be voluntary aid by the employer) are deductible from sickness benefit are deductible from sickness benefit

18. Except for Rhode Island, where identical statutory provisions apply to all insured workers, private schemes may deviate sharply from statutory specifications, although in all cases the benefits provided must be at least equal to those under the State-operated cheme. In New York, the criterion is that schemes should be actuarially equivalent" to the statutory formula, i.e., if the private scheme is inferior in certain respects, the discrepancy may be

\* Under private schemes in California and New Jersey a worker is covered for benefit as soon as he becomes employed, or alternatively, is subject to a probationary period of one to three months, but loses his coverage as soon as employment is discontinued for more than two weeks.

balanced by superiority in others. Thus, medical, hospital and surgical benefits may be substituted for cash sickness benefits up to 40 per cent. of the statutory scale. In practice, however, financial considerations tend to eliminate any provisions that are notably more liberal than the statutory minimum formula, since the law forbids employees to pay higher premiums under private schemes than are permitted under State insurance.

19. All States which allow private sickness insurance schemes

than are permitted under State insurance.

19. All States which allow private sickness insurance schemes provide for the contingency of privately insured workers falling ill when changing employment, or during periods of unemployment. Thus, California and New Jersey specify that such workers are covered for two weeks after leaving their employment and New York for four weeks (unless they become employed again immediately). After these lapses of time they are entitled to benefits from State operated funds. In New Jersey benefit is paid in the event of a worker becoming sick when unemployed, or when in non-insured employment up to a maximum of 24 weeks at one time. In the employment up to a maximum of 24 weeks at one time. In the State of Rhode Island, which has a single State Insurance Fund assuring workers of continuous protection, there is no need to distinguish between employed and unemployed workers.

distinguish between employed and unemployed workers.

C. Workmen's Compensation or Industrial Accident Insurance
20. Legislation to protect workers and their survivors against the consequences of injury or death in connection with their employment was one of the earliest forms of social insurance to be developed in the United States. The first legislation, which was passed by the Federal Government in 1908, granted limited compensation to certain Federal employees in extra hazardous jobs; it was superseded in 1916 by an Act applying to all Federal employees. After 1908 the States, in their turn, introduced their own schemes, the earliest State laws being those of Washington and Kansas, which were both passed in 1911, but did not take effect immediately. The first State actually to implement workmen's compensation legislation was Wisconsin, where the law was passed and came into effect in 1911. By 1944 laws were in force in 44 States and in Puerto Rico, but it was not until 1948 that the last State law was passed. There are at present 54 workmen's compensation laws in force, including two Federally financed workmen's compensation schemes for Federal Government employees and longshoremen and harbour Federal Government employees and longshoremen and harbour workers. There is also a scheme covering private employees in the District of Columbia. Railroad workers in inter-State commerce and seamen in the American merchant marine service are protected under the Federal statutory provisions for employer liability, which give the injured worker an action in negligence against the employer who may not plead the common-law defence of fellow servant or assumption of risk.

21. In all about four-fifths of the nation's wage and salary earners are protected by workmen's compensation laws. The range of occupations covered varies from one State to another. In some State laws there is broad coverage with very few exclusions; in others, coverage is limited to employees of specified political sub-divisions or to workers in hazardous occupations, and in no case are all occupations covered. The most frequent exemptions are domestic servants, agricultural workers and casual labour, but in Alaska, California, Connecticut, Hawaii, Massachusetts, Ohio, in Alaska, California, Connecticut, Hawaii, Massachusetts, Ohio, Vermont and Puerto Rico agricultural workers have the same protection as other workers, and in Arizona, Kentucky, Louisiana, Minnesota, New York, Oklahoma, South Dakota, Wisconsin and Wyoming the protection is extended to agricultural workers in certain mechanised or power occupations. In 28 States employers with fewer than a specified number of employees (from two to 15) are exempt from the obligation to provide insurance against occupational injuries

22. In 30 of the States the obligation to compensate workpeople 22. In 30 of the Stafes the obligation to compensate workpeople for industrial injury and death is compulsory for most employers; in 24 States the provision of workmen's compensation is voluntary, but an employer who does not comply forfeits the customary common-law defence against suits brought by employees. Some laws may be compulsory in respect of one category of worker and voluntary in respect of another. Similarly, the method of providing insurance varies, the most common method being to take out policies with commercial insurance companies against the risk of policies with commercial insurance companies against the risk of industrial accidents, where a firm is not competent to carry its own risk. In 19 jurisdictions there is a State insurance fund, which may risk. In 19 jurisdictions there is a State insurance fund, which may be exclusive and compulsory or merely competing with private insurance carriers. States with an exclusive fund are: Nevada, North Dakota, Ohio, Oregon, Washington, West Virginia, Wyoming and Puerto Rico. In Arizona, California, Colorado, Idaho, Maryland, Michegan, Montana, New York, Oklahoma, Pennsylvania and Utah employers may either insure with the State fund or with a private company, or may self-insure. In the remaining States, and under the provisions of the Federal Longshoremen's and Harbour Workers' Compensation Act, employers may either insure with a private insurance company or qualify for may either insure with a private insurance company or qualify for self-insurance. The Federal Employees' Compensation Act is

financed by appropriations of Congress.

23. In order to qualify for benefit it must, in general, be established that the injury or death "arose out of and in the course of employment". There is no need to show negligence by the employer and only rarely does negligence by the worker constitute an obstacle to his right to benefit; but injuries due to intoxication, wilful his right to benefit; but injuries due to intoxication, wilful misconduct or gross negligence are generally excluded. The majority of laws cover all types of occupational disease, including injuries due to radiation. Some laws limit protection to specified diseases or restrict the scope of benefits in the case of dust diseases (e.g., silicosis and asbestosis). There is frequently a time limit imposed within which a claim must be filed in order to be valid. In the case of permanent partial disability, the typical law recognises two categories, i.e., specific or scheduled injuries involving the loss of a member or organ, and general disability caused, for example, by an injury to the head or back. Some States pay additional amounts for disfigurement, and in others disability due to industrial disease is compensated at lower rates than disability due to industrial accidents.

24. Benefits include periodic cash payments and medical services to the worker during disablement; and death and funeral benefits to the family of a deceased worker, varying according to individual States, from a life pension to the widow (provided she does not re-marry) and dependants' allowances (in 20 States) to a lump-sum death benefit (in two States only). Where a life pension is granted, however, this is frequently subject to a total amount of limitation, and some State laws restrict payments to specified periods, ranging and some State laws restrict payments to specified periods, ranging from 300 to 600 weeks. Cash benefits for temporary total disability, permanent partial or total disability or the death of the breadwinner are usually calculated as a percentage of weekly earnings, most commonly 60.0, 65.0 or 66.66 per cent., subject to maximum weekly amounts ranging from \$35 to \$55 a week or more. In recent years benefits have not kept pace with rising wages and the increased cost of living. It has been estimated that, on average, benefits to injured workers are only about 50 per cent, of wages. In some States percentages vary according to the worker's marital status and the number of dependent children. 25. A waiting period is imposed in all States and there is usually

a limit beyond which compensation ceases to be payable, expressed either in terms of time or aggregate of benefit paid out; however, in 32 States benefit is payable throughout the entire period of tota disability where there is indication of permanent injury. In 15 States supplementary benefits for dependants are paid. Where disability continues for a stipulated period of time the payment of benefit is usually retroactive to the date of injury.

26. The workmen's compensation schemes are financed almost exclusively by the employer, on the principle that industrial accidents form part of the cost of production. In a few States the employee is required to make an insignificant contribution to cover hospital and medical benefits. The cost to the employer varies according to the risks involved in the occupation, and may be as little as 0·1 per cent, of the payroll, or as much as 20 per cent, or more in hazardous occupations. The average cost of insurance against industrial accident is about 1 per cent, of the payroll (1961).

27. In 19 States and in Puerto Rico workmen's compensation is stered by the State department of labour, 26 States have independent workmen's compensation agencies (in two of which the State department of labour participates) and in the remaining five States there is Court administration. Federal legislation is administered by the United States Department of Labor Bureau

of Employees' Compensation.

28. In 27 States there are laws which contain special provisions concerning the rehabilitation of a worker injured during the course of his employment. In Ohio, Oregon, Rhode Island, Washington and Puerto Rico direct rehabilitation facilities are available to injured workers to help them regain their earning ability: in addition to any special rehabilitation benefits and services provided under State laws, injured workers may also be eligible for the Federal-State rehabilitation schemes operated by the State divisions of vocational rehabilitation for the benefit of disabled persons in general, irrespective of how the disability arose. In order to encourage the employment of handicapped persons, 49 State laws provide for "subsequent injury" funds to cover the employer's enhanced risk in taking on a disabled worker.

### D. Unemployment Insurance

29. The Federal Social Security Act of 1935 enabled individual States to make their own unemployment insurance laws by removing the major obstacle of inter-State competition. The Federal Unemployment Tax Act levies a Federal payroll tax on the employer of 3·1 per cent. on the first \$3,000 earned by a worker in a calendar year, against which tax he receives a credit of 2·7 per cent. of his taxable payroll where he is contributing to the unemployment trust fund under a State-approved unemployment insurance law (e.g., one that contains the provisions required by the Federa Unemployment Tax Act). Thus, employers in a State where there is approved legislation pay no more than 0.4 per cent. of the taxable payroll to the Federal Government. The Federal taxable payroll to the Federal Government. The Federal unemployment tax was temporarily increased to 3.5 per cent. (0.8 per cent. to the Federal Government) from 1st January 1962 to finance the cost of additional benefits payable to workers who exhausted their regular benefits under State laws. There is no exhausted their regular benefits under State laws. There is no Federal unemployment tax on workers. State unemployment insurance schemes are financed mainly by employer contributions and with the exception of Alabama, Alaska and New Jersey, workers are not required to contribute. All State laws operate some system of experience rating by which the employer's contribution is varied according to the unemployment experienced within his firm. In 1962 the average employer's contribution under State legislation was 2 · 4 per cent. of the covered pay-roll.

State legislation was 2·4 per cent. of the covered pay-roll.

30. The State of Wisconsin was the first to pass unemployment insurance legislation which was enacted in 1932. However, no benefits were payable until July 1936, in which year the Wisconsin State law was amended to become part of the Federal-State system. By 30th June 1937 there were approved laws in 50 States and the District of Columbia, and by July 1939 the scheme covered the whole of the United States. The Commonwealth of Puerto Rico joined the scheme in January 1961. Civilian employees of the Federal Government and ex-servicemen who entered the Service after 31st January 1955 or were released after 27th October 1958 are covered by special Federal schemes, and receive benefit under the same terms and conditions as apply under the State law, the same terms and conditions as apply under the State law through the State employment security agencies acting on of the Federal Government. Railwaymen who were originally covered by the Federal Unemployment Insurance Scheme have their own scheme which was introduced in 1939 and is operated by the United States Railroad Retirement Board.

### Entitlement to Benefit

31. Unemployment benefit is payable as a right and is not subject to a means test. The entitlement to benefit is determined on the

basis of employment and earnings in a covered occupation during a previous stipulated period of time known as the "base" period; (usually the four quarters, or the first four quarters of five calendar quarters, immediately preceding the claim for benefit). In certain States the worker must have earned a flat minimum amount ranging from \$250 to \$800 during the base period; others express the earnings requirement as a multiple (usually 30) of the weekly benefit amount. There is usually a further condition that wages should have been earned in more than one calendar quarter or that a specified amount should have been earned outside the claimant's quarter of peak earnings; some States merely require that qualifying earnings should total one-and-a-half times the earnings during the peak quarter, or that an individual should have worked for a specified number of weeks for a minimum specified weekly wage. In certain States there is also provision to ensure that claims are based on recent unemployment, and to limit the payment of benefit in a second benefit year without intervening employment. All but three States impose a waiting period, which is usually one week after unemploy-

32. In order to qualify for benefit a claimant must be capable of working and be available for work, as proved by registration for employment at a public employment office. Some States exclude students and married or pregnant women. Workers are disqualified from benefits if they leave their employment without good cause; are discharged for misconduct connected with their work; are unemployed as a result of direct participation in a labour dispute; or refuse without good cause to apply for or accent suitable. or refuse, without good cause, to apply for or accept suitable employment. The period of disqualification varies according to State legislation and individual circumstances. However, the Federal Unemployment Tax Act provides that no State can deny benefit to a claimant who refuses to accept proffered employment that violates certain conditions designed to protect established standards of wages, working conditions and union affiliation. In general, also, a worker is disqualified from benefit if he is receiving certain other forms of remuneration such as wages in lieu of notice, severance pay, workmen's compensation for partial disability, or a retirement pension under the Social Security Act or private pension scheme, although many States pay the difference between the amount of unemployment benefit and the income from other sources, where the latter is less.

### Scope of the Insurance

33. In most States unemployment insurance is limited to employment covered by the Federal Unemployment Tax Act which relates primarily to industrial and commercial workers in private industry. primarily to industrial and commercial workers in private industry. The Federal Act excludes agricultural workers, private domestic servants, self-employed persons, State and local government employees, most workers employed by non-profit organisations and workers in private firms employing fewer than four employees in 20 weeks in a year. A number of State laws contain more generous provisions and stipulate that firms with fewer than four employees should be covered. At the end of 1962 this was the practice in 23 States and the District of Columbia. Similarly, some States cover other types of employment excluded from the Federal Act. For example 24 States cover certain State and local government employees

### Amount of Benefit and Duration

34. Benefit under all State laws is paid by the week; the amount payable for a week of total unemployment varies according to past earnings, and is subject to maximum and minimum limits. Benefit is also paid in respect of weeks of partial unemployment where the claimant is employed for less than his regular full-time hours and earnings are below the weekly benefit for total unemployment. In the majority of cases benefit is calculated on a fraction or percentage of earnings in the highest calculated. fraction or percentage of earnings in the highest calendar quarter of the "base" period (in seven States it is computed as a percentage of annual wages and in six States benefit is based directly on the average weekly wage in selected recent weeks of employment). In these, and certain other States using the fraction or percentage method, the schedule is weighted to provide relatively more generous benefits to lower-paid workers. In all the States (excluding Puerto Rico) there is a stipulated maximum weekly benefit which varies from \$30 to \$55 (without the allowances for dependants provided by 12 State laws). In 1961 about 56 per cent. of the workers covered by unemployment insurance were entitled to a weekly maximum benefit of \$40. In practice the imposition of a maximum limit tends to reduce the benefit entitlement of workers to below the norm of 50 per cent. because legislation to increase maximum payments does not keep pace with rising wages; in 1961 the average weekly benefit for the whole of the United States was \$34, equivalent to about 36 per cent. of the average weekly wage. In eight of the States and the District of Columbia provision has been made to deal with this difficulty by making the maximum amount of total benefit equal to between 50 and 55 per cent. of the State average weekly wage.

35. In 11 States and the District of Columbia there are supple mentary benefits for a dependent wife and children below the age of 16 or 18 (or over if incapacitated); the allowance for each dependant varies between \$1 and \$9 a week subject, in all cases, an upper total cash limit.

36. The maximum number of weeks during which a worker is entitled to unemployment benefit varies according to the provisions of the several State laws. In 1961 the national average period in respect of which benefit could be claimed was 24 weeks. The basic maximum at present ranges between 22 and 39 weeks; all but five States (excluding Puerto Rico) pay benefits for a maximum of 26 weeks or more. Six States have passed permanent legislation, and two States temporary legislation, to extend the maximum duration of benefit automatically for a further period of from eight to 13 weeks when insured unemployment within the State reaches a specified level, in order to protect claimants who may have exhausted basic benefit rights.

### E. Schemes covering Special Groups of Workers

38. About 800,000 workers employed by the United States Railroads and certain affiliated organisations are covered by comprehensive Federal social insurance schemes established under the Railroad Retirement Act of 1937 and the Railroad Unemployment Insurance Act of 1938. Benefits under the former law are payable after ten years' creditable service, prior to the attainment of which railroad workers and their dependants are covered in respect of the deficient period by the Social Sequility Act of 1025 respect of the deficient period by the Social Security Act of 1935.

respect of the deficient period by the Social Security Act of 1935.

39. The Railroad Retirement Act, which is administered by the tripartite Railroad Retirement Board, representing management, labour and the public interest, provides a separate retirement scheme for railroad workers, with retirement pensions and allowances for a spouse and other dependants as well as pensions for the survivors of a deceased beneficiary (if fully insured) that are more generous than those provided by the Federal Social Security Act. Retired railroad workers and their families are entitled to total monthly benefits of not less than 110 per cent. of the amount that would be payable if their employment since 1936 had been covered by the Social Security Act. The scheme is financed by equal employer/worker contributions totalling at present 14½ per cent. of the first \$400 a month paid to each worker. The employee's share of the contribution is deducted by the employer, and the entire contribution is paid into a special fund within the United States Treasury. After 1964 the rate of joint contribution will be successively increased up to 18½ per cent. in 1968. successively increased up to 181 per cent. in 1968.

40. Railroad employees are eligible for a full, lifelong retirement pension at the age of 65 years, subject to having been employed for at least ten years (120 months) in the railroad industry, plus full supplementary benefits for a dependent spouse, if aged 65 or over, or a wife aged below 65, if caring for a child of the beneficiary; a childless spouse may opt for a reduced benefit at the age of 62. Where a retiring railroad worker has less than ten years' service his wage credits in railway employment are transferred to the Federal Old-Age, Survivors' and Disability Insurance Scheme, and eligibility is determined and benefits disbursed under that Scheme on the basis of the combined qualifying earnings. A similar on the basis of the combined qualifying earnings. A similar procedure is used to determine survivors' benefits where a railroad worker dies before completing his qualifying ten years of service. Pensions are actuarially reduced for workers who retire at the age Pensions are actuarially reduced for workers who retire at the age of 60 or 62, according to length of service, except for women with 30 years of service. A worker who is receiving a railroad retirement pension forfeits his pension, together with any supplementary benefits for dependants, in respect of any month during which he returns to his former railroad employer or to the employment of the last non-railroad employer, should the worker happen not to have been employed on the railroads at the time application for a pension was made. A permanently disabled railroad worker is pension was made. A permanently disabled railroad worker is entitled to a pension, irrespective of his age, provided he fulfils the necessary qualifying conditions. In respect of a disability that does not of itself debar a former railroad employee from performing work in some other industry, the railroad pension is payable at the age of 60 after ten years' qualifying service, or at any age after 20 years' service, provided the most recent 12 months of employment within the 30 months immediately preceding retirement were in the

41. Survivors' benefits are payable to a widow or dependent widower at the age of 60; to dependent, unmarried children under 18 (unless there is permanent disability suffered before that age, when there is no age limit); to widows of any age if in charge of a child entitled to benefit; and to dependent parents at the age of 60, provided there is no surviving spouse or child of the beneficiary. Where there is no entitlement to a survivor's pension a lump-sum grant equal to ten times the dead worker's basic entitlement is paid to the surviving spouse; failing this the money is paid towards

funeral expenses.

42. The amount of the retirement or disability pension is normally based on years of service and average monthly earnings, up to a maximum of \$400 a month. The average retirement pension awarded in December 1962 was \$145 a month and the average disablement pension \$127 a month. Dependent wives' benefits averaged \$51 a month. The maximum amount payable in December 1962 was \$211 a month, but it is assumed that after 1966 there will be a steen increase in maximum pensions. At present total family be a steep increase in maximum pensions. At present, total family benefits may not exceed a maximum of \$279 a month or be lower

43. Until 1938 railroad workers were covered by the Federal-State unemployment insurance scheme, but in that year the Railroad Unemployment Insurance Act was introduced, with effect from 1st July 1939. In 1946 the Railroad Unemployment Insurance legislation was extended to include temporary cash sickness and maternity benefits. The scheme is financed solely out of employers' contributions, the amount payable being assessed on a sliding-scale basis depending on the balance in the Railroad Unemployment Insurance account on 30th September of the preceding year. Since 1st June 1959 this rate has been 3.75 per cent. of the worker's earnings up to \$400 a month. In 1962 and 1963 this was temporarily increased by ½ per cent. to meet the cost of temporary extended benefits to workers who have exhausted their regular entitlement.

benefits to workers who have exhausted their regular entitlement.

44. Entitlement to benefit is governed by conditions similar to those that apply under Federal-State unemployment insurance schemes. Daily unemployment cash benefit ranges from \$4.50 to \$10.20 a day and is established on a schedule of yearly earnings up to \$4,000 and over. There is a four-day waiting period in the first 14-day claim period. Benefit may never be less than 60 per cent. of the regular rate of pay in the last period of railroad unemployment within the base year. The so-called benefit year begins on 1st July, and a worker may draw in one such year, for a period limited to 130 days (26 weeks), cash benefit equivalent to the amount of wages earned in the base year. After ten to 14 years' service workers qualify for 65 additional days (13 weeks) of unemployment benefit, and after 15 or more years 130 additional days are allowed. Similar benefits are payable in respect of sickness but there is an initial waiting period of seven days in the first 14-day claim period and a four-day waiting period in respect of suchness may not be combined within the same registration period. Maternity benefit is payable for 116 days, the maximum amount being equal to the maximum for other sickness benefits.

45. The scheme is administered by the Railroad Retirement

45. The scheme is administered by the Railroad Retirement Board through a central office responsible for maintaining wage and service records and seven regional offices which deal with the adjudication of claims and the supervision of the field offices located within the region: these field offices provide help and information to employers and workers and maintain a free employment service for railroad employees. In order to claim benefit the employee must register in person with a railroad unemployment claims agent (usually a railroad employee authorised to act in that capacity). A single claim covers 14 consecutive days and the claimant is required to appear at least once a week and register for each day he wishes to claim. After 14 days he must file another claim for a further 14-day period. In order to claim sickness benefit a worker must provide identifying information concerning himself, his last railroad employment and when sickness began, together with a doctor's certificate in support of his statements. Appeals against determinations on claims can be made to a reviewing body appointed by the Railroad Retirement Board; to the Board itself; and in the final resort to the United States Circuit Court of Appeals. 45. The scheme is administered by the Railroad Retirement

46. About 2.4 million Federal Government employees are covered by special social insurance schemes, providing for separate retirement pensions, life insurance, health insurance and unemploynent insurance and workmen's compensation.

47. Federal Government employees receive paid sick leave and are covered for unemployment pay under a section of the Social Security Act of 1954. The scheme is operated by State agencies acting for the Federal Government. The amount and duration of acting for the Federal Government. The amount and duration of benefit is determined according to the law of the State to which the claimant's Federal wages are assigned. In the case of a claim based on both Federal civilian wages and private wages in one State the benefit right is assessed on the basis of combined earnings. A small number of States have a high proportion of total Federal employment and therefore deal with a high percentage of all claims filed. In 1958 the States of New York, California, Washington, Texas, Pennsylvania, Illinois and Tennessee and the District of Columbia housed 46 per cent. of the covered Federal workers, and 51 per cent. of the initial claims were filed in those jurisdictions. Of all benefits to Federal employees 54 per cent. were paid under eight State laws. eight State laws.

eight State laws.

48. General or special retirement schemes administered by States or localities cover 4.9 million employees, i.e., about three-quarters of the persons employed by these governments. The provisions of the schemes vary but like the Federal scheme most of them require contributions from both the government and the employee, and the majority provide for retirement on account of disability as well as old age. In most cases a considerable period of service is required in order to qualify for a substantial pension, and as a rule paid contributions are refundable if the employee leaves his employment before the age of retirement. Except for special schemes for policemen and firemen, there is only limited provision for the survivors of a deceased government employee.

49. Since 1950 groups of State and local employees not covered by their own schemes have been able to benefit by the Federal scheme of old-age, survivors' and disability insurance, and in 1954 the provision for voluntary coverage was further extended to persons belonging to separate State and local retirement schemes. Many State and local government employees are entitled to paid sick leave and contribute to voluntary group life insurance and sick leave and contribute to voluntary group life insurance and group health insurance schemes. A considerable number of government bodies cover their workers against the risk of occupational injury through the State workmen's compensation schemes, but only a few jurisdictions operate schemes under State unemployment insurance laws.

ment insurance laws.

50. Since October 1948 ex-servicemen have been eligible for unemployment insurance benefit under Public Law No. 848 which provides that active military service is "Federal Service" under certain conditions. The Servicemen's Readjustment Act of 1944 established a special scheme of allowances to ex-servicemen from World War II, and similar legislation—the Veterans' Readjustment Assistance Act of 1952—provided the same facilities for ex-servicemen from the Korean War. Benefits were payable for unemployment within three years after the effective date of release from the Forces and before 31st January 1960. The amount of benefit was fixed by Federal law.

# EMPLOYMENT, UNEMPLOYMENT, ACCIDENT

### AND OTHER STATISTICS

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# Employment in Great Britain in July

The Table below and the Table on the next page show the changes in employment in Great Britain between June and July 1963, and in comparable recent periods.

Ministry of Labour Gazette September 1963

The employment figures for all dates after June 1962 are provisional and subject to revision in the light of more complete information to be derived from the count of National Insurance cards in mid-1963.

### TOTAL WORKING POPULATION

The Table below gives changes in the total working population between mid-June and mid-July 1963, together with figures for recent months, for mid-July 1962 and for June of each year from 1959. The total working population represents the estimated number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. It has three componregister themselves as available for such work. It has three components, for which separate figures are given, (1) the numbers in civil employment, (2) the numbers wholly unemployed and (3) the numbers in H.M. Forces and Women's Services. The numbers in civil employment are analysed by broad industrial groups and the figures include employers and persons working on their own account as well as employees. They also include persons temporarily laid off but still on employers' pay-rolls and those unable to work on account of sickness. Part-time workers are counted as full units

### NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page gives, for those industries for which comparable figures are available, the numbers employed at mid-July 1962 and May, June and July 1963. The figures relate to all employees except those registered as wholly unemployed, i.e., they include persons temporarily laid-off but still on employers' payrolls and persons unable to work on account of sickness. They exclude employers and persons working on their own account and are thus different in scope from those given in the Table on this page. Satisfactory estimates of monthly changes in the numbers of employers and persons working on their own account cannot be made. cannot be made

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

### TOTAL WORKING POPULATION OF GREAT BRITAIN: JULY 1963

Industry or Service	End-June 1959	End-June 1960	End-June 1961	Mid-June 1962	Mid-July 1962*	Mid-May 1963*	Mid-June 1963*	Mid-July 1963*	Change June-July 1963
Agriculture and fishing Mining and quarrying	999 826	983 761	948 731	920 712	925 710	878 688	893 685	900 682	+ 7
Food, drink and tobacco Chemicals and allied industries Metal manufacture Engineering and electrical goods Shipbuilding and marine engineering Vehicles Metal goods Textiles Clothing and footwear Other manufactures	818 520 576 1,938 264 869 519 851 565 1,557	821 531 619 2,058 252 919 556 845 582 1,628	832 532 631 2,147 241 898 569 842 585 1,651	828 518 596 2,182 236 883 560 806 581 1,662	844 518 594 2,175 235 880 559 804 578 1,661	815 508 584 2,143 210 871 557 796 572 1,650	826 508 583 2,137 209 870 556 792 565 1,647	844 509 583 2,135 210 868 556 792 561 1,651	+ 18 + 1 2 + 1 2  4 + 4
Total in manufacturing industries	8,477	8,811	8,928	8,852	8,848	8,706	8,693	8,709	+ 16
Construction	1,523 374 1,672 3,209 4,874 505 738	1,567 370 1,662 3,284 4,947 502 741	1,617 379 1,683 3,312 5,060 511 756	1,653 387 1,688 3,367 5,227 520 772	1,656 387 1,693 3,389 5,245 522 772	1,647 397 1,657 3,345 5,243 535 776	1,657 397 1,658 3,350 5,273 535 776	1,647 397 1,661 3,368 5,288 535 776	- 10 + 3 + 18 + 15
Total in civil employment	23,197 15,308 7,889	23,628 15,526 8,102	23,925 15,682 8,243	24,098 15,769 8,329	24,147 15,786 8,361	23,872 15,610 8,262	23,917 15,619 8,298	23,963 15,630 8,333	+ 46 + 11 + 35
Wholly unemployed	379 275 104	290 210 80	251 184 67	372 278 94	380 285 95	518 386 132	461 346 115	436 328 108	- 25 - 18 - 7
H.M. Forces and Women's Services Males Females	565 550 15	518 503 15	474 459 15	442 425 17	441 424 17	428 410 18	427 410 17	425 408 17	_ 2 2
Total working population	24,145 16,137 8,008	24,436 16,239 8,197	24,650 16,325 8,325	24,912 16,472 8,440	24,968 16,495 8,473	24,818 16,406 8,412	24,805 16,375 8,430	24,824 16,366 8,458	+ 19 - 9 + 28

\* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1963 count of National Insurance cards,

(88383)

Industry	M	id-July 196	52*	Mi	d-May 19	63*	Mi	d-June 19	63*	M	id-July 19	63*
The second secon	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc. Coal mining	623.9	18.1	642.0	602 · 4	18.1	620.5	599 · 3	18-1	617.4	595.5	18.1	613-6
Food, drink and tobacco Grain milling Bread and flour confectionery Biscuits Bacon curing, meat and fish products Milk products Sugar Cocoa, chocolate and sugar confectionery Fruit and vegetable products Animal and poultry foods Food industries not elsewhere specified Brewing and malting Other drink industries Tobacco	470·6 33·7 89·4 19·2 40·3 25·2 12·6 40·5 33·6 15·7 22·9 80·2 39·7 17·6	358·1 8·8 60·8 38·2 37·1 12·6 4·1 59·2 50·2 4·3 17·9 20·2 22·6	828.7 42.5 150.2 57.4 77.4 37.8 16.7 99.7 83.8 20.0 40.8 100.4	462·2 34·1 89·7 18·5 39·7 23·6 12·6 39·7 31·6 15·8 23·2 78·2 38·4	338·1 8·9 61·1 34·4 36·9 11·2 4·0 54·2 42·8 4·1 17·3 19·5 20·7	800·3 43·0 150·8 52·9 76·6 34·8 16·6 93·9 74·4 19·9 40·5 97·7 59·1	466·6 34·0 90·9 18·4 40·2 24·5 12·6 39·8 31·8 15·8 23·3 78·7 39·4	344·8 8·9 61·7 35·2 37·8 11·5 4·0 55·3 44·7 4·1 17·4 19·6 21·4	811·4 42·9 152·6 53·6 78·0 36·0 16·6 95·1 76·5 19·9 40·7 98·3 60·8	473·7 34·1 92·5 18·6 40·9 24·1 12·6 39·9 34·8 15·9 23·5 79·4	355·8 8·8 63·2 36·2 38·6 11·7 4·0 56·9 50·7 4·2 17·1 19·7 21·5	829 · 5 42 · 5 155 · 7 54 · 8 79 · 5 35 · 8 16 · 6 96 · 8 85 · 5 20 · 1 40 · 6 99 · 1
Chemicals and allied industries Coke ovens and manufactured fuel Mineral oil refining Lubricating oils and greases Chemicals and dyes Pharmaceutical and toilet preparations Explosives and fireworks Paint and printing ink Vegetable and animal oils, fats, soap, etc. Synthetic resins and plastics materials Polishes, gelatine, adhesives, etc.	374·4 16·6 27·4 6·9 170·1 32·5 19·7 34·3 30·0 28·2 8·7	22·1  141·7 0·5 4·1 2·3 44·3 41·6 10·2 14·0 14·1 5·7 4·9	39·7 516·1 17·1 31·5 9·2 214·4 74·1 29·9 48·3 44·1 33·9 13·6	17·1 368·4 16·1 26·8 6·8 165·8 33·2 18·4 33·2 30·5 28·8 8·8	23·0 137·9 0·5 4·0 2·3 43·3 40·9 9·2 13·6 13·7 5·5 4·9	40·1 506·3 16·6 30·8 9·1 209·1 74·1 27·6 46·8 44·2 34·3 13·7	367·6 16·1 26·8 6·8 165·4 33·3 18·2 33·1 30·3 28·8 8·8	23·2 137·9 0·5 4·0 2·3 43·2 41·2 9·1 13·6 13·7 5·4 4·9	40·4 505·5 16·6 30·8 9·1 208·6 74·5 27·3 46·7 44·0 34·2 13·7	17·5 368·4 16·1 26·8 6·8 165·7 33·7 18·1 33·3 30·1 29·0 8·8	23·2 138·4 0·5 4·0 2·3 43·2 41·6 9·0 13·6 13·9 5·4 4·9	40·7 506·8 16·6 30·8 9·1 208·9 75·3 27·1 46·9 44·0 34·4 13·7
Metal manufacture Iron and steel (general) Steel tubes Iron castings, etc. Light metals Copper, brass and other base metals	520·5 256·6 46·7 106·5 43·4 67·3	73·2 24·5 8·9 14·0 10·6 15·2	593·7 281·1 55·6 120·5 54·0 82·5	510·6 251·3 44·8 104·5 43·5 66·5	72·0 23·6 8·5 13·8 10·6 15·5	582·6 274·9 53·3 118·3 54·1 82·0	510·6 251·8 44·9 104·3 43·4 66·2	71.6 23.3 8.5 13.8 10.6 15.4	582·2 275·1 53·4 118·1 54·0 81·6	511·4 252·7 45·0 104·0 43·5 66·2	71·6 23·4 8·5 13·7 10·7 15·3	583·0 276·1 53·5 117·7 54·2 81·5
Engineering and electrical goods Agricultural machinery (exc. tractors) Metal-working machine tools Engineers' small tools and gauges Industrial engines Textile machinery and accessories Contractors' plant and quarrying machinery Mechanical handling equipment Office machinery Other machinery Industrial plant and steelwork Ordnance and small arms Other mechanical engineering Scientific, surgical, etc. instruments Watches and clocks Electrical machinery Insulated wires and cables Telegraph and telephone apparatus Radio and other electronic apparatus Domestic electric appliances Other electrical goods	1,579 · 4 31 · 6 81 · 9 43 · 4 35 · 0 45 · 7 22 · 7 50 · 4 43 · 8 285 · 1 137 · 5 24 · 0 170 · 6 87 · 2 7 · 5 164 · 3 41 · 6 41 · 5 144 · 6 38 · 9 82 · 1	569·4 4·8 14·3 13·5 6·2 7·9 3·3 7·5 18·7 61·9 17·7 6·2 47·3 47·6 7·5 56·3 22·1 26·7 114·9 23·6 6·4	2,148 · 8 36 · 4 96 · 2 56 · 9 41 · 2 53 · 6 26 · 0 57 · 9 62 · 5 347 · 0 155 · 2 30 · 2 217 · 9 134 · 8 15 · 0 220 · 6 63 · 7 68 · 2 259 · 5 62 · 5 14 · 5 15 · 9 16 · 9 17 · 9 18 ·	1,549·0 31·8 78·8 40·7 34·0 43·7 22·5 47·8 41·4 279·5 128·4 23·6 167·1 87·9 7·4 162·9 41·7 43·1 144·9 40·3 81·5	568·3 4·7 13·9 12·7 6·1 7·5 3·3 7·5 16·8 60·7 16·5 6·2 46·7 47·6 7·7 55·5 22·1 29·0 117·7	2,117·3 36·5 92·7 53·4 40·1 51·2 25·8 55·3 58·2 340·2 144·9 29·8 213·8 135·5 15·1 218·4 63·8 72-1 262·6 64·9	1,543·6 32·0 78·3 40·4 33·8 43·7 22·4 47·6 41·1 278·6 128·1 166·0 87·6 7·4 162·4 41·2 43·1 144·8 40·3	7·7 55·2 22·1 28·6 118·4 24·6	15·1 217·6 63·3 71·7 263·2 64·9	7·4 161·9 41·0 43·1 145·3 40·5	567·5 4·7 13·9 12·5 6·0 7·5 3·3 7·5 16·4 60·3 16·3 6·1 46·6 47·3 7·7 55·0 21·8 28·5 119·5 24·8	15·1 216·9 62·8 71·6 264·8 65·3
Shipbuilding and marine engineering Shipbuilding and ship repairing Marine engineering	222·3 160·6 61·7	12·2 8·2 4·0	234·5 168·8	198·1 143·3	61·5 11·3 7·9	143·0 209·4 151·2	81·4 196·9 142·8	61·7 11·3 7·9	143·1 208·2 150·7	81·4 197·4 143·2	61·8 11·2 7·8	143·2 208·6 151·0
Wehicles Motor vehicle manufacturing Motor cycle, pedal cycle, etc. manufacturing Aircraft manufacturing and repairing Locomotives and railway track equipment Railway carriages and wagons, etc. Perambulators, hand-trucks, etc.	756·6 371·2 21·0 240·9 57·0 62·6 3·9	116·2 55·4 8·2 42·3 4·3 3·5 2·5	65·7 872·8 426·6 29·2 283·2 61·3 66·1 6·4	54·8 748·7 389·4 22·3 230·2 50·9 51·9 4·0	3·4 114·7 57·5 8·9 39·5 3·9 2·6 2·3	58·2 863·4 446·9 31·2 269·7 54·8 54·5 6·3	54·1 747·9 391·3 22·1 229·3 50·1 51·2	3·4 114·4 57·5 8·8 39·4 3·9 2·5	57·5 862·3 448·8 30·9 268·7 54·0 53·7	54·2 746·1 391·3 22·1 228·7 49·6 50·4	3·4 114·2 57·5 8·8 39·4 3·8 2·5	57·6 860·3 448·8 30·9 268·1 53·4 52·9
Metal goods not elsewhere specified Tools and implements Cutlery Bolts, nuts, screws, rivets, etc. Wire and wire manufactures Cans and metal boxes Jewellery, plate and precious metals refining Other metal industries	359·2 16·7 5·3 27·5 32·4 15·4 16·2 245·7	188·8 7·6 5·8 17·7 10·6 20·7 12·6 113·8	548·0 24·3 11·1 45·2 43·0 36·1 28·8 359·5	359·9 16·6 5·9 27·4 32·6 15·4 16·3 245·7	185.9 7.3 6.0 17.2 10.0 19.9 12.4 113.1	545·8 23·9 11·9 44·6 42·6 35·3 28·7 358·8	3·9 359·4 16·4 5·9 27·4 32·7 15·4 16·4 245·2	2·3 185·6 7·3 6·0 17·2 10·0 20·0 12·4 112·7	545·0 23·7 11·9 44·6 42·7 35·4 28·8 357·9	359·6 16·4 5·9 27·2 32·8 15·6 16·3 245·4	2·2 185·3 7·3 6·0 17·0 10·0 20·2 12·3 112·5	544·9 23·7 11·9 44·2 42·8 35·8 28·6 357·9
Production of man-made fibres Production of man-made fibres Spinning of cotton, man-made fibres, etc. Weaving of cotton, man-made fibres, etc. Woollen and worsted Jute Rope, twine and net Hosiery and other knitted goods Lace Carpets Narrow fabrics Made-up textiles Textile finishing Other textile industries	367·5 33·0 39·6 44·1 88·1 8·2 5·0 37·7 3·9 21·1 7·4 10·5 50·6 18·3	427·6 9·4 66·9 61·1 100·3 9·2 7·1 85·9 4·5 16·8 14·0 21·1 22·8 8·5	795·1 42·4 106·5 105·2 188·4 17·4 12·1 123·6 8·4 37·9 21·4 31·6 73·4 26·8	366·5 33·3 39·3 43·0 89·0 8·6 5·1 37·3 3·9 21·6 7·8 9·8 49·4 18·4	420·5 9·2 65·9 56·8 99·5 9·3 6·9 85·3 4·3 17·1 14·3 21·1 22·2 8·6	787·0 42·5 105·2 99·8 188·5 17·9 12·0 122·6 8·2 38·7 22·1 30·9 71·6 27·0	365·7 33·5 39·1 42·9 88·8 8·4 5·0 37·2 3·9 21·6 7·8 9·9 49·2 18·4	417·4 9·2 65·4 56·5 98·8 9·0 6·8 84·9 4·2 17·0 14·3 20·9 8·5	783·1 42·7 104·5 99·4 187·6 17·4 11·8 122·1 8·1 38·6 22·1 30·8 71·1 26·9	366·5 33·7 39·0 42·9 88·8 8·5 5·0 37·3 3·8 21·6 7·9 10·2 49·2	416·4 9·3 64·9 56·2 98·4 9·1 6·7 85·0 4·2 16·9 14·4 20·8 22·1	782 · 9 43 · 0 103 · 9 99 · 1 187 · 2 17 · 6 11 · 7 122 · 3 8 · 0 38 · 5 22 · 3 31 · 0 71 · 3
eather, leather goods and fur Leather (tanning, etc.) and fellmongery Leather goods	36·2 23·2 8·4 4·6	25·9 6·7 14·8 4·4	62·1 29·9 23·2 9·0	36·2 22·6 8·6 5·0	25·7 6·5 14·9 4·3	61·9 29·1 23·5 9·3	36·3 22·6 8·7 5·0	25·4 6·5 14·6 4·3	61 · 7 29 · 1 23 · 3 9 · 3	36·3 22·7 8·6 5·0	8·4 25·1 6·5 14·4 4·2	27·0 61·4 29·2 23·0 9·2
lothing and footwear  Weatherproof outerwear Men's and boys' tailored outerwear Women's and girls' tailored outerwear Overalls and men's shirts, underwear, etc. Dresses, lingerie, infants' wear, etc. Hats, caps, millinery Other dress industries Footwear	148·9 7·5 34·5 19·1 7·0 14·0 4·6 8·8 53·4	408·7 21·9 95·6 46·8 40·2 101·1 9·4 34·0 59·7	557.6 29.4 130.1 65.9 47.2 115.1 14.0 42.8 113.1	147·1 7·5 34·1 19·0 7·1 14·7 4·4 8·7 51·6	404·4 22·5 92·9 46·5 39·7 101·8 9·2 33·3 58·5	551·5 30·0 127·0 65·5 46·8 116·5 13·6 42·0 110·1	145·8 7·4 33·9 18·5 7·0 14·5 4·4 8·6 51·5	398·8 22·1 91·6 45·7 39·0 100·0 9·1 33·0 58·3	544·6 29·5 125·5 64·2 46·0 114·5 13·5 41·6 109·8	145.6 7.5 33.7 18.5 7.1 14.4 4.4 8.5 51.5	395·0 22·2 90·1 45·5 38·7 98·1 9·2 32·7 58·5	540·6 29·7 123·8 64·0 45·8 112·5 13·6 41·2 110·0
ricks, pottery, glass, cement, etc. Bricks, fireclay and refractory goods Pottery Glass Cement Abrasives and other building materials	265·6 68·5 30·5 58·5 15·3 92·8	81·6 7·2 37·7 19·4 1·8 15·5	347·2 75·7 68·2 77·9 17·1 108·3	262·6 66·1 30·8 57·5 15·6 92·6	80·0 6·8 36·8 19·4 1·7 15·3	342·6 72·9 67·6 76·9 17·3 107·9	263·0 66·0 30·6 57·5 15·7 93·2	79·6 6·9 36·4 19·2 1·7 15·4	342·6 72·9 67·0 76·7 17·4 108·6	264·7 66·3 30·6 57·7 15·8 94·3	79·6 6·9 36·2 19·3 1·7 15·5	344·3 73·2 66·8 77·0 17·5 109·8
mber, furniture, etc. Timber Furniture and upholstery Bedding, etc. Shop and office fitting Wooden containers and baskets Miscellaneous wood and cork manufactures	226·9 80·1 77·7 9·7 25·7 18·6 15·1	57·1 12·5 20·0 8·8 4·3 6·0 5·5	284·0 92·6 97·7 18·5 30·0 24·6 20·6	222.9 78.6 75.1 9.5 26.3 18.3 15.1	55·7 12·2 19·8 8·5 4·3 5·5 5·4	278·6 90·8 94·9 18·0 30·6 23·8 20·5	222·3 78·9 74·5 9·6 26·2 18·1 15·0	55·5 12·2 19·8 8·6 4·3 5·3 5·3	277·8 91·1 94·3 18·2 30·5 23·4 20·3	222·7 79·4 74·2 9·9 26·1 18·2 14·9	55·7 12·3 19·7 8·7 4·3 5·4 5·3	278·4 91·7 93·9 18·6 30·4 23·6 20·2

<sup>\*</sup> Estimates in these columns are subject to revision in the light of information to be derived from the mid-1963 count of National Insurance cards.

Numbers Employed in Great Britain: Industrial Analysis—continued

Industry and the hearth	Mi	d-July 196	52*	Mi	id-May 19	63*	Mi	id-June 19	63*	М	id-July 19	63*
inte and short-time working, sickness,	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Paper, printing and publishing Paper and board Cardboard boxes, cartons, etc. Other manufactures of paper and board Printing, publishing of newspapers, etc. Other printing, publishing, bookbinding, etc.	403·4	217·6	621·0	405·8	213·7	619·5	405·0	213·6	618·6	406·1	214·7	620 · 8
	73·6	21·4	95·0	74·0	21·6	95·6	73·7	21·2	94·9	73·6	21·1	94 · 7
	32·3	36·5	68·8	32·4	34·1	66·5	32·7	34·7	67·4	33·1	35·0	68 · 1
	33·5	36·6	70·1	33·8	34·4	68·2	33·9	34·4	68·3	33·9	34·8	68 · 7
	107·1	29·7	136·8	107·4	29·8	137·2	107·0	29·6	136·6	107·4	29·7	137 · 1
	156·9	93·4	250·3	158·2	93·8	252·0	157·7	93·7	251·4	158·1	94·1	252 · 2
Other manufacturing industries Rubber Linoleum, leather cloth, etc. Brushes and brooms Toys, games and sports equipment Miscellaneous stationers' goods Plastics moulding and fabricating Miscellaneous manufacturing industries	184·3	120·0	304·3	187·2	118·7	305·9	186·5	118·4	304·9	186·2	118·1	304·3
	86·4	37·3	123·7	86·8	36·5	123·3	86·8	36·4	123·2	86·9	36·4	123·3
	12·9	4·0	16·9	11·8	3·6	15·4	11·7	3·6	15·3	11·4	3·5	14·9
	7·6	7·7	15·3	8·1	7·8	15·9	8·0	7·9	15·9	8·0	7·9	15·9
	12·2	19·9	32·1	12·9	20·1	33·0	12·9	20·2	33·1	12·8	20·1	32·9
	5·4	6·5	11·9	5·6	6·4	12·0	5·5	6·3	11·8	5·5	6·3	11·8
	38·7	30·0	68·7	40·7	30·1	70·8	40·4	29·8	70·2	40·5	29·9	70·4
	21·1	14·6	35·7	21·3	14·2	35·5	21·2	14·2	35·4	21·1	14·0	35·1
Total, all manufacturing industries	5,915 · 8	2,798 · 1	8,713 · 9	5,825 · 2	2,746 · 9	8,572 · 1	5,817 · 2	2,742 · 0	8,559 · 2	5,826 · 0	2,748 · 6	8,574 · 6
Construction	1,435 · 5	79.7	1,515 · 2	1,426 · 5	79.7	1,506 · 2	1,436.5	79.7	1,516 · 2	1,426 · 5	79.7	1,506 · 2
Gas, electricity and water	340·7	46·0	386·7	349·5	47.6	397·1	349·5	47·8	397·3	349·3	48·0	397·3
	108·4	14·9	123·3	110·2	15.5	125·7	109·6	15·6	125·2	109·0	15·7	124·7
	196·0	28·4	224·4	202·5	29.4	231·9	203·0	29·5	232·5	203·4	29·6	233·0
	36·3	2·7	39·0	36·8	2.7	39·5	36·9	2·7	39·6	36·9	2·7	39·6
Transport and communication Road passenger transport Road haulage contracting	223·8	47·4	271·2	220·1	44·3	264·4	220·4	44·4	264·8	222·2	44·6	266·8
	179·9	16·3	196·2	178·7	16·7	195·4	180·1	16·8	196·9	182·0	17·0	199·0
Distributive trades	1,363·2	1,529 · 2	2,892·4	1,349 · 2	1,498·5	2,847·7	1,349 · 3	1,503·4	2,852·7	1,356·2	1,514·3	2,870·5
	350·5	196 · 7	547·2	340 · 3	190·0	530·3	340 · 8	189·2	530·0	342·8	189·5	532·3
	791·7	1,263 · 6	2,055·3	789 · 2	1,238·9	2,028·1	789 · 6	1,245·3	2,034·9	794·7	1,255·9	2,050·6
agricultural supplies	124·7	35·5	160·2	126·7	37·1	163·8	125·9	36·6	162·5	124·7	36·4	161·1
	96·3	33·4	129·7	93·0	32·5	125·5	93·0	32·3	125·3	94·0	32·5	126·5
Miscellaneous services Cinemas, theatres, radio, etc	68 · 8	66·4	135·2	66·5	67·3	133·8	66·5	67·3	133·8	66 · 6	67·7	134·3
	34 · 0	21·5	55·5	31·3	20·2	51·5	32·1	22·1	54·2	32 · 4	22·4	54·8
	16 · 5	26·1	42·6	16·7	24·7	41·4	16·7	24·6	41·3	16 · 7	25·3	42·0
	200 · 0	401·2	601·2	190·2	376·3	566·5	194·7	392·7	587·4	201 · 0	399·7	600·7
	31 · 2	94·7	125·9	30·5	91·5	122·0	30·8	92·2	123·0	31 · 5	93·6	125·1
	12 · 1	34·9	47·0	12·0	34·6	46·6	11·8	34·5	46·3	11 · 9	34·7	46·6
	309 · 6	66·8	376·4	308·2	66·3	374·5	307·1	66·9	374·0	306 · 5	67·4	373·9
	12 · 6	4·1	16·7	12·1	4·0	16·1	12·1	4·1	16·2	12 · 1	4·1	16·2

### OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN JULY 1963

The following Table shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries† in the week ended 20th July 1963. All figures relate to operatives only, i.e., administrative, technical and clerical employees are excluded. The information about short-time relates to short-time working arranged by the employer

			d number on tenance we			E	estimated nu	imber of o	operatives of	n short-tim	e
the following Labour show the ste	Esti- mated total	100 miles	Per-		overtime rked	Stood		Total	Total	Hou	rs lost
Industry	number of oper- atives	Number	centage of all oper- atives	Number	Average per operative on overtime	off for whole week	Working part of week	on short- time	as per- centage of all oper- atives	Number	Average per operative on short-
Degree Mary 1 200	(000's)	(000's)	(per cent.)	(000's)	Overtime	(000's)	(000's)	(000's)	(per cent.)	(000's)	time
Good, drink and tobacco	578 113	187·8 38·3	32·5 33·9	1,659 302	8·8 7·9	0.3	0.8	1.1	0.2	22	20.7
Chemicals and allied industries	292 122	72·8 31·2	24·9 25·6	747 349	10·3 11·2	0=0	日子田	到世	二百	= = =	=
Metal manufacture	440 210 93	104·7 25·4 33·3	23·8 12·1 35·8	916 248 284	8·7 9·7 8·5	0·1 =	5·5 3·3 1·4	5·6 3·3 1·4	1·3 1·6 1·5	45 27 12	8·1 8·4 8·8
Engineering and electrical goods (inc. marine engineering)	1,413 875 538	500 · 6 344 · 1 156 · 5	35·4 39·3 29·1	3,928 2,762 1,166	7·8 8·0 7·5	0·2 0·2 —	4·1 2·6 1·5	4·3 2·8 1·5	0·3 0·3 0·3	43 30 13	9·9 10·8 8·4
Vehicles	611 355 150	177·5 111·8 45·1	29·1 31·5 30·1	1,401 909 351	7·9 8·1 7·8	=	2·7 0·8 1·8	2·7 0·8 1·8	0·4 0·2 1·2	25 10 15	9·2 12·1 8·1
Metal goods not elsewhere specified	406	129.2	31 · 8	1,038	8.0	FRACES	1.8	1.8	0.4	18	9.8
Fextiles Spinning and weaving of cotton, etc Woollen and worsted Hosiery and other knitted goods	647 181 158 102	119·0 14·0 43·5 13·5	18·4 7·7 27·5 13·2	950 103 379 73	8·0 7·4 8·7 5·4	$\begin{array}{c} 1 \cdot 2 \\ 0 \cdot 6 \\ \hline 0 \cdot 3 \end{array}$	6·3 2·0 0·5 2·3	7·5 2·6 0·5 2·6	1·2 1·4 0·3 2·5	111 47 6 31	14·7 18·3 11·0 11·8
Leather, leather goods and fur	44	9.5	21.6	69	7.3	DINIZ (	0.4	0.4	0.9	3	8.3
Clothing and footwear	436 99 93	35·5 7·8 11·9	8·1 7·9 12·8	171 40 52	4·8 5·1 4·4	0.3	11·4 3·8 5·2	11·7 3·8 5·2	2·7 3·8 5·6	79 17 28	6·8 4·4 5·5
Bricks, pottery, glass, cement, etc	262 55	75·9 5·7	29·0 10·4	717 42	9·4 7·4	0.1	2·1 1·6	2·2 1·6	0.8	19 13	8·8 8·1
Timber, furniture, etc	202 70	64·0 17·6	31·7 25·1	498 111	7·8 6·3	= = T	1.8	1.8	0.9	16 11	8·8 9·9
Paper, printing and publishing	414 74 161	140·5 31·0 57·1	33·9 41·9 35·5	1,155 240 443	8·2 7·7 7·8	Ξ	0.5	0·5 —	0.1	4	7.1
Other manufacturing industries	223 95	69·4 32·7	31·1 34·4	<b>618</b> 291	8.9	0.3	0·5 0·4	0·8 0·4	0.4	16 2	18·9 6·3
Total, all manufacturing industries†	5,968	1,686 · 4	28.3	13,867	8.2	2.5	37.9	40 · 4	0.7	401	9.9

<sup>\*</sup> Estimates in these columns are subject to revision in the light of information to be derived from the mid-1963 count of National Insurance cards. † Excluding shipbuilding and ship repairing.

### INDICES OF TOTAL WEEKLY HOURS WORKED AND OF AVERAGE HOURS WORKED BY OPERATIVES IN MANUFACTURING INDUSTRIES

Table II.

Indices have been calculated (1) of the total weekly hours worked and (2) of average hours worked by operatives in manufacturing industries in one week in each month. Both indices have been compiled for manufacturing industry as a whole (excluding shipbuilding and ship repairing) and also for broad industrial groups within manufacturing industries, but the figures for these groups are likely to be less reliable. A full account of the method of calculation, together with indices from 1956 onwards, was published on pages 305 to 307 of the August 1962 issue of this GAZETTE.

The index of total hours worked in Table I has been calculated by multiplying an estimate of numbers of operatives at work in a specific week each month by an estimate for the same week of

Table I.—Index of Total Weekly Hours Worked

Table II.—Index of Average Hours Worked per Head

average numbers of hours worked by operatives. In the calculation account is taken of overtime and short-time working, sickness, holidays and of women operatives who work part-time. The figures

of average weekly hours worked per head by full-time operatives,

estimated as part of the calculation, are given in index form in

From May 1961 onwards, indices have been calculated for one week in each month, but prior to that date they can be compiled

only for one week in February, April, May, August, October and November. To preserve comparability, all the annual figures are averages of the estimates for the specific weeks in these

William Co. Market Co.			113	(A:	verage 195	58 = 100				1622			DECEMBER SE	(A	verage 19	58 = 100
1 400 1 7 UF   2 6 Vist.   -24   12 0 150   184   18 0 150   184   18 0 150   184   18	All manu- facturing indus- tries	Engi- neering, elec- trical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	Other manufacturing			2000		All manu- facturing indus- tries	Engi- neering elec- trical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	Other manufacturing
1956	104·2 103·5 100·0 100·5 103·5 102·5 99·6	102·1 102·1 100·0 99·8 103·0 105·6 103·6	105·2 102·9 100·0 103·2 106·2 101·3 98·4	109·8 108·6 100·0 100·2 101·6 96·6 92·3	100·0 99·4 100·0 99·0 100·0 100·0 99·9	104·0 103·5 100·0 100·9 105·3 104·1 100·4	195° 195° 195° 196° 196	6 7 8 9 0 1 2			101·2 101·1 100·0 100·8 99·9 98·6 97·6	101·3 101·1 100·0 100·4 99·4 99·0 97·7	100·9 101·3 100·0 101·6 98·5 97·5 96·9	101·3 101·5 100·0 101·5 101·8 98·2 97·1	100·3 100·2 100·0 99·6 99·3 98·0 97·6	101·3 101·2 100·0 100·7 100·0 98·7 97·6
Week ended: 1962 June 23 July 21*† August 18* September 15. October 20 November 17 December 15.	100·5 94·8 81·8 100·4 100·0 99·4 98·8	104·7 99·6 104·3 103·6 103·3 102·7	100·4 96·0 100·2 98·4 97·6 97·8	93·2 83·5 92·4 93·2 93·2 93·1	100 · 6 101 · 8 102 · 0 101 · 4 100 · 6 100 · 0	100·7 96·2 100·9 100·4 99·9 99·4	1962	July Au Sep Oct No	ek ende ne 23 y 21*† gust 18 otember tober 2 vember cember	* r 15 0	97·9 98·0 98·2 97·5 97·2 97·0 97·1	98·0 98·2 97·5 97·2 97·2 97·0	97·5 95·9 96·9 95·6 95·0 95·6	97·2 97·4 96·9 97·2 97·2 97·3	98·2 98·6 97·7 97·2 97·3 97·7	98·0 98·2 97·7 97·4 97·1 97·1
1963 January 19 February 16 March 16 April 27 May 18† June 15 July 20*	96·5 95·8 95·9 97·6 97·8 97·8	100·5 99·7 99·6 100·6 100·7 100·4 95·5	97·2 96·6 96·4 98·5 98·8 98·4 84·4	91·4 90·6 90·7 92·4 92·0 91·6 83·8	94·4 93·8 94·5 96·5 96·9 98·7 99·5	96·6 95·7 96·4 98·1 98·5 98·6 94·6	196	Feb Ma Ap Ma Jun	nuary 1 oruary orch 16 ril 27 by 18† ne 15 y 20		96·1 96·3 97·1 97·5 97·6 98·0	96·2 96·3 96·8 97·3 97·3 97·8	95·5 95·9 95·5 96·9 97·4 97·1 97·0	96·4 96·3 96·6 97·3 97·5 97·7 98·1	96·0 96·2 96·3 97·2 97·3 98·1 98·4	95·9 95·9 96·4 97·1 97·5 97·7 98·2

<sup>\*</sup> In the calculations, use is made of information obtained on "L" returns, and from June 1962 onwards these relate to a week towards the middle instead of at the end of the month. In consequence the indices for July 1962 and 1963 and August 1962 also relate to earlier weeks in the month and, compared with previous years, the indices for July 1962 and 1963 are less affected by holidays and the index for August 1962 much more affected. It is estimated that, if the indices of total weekly hours worked for manufacturing industry as a whole for July 1962 and 1963 and August 1962 had related, as in previous years, to the last full weeks in the month, the index for July 1962 and 1963 would have been approximately six points lower and the index for August 1962 approximately 15 points higher. In view of the heavy incidence of holidays in the week ended 18th August 1962, the information at present available about the spread over the various industry groups is considered insufficiently reliable for the calculation of estimates; only indices for manufacturing industry as a whole are therefore given. To preserve comparability, estimates for the last full week of August 1962 have been used in the calculation of the annual averages for 1962.

† Figures for dates after June 1962 are subject to further revision in the light of information to be derived from the count of National Insurance cards in mid-1963. The figures from May 1963 may also be subject to revision when the results of the October 1963 enquiry into the hours of work of manual workers are available.

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# Unemployment at 12th August 1963

### SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at

Post 1963Post	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
Wholly unemployed* Temporarily stopped†	310,341 6,809	51,628 227	92,250 3,136	37,316 307	491,535 10,479
Total	317,150	51,855	95,386	37,623	502,014
Change since 15th July	+ 1,197	+30,641	- 1,419	+22,369	+52,788

### DURATION OF UNEMPLOYMENT

The following Table analyses the wholly unemployed\* in Great Britain at 12th August 1963 according to duration of unemployment.

Duration in weeks	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
One or less Over 1, up to 2	34,260 16,104	9,322 6,784	11,129 5,206	7,018 4,591	61,729 32,685
Up to 2	50,364	16,106	16,335	11,609	94,414
Over 2, up to 3 Over 3, up to 4 Over 4, up to 5	16,203 12,866 11,379	15,152 7,206 1,901	5,550 4,544 4,179	11,240 5,530 1,648	48,145 30,146 19,107
Over 2, up to 5	40,448	24,259	14,273	18,418	97,398
Over 5, up to 8	26,952	3,098	9,678	2,180	41,908
Over 8	192,577	8,165	51,964	5,109	257,815
Total	310,341	51,628	92,250	37,316	491,535

The rate of unemployment at 12th August was  $2 \cdot 2$  per cent, and at 15th July it was  $2 \cdot 0$  per cent.

At 12th August 50,569 married women were registered as

Excluding persons under 18 years of age who had not been in insured employment (i.e., "school-leavers" as defined for the purpose of normal seasonal movement estimates published in the January 1963 issue of this GAZETTE, pages 8 to 10), the number of persons registered as wholly unemployed on 12th August was 430,490 consisting of 326,539 males and 103,951 females.

### NUMBERS UNEMPLOYED: 1953 to 1963

The following Table shows the annual average numbers registered as unemployed in Great Britain and the United Kingdom from 1953 to 1962, and the numbers registered in each month of 1963.

28 157		G	reat Britain	n (5.563 )	- 1 1307	alvisoide broke Osa	
		olly ployed*	Tempo	ped†	Total	United Kingdom total	
101 TE - 101	Males	Females	Males	Females	838-868 6388	nella Hon	
1953 1954 1955 1956 1957 1958 1959 1960 1961	204,300 176,500 137,400 151,000 204,300 293,800 322,600 248,200 226,300 321,900	115,600 95,100 75,700 78,600 90,200 116,300 121,900 97,500 85,800 110,000	13,900 7,900 9,300 17,800 12,300 27,600 21,200 11,600 23,300 23,000	8,200 5,300 9,800 9,600 5,700 19,700 9,500 3,100 5,300 8,300	342,000 284,800 232,200 257,000 312,500 457,400 475,200 360,400 340,700 463,200	380,000 317,800 264,500 287,100 347,200 500,900 512,100 392,800 376,800 499,900	
1963:— 14th Jan 11th Feb 11th Mar 8th Apr 13th May 10th June 15th July 12th Aug	486,974 517,915 496,339 430,556 385,884 345,666 327,885 361,969	142,054 142,758 139,746 139,816 132,398 115,036 108,104 129,566	174,967 204,029 54,816 26,880 26,635 14,226 9,282 7,036	11,104 13,661 11,239 7,367 8,706 4,785 3,955 3,443	815,099 878,363 702,140 604,619 553,623 479,713 449,226 502,014	861,047 932,946 747,324 644,753 592,448 516,135 484,939 537,445	

# REGIONAL ANALYSIS: UNITED KINGDOM

The following Tables show the numbers unemployed, the rates of unemployment‡, and the numbers wholly unemployed excluding "school-leavers" in each administrative Region of England and in Scotland, Wales and Northern Ireland at 12th August 1963.

4 S. Land Bertal   32 A. C. C.	583	Whol	ly unemplo	yed*	Bank	94	Temp	orarily stop	pped†	1000 C	Total unemployed			
Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Males	Females	Total	
London and South Eastern Eastern and Southern South Western Midlands Yorkshire and Lincolnshire North Western Northern Scotland Wales	48,166 21,661 13,828 36,059 23,910 52,328 35,839 60,604 17,946	6,933 3,421 1,514 6,781 4,754 10,742 7,804 6,874 2,805	11,939 5,447 3,801 10,509 6,315 17,839 9,002 21,499 5,899	4,543 2,920 1,259 5,154 4,060 7,816 5,200 3,837 2,527	71,581 33,449 20,402 58,503 39,039 88,725 57,845 92,814 29,177	161 150 141 2,360 977 964 590 1,288 178	4 2 37 26 21 8 127 2	118 39 62 251 211 1,564 159 700 32	10 5 3 38 78 112 32 14 15	293 196 206 2,686 1,292 2,661 789 2,129 227	55,264 25,234 15,483 45,237 29,667 64,055 44,241 68,893 20,931	16,610 8,411 5,125 15,952 10,664 27,331 14,393 26,050 8,473	71,874 33,645 20,608 61,189 40,331 91,386 58,634 94,943 29,404	
Great Britain	310,341	51,628	92,250	37,316	491,535	6,809	227	3,136	307	10,479	369,005	133,009	502,014	
Northern Ireland	23,915	1,109	9,020	724	34,768	278	29	316	40	663	25,331	10,100	35,43	
United Kingdom	334,256	52,737	101,270	38,040	526,303	7,087	256	3,452	347	11,142	394,336	143,109	537,44	

O Real Property April 20	September 198	0   683.1 - 040   6264	itan	Tuesti	Durat	tion of un	employme	ent: wholl	y unemplo	oyed*	19971	Wholly unemployed excluding "school-leavers"		
Region		centage rat employmen		1	Ma	iles	-	162	Fem	nales	248	excluding "	school-leavers	
Value of the second of	Males	Females	Total	Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks	Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks	Total	Change since 15th July	
London and South Eastern Eastern and Southern South Western Midlands Yorkshire and Lincolnshire North Western Northern Scotland Wales	1·5 1·5 1·8 1·9 2·1 3·4 4·9 4·9 3·1	0.8 1.0 1.2 1.3 1.4 2.4 3.5 3.3 2.9	1·2 1·3 1·6 1·7 1·8 3·0 4·5 4·3 3·0	13,983 6,220 3,125 7,246 5,367 11,199 6,202 9,822 3,306	10,677 4,825 2,213 9,198 6,110 12,539 7,691 7,829 3,625	4,763 1,962 1,209 3,615 2,458 5,007 3,124 6,294 1,618	25,676 12,075 8,795 22,781 14,729 34,325 26,626 43,533 12,202	6,029 2,415 1,338 3,065 2,367 4,760 2,642 4,026 1,302	4,729 2,480 1,160 4,901 3,219 7,027 3,593 3,436 2,146	1,563 680 532 1,470 949 2,176 1,236 2,523 729	4,161 2,792 2,030 6,227 3,840 11,692 6,731 15,351 4,249	63,499 28,829 18,637 49,047 32,513 75,093 49,200 87,613 26,059	+1,567 + 54 + 880 +1,990 + 641 + 541 + 650 + 270 + 339	
Great Britain	2.5	1.6	2.2	66,470	64,707	30,050	200,742	27,944	32,691	11,858	57,073	430,490	+6,932	
Northern Ireland	8.3	5.6	7.3	3,006	DA S	,911	16,107	1,168	101	2,921	5,655	_	Meigracombe	

\* Including unemployed casual workers, see footnote † on page 369.

† The temporarily stopped are persons suspended from work on the understanding that they are shortly to return to their former employment,

Number registered as unemployed expressed as a percentage of the estimated total number of employees (employee and unemployed).

### NUMBERS UNEMPLOYED IN PRINCIPAL TOWNS AND DEVELOPMENT DISTRICTS

The following Table shows, for some principal towns and all areas designated as Development Districts under the Local Employment Act 1960, the numbers of persons registered as unemployed at Employment Exchanges and Youth Employment Offices on 12th Appropriate 1962 and the properties of the April 1960 issue of this GAZETTE. The percentage rate of unemployment relates to the total number registered as unemployed, wholly

	R	Number legisters a	rs of per t 12th A		63	Per-		R	Numbe egisters a	rs of per at 12th A	sons on ugust 19	63	Per
case con <u>De</u> do de sa se de l'action (or u dimension de l'action se de l'or de samoer	Men 18 and over	Women 18 and over	Boys and Girls under 18	Total	Tempo- rarily stopped (inc, in total)	centage rate of un- employ- ment*	5.386 37.623 507,014 5.386 37.623 507,014	Men 18 and over	Women 18 and over	Boys and Girls under 18	Total	Temporarily stopped (inc. in total)	cent rate un empl men
Princ	ipal To	owns (By	Regio	n)	19 Miles	Sizing2	Development 1	District	s (By R	egion)	-contin	ued	g wint
ondon and South Eastern Greater London	37,431 2,167 854	9,512 547 271	7,759 282 406	54,702 2,996 1,531	259 5 —	1·2 3·2 2·1	South Western—continued Newquay and Perranporth Penzance, St. Ives and St. Mary's	125 307	22 61	13	160 429	10-	2
astern and Southern Bedford Bournemouth	409 1,617	105 329	109 164	623 2,110	wol(o)	1·3 2·1	Yorkshire and Lincolnshire Bridlington	188	9	42	239	9	2
Cambridge Ipswich Luton Norwich Oxford Portsmouth Reading	237 670 505 1,447 352 2,159 510	40 215 138 343 91 598 115	63 128 183 769 71 528 156	340 1,013 826 2,559 514 3,285 781	1 15 6 1	0·5 1·6 1·1 2·8 0·5 2·3 1·1	North Western Barrow-in-Furness and Dalton-in-Furness Merseyside and Prescot Ulverston Widnes Northern	686 20,114 116 533	568 6,696 59 321	352 5,086 32 176	1,606 31,896 207 1,030	29 122 9 4	4 5 3 4
Slough Southampton Southend-on-Sea Watford	592 2,032 864 360	83 374 241 126	105 355 100 163	780 2,761 1,205 649	37 —	0·8 2·0 2·2 1·1	Aspatria, Cockermouth, Maryport and Workington Billingham, Middles- brough, Redcar, South Bank and Stockton and	731	370	380	1,481	9	101
outh Western Bristol	2,897 567	644 94	465 56	4,006 717	94	1.6	Thornaby	5,837	1,441	2,373	9,651 3,154	136	3
Gloucester	592 1,387 430	282 480 185	203 310 187	1,077 2,177 802	27	1·9 2·4 1·3	Blyth Birtley	352	73	182	607	2	4
idlands	0013	000		603,505 503,505	416	, 95 et	and Houghton-le-Spring Consett	1,033 286 846	242 97 321	520 195 193	1,795 578 1,360	15 3	
Birmingham Burton-on-Trent	8,720 238 1,158	2,291 123 311	1,357 94 315	12,368 455 1,784	416 7 106	1·8 1·4 2·3	Durham	683 144 2,126	39 13 688	197	919 157 3,200	20 73	-
Coventry Derby	2,924 1,404	664 542	368 229 154	3,956 2,175	934 7 73	2.1	Haswell and Horden Loftus	593 160	226	316	1,135	11 13	30
Leicester	1,576 495 398	348 270 150	224 252	2,078 989 800	1 13	1·0 1·7 1·2	Prudhoe	92 390 298	27 49 227	39 195	158 439 720	132	1
Nottingham Oldbury Peterborough	3,444 230 317	712 53 178	1,155 31 144	5,311 314 639	67	2·2 1·1 1·2	Seaton Delaval Stanley	208 661	28 163	71 198	307 1,022	2 2 42	833
Smethwick Stoke-on-Trent Walsall West Bromwich Wolverhampton	532 2,128 1,002 722 1,342	38 632 209 123 494	155 453 265 223 747	725 3,213 1,476 1,068 2,583	1 2 8 11 73	1·7 2·1 2·2 2·2 2·3	Sunderland, Pallion, Southwick and Washington Station Tyneside Whitby Whitehaven and Cleator	4,442 11,104 239	970 2,579 23	1,236 4,581 23	6,648 18,264 285	75 144 7	OT STATE
Worcester	334	55	37	426	mar	0.9	Moor Wingate	660 412	198 99	224	1,082 511	5 4	
rkshire and Lincolnshire Barnsley	1,327 2,559 396 1,236	331 359 85 336	319 304 115 548	1,977 3,222 596 2,120	124 55 17 10	2·6 1·8 1·9 2·5 2·4	Scotland Aberdeen, Inverurie and Stonehaven Anstruther Ardrossan, Dalry, Irvine,	2,093 88	720 40	153	2,966 136	11 30	adi pati
Grimsby Halifax Huddersfield	1,070 594 545	137 107 262	296 92 140	1,503 793 947	45	1.5	Kilbirnie, Kilwinning and Stevenston	1,368	853	235	2,456	5	
Hull	2,456 2,912	598 497	1,398	4,452 3,843	12 32	2.8	Bathgate, Broxburn and the Calders	1,087	370 221	247 118	1,704	2 2	
Lincoln	755 764 401	126 132 252	132 594 445	1,013 1,490 1,098	187 186 7	2·0 2·6 2·2	Dumbarton Dundee and Broughty	1,305	538	258	2,101	_	
Sheffield Wakefield	2,950 420 683	881 151 193	445 724 260 345	4,555 831 1,221	121	2·2 1·7 1·7 1·9	Ferry Dunfermline, Burntisland, Cowdenbeath and Inver-	2,242	733	403	3,378	53	
rth Western							keithing	1,299	1,094	557	2,950	92	ndi
Accrington Ashton-under-Lyne Blackburn	372 595 807	231 143 391	110 130 695	713 868 1,893	71 9 25	2·9 2·7 3·4	bridge, Grangemouth and Linlithgow Girvan Glasgow (inc. Barrhead,	1,063 105	1,097 17	304 20	2,464 142	26 2	real real
Blackpool	1,106 1,551 689	201 305 423	121 467 133	1,428 2,323 1,245	5 73 192	2·6 2·8 3·0	Clydebank, Kirkintil- loch and Rutherglen)	23,459	5,761	3,148	32,368	553	in di
Bury	256 329	118 291	15 136	389 756	71 41	1.3	Greenock and Port Glas- gow	2,296 3,486	1,041 640	404 579	3,741 4,705	17 203	25
Manchester	8,002 1,526 1,312	1,309 320 516	3,306 403 216	12,617 2,249 2,044	149 51 475	2.5	Kilsyth Glenrothes	195	89	54	338	menne	710
Preston	1,083 718	500 125	603	2,186	148 76	2.6	Leven and Methil Lesmahagow North Lanarkshire	1,786 115 5,972	1,148 52 3,219	508 33 1,306	3,442 200 10,497	89 3 401	3215 3215 3216
St. Helens	1,000 481	1,044 261 416	476 812 401	2,410 2,073 1,298	30 11	4·1 2·6 2·1	Paisley, Johnstone and Renfrew	1,655	944	305	2,904	1	
Wigan	1,118	531	346	1,995	- 152	4.5	Peterhead, Fraserburgh, Banff and Buckie Rothesay	962 115	258	132	1,352	197	
rthern Carlisle	548	220	194	962		2.3	Sanquhar Shotts	79 365 304	80 164 112	36 78 68	195 607 484	13 61	
otland Edinburgh	3,516	840	562	4,918	31	2.0	Wales Ammanford, Garnant,	304	ST ES	00	404	01	
des Cardiff	2,919 711	569 134	1,140 406	4,628 1,251	91 11	3.1	Pontardawe and Ystaly- fera	357	260	153	770	15	
Newport	1,512	324	297	2,133	29	3.4	Anglesey Caernarvon, Bangor, Blaenau Ffestiniog,	669	125	140	934	and Soul	nob
Develop	nent Di	istricts (	By Re	gion)	4 4 18	0.8   en	Portmadoc and Pwliheli Llanelly, Burry Port, Gorseinon, Kidwelly,	890	193	71	1,154	Then s	7 选
th Western	502.12	1819	W. TEG	A. 1162		100	Pontardulais and Tumble Merthyr Tydfil	899 632	469 122	134 102	1,502 856	20 28	7 ES
Bideford	283 443	46 123	51 63	380 629	12 5	4·6 4·2	Milford Haven and Pembroke Dock Rhondda, Pontyclun and	450	117	83	650	-	mai 20
Camelford	26 219 52	8 21 19	14 22 3	48 262 74	$\frac{-}{3}$	2·5 2·7 13·4	Tonyrefail	1,305 369	416 21	302 22	2,023 412	2	ikes
Helston	87	30	13	130	1	3.0	The second secon		2 1 1 1	-	- 100	DESCRIPTION OF THE PARTY	10 1E

<sup>\*</sup> Number registered as unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1962.

† Figures include those for certain adjacent Employment Exchange areas details of which were given on page 475 of the December 1962 issue of this GAZETTE.

# NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: AUGUST 1963

The Table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom at 12th August 1963, according to the industry in which they were last employed. The analysis is based on the Standard Industrial Classification (1958). Figures are shown for each industry Order and for selected industries or groups of industries within the Orders. Statistics for industries not shown or not separately identified are available on application to Statistics Department, S.1(A), Ministry of Labour, Orphanage Road, Watford, Herts.

persons of all kinds during the person	no of sil	which reli	G	reat Britain	1			Unit	ed Kingdom	
Industry	unem	olly ployed g casuals)	Tempo			Total	A MANAGEMENT		all classes)	
os tradica. Nevertidass, comparison et el comparison et el comparison et e	Males	Females	Males	Females	Males	Females	Total	Males	Females	Total
Agriculture, forestry, fishing	8,443	1,345 1,306 6	769 143 624	90 90 —	11,030 8,586 2,144	1,435 1,396 6	12,465 9,982 2,150	14,070 11,526 2,206	1,541 1,500 7	15,611 13,026 2,213
Mining and quarrying	9,520	195 132	152 6		<b>9,672</b> 8,565	195 132	<b>9,867</b> 8,697	9,829 8,568	199	10,028 8,700
Bread and flour confectionery	9,507 2,167 4,703 2,271	971	15 4 11 —	62 2 59 1	9,522 2,171 4,714 2,271 366	6,384 806 4,413 972 193	15,906 2,977 9,127 3,243 559	10,261 2,316 5,201 2,358 386	7,291 875 4,938 1,008 470	17,552 3,191 10,139 3,366 856
Chemicals and allied industries	. 5,488 . 1,006 2,585	68	9 2 5	$-\frac{6}{2}$	5,497 1,008 2,590	1,698 68 408	7,195 1,076 2,998	5,593 1,015 2,659	1,724 68 422	7,317 1,083 3,081
Metal manufacture	. 9,298 7,761	941	1,457 1,430	54 54	10,755 9,191	995 714	11,750 9,905	10,827 9,251	1,003 719	11,830 9,970
Engineering and electrical goods  Mechanical engineering* (331–352)  Radio and other electronic apparatus  Domestic electric appliances	. 19,725 . 14,306 . 1,540 . 795 . 3,084	2,616 1,215 508	1,320 1,287 1 15 17	86 30 3 15 38	21,045 15,593 1,541 810 3,101	1,218 523	27,344 18,239 2,759 1,333 5,013	21,815 16,079 1,682 832 3,222	6,585 2,775 1,286 544 1,980	28,400 18,854 2,968 1,376 5,202
	13,518		138 130		13,656 12,280	294 233	13,950 12,513	15,114 13,482	303 242	15,417 13,724
Motor vehicle manufacturing  Motor cycle, three-wheel vehicle, pedal cycle mfg.  Aircraft manufacturing and repairing	6,899 2,699 42 1,98 1,69	4 484 3 91 3 311	1,059 460 41 555 2	$-\frac{18}{10}$	3,154 464 2,538	502 91 321	8,964 3,656 555 2,859 1,756	8,084 3,210 474 2,592 1,702	1,036 505 91 344 61	9,120 3,715 565 2,936 1,763
100 . THE CO. 1 AND THE PARTY NAMED IN CO.	7,34	SECTION SECTION	206 785				10,346	P. CHARLES IN	2,836 9,688	10,586 18,954
Textiles Spinning, doubling, cotton, flax, man-made fibres Weaving of cotton, linen and man-made fibres Woollen and worsted Jute Hosiery and other knitted goods	7,47 1,51 89 1,75 60	2 1,091 7 1,317 4 1,109 25 232 863	320 188 49	713 517 59 4 29 72	1,832 1,083 1,803 609 490	1,804 1,834 1,168 261 935	3,636 2,919 2,971 870 1,431 1,481	2,166 1,380 1,833 613 555	1,222 262 1,030	4,481 3,716 3,055 875 1,585 1,728
Textile finishing Leather, leather goods and fur	93	(5) 图 图 图				M 96 645	TO COMPANY OF SHARE	765	469	1,234
Clothing and footwear	2,53	5,517 583					1,345	753	638	10,059
Bricks, pottery, glass, cement, etc  Bricks, fireclay and refractory goods  Pottery  Glass	5,22 1,63 86 1,25	39 239 58 472	$\begin{bmatrix} 1 \\ -7 \end{bmatrix}$	8 1	1,71 1 86 1 1,25	7 253 8 473 416	1,970 1,34 1,67	1,793 1 891 1 1,268	257 488 424	6,853 2,050 1,379 1,692 5,621
Timber, furniture, etc	4,44 1,50 1,60	50 15:	5 1	5	2 1,57	5 15	1,73	2 1,64	7 162	1,809 2,166
Paper, printing and publishing Paper, board, cartons, etc.* (481–483) Printing, publishing, etc.* (486, 489)	3,1: 1,5 1,5	35 1,29	1	8 8	7 3,14 3 1,55 4 1,55	1,29	3 2,84	6 1,58	1,369	4
Other manufacturing industries	3,8 1,5 9		2		3,84 1,53 90	2,15 34 50 49	9 2,05	3 1,55	8 542	6,179 2,100 1,463
Total, all manufacturing industries	99,1	22 37,74	0 5,50	2,47	104,6	28 40,21	1 144,83	109,76	9 44,915	154,684
Construction	61,8	52	5 1	14	1 61,9	23 52		No.	are the single-	
Gas, electricity and water	3,3	AND THE REAL PROPERTY.		13 87	2 3,3 8 24,3		1 26,30	66 25,87	2,071	27.945
Transport and communication Railways Road passenger transport Road haulage contracting Sea transport Port and inland water transport	5,9	357 25 521 78 307 10 916 8 178 2	11 19 11 133 126	4 — 5 10 — 06 47	6 2,5 3,8 1 6,0 1 2,2 3,4	61 25 26 79 17 10 22 8 25 25	3,32 31 3,9 34 6,10 27 2,2	21 2,71 18 3,94 06 6,40 52 2,70	12 816 41 102 06 89 09 22	3,528 4,043 6,495 7 2,736
Postal services and telecommunications  Distributive trades	33,	471 42 774 18,20		16 1	54 33,8			animor.	79 19,960	55,939
Insurance, banking and finance	5,	269 9	HAN E	10		279 9:	THE RESERVE		NAME OF TAXABLE PARTY.	THE PERSON LABOUR.
Professional and scientific services	27	972 6,6 658 18,7			84 27,	7,10	70 46,7	05 29,2	13 20,52	0 49,733
Miscellaneous services Entertainment, sport, betting* (881-883) Catering, hotels, etc. Motor repairers, distributors, garages, etc.	5, 10, 4,	535 520 585 7	20 71 36	20 18 5	34 51 10,3 4,5	555 538 590 2,1 8,6 7	54 22 39 7,7 19,1 5,3	60 11,0	37 9,06 09 78 27 2,89	0 20,097 5,597 0 23,617
Public administration	8,	610 675 935 1,4 1,0	80	59 6 53	3 41 8, 10,	681 988 1,1	83 10,1 25 12,1	64 9,1 13 11,5	65 1,67 62 1,21	1 10,830
Ex-service personnel not classified by industry			32 -	Ten of -		781 1 687 40,2		013 1,8	81 41,26	0 102,74
Other persons not classified by industry	24	,687 40,2 ,257 14,6 ,430 25,6	45 -		_ 24,	257 430 25,6	45 38,9	902 25,7	46 15,45	3 41,19
GRAND TOTAL†	361	,969 129,5	666 7,	036 3,	443 369,	005 133,0	009 502,0	014 394,3	336 143,10	9 537,44

<sup>\*</sup> Statistics relate to more than one industry; figures in round brackets refer to the Standard Industrial Classification (1958) and identify industries covered. † The totals include unemployed casual workers (4,336 males and 250 females in Great Britain and 4,790 males and 269 females in the United Kingdom).

# Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 10th July and 7th August 1963, the numbers of persons placed in employment by the Employment Exchanges and Youth Employment Offices in Great Britain, together with the numbers of vacancies remaining unfilled at the end of each period.

United Kinydom (aff classes)		eks ended uly 1963		eeks ended gust 1963	Total number of placings 6th Dec.
eles Females Total	Placings	Vacancies unfilled	Placings	Vacancies unfilled	1962 to
Men aged 18 and over Boys under 18 Women aged 18 and over Girls under 18	97,423 15,514 54,172 13,297	78,865 33,859 80,775 39,411	63,661 22,283 35,234 22,706	76,773 30,209 76,714 36,017	592,461 141,949 308,242 136,176
Total	180,406	232,910	143,884	219,713	1,178,828

The figures of placings exclude engagements of workpeople by employers that were made without the assistance of Employment Exchanges and Youth Employment Offices. They are therefore not comparable with the percentage rates of engagements given in the "Labour Turnover" Table published quarterly in this GAZETTE which relate to engagements of all kinds during the period in question.

Similarly, the figures of vacancies unfilled represent only the numbers of vacancies notified by employers and remaining unfilled at the specified dates. They do not purport to represent the total numbers of vacancies unfilled. Nevertheless, comparison of the figures for the various dates provides some indication of the change in the demand for labour.

The Table below shows the numbers of placings in Great Britain during the four weeks ended 7th August 1963 in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the numbers of vacancies remaining unfilled at 7th August 1963. A Regional analysis of the total placings and vacancies remaining unfilled is given at the end of the Table.

Industry group	1 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		ngs during folled 7th Augu		100 1 200 E	N	umbers of v	acancies ren at 7th Augu	naining unf st 1963	illed
andsuy group	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Agriculture, forestry, fishing	2,042	862	4,825	176	7,905	1,133	1,512	952	349	3,946
Mining and quarrying	00	244 215	29 18	25 6	553 328	1,046 831	1,306 1,250	30 25	24 8	2,406 2,114
Food, drink and tobacco	2,242	765	3,199	1,169	7,375	1,354	498	2,955	1,556	6,363
Chemicals and allied industries	1,222	293	574	467	2,556	961	475	904	648	2,988
Metal manufacture	1,647	453	185	165	2,450	1,581	971	347	246	3,145
Engineering and electrical goods	5,169	2,320	2,217	1,391	11,097	8,602	3,124	6,613	2,627	20,966
Engineering, including scientific instru- ments, etc Electrical goods and machinery	3,750 1,419	1,695 625	832 1,385	650 741	6,927 4,170	5,669 2,933	2,366 758	2,057 4,556	929 1,698	11,021 9,945
Shipbuilding and marine engineering	2,796	134	42	30	3,002	700	320	51	11	1,082
Vehicles	1,105	438	334	160	2,037	3,856	742	901	216	5,715
Metal goods not elsewhere specified	1,700	1,120	825	495	4,140	1,836	1,415	1,734	1,176	6,161
Textiles	1,002	615	850	1,178	3,645	989	958	3,198	3,429	8,574
(spinning and weaving)	244 244	87 154	223 193	204 203	758 794	228 206	186 314	858 903	690 787	1,962 2,210
Leather, leather goods and fur	98	94	76	103	371	129	180	263	383	955
Clothing and footwear	253	292	853	1,860	3,258	538	671	5,250	5,177	11,636
Bricks, pottery, glass, cement, etc	1,257	371	260	165	2,053	1,042	489	640	486	2,657
Timber, furniture, etc	1,040	842	197	188	2,267	1,159	826	467	365	2,817
Paper, printing and publishing Paper, cardboard and paper goods Printing and publishing	770 516 254	500 219 281	586 324 262	892 416 476	2,748 1,475 1,273	756 394 362	638 252 386	1,097 613 484	1,417 724 693	3,908 1,983 1,925
Other manufacturing industries	892	313	682	325	2,212	953	493	1,165	758	3,369
Total, all manufacturing industries	21,193	8,550	10,880	8,588	49,211	24,456	11,800	25,585	18,495	80,336
Construction	18,956	3,333	190	343	22,822	16,821	2,630	387	300	20,138
Gas, electricity and water	629	222	81	72	1,004	592	306	121	78	1,097
Transport and communication	4,411	630	478	328	5,847	10,253	764	1,182	320	12,519
Distributive trades	5,342	4,721	4,591	8,174	22,828	5,458	6,208	8,756	9,089	29,511
nsurance, banking and finance	212	346	304	881	1,743	951	981	679	962	3,573
rofessional and scientific services	711	473	1,855	1,026	4,065	5,004	1,522	18,480	1,399	26.405
Aiscellaneous services	6,679 577 3,710 273	2,391 165 501 228	10,788 410 7,792 675	2,684 120 699 504	22,542 1,272 12,702	6,616 367 2,070	2,397 177 462	18,366 821 9,590	4,485 224 953	31,864 1,589 13,075
vublic administration	3,231 1,100 2,131	511 208 303	1,213 892 321	409 172 237	1,680 5,364 2,372 2,992	209 4,443 2,427 2,016	783 260 523	1,309 2,176 1,465 711	897 516 246 270	2,598 7,918 4,398
Grand total	63,661	22,283	35,234	22,706	143,884	76,773	30,209	76,714	36,017	3,520

Region	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
London and South Eastern Eastern and Southern South Western Midlands Yorkshire and Lincolnshire North Western Northern Scotland. Wales	17,867 8,339 3,830 6,588 5,101 9,383 3,641 5,233 3,679	5,863 3,088 1,546 3,605 2,218 2,764 751 1,585 863	14,192 3,407 1,784 2,676 2,684 4,704 1,617 3,034 1,136	4,762 3,054 1,592 3,627 2,270 3,087 1,211 2,089 1,014	42,684 17,888 8,752 16,496 12,273 19,938 7,220 11,941 6,692	26,269 15,198 5,402 10,724 5,180 6,046 1,654 2,988 3,312	8,878 4,140 2,244 5,930 3,855 2,154 1,056 933 1,019	26,672 11,301 5,308 8,877 6,846 8,750 1,987 5,094 1,879	9,928 4,985 2,361 7,221 3,648 3,584 1,251 1,691 1,348	71,747 35,624 15,315 32,752 19,529 20,534 5,948 10,706 7,558
Great Britain	63,661	22,283	35,234	22,706	143,884	76,773	30,209	76,714	36,017	219,713

Ministry of Labour Gazette September 1963

# Employment in the Coal Mining Industry in July

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

The following Table relates to both National Coal Board mines (which account for over 99 per cent. of employment in the industry) and licensed mines. The figures for the latest month are provisional and figures for earlier months have been revised where necessary.

Pending changes in Divisional organisation, from July 1963 until the end of this year, Northumberland and Cumberland are shown separately and the North Western Division is shown as Lancs. and North Wales.

Average Number of Wage-earners on Colliery Books (All Mines)—Analysis by Divisions

Division of the National Coal Board	Average numbers of wage-earners on colliery	Increase (+) or decrease (-) compared with the average for					
National Coar Board	books during 4 weeks ended 27th July 1963	5 weeks ended 29th June 1963 4 weeks ended 28th July 1965					
Northumberland	30,100 3,600 75,100 112,900 37,100 88,500 38,700 78,600 5,200	- 200 - 1,600 - 100 - 100 - 600 - 6,200 - 600 - 2,700 - 300 - 3,200 - 500 - 1,600 - 300 - 1,900 - 500 - 2,100 Nill - 200					
England and Wales	469,800	- 3,100 - 19,600					
Scotland	56,100	- 500 - 8,300					
Great Britain	525,900	- 3,600 - 27,900					

The following figures of recruitment, wastage, absence and output relate to National Coal Board mines only.

It is provisionally estimated that during the four weeks of July about 810 persons were recruited to, and about 3,570 persons left, National Coal Board mines: the numbers on the colliery books thus showed a net decrease of 2,760, compared with a net decrease of 4,180 during the five weeks of the previous month.

For absence, separate figures are compiled in respect of voluntary absence for which no satisfactory reason is given, and involuntary absence due mainly to sickness. The figures in the Table below represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances in a five-day week.

### Absence Percentage (N.C.B. Mines)

Construction base	July 1963	June 1963	July 1962
Coal-face workers: Voluntary Involuntary	8·28 9·89	7·89 10·20	8·57 8·21
All workers: Voluntary Involuntary	6·06 9·53	5·89 9·92	6·33 8·08

The output per man-shift of face-workers at National Coal Board mines was 98·33 cwt. in July, compared with 96·25 cwt. in the previous month and 92·80 cwt. in July 1962. The output per man-shift calculated on the basis of all workers was 32·43 cwt. in July; for June 1963 and July 1962 it was 32·34 cwt. and 31·13 cwt., respectively.

# Industrial Rehabilitation

The statistics given below of courses at Industrial Rehabilitation Units of the Ministry of Labour and at Rehabilitation Centres operated by Voluntary Blind Welfare organisations relate to the four weeks ended 12th August 1963.

- NETHERLA	Men	Women	Total
Number of persons admitted to courses during period	831	99	930
Number of persons in attendance at courses at end of period	1,494	199	1,693
Number of persons who completed courses during period	726	98	824

Up to 12th August 1963, the total number of persons admitted to these courses was 149,990, including 4,272 blind persons.

# Insured Persons Absent from Work owing to Sickness or Industrial Injury

The Table below shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 20th August 1963, and the corresponding figures for 16th July 1963 and 21st August 1962. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (a) a large proportion of those whose incapacity lasts less than four incapacity (and who are therefore excluded from the statistics) are (a) a large proportion of those whose incapacity lasts less than four days, (b) civil servants receiving full pay during incapacity, and (c) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

A relatively small number of claims do not result in the payment of benefit, but, because they indicate certified incapacity for work, such claims are included in the Table. Injury benefit is payable in respect of both industrial accidents and prescribed industrial

respect of both industrial accidents and prescribed industrial diseases.

discases.	Numbers of insured persons absent from work owing to							
Region	7732 o	Sickness	i ne	Industrial injury				
own works week	20th Aug. 1963	16th July 1963	21st Aug. 1962	20th Aug. 1963	16th July 1963	21st Aug. 1962		
London and S. Eastern: London and Middlesex Remainder. Eastern Southern South Western Midland North Midland East and West Ridings North Western Northern Scotland Wales.	74·5 51·0 80·5 149·3 64·5 111·6	76·3 66·7 42·2 32·7 49·3 75·8 52·1 80·2 144·9 64·7 114·0 66·8	71·3 62·4 38·5 30·3 46·2 68·9 46·6 72·9 137·0 59·1 106·4 62·1	2·8 2·9 1·5 2·2 4·2 5·2 9·3 7·9 7·2 8·8 8·8	2.9 3.1 2.0 1.5 2.3 4.6 5.4 9.7 8.0 7.6 9.6	2.9 2.7 1.9 1.4 2.0 3.8 4.6 6.8 6.2 8.2 7.4		
Total, Great Britain .	860 · 4	865 - 7	801 · 8	62.5	65.8	55.3		

Periodical checks of the proportion of males included in the total (Great Britain) figures of persons absent from work have shown a fairly constant level of about 70 or 71 per cent. for absence caused by sickness and about 87 per cent. for absence caused by industrial

The total number of persons shown in the Table above as absent owing to sickness on 20th August 1963 represented  $4 \cdot 2$  per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was  $0 \cdot 3$  per cent.

# Employment of Women and Young Persons: Special **Exemption Orders**

The Factories Act 1961 and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, section 117 of the Factories Act 1961 enables the Minister, subject to certain of the Factories Act 1961 enables the Minister, subject to certain conditions, to grant exemptions from these restrictions in the case of women and young persons aged 16 or over, by making special exemption orders in respect of employment in particular factories. The following Table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 31st August 1963, according to the type of employment permitted.\*

Type of employment permitted by the Orders	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Extended hours† Double day shifts‡ Long spells Night shifts Part-time work§ Saturday afternoon work. Sunday work	37,306 20,734 9,844 8,188 6,281 1,688 1,461	1,619 1,102 399 743 17 113	4,337 2,040 1,307 — — — 31 28	43,262 23,876 11,550 8,931 6,281 1,736 1,602
Miscellaneous	4,396 89,898	4,091	7,805	4,556

\* The numbers of workers actually employed on the schemes of hours permitt these Orders may, of course, vary from time to time.

† "Extended hours" are those worked in excess of the limitations imposed by the Factories Act in respect of daily hours or overtime.

‡ Includes 3,319 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings. § Part-time work outside the hours of employment allowed by the Factories Act

# OFFICES, SHOPS and RAILWAY PREMISES Act, 1963

H. SAMUELS, O.B.E., M.A. Barrister-at-Law

In preparing the notes for this annotation the author of Factory Law and other well-known works on industrial law has drawn fully on his long experience of the operation of the Factories legislation upon which many provisions of the new Act are based.

This is a work which will prove to be invaluable to anyone who is called upon to administer, or who is subject to the operation of, this complex Act.

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# Fatal Industrial Accidents

The following Table shows the number of fatal industrial accidents reported in August 1963 with comparable figures for the previous month. The figures are provisional. The figures for seamen relate to those employed in ships registered in the United Kingdom. All other figures relate to Great Britain.

santhur provisions	Zorgran Zorgran			O SUSCIE	July 1963	August 1963
Places under the Factorie	es Act	90.48	SIL BR	MEGIED.	58	63
Mines and quarries*	77				21	24
Seamen	79.65 Mg	ATMINES.	1 12240	426/31	5†	7
Railway service	63 Same	Breeze	STATE OF THE PARTY OF	Warrie .	9	10

Detailed figures for process groups are given below for August 1963. The figures under the heading "Factories Act" are based on the Factory Inspectorate Process Classification—see "Guide to Statistics collected by H.M. Factory Inspectorate" published by H.M. Stationery Office, price 4s. (4s. 4d. including postage). The figures are provisional.

Factories Act

Metal casting

Textile and connected processes

Miscellaneous metal processes .

Metal extraction, refining and conversion

Metal rolling, drawing, extrusion and forging

Clay, pottery, cement, etc.

Shipbuilding and repairing	112.50				man:	2
Constructional engineering, boiler m	aking	Par.	and a Very	Store.	8 931	W.I
Locomotive and railway equipment		130.		hnelb		
Non-rail vehicles and aircraft	00/80			משלפות	W 101	2
Other machine and metal manufactu	re and repa	ir		0.12331	H DI	3
Electrical engineering	08,004		Series V	T box	bhall	2
Woodworking processes		1909	54)			2
Miscellaneous chemical manufacture,	paint, oil r	efining,	soap			6
Coal gas, coke ovens, patent fuel				aurai	18. 78	
Wearing apparel			2.			
Paper and printing					10.00	
Milling	THE PARTY	DI BOTTO	o goes	10000	COLUM	_
Food	A PARTIE		TRILOTE.	er i	- Pills	3
Drink	idi bistam	Man (II)	isiona	4010	ei di	
Electricity generation	botismos	STOW	ersons	1.018	3215	1
Rubber	and though	ard m	DEF IER	Dillo	124834	
Other factory processes	10 0	Bolloop	198 6	327713	48.80	
previous monau.					0.00	
Works and Places under s.s. 125 and 12 Building operations	MODELES		1961	1000 s 1000 s	egino ecno	19
Works of engineering construction		lo erod	men o	divin	35000	6
Docks and warehouses	oossible o	LJQ 019	dring	10301	315	2
TOTAL, FACTORIES ACT						63
s (N. Giff. Admiss)	BILISOLE	30300				
Mines and quarries	THE PERSON NAMED IN COLUMN	y service				
Coal mines:	TOTAL MERSE	smen an		100000000000000000000000000000000000000		-
Underground	THE RESERVE TO STATE OF THE PARTY.	e drivers	and me	otorme	en	4
Surface 1	Firem		** 425	ining		-
Other stratified mines —	Labou				Tues!	1
Miscellaneous mines —	Mecha	anics	350	11500	92.49	-
Quarries 3	Passer	iger gua	rds	::000	No.	1
TOTAL, MINES AND QUARRIES 24	Perma	nent-wa	y men	.VILET		3
The second of th	Porter	s				-
	Shunte	ers				-
Seamen	OF MALE PROPERTY.	grades		etien.		2
Trading vessels 6	Contra	actors' se	ervants	ordine.	3000	=
Fishing vessels 1	08.70					
TOTAL, SEAMEN	don't ads.	L, RAILW			3-03	10
		MINNE	251253	300	1	

# Industrial Diseases

The number of cases and deaths in Great Britain reported during August 1963 under the Factories Act 1961 are shown below

I. Cases	II. Deaths					
Lead poisoning		8	Nil			
Aniline poisoning		1				
Compressed Air illness	4	1				
Epitheliomatous ulceration		6	on lot beginned agency to viding			
Chrome ulceration		4	Manual berion 7 Transfer			
TOTAL, CASES		20	to an object of persons in attendance of the later of the			
			ANT b. Caring Salan			

For mines and quarries, weekly returns are obtained and the figures cover the eeks ended 27th July 1963 and the 5 weeks ended 31st August 1963. Includes 3 deaths in one vessel sunk as a result of a collision.

### Ministry of Labour Gazette September 1963

# Disabled Persons (Employment) Acts, 1944 & 1958

The number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, at 16th April 1963 (the last date on which a count was taken) was 653,362, compared with 659,605 at 15th October 1962.

The number of disabled persons on the Register who were unemployed at 12th August 1963 was 57,105, of whom 49,407 were males and 7,698 were females. An analysis of these figures is given in the Table below.

Males	Females	Total
44,247	6,983	51,230
5,160	715	5,875
49,407	7,698	57,105
	44,247 5,160	44,247 6,983 5,160 715

The number of placings of registered disabled persons in ordinary employment during the four weeks ended 7th August 1963 was 4,714, including 3,813 men, 752 women and 149 young persons. In addition there were 61 placings of registered disabled persons in sheltered employment.

# **Employment Overseas**

### AUSTRALIA

AUSTRALIA

The Commonwealth Bureau of Census and Statistics estimate that the total number of civilians in employment as wage and salary earners, other than those engaged in rural industries and private domestic service, was about 3,156,200 in April, compared with 3,157,500 (revised figure) in the previous month and 3,069,500 in April 1962. The number of persons receiving unemployment benefit in July is estimated at 37,174, compared with 38,188 in June and 45,453 in July 1962.

### BELGIUM

The average daily number of persons recorded as wholly unemployed during June was 26,622, compared with 31,083 in the previous month and 36,644 in June 1962. The average daily number of partially unemployed persons in June was 12,906.

The Dominion Bureau of Statistics estimate that the total number in employment at 20th July was 6,742,000, compared with 6,535,000 at 22nd June and 6,569,000 at 21st July 1962. Persons wholly unemployed at 20th July are estimated at 293,000 or 4·2 per cent. of the labour force, compared with 304,000 or 4·4 per cent. at 22nd June and 308,000 or 4·5 per cent. at 21st July 1962.

### DENMARK

Provisional figures from the Employment Exchanges show that at the end of May the number of members of approved insurance societies who were unemployed was about 9,700 or 1·3 per cent. of the total number insured, compared with 2·9 per cent. at the end of April and 1·1 per cent. at the end of May 1962.

Provisional figures show that the number of persons registered as applicants for employment at the beginning of July was 119,974, of whom 19,210 were wholly unemployed persons in receipt of assistance. The corresponding figures were 141,513 and 20,870 at the beginning of the previous month and 82,533 and 19,693 at the beginning of July 1962.

### GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of July was 97,457, compared with 102,550 at the end of the previous month and 84,874 at the end of July 1962. In the Western Sectors of Berlin the corresponding figures at the same dates were 8,654, 9,533 and 9,065.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 27th July was 37,662, compared with 40,982 at 22nd June and 35,746 at 28th July 1962.

The number of persons wholly unemployed at the end of July was 26,808; this figure included 1,441 persons employed on relief work as well as those in receipt of unemployment benefit. At the end of June the respective figures were 22,356 and 1,651, and at the end of July 1962 they were 28,151 and 1,494.

\*These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the Tables on pages 367 to 369.

The latest figures available from the Department of Labour give an estimate of the total labour force in April 1963 as 938,900 compared with 917,400 in October 1962 and 919,000 in April 1962. Latest figures on unemployment show that 1,053 persons were unemployed in May, compared with 879 in April and 1,274 in May 1962.

Preliminary information from the Employment Exchanges shows that at the middle of June the total number of persons registered as unemployed was 14,637, compared with 19,395 in May and 16,280 in June 1962. Members of approved insurance societies who were unemployed and included in the total for June numbered 10,563, or 0.7 per cent of all members, compared with 1.1 per cent 10,563, or 0.7 per cent. of all members, compared with 1.1 per cent. in the previous month and 0.8 per cent. in June 1962.

### **SWITZERLAND**

The number of registered applicants for employment at the end of July who were wholly unemployed was 148 or 0.1 per thousand of the employed population (exclusive of apprentices) according to the census of 1950, compared with 185 or 0.1 per thousand at the end of the previous month and 177 or 0.1 per thousand at the end of July 1962.

### UNITED STATES OF AMERICA

The Department of Labor estimate that the number of civilians in The Department of Labor estimate that the number of civilians in employment as wage or salary earners in the United States of America (including Alaska and Hawaii) in industries other than agriculture and domestic service was approximately 56,802,000 in June, compared with 56,222,000 (revised figure) in May and 55,777,000 in June 1962. The number of production workers in manufacturing industries in May was 12,387,000 compared with 12,319,000 in April and 12,372,000 in May 1962. They also estimate that the total number of unemployed persons at the middle of July was about 4,322,000 or 5·7 per cent. of the civilian labour force, compared with 4,846,000 or 6·4 per cent. at the middle of the previous month and 4,018,000 or 5·5 per cent. at the middle of July 1962.

# Retail Prices Overseas

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

Country	Index Base Year*	Month for which Index Figure Given	Items Covered†	Index Figure	Rise (+) or Fall (-) of Index Figure (in Index Points) compared with		
11 CH		J. C.			Month before	Year before	
European Countries Belgium	1953	May 1963	{All Items Food	114·10 113·3	-0·32 -0·6	+0·49 -1·2	
France (Paris)	1956–57	July 1963	{All Items Food	150·0 149·3	+0·9 Nil	+8·2 +7·7	
Germany (Federal Republic)	1958	July 1963	{All Items Food	111·6 110·3	$-0.6 \\ -1.8$	$^{+1\cdot 3}_{-2\cdot 0}$	
Luxembourg	1948	June 1963	{All Items Food	133·08 143·68	$-4.15 \\ +1.30$	$-0.83 \\ +4.45$	
Norway	1959	May 1963	{All Items Food	110·8 110	$-1.3 \\ -3$	+3·3 +2	
Portugal (Lisbon)	1948-49	June 1963	{All Items Food	117·2 115·3	$-0.8 \\ -1.5$	+1.9	
Spain	1958	Apr. 1963	{All Items Food	127·7 132·7	-0·1 -0·4	+11.9	
Switzerland	1939	July 1963	{All Items Food	201·6 217·3	+0·4 +0·4	+5·9 +5·4	
Other Countries Canada	1949	July 1963	{All Items Food	133·5 132·5	+0·7 +2·8	+2·5 +5·5	
India (All-India)	1949	May 1963	{All Items Food	132 132	+1 +2	+3 +4	
Japan	1960	Apr. 1963	{All Items Food	120·2 125·0	+0.9	+8·3 +10·7	
Rhodesia, Northern	1962	June 1963	{All Items Food	101·8 100·2	+0.1	+0.9	
Rhodesia, Southern	1962	June 1963	{All Items Food	101·9 103·4	+0.4 +1.0	+0·4 -0·5	
United States	1957–59	June 1963	{All Items Food	106·6 105·0	+0·4 +0·8	+1·3 +1·5	
The second secon					100 De 40	BELLE .	

\* Index base is 100 in all cases.

† The items of expenditure on which the "all items" figures are based are food, clothing, house-rent, fuel and light, and other or miscellaneous items.

# WAGES AND HOURS OF WORK

# Weekly Rates of Wages, Normal Weekly Hours and Hourly Rates of Wages

### INDICES FOR 31st AUGUST 1963 (31st JANUARY 1956 = 100)

At 31st August 1963 the indices of changes in weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers, compared with a month earlier, were as follows:—

	All Indu	stries and	Manufacturing Industries only			
Date	Weekly Rates	Normal Weekly Hours	Hourly Rates	Weekly Rates	Normal Weekly Hours	Hourly Rates
1963 July	134-4	95·1	141.3	131.9	95·1	138.7
1963 Aug.	134.4	95.1	141 · 4	131.9	95.1	138 · 8

Note.—The July figures have been revised to include changes having

### Index of Weekly Rates of Wages

Index of Weekly Rates of Wages

The index of weekly rates of wages measures the average movement from month to month in the level of full-time weekly rates of wages in the principal industries and services in the United Kingdom compared with the level at 31st January 1956 taken as 100. The representative industries and services for which changes in rates of wages are taken into account and the method of calculation were described on pages 50 and 51 of the issue of this GAZETTE for February 1957. The index is based on the recognised rates of wages fixed by voluntary collective agreements between organisations of employers and workpeople, arbitration awards or Wages Regulation Orders. The percentage increases in the various industries are combined in accordance with the relative importance of the industries, as measured by the total wages bills in 1955, details of the weights for the industry groups being given on page 56 of the issue of this GAZETTE for Eebruary 1959. The index does not reflect changes in earnings due to such factors as alterations in working hours, or in the earnings of pieceworkers and other payment-by-results workers due to variations in output or the introduction of new machinery, etc.

### Weekly Rates of Wages

I.—All Industries and Services

II.—Manufacturing Industries only

				Marie Annual Contract of	The second contract of the second contract of				
Date 165 000	Men	Women	Juveniles	All Workers	Date	Men	Women	Juveniles	All Workers
956 957 958 959 Monthly 960 961 962 962	104·8 110·0 113·8 116·8 119·7 124·6 129·1	104·2 109·7 114·0 117·0 120·8 125·3 130·3	105·5 111·3 115·8 119·0 123·2 130·3 135·6	104·7 110·0 114·0 117·0 120·0 125·0 129·6	1956 1957 1958 1959 1960 1961 1962 Monthly averages {	104·9 110·1 113·6 116·5 119·1 123·9 127·4	103·9 109·6 113·6 116·4 120·0 124·3 129·0	104·9 110·6 114·5 117·3 122·7 129·5 134·1	104·7 110·0 113·7 116·5 119·4 124·2 128·0
August	129·8 130·1 130·3 130·4 131·1 131·3	131·2 131·3 131·6 131·8 132·8 133·3	136·2 136·5 136·8 137·0 138·2 138·7	130·3 130·6 130·8 130·9 131·7 132·0	1962 July September October November December	128·7 128·8 128·9 129·0 129·2 129·4	130·3 130·3 130·7 131·1 131·1 131·4	135·3 135·4 135·8 135·9 136·1 136·4	129·2 129·3 129·5 129·6 129·8 130·1
February February March April May June July August	131·6 131·9 132·1 133·1 133·4 133·4 133·7 133·8	133·4 133·5 133·9 134·2 135·0 135·3 135·6 135·8	139·0 139·2 139·4 140·4 140·6 140·7 141·1 141·2	132·2 132·5 132·7 133·6 134·0 134·1 134·4	1963 January	129·6 129·7 129·9 130·3 130·6 130·8 131·0 131·1	131·6 131·6 132·1 132·6 132·9 133·5 133·9 133·9	136·5 136·6 136·9 137·4 137·7 138·0 138·2 138·3	130·3 130·3 130·6 131·0 131·3 131·6 131·9

### III.—Industry Groups (all workers)

Date	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined*	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc.
1959 1960 1961 1962 Monthly averages {	117 120 127 132	118 119 126 129	119 123 128 132	112 115 118 124	117 119 125 127	112 116 121 124	118 121 122 126	118 123 124 132	115 120 126 131
1962 July	131 131 131 131 136 137	130 130 130 130 130 130	133 133 133 133 134 136	126 126 126 126 126 126 128	128 129 129 128 129 129	123 123 125 126 126 126	127 127 127 127 127 127 127	134 134 134 134 134 134	131 132 132 132 132 132 132
1963 January February March April May June July August	138 138 138 138 138 138 138 138	130 131 131 136 136 136 137 137	137 137 137 137 138 139 139 139	128 128 128 128 132 132 133 133	129 129 129 129 129 129 129 129 129	126 127 127 127 127 127 128 128 128	127 127 127 127 131 131 133 133	134 134 134 135 135 135 135	132 133 133 139 139 139 139 140

Date	Timber, furniture, etc.	Paper, printing and publishing	Other manu- facturing industries	Con- struction	Gas, electricity and water	Transport and com- munication	Dis- tributive trades	Professional services and public ad- ministration	Mis- cellaneous services
1959 1960 1961 1962 Monthly averages {	118 122 126 134	118 122 126 133	112 115 120 128	120 122 125 133	112 115 120 125	115 121 125 129	117 121 128 132	119 123 129 134	118 120 125 132
1962 July	135 136 136 136 136 136	134 134 134 134 134 134	130 130 130 130 130 130	133 135 135 135 135 135 135	126 126 126 126 126 126 126	130 130 130 130 130 132 132	132 132 132 133 136 138	135 135 135 136 136 136	133 133 133 133 133 133 133
1963 January February March April May June July August	136 136 136 137 137 137 138 139	136 136 137 137 137 137 137	130 130 136 136 136 136 136	135 137 137 137 137 137 137	127 130 130 132 132 132 134 134	133 133 133 134 134 134 135 135	138 138 138 138 138 138 139	136 136 138 139 140 140 140	133 133 133 135 137 137 137

<sup>\*</sup> Including metal manufacture; engineering and electrical goods; shipbuilding and marine engineering; vehicles; metal goods not elsewhere specified.

### Ministry of Labour Gazette September 1963

Index of Normal Weekly Hours The index of normal weekly hours measures, for the same representative industries and services, the average movement from month to month in the level of normal weekly hours of work compared with the level at 31st January 1956 taken as 100. The weekly hours for the separate industries are combined in accordance with their relative importance, as measured by the numbers employed

at the base date. The method of calculation was described in more detail on pages 330 and 331 of the issue of this GAZETTE for September 1957 and details of the weights for the industry groups were given on page 56 of the issue of this GAZETTE for February 1959. The index does not reflect changes in actual hours worked, which are affected by changes in the amount of overtime, short-time and absences for other reasons.

V.—Manufacturing Industries only

### Normal Weekly Hours

IV.—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956 1957 1958 1959 1960 1960 1961 1962	100·0 99·9 99·7 99·6 97·9 96·0 95·1	100·0 99·9 99·6 99·5 98·3 95·8 95·1	100·0 99·9 99·8 99·8 98·1 95·9 95·1	100·0 99·9 99·7 99·6 98·0 95·9 95·1
1962 July September November December	95·2 95·1 95·1 95·1 95·1 95·1	95·1 95·1 95·0 95·0 95·0 95·0	95·1 95·1 95·1 95·1 95·1 95·1	95·1 95·1 95·1 95·1 95·1 95·1
1963 January February March	95·1 95·1 95·1 95·1 95·1 95·1 95·1 95·1	95·0 95·0 95·0 95·0 95·0 95·0 95·0	95·1 95·1 95·1 95·1 95·1 95·1 95·1	95·1 95·1 95·1 95·1 95·1 95·1 95·1

				STREET, SPATE
Date	Men	Women	Juveniles	All Workers
Also graves	100.0	100.0	100.0	100.0
15,0113 Mage	99.9	100.0	100.0	100.0
	99.7	99.9	99.9	99.8
nthly	99.6	99.7	99.7	99.6
averages	97.1	97.8	97.5	97.3
VERNE BERNEY	95.6	95.2	95.4	95.4
South - Held	95.2	94.9	95.0	95.1
	95.3	94.9	95.1	95-1
st	95.3	94.9	95.1	95.1
mber	95.2	94.8	94.9	95.1
Control of the Contro		0.0	010	

94·9 94·9 94·9 94·9 94·9 94·9

Index of Hourly Rates of Wages

The index of weekly rates of wages does not show any movement when normal weekly hours of work are altered without any corresponding change in weekly rates of wages. The series given in the next Tables, which is obtained by dividing the monthly figures

for the index of weekly rates of wages by the corresponding figures for the index of normal weekly hours, is described as the index of hourly rates of wages (see page 133 of the issue of this GAZETTE for

### Hourly Rates of Wages

Februa March April May June July August

VI.—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1956)	104.8	104.2	105.5	104.7
1957	110-1	109.8	111.4	110.1
1050	114-2	114-4	116.0	114.3
1050 (Monthly	117.3	117.7	119.2	117-4
1960 averages	122.3	122.8	125.6	122-5
1961	129.8	130.7	135.9	130.3
1962	135.7	137.0	142.5	136-2
1962 July	136.4	138-0	143.2	137-0
August	136.8	138-1	143.5	137-4
September	137.0	138-4	143.9	137.6
October	137-1	138-7	144-1	137.7
November	137.9	139 - 8	145.4	138.5
December	138 · 1	140.2	145.9	138 · 8
1963 January	138-4	140 - 4	146.2	139-1
February	138.7	140.5	146.4	139.4
March	139.0	140.8	146.7	139.6
April	140.0	141.3	147.7	140.5
May	140.3	142.0	147.9	140.9
June	140-4	142-4	148 - 1	141-0
July	140.7	142.7	148 - 4	141.3
August	140.7	142.9	148 - 5	141 · 4

VII.—M	anufacti	uring.	Indust	ries c	only
1					

Date	Men	Women	Juveniles	All Workers
1956 1957 1958 1959 1960 1961 1961 1962	104·9 110·1 113·9 117·0 122·8 129·6 133·8	103·9 109·6 113·7 116·7 122·7 130·6 136·0	104·9 110·7 114·7 117·7 125·9 135·7 141·1	104·7 110·1 113·9 116·9 122·8 130·1 134·6
1962 July August September October November December	135·0 135·2 135·4 135·5 135·7 136·0	137·4 137·4 137·9 138·3 138·4 138·6	142·3 142·4 143·0 143·2 143·3 143·6	135·8 135·9 136·2 136·4 136·6 136·8
1963 January February	136·2 136·5 136·5 137·3 137·4 137·7 137·8	138 · 8 138 · 9 139 · 3 139 · 9 140 · 2 140 · 8 141 · 3 141 · 3	143·8 143·9 144·2 144·7 145·0 145·3 145·6 145·7	137·0 137·1 137·4 137·8 138·2 138·4 138·7 138·8

The figures given in Tables I to VII are on the basis of 31st January 1956 = 100, and relate to the end of the month. Figures for months prior to July 1962 were given in previous issues of this GAZETTE.

Where necessary, figures published in previous issues of this GAZETTE have been revised to include changes arranged with retrospective effect or reported too late for inclusion in the current features. Previous figures are given in italies. figures. Revised figures are given in italics.

The publication of the index figures to one decimal place must not be taken to mean that the figures are thought to be significant to more than the nearest whole number.

The figures in these series may be linked with those in the previous series (30th June 1947 = 100) to give a measure on a broad basis of the movement since June 1947. The appropriate figure should be multiplied by one of the linking factors given in the paragraph headed "General" on page 5 of the issue of this GAZETTE for

If comparisons are made between one group and another in Table III it should be remembered that the indices for a particular group may have been affected by the incidence of changes in rates

of wages in the months immediately prior to the base date (31st January 1956) and that having regard to considerable variation in the provisions of collective agreements and statutory wages regula-tion orders there is no common pattern for the calculations of the indices for individual industries.

### Comparison between Earnings and Rates of Wages

Comparison between Earnings and Rates of Wages

Statistics of changes in actual weekly and hourly earnings (as distinct from changes in rates of wages) are collected in April and October each year. Figures relating to such earnings from April 1956 to April 1963 were given in an article on pages 302 to 309 of the August issue of this GAZETTE. The average increase in actual weekly earnings (all workers) between April 1956 and April 1963 in the industries and services covered by the half-yearly enquiries was 36·7 per cent. as compared with an average increase of 25·9 per cent. during the same period in the level of weekly rates of wages in the same industries, whilst the average increase in actual hourly earnings was 42·0 per cent. as compared with an average increase of 32·7 per cent. in hourly rates of wages. For manufacturing industries only the corresponding increases were 35·4 per cent. for weekly earnings, 24·7 per cent. for weekly rates of wages, 41·3 per cent. for hourly earnings and 31·2 per cent. for hourly rates of wages.

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# Movements in Rates of Wages and Hours of Work

### Major settlements reported during August

On 27th August the special negotiating body appointed by the National Joint Council for the Building Industry in England and Wales reached agreement on increases in standard rates and a reduction in normal weekly hours of work. The agreement, which was ratified at the September meeting of the council, is to operate for a three-year period, with phased increases in standard hourly rates in November 1963, 1964 and 1965 of 4d., 3d. and 2½d. for craftsmen and of 2d., 2d. and 1d. for labourers. In addition, normal weekly hours of work are to be reduced from 42 to 41 in November 1964. The industry's present cost-of-living sliding-scale arrangements are to remain in operation throughout the next three years, but a feature of the new settlement is that both sides have agreed to consider the possibility of relating future changes in wages to an appropriate index of national productivity, in place of the present link with the official index of retail prices.

Awards made during the month by the Civil Service Arbitration Tribunal, with retrospective effect to the beginning of the year, affected postmen (increases of 3s. 6d. a week at the maximum of the pay scale and of varying amounts at lower points on the scale) and telephonists (increases of 4s. 6d. a week at the maximum of the pay scale and of varying amounts at lower points on the scale). An agreed increase of  $3\frac{1}{2}$  per cent. for Post Office engineering workers, with retrospective effect to the beginning of July, was announced

A revised wages structure is to be introduced for government engineering and dockyard workers following agreements made by the appropriate joint councils at the end of the month. Merit pay schemes will be abolished and the agreed phased increases in pay of about 22s. a week for craftsmen and of amounts ranging from 14s. 6d. to 19s. a week for non-craftsmen are partly retrospective, taking effect between April 1963 and April 1964. Future wage changes for both categories will be determined at half-yearly intervals by reference to the general level of wages in certain specified industries and services.

London Transport bus drivers were granted a scarcity allowance of 5s., 5s. 6d. or 6s. a week, with effect from 31st July whilst, under a statutory wages regulation order made in August, the normal weekly hours of work of bakery workers in England and Wales were reduced from 44 to 42 on 11th September.

The principal cost-of-living sliding-scale adjustments notified during August include footwear manufacture (decrease of 5s. a week from the first pay day in October) and furniture manufacture (decrease of  $\frac{1}{2}$ d. an hour from the first full pay week in October).

The settlements, statutory wages regulation orders, arbitration awards and cost-of-living sliding-scale adjustments made during the month have operative dates from 1st January 1963 to November 1965. The implementation of the settlements will result in an increase of £1,260,000 in the basic full-time weekly rates of wages of 1,325,000 workers, a decrease of £45,000 for 420,000 workers, and a reduction of 1,050,000 hours in the normal weekly hours of work of 970,000 workers. (Increases for approximately 115,000 workers amounting to £50,000 are already included in the Table in the adjoining column.)\*

### Changes coming into operation during August

Some of the August settlements, details of which have already been given, came into operation during the month. A number of other settlements made at earlier dates became effective during August and the industries and services affected included industrial and staff canteens (increases in statutory minimum rates of 10s., 11s. or 12s. a week for men and of 8s. or 9s. for women), sawmilling in England and Wales (labourers' hourly rates increased by 2d. for men and by  $1\frac{1}{2}$ d. for women), cast stone and cast concrete production in England and Wales (increase of  $2\frac{1}{2}$ d. an hour for men), wood box, packing case and wooden container manufacture in England, Wales and Northern Ireland (increases of 3d. or  $2\frac{1}{2}d$ . an hour, according to occupation, for men and of 2d. for women) and local authorities' fire brigades (increase of 3 per cent.).

Increases, based on half-yearly adjustments under cost-of-living sliding-scale arrangements, became payable to workers engaged in lock, latch and key making in England and to workers employed in glass processing.

Estimates of the effect of changes coming into operation during August indicate that 310,000 workers received increases of £130,000 in their basic full-time weekly rates of wages and 7,000 workers had their normal weekly hours of work reduced by an average of 2 hours.\* Of the total increase of £130,000, about £53,000 resulted from direct negotiations between employers and trade unions, £39,000 from statutory wages regulation orders, £36,000 from arrangements made by joint industrial councils or similar bodies established by voluntary agreement, and the remainder from cost-of-living sliding-scale adjustments.

### Analysis of changes during the period January-August

The following Table shows, by industry group, the numbers of workers affected (a) by increases in basic full-time weekly rates of wages and the aggregate amounts of such increases, and (b) by reductions in normal weekly hours of work and the aggregate amounts of such reductions.

sz – betanista	Basic Fu Weekly of W	Rates	Normal Weekly Hours of Work		
Industry Group	Approxi- mate Number of Workers affected by Net Increases†	Estimated Net Amount of Increase*	Approxi- mate Number of Workers affected by Reductions	Estimated Amount of Reduction in Weekly Hours	
sparrag be	A 20170245	£	AN		
Agriculture, forestry, fishing	76,500	33,400	Marine - Secretaria	-	
Mining and quarrying	324,500	169,700	1,000	1,600	
Food, drink and tobacco	267,500	103,800	11,500	5,700	
Chemicals and allied industries	172,000	78,500	-	_	
Metal manufacture	155,000	16,900	-		
Engineering and electrical goods Shipbuilding and marine	30,000	22,300	- who	1 8881	
engineering		100	NOTES THE PARTY OF		
Vehicles	26,000	12,000	-	-	
Metal goods not elsewhere		0.54		DESCRIPTION OF THE PERSON OF T	
specified	71,000	27,600	_	- 20	
Textiles	368,500	119,500	_	-	
Leather, leather goods and fur	52,500	25,200	F. 10 10		
Clothing and footwear	98,000	27,300	Today	MATERIAL STREET	
etc.	147,000	96,600	30	KOYOF D	
Timber, furniture, etc	171,500	42,600	6,500	11,100	
Paper, printing and publishing	361,500	83,000	- tadr	MADRICE	
Other manufacturing industries	127,500	51,900	4,500	4,500	
Construction	1,342,000	282,700		SUBSET BUT	
Gas, electricity and water	253,500	139,900	A 100 March 1978 (1)	AND PROPERTY.	
Transport and communication	468,000	139,900 217,700	30 - 10 B	THE REAL PROPERTY.	
Distributive trades	249,500	108,200	32,500	27,100	
Public administration and	541				
professional services	797,000	256,800	ALL DELINE	DELETE	
Miscellaneous services	467,500	206,400	4,500	5,100	
Total	6,026,500	2,122,000	60,500	55,100	

Included in the above Table are about 45,000 workers who had both wage increases and reductions in normal weekly hours of work.

In the corresponding months of 1962, about 10,780,000 workers had an increase of approximately £3,950,000 in their basic full-time weekly rates of wages and approximately 1,100,000 workers had an aggregate reduction of about 1,930,000 hours in their normal weekly hours of work.

### CHANGES IN RATES OF WAGES COMING INTO OPERATION DURING AUGUST

(Note.—The figures in brackets below an item in the column headed "District" relates to the page in the volume "Time Rates of Wages and Hours of Work, 1st April 1963," on which details for the Industry at that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change (Decreases in italics)
Limestone Quarrying	West Cumberland (10)	26 Aug.	Male workers	Cost-of-living net addition to wages decreased; by 0·144d. an hour (1s. 6·286d. to 1s. 6·142d.) for workers 18 and over, and by 0·072d. (9·143d. to 9·071d.) for boys under 18.
Silica and Moulding Sands Quarrying	Great Britain (11)	Beginning of first full pay period following 29 June	Male workers	Increase of 2½d. an hour for adult workers, with proportional increases for boys and youths. Minimum basic hourly rates after change: able-bodied men 21 and over 4s. 6½d., youths and boys 2s. 4½d. at 15 rising to 4s. 0½d. at 20.

<sup>\*</sup>The statistics relate to wage-earners only and the monetary amounts represent the increase in basic rates only and not the total increase in the wages bill. The estimates are based on normal conditions of employment and do not take into account the effect of short-time or of overtime.

# Changes in Rates of Wages Coming into Operation during August-continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change (Decreases in italics)
and and Gravel Production	Great Britain (11)	Beginning of first full pay period falling on or after	Male workers	Increase of 4 per cent., to the nearest \(\frac{1}{4}\)d., on all wage rates; for workers receiving occupational differential rates, the increase is to be added to the total of the basic rate plus the appropriate differential. Basic rates after change labourers—class 1 districts 4s. 8d. an hour, class 2, 4s. 6\(\frac{3}{4}\)d.; drivers of "C class licensed vehicles—(under 14 tons gross laden weight) 1, 4s. 11d., 2, 4s. 10d (over 14 tons) 5s. 0\(\frac{1}{4}\)d., 4s. 11\(\frac{1}{4}\)d.; watchmen 1, 29s. 10\(\frac{3}{4}\)d. a shift, 2, 28s. 10\(\frac{1}{4}\)
Ironstone	Cleveland (14)	1 Aug. 31 Aug.	Male workers	Cost-of-living payment decreased* by 1.4d. a shift (10s. 6.3d. to 10s. 4.9d.) for workers 18 and over, and by 0.7d. (5s. 3.2d. to 5s. 2.5d.) for boys under 10
Mining on Ore Mining	Cumberland	26 Aug.	Male workers	Cost-of-living net addition to wages decreased* by 1d. a shift (10s. 7d. to 10s. 6d. for workers 18 and over, and by ½d. (5s. 3½d. to 5s. 3d.) for boys under 18.
Flour Milling	Great Britain (16)	5 Aug.	Female workers employed on packing small bags	The rates previously paid to workers 20 and over now payable at 18 and over with consequential adjustments in rates payable to girls under 18. New rat after change: women 18 and over, class A mills 143s. a week, class B 139s. 6c class C 135s., girls, all classes, up to 16, 90s., at 16, 105s., at 17, 115s.
Baking	dover group Lavo	up 3, and o comea and men 20 an	Male workers, other than Sunday workers, early morning workers and trans- port workers	Increases in general minimum time rates of 8s. 6d. a week for workers 21 ar over, and of varying amounts for apprentice bakers and overleast including workers.
sand sandblaster	poveltore, silverene, sid for and give peper a sess and coloure sprey n operatives, 2nd grad n operatives, 2nd grad n operatives, 2nd grad ere? sessitants, other l light conventors and	group 2, aroup 2, and fixed property of the pr	Male Sunday workers	Transport in general minimum time rates of 9s 10kd, or 9s, 11d, a week, according
	d. an hour for near, a rate. I night rate afforming the rate. Minimum teasir. Cross) 5s. 9d. an hour case.	ic rates of 2 rd joyeniles	Male early morning workers	Increases in general minimum time rates of varying amounts, according occupation, hours of work and age. General minimum time rates af change for all hours worked on a week-day between midnight and 6 a.r. journeymen bakers 7s. 10d. an hour, doughmakers, ovensmen and confectionery mixers 8s. 2½d., apprentice bakers 2s. 7½d. during first year apprenticeship rising to 5s. 1d. during fifth year, bakehouse labourers a packers 7s. 1½d., other workers 3s. 11½d. at 18 and under 19 rising to 7s. 21 and over.
	other than motor drive exclude in hack that of y rates after change; a. London (within 15 axies 224s, 220s, for ixing groths—d axies	for workers avio basis, drum wool sites or mor ces 224s, 3	Female workers	Increases in general minimum time rates of 5s. a week for workers 21 and o other than learners, and of varying amounts for learners and other you workers. General minimum time rates after change: bakers 152s. a we learners 73s. during first year of learnership rising to 131s. during fifth ye all other workers 68s. at under 16 rising to 134s. at 21 and over.†
	Northern Ireland	8 Aug.	Transport workers	Increases in general minimum time rates of 8s. 6d. a week, with proportio amounts for lorry boys under 21. General minimum time rates after chan drivers—lorries with a carrying capacity of over 2 tons 217s. a week, 2 to and under 209s., helpers 208s., lorry boys 75s. at under 16 rising to 192s. at 21 and over, carters and loaders at quays 208s., stablemen, harness clean van washers and greasers 21 and over 203s. 6d.†
	England and Wales	A Control of the cont		Increases in minimum rates of 7s. a week for men 18 and over and for wor 21 and over, and of 5s. 3d. for younger workers. Minimum rates after chan men 21 and over—foremen, Metropolitan area 255s. 10d. a week, Provir 244s. 10d., foremen despatch and first hands 242s. 10d., 233s. 10d., dou makers, confectionery mixers and ovenmen 235s. 6d., 226s. 6d., dou hands 228s. 2d., 219s. 2d., confectioners 224s. 6d., 215s. 6d., table har plant operatives, chargehands (packing and despatch dept.) and slicing wrapping operatives 220s. 10d., 211s. 10d., bakery workers 213s. 6d., 204s. other workers 210s. 1d., 200s. 10d., youths and boys 98s. 8d. or 96s. 8d. a rising to 203s. 10d. or 200s. 10d. at 20\frac{1}{2} and under 21; women 21 and ove forewomen 195s., 188s., first hands 184s.,177s., ovenwomen 176s. 8d.,169s. confectioners 169s. 4d., 162s. 4d., chargehands (packing and despatch de 167s. 6d., 160s. 6d., bakery workers 158s. 4d., 151s. 4d., other worl 156s. 2d., 147s. 8d., girls 96s. 10d. or 94s. 10d. at 15 rising to 148s. 11d. at 20\frac{1}{2} and under 21.
Drug and Fine Chemical Manufacture	Great Britain (40)	First full pay week com- mencing on or after 29 July	Workers employed in manu facturing section	Minimum rates increased by 8s. 6d. a week for men 21 and over, by 7s. women 21 and over, and by proportional amounts for younger work Minimum rates after change: men 21 and over—class I occupations 210s. a week, II 201s. 6d., III 192s. 6d.; women 21 and over 148s. 6d., 14 137s. 6d.; youths and boys 82s. 6d. at 15 rising to 168s. at 20, younger fer workers 77s. 6d. to 129s. 6d. In the London area rates are 6s. 6d. a v higher for adult male workers and 3s. 6d. higher for female workers juvenile male workers.
		do.	Workers employed in whole saling section	Minimum rates increased by 7s. 6d. a week for men 21 and over, by 6s women 21 and over, and by proportional amounts for younger work Minimum rates after change: men 21 and over—class I occupations 201s a week, II 192s. 6d., III 183s. 6d.; women 21 and over 142s. 6d., 137s., 131s. youths and boys 78s. 6d. at 15 rising to 159s. 6d. at 20, younger fe workers 74s. 6d. to 123s. 6d. In the London area rates are 6s. 6d. a higher for adult male workers and 3s. 6d. higher for female workers juvenile male workers.
Fat Melting and Bone Degreasing	Great Britain (certain firms)	Pay day in week com- mencing 15 July	All workers	. Increases in basic rates of 7s. a week for men 21 and over, of 6s. 1½d. for wo 21 and over, and of proportional amounts for younger workers; increasing the shift allowance of 1½d. an hour (4½d. to 6d.). Basic rates after chamale workers 112s. a week at 16 rising to 185s. 6d. at 21; female wor 105s. 10½d. to 137s. 4½d.
Gelatine and Glue Manufacture		31 July	All workers	Increases of 2d. an hour for men 21 and over, of 1½d. for women 21 and of and of proportional amounts for younger workers; shift allowance on and three shift systems increased by ½d. National minimum rates change: male workers—day workers 1s. 9½d. an hour at 15 rising to 4s. at 21 and over, shift workers 21 and over, 3-shift system 4s. 8d., 2-shift sy 4s. 7d., women 21 and over on men's work 3s. 1½d. during first me 3s. 3½d. thereafter, other female workers 1s. 8½d. at 15 rising to 3s. 1½ 21 and over. Rates for London (within a 15 mile radius of Charing C are 1d. an hour higher for men, and ½d. an hour higher for all other wor
Lock, Latch and Key Making	England (65)	First full pay week following 1 Aug.	All workers	Increase* in cost-of-living addition of 3 per cent. (19 to 22 per cent.). Minit time rates after change, inclusive of cost-of-living addition: men—g. P.T. 1, 246s. 6d. a week, 2, 233s. 5d., group A 237s. 1d., 225s. 5d., gro 219s. 6d., 210s. 3d., labourers 190s. 8d.; youths 164s. 4d. at 19, 176s. 10 20, 201s. 2d. at 20½, younger male workers and female workers 60s. 6 15 rising to 145s. 2d. at 18.

<sup>\*</sup> Under sliding-scale arrangements based on the official index of retail prices.

<sup>†</sup> Workers who are affected by two or more changes during the period are counted only once in this column.

<sup>‡</sup> Under sliding-scale arrangements based on the official index of retail prices.

<sup>†</sup> These increases took effect under an Order made under the Wages Councils Act (Northern Ireland). See page 345 of the August issue of this GAZETTE.

<sup>‡</sup> These increases were agreed in July with retrospective effect to the date shown.

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Asbestos Textile Manufacture	Great Britain (100)	12 Aug.	All workers	Increases of 2d. an hour for men 21 and over, of 1\(\frac{1}{4}\)d. for women 18 and over, and of proportional amounts for younger workers. Minimum rates after change include: day workers (Rochdale and Hindley Green, North and South Blocks), men 21 and over 4s. 7.25d, an hour, women 18 and over 3s. 4.125d.; pieceworkers (Hindley Green, North Block) 4s. 5.5d., 3s. 2.625d.
Coir Mat and Matting Manufacture	Great Britain	Pay day in week ending 31 Aug.	All workers	Increases in day work rates of 4d. an hour for male workers 20 and over, of 3d. for female workers 18 and over, and of proportional amounts for younger workers; increases in piecework rates of 4½d. an hour for male workers, and of 3½d. for female workers. Rates after change: day workers—males 2s. an hour at 15 rising to 4s. 4d. at 20 and over, females 2s. at 15 rising to 2s. 11d. at 18 and over; pieceworkers—males 4s. 9½d., females 3s. 2½d.
Leather Goods, Saddlery and Harness Manufacture	Great Britain (105)	Beginning of first full pay period on or after 22 July	All workers	Townson of Old and the Co.
Glass Processing	Great Britain (130)	7 Aug.	Workers employed in processing plate and sheet glass	
Cast Stone and Cast Concrete Products	England and Wales (134)	Beginning of first full pay week com- mencing on or after 19 Aug.	All workers	Increases in minimum basic rates of $2\frac{1}{2}d$ , an hour for men, and of proportional amounts for women and juveniles; night rate allowance increased from time-and-one-fifth to time-and-a-quarter. Minimum basic rates after change: London (within 15 miles of Charing Cross) 4s. 9d. an hour, outside London 4s. 8d.
Ready Mixed Concrete	Great Britain (133)	1 July	All workers	Increase of 10s. 6d. a week for workers other than motor drivers; reclassification of vehicles on 2, 3 or 4 axle basis, resulting in increases of varying amounts for motor drivers. Minimum weekly rates after change: drivers of mixing or agitating trucks—4 axles or more, London (within 15 miles of Charing Cross) 227s. 6d., Provinces 224s., 3 axles 224s., 220s. 6d., 2 axles 220s. 6d., 217s.; drivers of non-agitating or mixing trucks—4 axles or more 220s. 6d., 217s., 3 axles 217s., 213s. 6d., 2 axles 213s. 6d., 210s.; batching operators 227s. 6d., 224s., drivers of dumpers, loading shovels or cranes 213s. 6d., 210s., labourers 203s., 199s. 6d.
Sawmilling	England and Wales (138)	Beginning of first full pay period following 31 July	Male and female labourers em- ployed in handling timber after its initial piling in saw- mill yards	Increases in district minimum rates of 2d. an hour for men 21 and over, of 1½d. for women 19 and over, and of proportional amounts for younger workers. Rates after change include: men 21 and over, grade 1 areas 5s. an hour, grade 2 areas 4s. 11d., women 19 and over 3s. 6¾d.
	Northern Ireland	20 May	Woodcutting machinists and sawyers	Increase of 2d. an hour (5s. 6½d. to 5s. 8½d.).
the said blance	Widnes (138)	5 Aug.	Sawmill labourers and timber yard workers	Increase of 2d. an hour. Rates after change: sawmill labourers 4s. 9½d. an hour, timber yard workers 4s. 11½d.
Veneer and Plywood Manufacture	England and Wales (142)	First pay day after 5 Aug.	All workers	Increases in basic rates of $2\frac{1}{2}$ d. an hour for male workers 20 and over, of 2d. for female workers 19 and over, and of proportional amounts for younger workers. Basic rates after change include: London district—male workers 20 and over, approved inspectors grade I, timeworkers 5s. $5\frac{1}{7}$ d. an hour, workers paid under payment-by-results or bonus schemes 5s. $3\frac{1}{7}$ d., machinists 5s. $4\frac{1}{7}$ d. or 5s. $0\frac{1}{7}$ d., according to occupation, 5s. 2d., 4s. $10\frac{1}{7}$ d., labourers 4s. $10$ d., 4s. $8\frac{1}{7}$ d., female workers 19 and over, first 3 months 3s. $6\frac{1}{7}$ d., 3s. 5d., thereafter 3s. $7\frac{1}{7}$ d., 3s. 6d. Provincial rates are 1d. an hour less.
Wood Box, Packing Case and Wooden Container Manufacture	England, Wales and Northern Ireland (143)	First pay day following 5 Aug.	All workers	Increases in national minimum rates of 3d. or $2\frac{1}{2}$ d. an hour, according to occupation, for men 21 and over, of 2d. for women 21 and over, and of proportional amounts for younger workers. National minimum rates after change include: male sawyers and woodcutting machinists 21 and over 5s. 5d. an hour; box and packing case makers, printing, branding, hand-holing, dowelling and nailing machinists, men 5s. $3\frac{1}{2}$ d., women 21 and over 3s. $8\frac{1}{2}$ d., labourers 4s. $8\frac{1}{2}$ d., 3s. 6d. In certain districts, including London, higher minimum rates are observed, based on local agreement.
Gas Supply	Great Britain (177)	30 June†	Maintenance craftsmen (including paviors, plasterers and slaters, and bricklayers and masons except when on firebrick work)	Increases of 3d. an hour for craftsmen, and of proportional amounts for apprentices. Standard rates after change include: skilled craftsmen—Metropolitan area 6s. 5d. an hour, Provincial Zone A 6s. 2d., Provincial Zone B 6s. 1d.; holders-up 6s. 3d., 6s., 5s. 11d., hammermen (blacksmiths' strikers) 6s. 0½d., 5s. 9½d., 5s. 8½d., pipefitters 5s. 10½d., 5s. 7½d., 5s. 6½d., retort pipefitters 5s. 10½d., 5s. 7½d., 5s. 6½d., drillers (machine), foundry trimmers, furnacemen (foundry) 5s. 9½d., 5s. 6½d., 5s. 5½d.;
Road Passenger Transport (London Transport Board)	London and the adjacent country zones (186–187)	31 July†	Drivers	London scarcity allowance granted to drivers as follows:— central buses 6s. a week, single deck service coaches 5s. 6d., country buses 5s. Rates after change: central buses, commencing rate 242s. 6d a week, after 6 months 247s. 6d., after 1 year 252s. 6d. (maximum); country buses 229s., 234s., 239s.; single deck coaches, commencing rate 242s. 6d., after 1 year 249s. (maximum).
Road Haulage Contracting (British Road Services)	Great Britain (191)	19 Aug.	Engineering maintenance and repair grades	Increases for adult grades of 9s. a week for skilled workers, of 8s. for semi-skilled, and of 7s. 6d. for unskilled; interim bonus of 3s. 6d. a week consolidated into basic rates. Provincial rates after change include: skilled workers 226s. 10d. a week, semi-skilled, grade 1, 208s. 2d., grade 2, 200s. 10d., unskilled 189s. 8d. In London, rates are 5s. 6d. a week higher than those quoted.
Civil Air Transport	United Kingdom (199)	23 June	Certain surface transport and goods handling grades	Additional amounts paid to loaders designated to drive vehicles for loading and unloading aircraft within the airports increased by 1½d. an hour (2½d. to 4d.) for those on fork lift trucks, by 1d. (2d. to 3d.) for those on vehicles with hydraulic or mechanical lifting devices, and by 1d. (1d. to 2d.) for all others.
Post Office	United Kingdom (201)		Engineering, motor transport, supplies and factories rank- and-file grades	Increase in national rates and scales of pay of $3\frac{1}{2}$ per cent. National rates after change for adult workers in engineering grades: labourers 207s. a week, technicians—class IIB 220s. 6d. to 257s., class IIA 239s. to 276s., class I 316s. 6d.; technical officers £684 a year to £973.

<sup>\*</sup> Under sliding-scale arrangements based on the official index of retail prices.

Changes in Rates of Wages Coming into Operation during August—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change
Cinematograph Film Production	Great Britain	5 Aug.	Electricians, craft grades, general grades, etc.	Increase of 5 per cent. Minimum rates after change include: studio standard agreement—craft grades £15 19s. 8d. a week, semi-skilled £15 0s. 2d., general grades (labouring, etc.) £13 19s. 10d., other grades (unclassified, e.g., crane operators (manual), property makers, etc.) £15 10s. 9d., sculptors and modellers £19 2s. 6d. to £22 8s. 11d., according to grade (chargehands 9d. an hour above craft rate, supervising chargehands by day or night (where employed) 1s. 6d. an hour above), assistant heads of departments £18 4s. to £23 15s. 6d., according to occupation and classification of studio; chief or supervising projectionists (where employed) £20 17s., first projectionists £17 13s. 3d., second £15 10s. 9d.; general grades agreement—transport workers, gardeners, storemen, cleaners, etc. £12 14s. 1d. to £18 4s. 10d., according to occupation, female cleaners £12 0s. 10d.; canteen employees agreement—male workers £10 7s. 7d. to £18 12s. 1d., according to occupation and classification of studio, female workers £10 2s. 11d. to £18 12s. 1d. (parttime workers, male and female, £5 18s. 5d.); make-up artistes, hairdressers and wardrobe staffs £13 18s. 1d. to £32 17s. 8d., according to occupation.
Industrial and Staff Canteens	Great Britain (232) (257)	5 Aug.	Male workers	Increases in minimum weekly remuneration of 12s. a week for canteen supervisors, managers or stewards, head cooks and cooks, of 11s. for assistant cooks, of 10s. for porters and other workers 21 or over, of 7s. 6d. to 12s., according to year of apprenticeship, for apprentice cooks, and of 4s. to 8s. 6d., according to age, for other young workers. Minimum weekly remuneration after change where the employer supplies the worker with neither full board nor lodging but with such meals as are available whilst on duty: London area (City of London and Metropolitan Police District), head cooks 204s. 6d. a week, cooks 191s. 6d., assistant cooks 171s. 6d., porters 21 or over 154s. 6d., canteen supervisors, managers or stewards, grade A 199s. 6d., B 209s. 6d., C 219s. 6d., D 229s. 6d., apprentice cooks 80s. 6d. in first year of apprenticeship rising to 158s. in fifth year, other workers 60s. 6d. at under 16 rising to 154s. 6d. at 21 or over. Rates in other areas are 2s. 6d. a week less in each case.*
1-001 1-001 1-001 1-001 1-001 1-001 1-001 1-001 1-001 1-001	Table soons to the control of the co	7 501 2 901 1 2 901 1 2 101 2 101 2 101 0 701	Female workers	Increases in minimum weekly remuneration of 9s. a week for canteen supervisors, manageresses or stewardesses, head cooks and cooks, of 8s. for assistant cooks, cashiers and canteen attendants, and of 4s. 6d., 5s. or 6s. 6d., according to age, for all workers under 18. Minimum weekly remuneration after change where the employer supplies the worker with neither full board nor lodging but with such meals as are available whilst on duty: London area (City of London and Metropolitan Police District), head cooks 149s. 6d. a week, cooks 134s. 6d., assistant cooks 120s. 6d., cashiers 116s., canteen attendants 112s., canteen supervisors, manageresses or stewardesses, grade X 139s., A 147s., B 157s., C 167s., D 177s., other workers 61s. 6d. at under 16 rising to 90s. 6d. at 17 and under 18. Rates in other areas are 2s. 6d. a week less in each case.*
Fire Services (Local Authorities' Fire Brigades)	Great Britain (255)	1 Aug.	Sub-officers and other ranks	Increase of 3 per cent. giving amounts ranging from £20 a year to £30, according to grade and length of service, for men 21 and over, and of proportional amounts for younger workers. Rates after change for men 21 and over: firemen—first year of service, Provinces £645 a year, Metropolitan Police District (excluding the administrative County of London) £695, London £730, second year £680, £730, £755, third year £705, £755, £780, fourth year £730, £780, £805, fifth year £755, £805, £830, sixth year £785, £835, £860, seventh year £810, £860, £885, eighth year £835, £885, £910, ninth year £860, £910, £937; leading firemen £895, £945, £972; sub-officers—first year of service £930, £980, £1,007, second year £970, £1,020, £1,047, third year £1,005, £1,055, £1,082.
Local Authorities' Services	Scotland (251)	1 July†	Engineering craftsmen and apprentices	Increases of $2\frac{1}{2}$ d. an hour for craftsmen, and of proportional amounts for apprentices. Rates after change include: craftsmen—group 1 authorities 6s. $0\frac{1}{2}$ d. an hour, group 2, 5s. $11\frac{1}{2}$ d.

### CHANGES IN HOURS OF WORK COMING INTO OPERATION DURING AUGUST

Baking England and Wales 11 Aug. (20)	All workers covered by national agreement for master bakers	Normal weekly hours reduced from 44 to 42, without loss of pay.‡
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<sup>\*</sup> These increases took effect under an Order made under the Wages Councils Act. See page 298 of the July issue of this GAZETTE.

# Time Rates of Wages and Hours of Work

1st April 1963

Minimum, or standard, time rates of wages and general conditions of employment of wage-earners in the great majority of industries have been fixed by voluntary collective agreements between organisations of employers and workpeople or by statutory orders under the Wages Councils Acts and the Agricultural Wages Acts. In this volume, particulars are given of the minimum, or standard, rates of wages and normal weekly hours fixed by these agreements and orders for the more important industries and occupations. The source of the information is given in

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# HER MAJESTY'S STATIONERY OFFICE

at the addresses shown on page 386 or through any bookseller

<sup>†</sup> These increases were agreed in August with retrospective effect to the date shown.

<sup>†</sup> The agreement, which also provides for increases of 2½d. an hour from 5th July 1964 and 4th July 1965, may be reviewed should the official index of retail prices fluctuate five points or more and maintain that level for three consecutive months.

<sup>†</sup> These increases were agreed in August with retrospective effect to the date shown.

<sup>‡</sup> This change was the result of an agreement between the National Association of Master Bakers, Confectioners and Caterers and the Amalgamated Union of Operative Bakers, Confectioners and Allied Workers.

# INDEX OF AVERAGE EARNINGS

Index numbers showing the changes in earnings between January and July 1963 are given in the following Table.

The information (except that about agriculture) from which the index has been compiled is obtained from an enquiry into the earnings of weekly-paid and monthly-paid employees undertaken each month by the Ministry of Labour. The enquiry covers about 8,000 firms employing approximately 6½ million persons in manufacturing, mining and quarrying, construction, gas, electricity and water supply, some miscellaneous services and some branches of the transport industry. A full account of the enquiry was given

### GREAT BRITAIN

dictaters, etc. 212 14s, 1d. to 218 4s. 10d., centeen employees to 216 to 110 to 10d.; centeen employees s. 7d. to 518 12s, 3d., according to occuration	E	mployees paid	l each week*		Janu	ary 1963 = 100
Industry group	February 1963	March 1963	April 1963	May 1963	June 1963	July 1963
Manufacturing industries Food, drink and tobacco Chemicals and allied industries Metal manufacture Engineering and electrical goods Shipbuilding and ship repairing Marine engineering Vehicles Metal goods not elsewhere specified Textiles Leather, leather goods and fur Clothing and footwear Bricks, pottery, glass, cement, etc. Timber, furniture, etc. Paper and paper products Printing and publishing Other manufacturing industries	102·4 100·4 99·8 99·6 101·8 100·9 108·8 100·8 102·4 103·3 99·6 101·2	102 · 7 101 · 2 104 · 0 102 · 1 99 · 4 101 · 3 103 · 8 103 · 0 103 · 2 102 · 6 106 · 0 107 · 7 104 · 2 103 · 0 104 · 0	103 · 6 103 · 3 103 · 0 100 · 4 102 · 2 98 · 5 100 · 0 101 · 6 99 · 3 102 · 9 102 · 5 106 · 3 107 · 7 102 · 4 104 · 5 102 · 8	105·3 106·1 105·3 104·5 103·5 102·8 105·2 105·2 105·3 104·1 106·0 105·1 109·6 111·8 106·5 106·3 108·4	107·3 106·9 105·9 104·5 107·2 104·9 105·6 106·6 105·4 109·8 105·6 ************************************	105·7 105·4† 107·2 104·5 105·7 103·7 105·2 108·5 106·9 107·5 108·4 109·3 112·0 106·9 106·1 109·4
All manufacturing industries	101.0	103 · 2	101 · 9	105 · 5	106.6	106.3
Agriculture	98·0‡ 102·6 105·0 99·0 99·7 100·8	100·4 103·1 112·0 98·9 100·4 103·7	105 · 6 102 · 8 110 · 5 99 · 3 101 · 0 105 · 6	105·7 109·2 115·6 101·8 104·5 107·0	106·3‡ 111·9 115·3 101·7 105·8 109·6	109·5† 103·5† 117·5 103·4 105·3 106·4
dee for mon at and oxes, and of proportional	02 to diamo 094 3b	103.9	103.0	106.9	107.9	107·4
distractive County of London) 6896, London 2555, 4780, (touth year 6705, 2755, 4780, (touth year can year age, 2655, 4780, (touth year year age, 2655, 4780, (touth year year age, 2655, 4780, (touth year)	rectains the admit	Employees pai	d monthly*		r some cibr change to Lendon Swithin 12 outer 7245, 1205, 60	
Manufacturing industries Food, drink and tobacco Chemicals and allied industries Metal manufacture Engineering and electrical goods Shipbuilding and ship repairing Marine engineering Vehicles Metal goods not elsewhere specified Textiles Leather, leather goods and fur Clothing and footwear Bricks, pottery, glass, cement, etc. Timber, furniture, etc. Paper and paper products Printing and publishing Other manufacturing industries  All manufacturing industries  Other industries and services Agriculture Mining and quarrying Construction Gas, electricity and water Transport and communications Miscellaneous services All industries and services covered  Manufacturing industries	98·3 113·0 103·2 100·0 104·6 101·7 101·8 105·9 102·1 99·5 102·9 101·3 93·8 102·7 101·7 101·5 102·9  100·3 99·0 100·4 101·4 95·9 102·0	107·5 98·8 107·6 102·7 106·0 100·5 102·7 106·0 100·5 102·7 103·5 104·1 113·3 108·9 101·4 102·1 104·0 105·4 106·9 103·4	99·3 97·1 99·7 100·9 101·3 97·4 101·4 99·0 101·5 103·9 96·9 98·7 95·8 99·7 98·4 99·8 99·6 99·3 103·9 102·9 102·9 101·6 100·4	98·8 96·9 100·9 101·8 102·0 99·5 100·2 98·7 101·2 104·6 97·5 98·9 98·6 102·5 102·2 100·0 100·1	104·3 103·5 101·3 102·2 110·1 102·8 102·8 102·8 102·8 102·8 102·8 102·8 102·8 103·2 103·6 103·0	100·5 99·0 102·5 101·1 101·9 99·1 102·4 102·2 102·8 104·0 99·1 100·7 98·8 98·6 99·8 100·3 100·8
Manufacturing industries Food, drink and tobacco Chemicals and allied industries Metal manufacture Engineering and electrical goods Shipbuilding and ship repairing Marine engineering Vehicles Metal goods not elsewhere specified Textiles Leather, leather goods and fur Clothing and footwear Bricks, pottery, glass, cement, etc. Timber, furniture, etc. Paper and paper products Printing and publishing Other manufacturing industries  Il manufacturing industries  Il manufacturing industries  Other industries and services Agriculture Mining and quarrying Construction Gas, electricity and water Transport and communication§ Miscellaneous services	99·9 104·1 102·5 100·3 100·0 99·7 101·8 101·9 101·1 100·6 101·0 102·2 102·3 100·1 101·3 98·0‡ 102·5 104·4 99·3 99·9 100·1	103·6 100·4 104·4 104·4 102·2 99·7 101·2 104·2 103·8 103·2 104·3 103·1 105·4 107·0 104·2 103·3 104·5 103·2	102·8 101·2 102·6 100·4 102·1 98·4 100·1 101·3 99·6 103·0 102·0 105·4 106·4 101·9 103·6 102·3 101·5	104·2 103·0 104·8 104·0 103·4 102·6 104·7 104·5 103·7 105·9 104·5 108·2 110·4 105·9 105·7 106·9 104·7	106·8 105·8 105·8 105·3 104·2 107·4 104·8 105·3 106·3 105·0 109·7 105·0 115·0 109·7 109·7 109·7 109·7 109·6 106·0	104·8 103·3† 106·7 103·9 105·5 103·4 104·9 107·7 106·3 107·7 108·2 110·6 105·6 105·6 105·5 107·8 105·5

\* The earnings of employees paid monthly relate to the calendar month; those of employees paid each week relate to the last pay-week in the month.

103 - 7

All industries and services covered

101 - 4

† Provisional.
‡ Revised since publication of last month's GAZETTE.
‡ Revised since publication of last month's GAZETTE.
‡ Except London Transport, British Road Services, sea transport and postal services and telecommunications.

| Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.
| Earnings of employees paid monthly have been converted to a weekly basis according to the formula:—monthly earnings multiplied by 12 and divided by 52.

102 - 7

107.2

106.6

## INDEX OF RETAIL PRICES

### INDEX FOR 13th AUGUST 1963

### ALL ITEMS (16th January 1962 = 100) ... 103.0

ALL ITEMS (16th January 1962 = 100) ... 103·0

At 13th August 1963 the official retail prices index was 103·0 (prices at 16th January 1962 = 100), compared with 103·3 at 16th July. The corresponding figure for 14th August 1962 was 101·6. The fall in the index during the month was due mainly to reductions in the average prices of potatoes, tomatoes, other fresh vegetables and sugar.

The index of retail prices measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, including practically all wage earners and most small and medium salary earners. The index is not calculated in terms of money but in percentage form, the average level of prices at the base date being represented by 100. Some goods and services are relatively much more important than others and the percentage changes in the price levels of the various items since the base date are combined by the use of "weights". The index figures for each month are first calculated with prices at 15th January 1963 taken as 100, using the weights given on page 100 of the March issue of this GAZETTE which are derived from the Family Expenditure Surveys made in 1959–62, adjusted to correspond with the level of prices ruling in January 1963. The index numbers in this series are then linked back to 16th January 1962 by multiplying by the corresponding indices for 15th January 1963 on the base 16th January 1962 = 100 and dividing by 100.

### DETAILED FIGURES FOR 13th AUGUST 1963

### (Prices at 16th January 1962 = 100)

The following Table shows, for various groups and sub-groups, the indices at 13th August 1963 on the basis 16th January 1962 = 100.

GROUP AND SUB-GROUP	INDEX FIGURE FOR 13TH AUGUST 1963
	(16th January 1962 = 100)
I. Food: Bread, flour, cereals, biscuits and cakes Meat and bacon Fish	104
Butter, margarine, lard and cooking fat Milk, cheese and eggs Tea, coffee, cocoa, soft drinks, etc	109 102 103
Sugar, preserves and confectionery Vegetables, fresh, dried and canned Fruit, fresh, dried and canned	111 92 94
Other food	$\frac{104}{102 \cdot 3}$
II. Alcoholic drink	103.0
III. Tobacco	$\frac{100 \cdot 0}{109 \cdot 5}$
V. Fuel and light: Coal and coke	100
Other fuel and light Total—Fuel and light	$\frac{108}{104 \cdot 5}$
VI. Durable household goods: Furniture, floor coverings and soft furnis Radio, television and other house	hings 104
appliances	96 101 100·2
/II. Clothing and footwear:  Men's outer clothing  Men's underclothing	105
Women's outer clothing Women's underclothing Children's clothing	103 104 102
Other clothing, including hose, haberdas hats and materials Footwear	shery, 101 105
Total—Clothing and footwear III. Transport and vehicles:	103.5
Motoring and cycling Fares	108
Total—Transport and vehicles IX. Miscellaneous goods:	100.9
Books, newspapers and periodicals Medicines, toilet requisites, soap, cle materials, matches, etc	105 aning 100
Stationery, travel and sports goods, photographic and optical goods, etc.	toys, 103
Total—Miscellaneous goods X. Services:	101.8
Postage and telephones Entertainment	103 101 help,
laundering and dry cleaning	107
Total—Services	

### PRINCIPAL CHANGES IN THE MONTH

### Food

Reductions in the average prices of potatoes, tomatoes, other fresh vegetables and sugar were partly offset by increases in the average prices of meat and bacon. The average level of prices for the food group as a whole fell by rather less than  $1\frac{1}{2}$  per cent. to 102·3 compared with 103·7 in July.

The index for those items of food the prices of which are subject

to seasonal variations (viz., fresh milk, eggs, potatoes and other fresh vegetables, apples and pears, fish and home-killed mutton and lamb) was 96·0, compared with 101·8 in the previous month; the index for all other items of food was 104·6, compared with 104·4

Mainly as a result of a rise in the average level of rents of dwellings let unfurnished, the index for the housing group as a whole rose by rather less than one-half of one per cent. to  $109 \cdot 5$ , compared with  $109 \cdot 1$  in July.

### Transport and vehicles

A fall in the average level of prices of second-hand cars was partly offset by increases in bus fares in some provincial areas. The index for the transport and vehicles group as a whole fell slightly to  $100\cdot 9$ , compared with  $101\cdot 0$  in July.

### Other groups

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

### ALL ITEMS INDICES, JANUARY 1956 TO AUGUST 1963

The following Tables show the index figure for "all items" for (Table A) each month from January 1956 to December 1962, taking the average level of prices at 17th January 1956 as 100, and (Table B) each month from January 1962 onwards, taking the average level of prices at 16th January 1962 as 100. The figure normally relates to the Tuesday nearest to the 15th of the month.

### TABLE A.—17th January 1956 = 100

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1956	100	100	101	103	103	102	102	102	102	103	103	103
1957	104	104	104	104	105	106	107	106	106	107	108	108
1958	108	108	108	110	109	110	109	108	108	109	110	110
1959	110	110	110	110	109	109	109	109	109	109	110	110
1960	110	110	110	110	110	111	111	110	110	111	112	112
1961	1112	112	113	113	114	115	115	116	115	116	117	117
1962	117	118	118	120	120	121	120	119	119	119	120	120
	STREET, ST.		100000000000000000000000000000000000000	196	0 3 9		600000000000000000000000000000000000000	1 - 1 - 1 - 1 - 1 - 1	4		100000000000000000000000000000000000000	1222 /

### TABLE B.—16th January 1962 = 100

Month						1962	1963	
January	N. A.A.	4			A PACA		100.0	102.7
February		H		ito.vos	to a.		100 · 1	103.6
March	7.018			0 1000	BE.		100.5	103.7
April May		• • •		DANCE	DEVIN	1000	101·9 102·2	104.0
June		-				1	102.9	103.9
July	1.4	1200	diseas.	bell.	Burnell		102.5	103 · 3
August							101.6	103.0
September October	delig			2:	1000	deithe	101·5 101·4	10 10 10 10 10 10 10 10 10 10 10 10 10 1
November		EDW. O.S.			STATE OF THE PARTY OF	3	101.8	rolle - all
December							102.3	R-craons
						THE RESERVE		WARRYN WOODS

The figures in Table B can be linked with those in Table A to produce a continuous series of figures showing the change in the level of prices compared with the level at 17th January 1956. The procedure is to multiply the figures in Table B by the index for 16th January 1962 with prices at 17th January 1956 taken as 100, viz., 117.5, and divide by 100.

### REVISION OF THE INDEX OF RETAIL PRICES

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

### RETAIL PRICES OVERSEAS

The monthly summary of the latest information received relating to changes in retail prices in oversea countries is given on page 373.

# STOPPAGES OF WORK—INDUSTRIAL DISPUTES

### STOPPAGES OF WORK IN AUGUST

The number of stoppages of work\* due to industrial disputes in the United Kingdom, beginning in August, which came to the notice of the Ministry, was 122. In addition, 30 stoppages which began before August were still in progress at the beginning of the month. The approximate number of workers involved during August at the establishments where these 152 stoppages occurred is estimated at 100,000. This total includes 7,800 workers involved in stoppages which had continued from the previous month. in stoppages which had continued from the previous month. Of the 92,200 workers involved in stoppages which began in August, 87,700 were directly involved and 4,500 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes).

The aggregate of 392,000 working days lost during August includes 30,000 days lost through stoppages which had continued from the previous month.

from the previous month.

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

	Numbe	er of stopp	Stoppages in progress in month			
Industry group	Started before beginning of month	Started in month	Total	Workers	Working days lost	
Coal mining	3 3 5	52 5 10	55 8 15	10,300 5,100 8,300	19,000 19,000 13,000	
cycles Timber, etc	1/8	6 1 13	7 1 21	6,700 5,000 57,000	14,000 25,000 286,000	
tries and services	10	36	46	7,700	16,000	
Total, August 1963	30	122†	152†	100,000	392,000	
Total, July 1963	24	151	175	34,700	122,000	
Total, August 1962	26	214	240	57,600	133,000	

### Causes of Stoppages

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

Principal cause	Number of stoppages	Number of workers directly involved
Wages —claims for increases	32	67,500
—other wage disputes Hours of labour	32	10,100
Employment of particular classes or person Other working arrangements, rules ar	ns 21	4,400
discipline	. 34	5,000
Sympathetic action	1	600 200
Total	. 122	87,700

### **Duration of Stoppages**

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

the County day 18	Number of Number of						
Duration of stoppage	Stoppages	Workers directly involved	Working days lost by all workers involved				
Not more than 1 day 2 days	42 35	10,400	9,000				
3 days	15	6,700 5,500	13,000 13,000				
4-6 days Over 6 days	22 21	64,800 6,000	319,000 90,000				
Total	135	93,400	444,000				

### STOPPAGES OF WORK IN THE FIRST EIGHT MONTHS OF 1963 AND 1962

The following Table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first eight months of 1963 and 1962:—

January to August, 1963 | January to August, 1962

		Aller Control of the Control	The second second	Louis			
Industry group	No. of stop- stop- pages pages			No. of stop- pages	Stoppages in progress		
	begin- ning in period	Workers involved	Working days lost	begin- ning in period	Workers involved	Working days los	
Agriculture, for-	JAd	OR SIS	RES F	FIGU	CHUIN	DEL	
coal mining All other mining	662	102,200	238,000	854	111,900	220,000	
and quarrying Food, drink and	5	300	ol ,swit	2	100	TadT t	
tobacco	19	3,100	5,000	17	5,200	6,000	
Chemicals, etc	12	2,900	14,000	12	9,400	11,000	
Metal mfre	40	8,700	44,000	66	274,800	331,000	
Engineering Shipbuilding and	117	43,700	136,000	165	2,024,300	2,147,000	
marine eng Motor vehicles and	36	9,000	66,000	61	315,800	409,000	
cycles	78	81,900	175,000	85	478,800	605,000	
Aircraft	14	4,300	35,000	26	267,100	280,000	
Other vehicles	4	4,300	2,000	17	58,700	60,000	
Other metal goods	32	5,100	18,000	40	208,400	224,000	
Textiles Clothing and foot-	21	4,600	16,000	23	8,300	16,000	
Bricks, pottery,	7	1,200	2,000	10	2,000	4,000	
glass, etc Timber, furniture,	10	1,400	2,000	10	11,300	15,000	
etc	10	5,500	27,000	10	3,900	9,000	
Paper and printing Remaining manu-	7	1,100	3,000	6	6,600	7,000	
facturing inds	9	1,500	3,000	28	29,200	82,000	
Construction Gas, electricity and	111	65,100	332,000	238	48,300	173,000	
Port and inland	2	500	1,000	6	1,700	3,000	
water transport	35	8,600	16,000	53	46,300	139,000	
All other transport	30	3,800	8,000	40	13,100	36,000	
Distributive trades Administrative,	13	900	3,000	24	5,500	13,000	
professional, etc.	2	300		9	7,900	13,000	
Misc. services	2 5	300	2,000	23	15,700	32,000	
Total	1,280†	360,200	1,148,000	1,784§	3,954,400	4,836,000	

# PRINCIPAL STOPPAGES OF WORK DURING AUGUST

Industry, occupations ¶ and locality	Approximate number of workers involved		Date when stoppage		Cause or object	Remarks	
* 6 701 L 5 501 L 1	Directly	Indirectly	Began	Ended	and hardware 101		
METAL MANUFACTURE:— Production workers employed in light alloy manufacture— Rogerstone (one firm) MOTOR VEHICLES:—	2,900		24 July**	16 Aug.	In support of a claim for higher wages and, subsequently, the suspension of ten workers who refused to carry out an instruction	Work resumed pending negotiations.	
Press shop workers and other workers employed in motor car body manufacture—Paisley (one firm)  CONSTRUCTION:—	250 Hail ed a	1,600	26 Aug.	30 Aug.	In support of a claim for an increase in wage rates and a revision of bonus system payments	Work resumed pending negotiations,	
Building trades workers em- ployed in constructive and allied industries—Merseyside and other areas in England and Wales	60,000	configured with product of by 10	19 Aug.	24 Aug.	Token one-week stoppage following break-down in negotiations on claim for a wage increase of 1s. 6d. an hour and a forty-hour working week	Subsequent negotiations on the National Joint Council for the Building Industry resulted in an agreement providing for (a) wage rates	
NOEK OF		NON C	REVE	105 3 105 1 145 1 140 0	TO and	for craftsmen and labourers to be increased by 91d and 5d an hour respectively over a three-year period ending November 1965; (b) weekly	
Prices in January 1902 on a suring a made, by the Coles on Resiston of the Summer's	M Rotati endation port ent An ar	mannia minoan ira ni p	with the Semmin of Beroll	The revi dvisory dvisory e hitles	rand vehicles con construction of the construc	working hours to be reduced to 41 as from November 1964; (c) a non-contributory sick pay scheme to be negotiated; (d) consideration	
e March 1962 issue of this and, 1657) may be whatest ld. (1s. 9d. including postage).	88 of the cort (Create Is.	bes 18 of the re y Orlice,	Copies Statione	Azurus.	and sports goods, toys, s 201 G	to be given to the possibility of linking future pay in- creases to productivity instead of to the Index of Retail Prices.	

\* The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than ten workers, and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information. The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.

† A stoppage of work in August by building trades workers affected the construction and timber industry groups. It has, however, been counted as only one \$ 1.00 working days.

‡ Less than 500 working days.

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

together.

| Nearly all the engineering and shipbuilding workers involved in a national stoppage on 5th February 1962 were again involved on 5th March 1962. They have, therefore, been counted twice in the total for all industries and for each industry group affected. In the period under review the net number of individuals for all industries was approximately 2,000,000.

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

\*\* Two one-day stoppages occurred on 12th and 19th July. A continuous stoppage began on 24th July.

### Ministry of Labour Gazette September 1963

# ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

### **Industrial Courts Act 1919 and** Conciliation Act 1896

### **Industrial Court Awards**

During August the Industrial Court issued five awards, Nos. 2984 to 2988\*. Awards Nos. 2984 to 2986 and 2988 are summarised below. Award No. 2987 was referred to the Court under section 8 of the Terms and Conditions of Employment Act 1959.

Award No. 2984 (12th August).—Parties: Staff Side and Management Side of the Whitley Councils for the Health Services (Great Britain) Professional and Technical Council "B". Claim: To consider a difference between the Parties concerning the annual leave entitlement of student and junior medical laboratory technicians employed in the National Health Service, it being agreed that the question of an operative date earlier than 1st April 1962 was not before the Court. Award: The Court found that the claim had not been established and awarded accordingly.

Award No. 2985 (21st August).—Parties: National Union of Musical Instrument Makers and Federation of Master Organ Builders. Claim: To consider claims by the Union for:—(1) a reduction in the normal working week from 42 hours to 40 hours; (2) an increase of 8d. an hour in the journeyman's rate, pro rata other grades; (3) an increase in the annual holidays with pay entitlement, from two to three weeks; (4) the introduction of a National rate: and counter-claims by the Federation for:—(1) a three-year agreement; (2) the abolition of the existing cost-of-living sliding-scale provision; (3) a reduction in the ratio of journeyman/apprentices, at present 5 to 1, to 3 to 1 for general organ building and 1 to 1 for metal pipe shops. Award: The Court awarded that the journeyman's rate shall be increased by 3d. an hour with effect from 1st July 1963, with pro rata increases for other grades. Save as aforesaid the Court found that the claims by the Union and the counter-claims by the Federation had not been established and awarded accordingly. awarded accordingly

Award No. 2986 (23rd August).—Parties: Amalgamated Engineering Union (Division No. 9) and British Belting and Asbestos Ltd. Claim: To determine whether the conditions of workers employed in the Mintex Division of British Belting and Asbestos Ltd. should be governed by Agreements in the Engineering Industry. Award: The Court found that the claim had not been established and awarded accordingly.

Award No. 2988 (27th August).—Parties: Staff Side and Management Side of the Professional and Technical Council "B" of the Whitley Councils for the Health Services (Great Britain). Claim: To determine a difference between the Parties as to the salaries which should be paid to Dental Hygienists within the purview of the Professional and Technical Council "B" of the Whitley Councils for the Health Services (Great Britain), it being agreed that the question of an operative date earlier than 1st April 1962 was not before the Court. Award: The Court awarded that with effect from 1st February 1963 the salaries of the staff concerned shall be as follows:—Age 21 £510, by £25 to £535, by £30 to £565, by £25(4) to £665, by £30 to £695, by £25 to £720, by £30 to £750. The minimum of £510 shall be reduced by £20 for each year or part of a year below age 21.

### Single Arbitrators and Boards of Arbitration

During August two awards were issued by single arbitrators appointed under section 2(2)(b) of the Industrial Courts Act 1919.

### Industrial Court (Northern Ireland) Awards

During August the Northern Ireland Industrial Court issued one award, No. 4, which is summarised below.

Award No. 4 (23rd August 1963).—Parties: Amalgamated Engineering Union and Belfast Silk and Rayon Ltd. Claim: To determine whether or not the dismissal of a maintenance fitter was justified. Award: The Court awarded that the dismissal was not justified.

\* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from H.M. Stationery Office at any of the addresses shown on page 386 or through any bookseller.

### **Civil Service Arbitration Tribunal**

During August the Civil Service Arbitration Tribunal issued four awards, Nos. 439 to 442\*, which are summarised below.

awards, Nos. 439 to 442\*, which are summarised below.

Award No. 439 (6th August).—Parties: Union of Post Office Workers and General Post Office. Claim: (a) That with effect from 1st January 1963 the National pay scale of Postmen shall be as follows:—Age 15 £4 14s. 6d., age 16 £5 0s. 0d., age 17 £5 7s. 0d., age 18 £6 16s. 0d., age 19 £7 8s. 0d., age 20 £8 11s. 0d., age 21 £10 10s. 0d., age 22 and over £11 8s. 0d., then £12 5s. 6d. (b) That with effect from 1st January 1963 the weekly conditioned hours of Postmen shall be 44 gross. Award: The Tribunal awarded that with effect from 1st January 1963 the National pay scale of Postmen shall be as follows:—Age 15 £4 11s. 0d., age 16 £4 16s. 0d., age 17 £5 6s. 0d., age 18 £6 16s. 0d., age 19 £7 8s. 0d., age 20 £8 11s. 0d., age 21 £10 5s. 0d., age 22 £10 12s. 6d., age 23 £11 0s. 0d., age 24 £11 7s. 6d., age 25 and over £11 15s. 0d. The Tribunal found that the claim for reduction of the weekly conditioned hours to 44 gross had not been established and awarded accordingly.

Award No. 440 (8th August).—Parties: Union of Post Office

Award No. 440 (8th August).—Parties: Union of Post Office Workers and General Post Office. Claim: That with effect from 1st January 1963 the National pay scale of Telephonists (M) and (F) shall be revised (as specified). Award: The Tribunal awarded that with effect from 1st January 1963 the National pay scale of Telephonists (M) and (F) shall be as follows:—Age 15 £4 10s. 6d., age 16 £4 15s. 6d., age 17 £5 6s. 0d., age 18 £6 18s. 0d., age 19 £7 10s. 0d., age 20 £8 5s. 0d., age 21 £9 10s. 0d., age 22 £9 19s. 0d., age 23 £10 8s. 0d., age 24 £10 17s. 0d., age 25 and over £11 6s. 0d., then £11 14s. 0d. by 8s.(2) to £12 10s. 0d.

Award No. 441 (8th August).—Parties: National Guild of Telephonists and General Post Office. Claim: That with effect from 1st January 1963 the National pay scale of Telephonists (M) shall be revised (as specified). Award: The Tribunal awarded that with effect from 1st January 1963 the National pay scale of Telephonists (M) shall be as follows:—Age 21 £9 10s. 0d., age 22 £9 19s. 0d., age 23 £10 8s. 0d., age 24 £10 17s. 0d., age 25 and over £11 6s. 0d., then £11 14s. 0d. by 8s.(2) to £12 10s. 0d.

Award No. 442 (27th August).—Parties: Staff Side and Official Award No. 442 (27th August).—Parties: Staff Side and Official Side of the Central Whitley Committee for the Special Hospitals of the Ministry of Health Departmental Whitley Council. Claim: For the revision (as specified) of the annual leave allowance, inclusive of public and privilege holidays, of nursing staff in the Special Hospitals with effect from 1st April 1962. Award: The Tribunal awarded that with effect from 1st April 1962 the annual leave allowance, inclusive of six public holidays, of nursing staff in the Special Hospitals shall be 28 days (initially) rising to 31 days after 10 years' service for Nursing Assistant, 28 days for Student Nurse (1st and 2nd year), 35 days for Student Nurse (3rd year) and for Staff Nurse, and 42 days for the grades above Staff Nurse concerned in the claim. concerned in the claim.

### Wages Councils Act 1959

### **Notices of Proposals**

During August notices of intention to submit wages regulation proposals to the Minister of Labour were issued by the following

Milk Distributive Wages Council (Scotland).—Proposal M.D.S. (84), dated 2nd August, for amending the provisions relating to overtime and customary holidays.

Keg and Drum Wages Council (Great Britain).—Proposal K.D.(71), dated 6th August, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Road Haulage Wages Council.-Proposal R.H.(75), dated 9th August, for increasing subsistence allowances and the addition payable to night workers.

General Waste Materials Reclamation Wages Council (Great Britain).—Proposal D.B.(61), dated 13th August, for amending the provisions relating to holidays and holiday remuneration.

Retail Bookselling and Stationery Trades Wages Council (Great Britain).—Proposal R.B.C.(29), dated 16th August, for amending the provisions relating to overtime.

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

# GOVERNMENT PUBLICATIONS

required by customers in London may be obtained quickly from

H.M. STATIONERY OFFICE, 423 OXFORD STREET, W.1 or YORK HOUSE, KINGSWAY, W.C.2

During August the Minister of Labour made the following Wages

The Wages Regulation (Retail Drapery, Outfitting and Footwear) (Amendment) Order 1963: S.I. 1963 No. 1360, dated 1st August, and operative from 2nd September. This Order revises the rate at which weekly overtime is payable and amends the definition of

The Wages Regulation (Baking) (England and Wales) Order 1963: S.I. 1963 No. 1413, dated 15th August, and operative from 11th September. This Order provides for a reduction from 44 to 42 hours per week without loss of pay.

The Wages Regulation (Baking) (England and Wales) (Holidays) Order 1963: S.I. 1963 No. 1414, dated 15th August, and operative from 11th September. This Order provides for remuneration for customary and annual holidays to be based on a 42-hour week.

The Wages Regulation (Retail Furnishing and Allied Trades) (Amendment) Order 1963: S.I. 1963 No. 1507, dated 29th August, and operative from 23rd September. This Order revises the rate at which weekly overtime is payable.

### Wages Councils Act (Northern Ireland) 1945

Notices of Proposals

No notices of proposal were issued during August.

### **Wages Regulation Orders**

During August the Ministry of Labour and National Insurance made the following Wages Regulation Order giving effect to the proposals made by the Wages Council concerned:—

The Road Haulage Wages Regulation (Amendment) Order (Northern Ireland) 1963: (S.R. & O. (N.I.) 1963 No. 166), dated 29th August, and operative from 10th September. This Order prescribes revised statutory minimum remuneration for male workers in the trade.

### **Decisions of the Commissioner under** the National Insurance Acts

The Commissioner is a judicial authority independent of the Ministry of Pensions and National Insurance and appointed by the Crown (see section 43 of the National Insurance Act 1946 and section 42 of the National Insurance (Industrial Injuries) Act 1946). His decisions†, which are final, are binding on Insurance Officers and Local Tribunals and must be followed in appropriate cases. They are thus the "case law" which is the principal means of maintaining consistency of decisions.

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

Appeals to the Commissioner under the Industrial Injuries Acts may be made by an Insurance Officer, or by a person whose right to benefit is or may be, under the fourth Schedule to the 1946 Act, affected by the decision, or by an association of which the claimant or the deceased was a member, or by the claimant himself

A recent decision of general interest is set out below.

### Decision No. R(U) 3/63 (12th February 1963)

(i) Adjudication—jurisdiction of Commissioner on appeal where local tribunal purport to decide question they have no jurisdiction to entertain, or act in breach of statutory provisions relating to appeals or requirements of natural justice;

(ii) Refusal of employment—whether interval since claimant became unemployed was sufficient to allow employment in an occupation other than his usual occupation to be deemed not unsuitable.

The claimant appealed to the local tribunal against disqualification for receiving unemployment benefit on the ground that without good cause he had failed to apply for a situation in suitable employment. The tribunal, consisting of the chairman and one member, dismissed the appeal in the claimant's absence, although he had not consented to a hearing by a tribunal which was not fully constituted.

The facts relevant to the disqualification were that in September 1961 the claimant left the Midlands to live in Cornwall. He was occupied thereafter with work on his house and did not claim benefit or register for employment until 21st May 1962. He had been employed in the Midlands as a superintendent storekeeper, and registered in Cornwall in that capacity and as a van driver/salesman. On 8th June 1962 he refused to apply for employment as a driver/salesman and was disqualified.

Held by a Tribunal of Commissioners that the claimant was not disqualified. The Tribunal first recognise three categories of decisions given by local tribunals under the National Insurance and National Insurance (Industrial Injuries) Acts which on appeal may be set aside by the Commissioner as being irregular. The present case fell within the third of those categories, there having been a breach by the local tribunal of regulations. This was a serious irregularity of the kind which justifies the Commissioner then has a discretion either to give a final decision himself or to remit the matter to the local tribunal or a fresh hearing. As a general rule, where the claimant has a statutory right to a hearing by the local tribunal, and has not received

\* See footnote \* on previous page.
†Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(F)"—decisions on family allowances; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown on page 386.

succeed on its merits.

Applying these considerations to the present appeal, the Tribunal observe that the effect of section 13(5) of the National Insurance Act 1946 is that, prima facie, employment in an occupation other than the claimant's usual occupation is not suitable. But under the concluding words of section 13(5) it may be deemed not to be unsuitable after a reasonable interval since he became unemployed. In the present case it was reasonable, in calculating that interval, to exclude the period before 21st May. The interval was thus only three weeks. In all the circumstances it was a little too early to hold that the employment offered was suitable. Therefore disqualification under section 13(2)(b) could not be imposed. Finding that nothing would be gained by remitting the matter to the local tribunal, the Tribunal deal with the question themselves and decide it in the claimant's favour.

### Decision of the Tribunal

1. Our decision is that the claimant is not disqualified for receiving unemployment benefit from 8th June to 19th July 1962, both days included.

2. This is one of three appeals, each of which raises questions as to the circumstances in which the Commissioner may set aside a decision of a tribunal and if so whether he will then remit it to the tribunal for rehearing, or whether he will give a final decision on it himself. The others are dealt with in Decision R(I) 9/63 and on Commissioner's File C.U. 553/62.

3. In September 1961 the claimant left his home in the Midlands and went to live in Cornwall. For many months thereofter he was

and went to live in Cornwall. For many months thereafter he was occupied with work on his house and did not claim unemployment benefit or register for employment. From 21st May 1962 onwards he did both. On 8th June 1962 he refused to apply for employment offered to him. The local insurance officer decided that he must be disqualified for receiving unemployment benefit for six weeks, namely, the period stated at the head of this decision. (See section 12(2)), the period stated at the head of this decision.

namely, the period stated at the nead of this decision. (See section 13(2)(b) of the National Insurance Act 1946.)

4. The claimant appealed to the local tribunal. He was notified on form L.T. 6 of the date of the hearing. He did not acknowledge or reply to that form. He did not attend the hearing. The local tribunal, consisting of the Chairman and one member, dealt with and dismissed his appeal, although the claimant had not consented and dismissed his appeal, although the claimant had not consented to a hearing by a tribunal that was not fully constituted. The tribunal found some mitigating circumstances and reduced the period of disqualification to four weeks, part of the period stated at the head of this decision.

5. The insurance officer now concerned with the case appeals to the Commissioner in the interests of the claimant and submits that he should not have been disqualified at all. She invites the tribunal of Commissioners not to remit the matter to the local tribunal but to decide it themselves. This raises questions as to the circumstances in which the Commissioner will take such a course.

6. The effect of regulation 8(1) of the National Insurance (Deter-

6. The effect of regulation 8(1) of the National Insurance (Determination of Claims and Questions) Regulations 1948 [S.I. 1948 No. 1144] is that a local tribunal shall consist of three persons. Regulation 8(6), however, provides that "any case may, with the consent of the claimant but not otherwise, be proceeded with in the absence of any member of the local tribunal other than the chairman, and in any such case the tribunal shall be deemed to be properly constituted . . .". Section 43(3) of the 1946 Act required regulations to be made for enabling appeals to be brought from the tribunal presided over by one of them. The regulations contain detailed provisions for the procedure before the Commissioner; a hearing by him is a rehearing on fact as well as law, at which witnesses may be called. Regulation 17 provides that, "subject to the provisions of this Part of these regulations, the procedure in connection with the consideration and determination of any appeal or reference to a local tribunal or of any appeal to the Commissioner, as the case may be, shall determine". Regulation 8

Commissioner, as the case may be, shall determine ". Regulation 8 is contained in the same part of the regulations.

7. The National Insurance (Industrial Injuries) Act 1946 and the regulations under it contain comparable provisions. Neither that Act nor the National Insurance Act 1946 contains limitation on the decision which the Commissioner may give when dealing with an appeal. Appeals from decisions of medical appeal tribunals under section 2 of the Family Allowances and National Insurance Act 1959 are completely different, the only ground of appeal there being that the decisions is resulted.

that the decision is erroneous in point of law.

8. The insurance officer in this appeal and the Minister in the appeal the subject of Decision R(I) 9/63 have, both in their written submissions and through counsel at oral hearings before us, submitted the Commissioner's decisions on this subject to a searching analysis. We think that it may assist the statutory authorities if we recapitulate the various classes of cases where a tribunal's decision is set aside, and either the Commissioner substitutes his own set aside, and either the Commissioner substitutes his own ecision for it or he remits it to the tribunal for a rehearing. What

decision for it or he remits it to the tribunal for a rehearing. What we say applies equally to appeals from local tribunals under the National Insurance Acts and local appeal tribunals under the National Insurance (Industrial Injuries) Acts, but in general not to appeals from medical appeal tribunals under the latter Acts.

9. The cases seem to us to fall into the following categories.

10. The first is where a tribunal has given a decision on a claim which it is not for them to decide at all, e.g., because the decision on that claim is entrusted by statute to some other person or body. In such a case the Commissioner simply sets the tribunal's decision aside, leaving it to the appropriate authority to take such action as it thinks fit. For example, where a tribunal awarded constant attendance allowance (Decision C.I. 2/48 (K.L.)) or decided that the claimant's employment was insurable employment of a particular class (Decision R(I) 13/53), both of which matters are for decision by the Minister, the Commissioner set the decisions aside. He did the same where a tribunal in England had decided an appeal from a decision in Northern Ireland (Decision R(U) 9/61).

11. The second class of case is where the tribunal has decided a claim which it has jurisdiction to decide, but in the course of doing

so it has decided a question which it is for some other person or so it has decided a question which it is for some other person or body to decide. For example, in an early case of this type, a local appeal tribunal decided that an accident arose out of the employment (which it was for them to decide) and it was insurable employment (which it was not for them to decide) (Decision C.I. 20/49 (K.L.)). Much the commonest example of this is where the tribunal in a National Insurance case give a decision which involves a decision on a contribution or other Minister's question. In Decision C.I. 20/49 (K.L.) the Commissioner directed a reference to the Minister and that the case should then go back to the local appeal tribunal. The modern and in our judgment normally the correct tribunal. The modern and in our judgment normally the correct practice is for the Commissioner to direct the insurance officer to refer the Minister's question to the Minister and for the Commissioner himself on receipt of the Minister's decision to determine

Ministry of Labour Gazette September 1963

12. The third class of case, of which the present case is an example, is where there has been a breach of the provisions of the Act or regulations designed to protect the interests of the claimant or others in relation to appeals or some other serious irregularity justifying the Commissioner in setting aside the decision as being contrary to natural justice and a nullity. In such cases the question arises whether the Commissioner will substitute his own final decision for that of the local tribunal or will remit the case to be decision for that of the local tribunal or will remit the case to be reheard by them. Before considering the decided cases we should perhaps observe that in this context the words "void" and "a nullity" and "ultra vires" and similar expressions have been used of the tribunal's decision. In our judgment, whatever word is used, the true position is that, where a decision is liable to be set aside, it is in all the instances to which we shall refer a nullity only in the sense in which that word was used in *Craig v. Kanssen* [1943] 1 K.B. 256. It is not void or a nullity in the sense of being in law non-existent, even though no one takes any steps to have it set aside. The consequences of holding it void in that sense would be so startling that we are satisfied that none of these expressions can have been used in that sense (cf. paragraphs 19 to 22 of Decision R(I) 9/63). Examples of cases of this type include the following. Where the claimant or his representative was not properly notified of the hearing (Decisions C.W.I. 21/57 and C.U. 33/62); or a request for an adjournment was overlooked (Decisions C.S. 6/58 and C.U. 35/62) or misunderstood (Decision C.S.I. 9/57) (all these decisions are unreported); where the constitution of the tribunal decisions are unreported); where the constitution of the tribunal was altered without the claimant's consent at a second hearing (Decision R(I) 3/51) or a later hearing (Decision R(I) 31/57), or the tribunal was otherwise improperly constituted (Decision R(I) 26/54 and cf. Decision R(I) 28/61); or a medical assessor should not have acted (Decision R(S) 6/51 and Decision C.W.I. 14/58 (not reported)) or there was no proper hearing (cf. Decision R(I) 29/61); or there was some serious irregularity in the conduct of the proceedings (Decisions C.P. 127/49 (K.L.), R(I) 37/57 and C.S. 166/50 (K.L.) and Decision C.U. 30/62 (not reported)) or in the deliberations of the tribunal (Decisions C.S.S. 87/49 (K.L.) and C.U. 331/49 (K.L.) and Decision C.G. 16/50 (not reported)).

13. In the present case the insurance officer submitted that there had been a breach of the regulations, and she invited us not to remit the matter to the local tribunal for rehearing but to decide it our-selves. She submitted that in all cases of this type it is a matter for the discretion of the Commissioner which of these two courses he will take, though her representative submitted in the alternative that even if the Commissioner had no power to deal with the case himself where there had been a breach of an absolute requirement of regulation, he had a discretion to deal with it where the regulation permitted something to be done with the claimant's consent but that consent had not been obtained, or there had been a serious irregularity but no breach of a regulation

14. We need not consider the alternative submission because in our judgment the insurance officer's first submission is correct, and in all cases of the type described in paragraph 12 above the Commissioner has a discretion either to give a final decision himself or to remit the matter to the local tribunal for a fresh hearing. In exercising that discretion he will consider all the circuming. In exercising that discretion he will consider all the circumstances of the case, of which important ones often are: whether it is the claimant who has complained of the irregularity or whether without complaint by him it has been noticed by the insurance officer or the Commissioner; whether the claimant himself wishes for a rehearing locally or has on the other hand requested an oral hearing by the Commissioner; whether the materials available are sufficient to enable the Commissioner to give a final decision; and the convenience and expense of a local rehearing (bearing in mind that there might be a further appeal after that to the Commissioner) compared with a hearing before the Commissioner or a decision by him. An important matter is the nature of the question in dispute and whether the facts are substantially contested. As a general rule the practice is that, where the claimant has a statutory right to a hearing by the local tribunal and has not received it in accordance with the regulations, a fresh hearing by the local tribunal will normally be ordered, especially if the claimant asks for it. To this general rule, however, two exceptions have been recognised. this general rule, however, two exceptions have been recognis

15. One is where the claimant's appeal cannot possibly succeed, as for example where a claim is barred by an absolute time limit. as for example where a claim is barred by an absolute time limit. In such a case remitting it to the tribunal could not possibly benefit the claimant and would be merely a useless formality prolonging the proceedings and wasting his and the public's time and money. The Commissioner therefore disposes of the appeal himself. Examples are Decision C.S. 166/50 (reported) and Decisions C.S.I. 9/57, C.S. 6/58 and C.W.I. 14/58 (unreported).

16. Another exception has been recognised at the opposite end of the scale, namely, where all the facts are before the Commissioner and he is satisfied that the claimant's appeal must succeed on the merits. In such a case he disposes of it himself. (See for example the Tribunal Decision R(I) 3/51.) The insurance officer submits

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that the present appeal falls within this class. That makes it necessary to consider it further on its merits.

17. The claimant is 51 and his employment in the Midlands was

17. The claimant is 51 and his employment in the Midlands was by an engineering company as a superintendent storekeeper. When he registered in Cornwall he registered in that capacity but also, at the suggestion of the clerk at the employment exchange, as a van driver/salesman. The employment offered him on 8th June was as a driver/salesman with a company who sell ice-cream. The insurance officer, drawing attention to Decision C.S.U. 25/58 (not reported), submits in favour of the claimant that it was too early, after three weeks during which the claimant had resistent for after three weeks during which the claimant had registered for employment, to treat that occupation as being suitable for him.

18. In our judgment this contention can be accepted. Disqualification under section 13(2)(b) cannot be justified unless a situation in any suitable employment has been notified to the claimant and he has refused it or failed to apply for it. The nature of suitable employment is explained in section 13(5). The effect of of suitable employment is explained in section 13(5). The effect of that subsection clearly is that *prima facie* employment in an occupation other than the claimant's usual occupation is not suitable, though under the concluding words of the subsection it may be deemed not to be unsuitable after "the lapse of such an interval from the date on which he becomes unemployed as in the circumstances of the case is reasonable". It is not necessary to decide whether "the date on which he becomes unemployed" in this case was the day in September 1961 when unemployed" in this case was the day in September 1961 when the claimant became actually unemployed or 21st May 1962, on which date he first registered and became available for employment, which accordingly was the first day which could be regarded as a day of unemployment (see section 11(2)(a)(i) of the Act). We think that it would be reasonable, in calculating the interval, to exclude the period between September and May. The interval was therefore only three weeks, and in all the circumstances we accept the submission of the insurance officer that it was a little too early to submission of the insurance officer that it was a little too early to hold that the employment offered as a van driver/salesman was suitable employment for the claimant. We therefore accept the submission of the insurance officer that the disqualification ought to be set aside. We agree further that nothing would be gained by remitting the matter to the local tribunal, and accordingly we deal finally with the appeal cursolves and allow it. finally with the appeal ourselves and allow it.

19. The insurance officer's appeal in the claimant's favour is

### STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the undermentioned Statutory Instruments,\* relating to matters with which the Ministry of Labour are concerned, either directly or indirectly, have been published in the series of Statutory Instruments. The list also includes certain regulations, etc., published in the series of Statutory Rules and Orders of Northern Ireland, additional to those contained in the lists appearing in previous issues of the GAZETTE. The prices shown are net; those in brackets include postage.

The Wages Regulation (Retail Drapery, Outfitting and Footwear) (Amendment) Order 1963 (S.I. 1963/1360; 3d. (6d.)), made on 1st August; The Wages Regulation (Baking) (England and Wales) Order 1963 (S.I. 1963/1413; 1s. 3d. (1s. 6d.)), made on 15th August; The Wages Regulation (Baking) (England and Wales) (Holidays) Order 1963 (S.I. 1963/1414; 1s. (1s. 3d.)), made on 15th August. The Wages Regulation (Retail Furnishing and Allied Trades) (Amendment) Order 1963 (S.I. 1963/1507; 3d. (6d.)), made on 29th August. These Orders were made by the Minister of Labour under the Wages Councils Act 1959.—See page 384.

(1) The Remuneration of Teachers (Farm Institutes) Order 1963 (S.I. 1963/1232; 1s. (1s. 3d.)), made on 15th July by the Minister of Education under the Remuneration of Teachers Act 1963. This Order, operative from 20th July, revises the rates of remuneration for teachers in Farm Institutes maintained by local education

chers in Farm Institutes maintained by local education authorities or otherwise employed by such authorities as teachers of agricultural (including horticultural) subjects; (2) The Remun-

authorities or otherwise employed by such authorities as teachers of agricultural (including horticultural) subjects; (2) The Remuneration of Teachers (Further Education) Order 1963 (S.I. 1963/1233; 1s. (1s. 3d.)); The Remuneration of Teachers (Primary and Secondary Schools) Order 1963 (S.I. 1963/1234; 1s. (1s. 3d.)); made on 15th July by the Minister of Education under the Remuneration of Teachers Act 1963.—See page 356.

The Lifting Machines (Particulars of Examinations) Order 1963 (S.I. 1963/1382; 3d. (6d.)), made on 9th August by the Minister of Labour under the Factories Act 1961. This Order, operative from 21st August, revokes the Cranes and Other Lifting Machines Order 1938 and prescribes the particulars which must be entered in the register, of every examination of a crane or other lifting machine, to enable H.M. Factory Inspectors to check whether all the provisions of the Factories Act 1961 have been complied with and to determine responsibility in case of non-compliance or neglect.

The Baking Wages Regulation (No. 3) Order (Northern Ireland) 1963 (S.R. and O. of Northern Ireland 1963/141; 1s. (1s. 3d.)), made on 25th July; The Baking Wages Regulation (No. 4) Order (Northern Ireland) 1963 (S.R. and O. 1963/142; 8d. (11d.)), made on 25th July. These Orders were made by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland) 1945.—See page 345 of the August issue of this GAZETTE.

The Royal Ulster Constabulary Pay Order 1963 (S.R. and O. 1963/137; 5d. (8d.)); The Royal Ulster Constabulary (Women Members) Pay Order 1963 (S.R. and O. 1963/138; 5d. (8d.)); made by the Minister of Home Affairs under the Constabulary and Police (Ireland) Act 1919 and the Constabulary Act (Northern Ireland) 1922. These Orders authorise increased pay for male and female members, respectively, of the Royal Ulster Constabulary.

1922. These Orders authorise increased pay for male and female members, respectively, of the Royal Ulster Constabulary.

The Teachers' Salaries Amending Regulations (Northern Ireland) 963 No. 2 (S.R. and O. 1963/146; 8d. (11d.)), made on 30th July y the Ministry of Education under the Education Acts (Northern reland) 1947 to 1962. These Regulations, operative from 1st August, confirm the revised graded allowances for teachers provided for, on an interim basis, by the Teachers' Salaries Amending Regulations (Northern Ireland) 1963 (see page 271 of the July issue of this GAZETTE).

The National Insurance (Non-participation-Assurance of Equivalent Pension Benefits) Amendment Regulations (Northern Ireland) 1963 (S.R. and O. 1963/154; 5d. (8d.)), made on 2nd August by the Ministry of Labour and National Insurance in conjunction with the Ministry of Finance under the National Insurance Acts (Northern Ireland) 1946 to 1963. These Regulations, operative from 5th August, are similar in scope, in relation to Northern Ireland, to the corresponding Regulations made in Great Britain (see page 347 of the August issue of this GAZETTE).

### OFFICIAL PUBLICATIONS RECEIVED\*

(Note.—The prices shown are net: those in brackets include

Accidents.—Accidents at Factories, Docks, Building Operations and Works of Engineering Construction. How they Happen and How to Prevent Them. No. 56. July 1963. Ministry of Labour. Price 1s. 3d. (1s. 8d.).

Careers.—Choice of Careers. No. 29. The Company Secretary. 3rd Edition. June 1963. Ministry of Labour. Price 1s. (1s. 3d.).

Development Districts.—(1) Room to Expand; (2) Expanding Industry. Board of Trade. Obtainable free of charge from the Board of Trade (Distribution of Industry Division), Horse Guards Avenue, London S.W.1.—See page 357.

Factories.—Annual Report of the Chief Inspector of Factories, 1962. Cmnd. 2128. Ministry of Labour. Price 8s. 6d. (9s.).—

Industrial Directory.—Directory of Employers' Associations, Trade Unions, Joint Organisations, etc., 1960. Amendment No. 14. Ministry of Labour. Obtainable only by annual subscription (10s. including postage). (See the issue of this GAZETTE for November 1960, page 424.).

Industrial Health.—Annual Report of the Chief Inspector of Factories on Industrial Health, 1962. Cmnd. 2129. Ministry of Labour. Price 4s. (4s. 4d.).—See page 355.

Safety, Health and Welfare.—(1) Safety, Health and Welfare. New Series. No. 20. Drilling Machines. Fencing of Spindles and Attachments. Price 1s. 3d. (1s. 7d.).—See page 358. (2) Dust Control in Potteries; First Report of the Joint Standing Committee for the Pottery Industry. Price 6s. 6d. (6s. 11d.).—See page 358. Ministry of Labour.

### NOTICE

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Communications with regard to the contents of the GAZETTE should be addressed to the Director of Statistics, Ministry of Labour, Orphanage Road, Watford, Herts. (Telephone: Watford 28500.)

### ADVERTISEMENTS

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# SERVICES PROVIDED BY THE MINISTRY OF LABOUR

### EMPLOYMENT SERVICES

### **Employment Exchanges**

Ministry of Labour Gazette September 1963

Employment Exchanges provide a service to employers wanting workers and to men and women—whether employed or not—who are seeking suitable work. Information and advice is given about employment and every effort is made to help people to find the work best suited to them. Interviews are in confidence and are conducted with due regard to privacy. Employers' vacancies which cannot be filled locally can be circulated over a wide area, and, if necessary, over the whole

### Ex-Regular members of H.M. Forces

Employment Exchanges are an integral part of the Regular Forces Resettlement Service and at each one there is an officer whose special duty is to help ex-Regulars secure civilian employment suited to their age, experience and ability. Advice on employment prospects is also given to Regulars during their last few months of service.

### Professional and Executive Register

A service for people seeking employment in any of the professions or executive posts in commerce and industry is provided at 38 of the larger Employment Exchanges. These offices also give information about careers in the professions and

### Nurses and Midwives

Many of the larger Employment Exchanges have specially trained officers to deal with employment problems of nurses, midwives and those in related occupations. Qualified nurses give advice and conduct interviews where necessary.

At every Employment Exchange there is a Disablement Resettlement Officer. His special duty is to help the disabled to find suitable employment, or to offer advice on industrial rehabilitation, training or sheltered employment. He is also available to discuss with employers their responsibilities under the Disabled Persons (Employment) Acts or questions arising out of the employment of the disabled. This service is available to all disabled persons no matter how the disability was incurred.

### Resettlement Transfer Scheme

This scheme aims to encourage, by the payment of grants and allowances, the transfer of unemployed workers from one area to another, to take up new employment and to achieve permanent resettlement. The facilities provided include free fares, lodging allowances and household removal costs

### Workers' Welfare

Provision is made for the welfare of workers in matters related to but outside their employment.

Further information about any of the above services may be obtained from any Employment Exchange.

### THE YOUTH EMPLOYMENT SERVICE

This Service gives advice to young people leaving school on their choice of employment, helps them to find suitable jobs, and guides and advises them in their early years of employment. It also provides a service to employers seeking young workers. It is available locally through Youth Employment Offices, which in some places are administered by the Ministry of Labour and elsewhere by the Local Education Authorities

School leavers, other young people under 18 years of age and those beyond that age still in full-time attendance at school, should get in touch with the Youth Employment Office if they require advice and assistance in seeking work. Parents needing advice about jobs for their children are also welcome.

### TRAINING

### Vocational Training

Vocational Training

Vocational Training in about 40 skilled trades is provided free of charge at Government Training Centres. These are widely distributed throughout the country. Courses, usually of six months' duration, are available for suitable unskilled workers, disabled persons, and ex-Regulars who wish to learn a trade.

Redundant workers can be retrained in a new skill.

Where the facilities for training at a Government Training Centre are not suitable, training can be provided at a Technical or Commercial College, or with an employer, and for severely disabled persons, at a Residential Training College for the

Good tax-free allowances are paid to trainees attending these full-time courses and, where necessary, an allowance is made for lodgings or travelling expenses.

### **Supervisory Training**

Facilities for training in the skills of supervision are provided under the scheme known as "Training Within Industry for Supervisors". The object of this scheme is to develop the skill of supervisors in instructing others, in handling workers, in improving methods and in accident prevention. The training programmes are known respectively as Job Instruction, Job

Relations, Job Methods, Job Safety and, for office staff, Office Supervision. Ministry Training Officers either give these courses direct or train the employer's representative as a T.W.I. Trainer so that he may then conduct courses within his own firm

### Instructor Training

Courses in Industrial Teaching Techniques for apprentice and trade instructors are provided at the Ministry's Instructor Training Colleges at Letchworch (Herts.) and Hillington (Glasgow). These courses are specially designed for personnel whose job includes instructing for a considerable portion of their working time. their working time.

Further particulars may be obtained from any Employment

### INDUSTRIAL REHABILITATION

Workers who have had a serious illness (or accident) may workers who have had a serious illness (or accident) may need an opportunity to adjust themselves gradually to the physical and mental stresses of industrial life before they can confidently resume work. They may also need expert advice as to the most suitable kind of work to take up if they have to change their job. Others still in employment may need help of this sort when ill health is affecting their work. All of these services are provided at the Ministry's Industrial Rehabilitation Units, of which there are now 17 throughout the country. No charge is made for attendance at the I.R.Us., and allowances are paid to workers who attend them. The courses usually last about eight weeks about eight weeks

Particulars can be obtained at any Employment Exchange.

### SAFETY, HEALTH AND WELFARE

The Minister is responsible for the administration and enforcement of the Factories Act 1961 and associated legislation. H.M. Factory Inspectors are available for consulation on all matters concerning the safety, health and welfare of workers employed in factories or at certain other premises subject to this Act, such as docks or places where building operations or works of engineering construction are in progress. There are at present 97 districts with offices in the more important towns. The addresses of these offices may be obtained by inquiry at any addresses of these offices may be obtained by inquiry at any Employment Exchange. Safety, health and welfare methods and appliances used in factories are displayed at the Industrial Health and Safety Centre, 97 Horseferry Road, Westminster,

S.W.1, which is open free to the public.

The Offices, Shops, and Railway Premises Act 1963 is concerned with the safety, health and welfare of workers in a wide range of non-industrial employment and provides for minimum standards of accommodation and other facilities. The Act makes various authorities (including Local Authorities. H.M. Factory Inspectors, and Mine and Quarry Inspectors) responsible for enforcing its general provisions in different classes of premises.

### INDUSTRIAL RELATIONS

Industrial Relations Officers are attached to each Regional Office of the Ministry. Their functions include assistance to industry in the formation and support of voluntary negotiating machinery, and help in the prevention and settlement of trade disputes. They are available to give advice on such matters as personnel policies, the techniques of personnel management, and problems of human relations at the place of work.

### **Wages Inspection**

The Wages Inspectorate helps employers and workers concerned to understand the provision of the Wages Regulations Orders made under the Wages Councils Act 1959; and enforces the payment of minimum remuneration and the allowance of holidays with pay as prescribed. The Inspectorate also advises employers and workers about the effect upon them of the Baking Industry (Hours of Work) Act 1954 and is responsible for its

Inquiries about these services should be addressed to the

### **PUBLICATIONS**

These include Statistics on Income, Prices, Employment and Production (15s. quarterly), Accidents—how they happen and how to prevent them (1s. 3d. quarterly) and booklets in the Choice of Careers and Safety, Health and Welfare series. All are obtainable from H.M. Stationery Office or through any bookseller.

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

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