Pamphlet

REPORT

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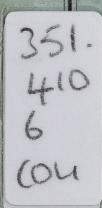
of the

COUNCIL OF WOMEN CIVIL SERVANTS

(HIGHER GRADES)

(Approval No.: 202 C.S.)

1932



Richmond, Surrey: Printed by R. W. Simpson & Co. Ltd., 70-72 Sheen Road.

REPORT

of the

COUNCIL OF WOMEN CIVIL SERVANTS

(HIGHER GRADES)

(Approval No.: 202 C.S.)

1932

351.4106 104

Officers, 1931–1932.

| MISS E. G. WOODGATE (Chairman) | Ministry of Health |
|-------------------------------------|---------------------------------|
| MISS TANN (Hon. Secretary) - | - Board of Education |
| MISS CLAYTON (Hon. Asst. Secretary) | Board of Education |
| MISS KEITH (Hon. Treasurer) - | A.G. Dept., General Post Office |

Committee of Representatives.

| Department | | <u></u> | Represented by | |
|----------------------------|----------|---------|------------------------|----|
| Admiralty | - | - | - MISS BASS, O.B.E. | |
| Agriculture and Fisheries, | Ministry | of | - MISS ALLEYNE, M.B.H | E. |
| British Museum (Natural H | listory) | - | MISS AUBERTIN | |
| Board of Control - | - | | - MRS. PINSENT, C.B.E | |
| Education Board of | | | (MISS LUCE | |
| Education, Board of - | - | - | Miss Shuckburgh | |
| ,, ,, (Victoria ar | d Albert | t Muse | eum) MISS CLAYTON | |
| Trade, Board of - | 1 | | - MISS MCKERROW | |
| Foreign Office | - | - | - MISS LUNN | |
| | | | (MISS MCCLEVERTY | |
| Health, Ministry of | - | - | - MISS STANTON | |
| | | | MISS O'BRIEN | |
| Home Office (Children's Br | anch) | - | - MISS WALL | |
| ,, ,, (Factory Dept | | - | - MISS VICKERS | |
| Inland Revenue, Board of | ·- | | - MISS COLLS | |
| | | | (MISS FOSTER | |
| Labour, Ministry of - | - | - | - MISS IBBERSON | |
| | | | MISS POWER | |
| National Savings Committe | e - | - | - MISS LOOKER | |
| Overseas Trade, Dept. of | - | - | - MISS WOOD, M.B.E. | |
| Pensions, Ministry of | - | | - Miss Smyth | |
| Post Office (A.G.D.) - | - | - | - Miss Keith | |
| ,, ,, (M.O.D.) - | | - | - MISS NICHOLS | |
| ,, ,, (S.B.D.) - | - | _ | - Miss Frost | |
| Public Record Office - | - | - | - Miss Potter | |
| Public Trustee Office - | - | - | - MISS AYRES | |
| Transport, Ministry of - | _ | - | - MISS PROCTER-GREGG | |
| Treasury | - | - | - Mrs. Lucas | |
| | MISS S. | ANDAY | (General Post Office). | |

NOTE.—All Regional Secretaries are *ex-officio* Members of the Committee of Representatives.

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Executive Committee.

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MISS S. M. ALLEYNE, Ministry of Agriculture, 10 Whitehall Place, S.W. 1.

MISS SHUCKBURGH, Board of Education, Whitehall, S.W. 1. MISS MCCLEVERTY, 11a, de Vere Cottages, de Vere Gardens, W. 8. MISS P. M. VICKERS, 79, Beaufort Mansions, Beaufort Street, S.W. 3. MISS J. I. WALL, 14, Ormonde Mansions, 106, Southampton Row, W.C. 1.

MISS D. IBBERSON, 22, Warwick Square, S.W. 1.
MISS B. M. POWER, Montagu House, Whitehall, S.W. 1.
MISS D. K. SMYTH, Room 7, Ministry of Pensions, 2, Sanctuary Buildings, Great Smith Street, S.W. 1.
MISS H. M. NICHOLS, M.O. Dept., G.P.O., 7, Manor Gardens, N. 7.
MISS N. PROCTER-GREGG, 6, Whitehall Gardens, S.W. 1.

Names and Addresses of Regional Officers,

September, 1932.

London and South-Eastern Region.

Chairman:

MISS E. A. FORD, 20, Bramerton Street, Chelsea, S.W. 3. Secretaries:

MISS S. M. ALLEYNE, Ministry of Agriculture, 10, Whitehall Place, S.W. 1.

MISS BASTER, 25, St. Thomas's Mansions, Westminster Bridge, S.E. 1.

(Note.—The allocation between Miss Alleyne and Miss Baster is on a Departmental basis, Miss Alleyne taking the Admiralty, Ministry of Agriculture, Board of Control, Ministry of Health, Ministry of Labour, Department of Overseas Trade, Ministry of Pensions, Public Record Office, Public Trustee Office, Ministry of Transport, Treasury, and Associate Members; and Miss Baster, the British Museum, Board of Education, Foreign Office, Home Office, Board of Inland Revenue, National Savings Committee, Post Office, and Board of Trade.)

South Midlands and Eastern Region.

Secretary: MISS THOMAS, 97, Princess Road, Leicester.

South-Western and Wales Region.

Chairman: MISS A. M. FERGUSSON, Stanley House, Camden Road, Bath.

Secretary: MISS AUGUSTA DEANE, O.B.E., 40, Royal York Crescent. Clifton, Bristol.

Regional Officers, 1932.

West Midlands Region.

Chairman: MISS I. M. S. KEELY, 4, St. George's Court, Bournville, Birmingham.

Secretary: MISS A. MARSH, 91, Hall Road, Handsworth, Birmingham. Assistant Secretary: Miss V. S. VARDON, 205, Corporation Street, Birmingham.

North-Western Region (Manchester).

Chairman: MISS MOYES, The Poplars, Normans Close, Altrincham, Cheshire.

Secretary: MISS M. F. R. LIMRICK, 30, Dickinson Street, Manchester.

Assistant Secretary: MISS FLEMING, 30, Dickinson Street, Manchester.

North-Western Region (Liverpool).

- Chairman: MISS LEDWICH, Government Buildings, Victoria Street, Liverpool.
- Secretary: MISS HENSHALL, 28, Linnett Lane, Sefton Park, Liverpool.

Yorkshire and East Midlands Region.

Chairman: MISS SCHOFIELD, 7, St. John's Square, Wakefield. Secretary: MISS CONNELL, Oakroyd, Victoria Crescent, Horsforth, Leeds.

Northern Region.

Secretary: MISS MURRAY, 13, Victoria Square, Newcastle-on-Tyne.

Scottish Region.

Chairman: MISS H. WALLACE, 40, Buckingham Terrace Edinburgh. Secretary: MISS R. M. GLEN, 89, West Campbell Street, Glasgow, C. 2.



Council of Women Civil Servants (Higher Grades).

REPORT, 1931-1932.

Membership.

The membership of the Council is now 491. The distribution of members among the various Departments is as follows:—

> Admiralty Agriculture and Fisheries, Agriculture, Department of British Museum (Natural Hi Control, Board of ... Control, General Board of Education, Board of, Victoria and Albert Education Department, Sco Foreign Office Ministry of Health Health, Department of, fo Health, Board of, Welsh Home Office Inland Revenue, Board of Ministry of Labour ... National Savings Committee Overseas Trade, Departmen Pensions, Ministry of Post Office Public Record Office ...

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| Treasury | | ••• | - in colo | 1 |
| Associate Members | | | | |

ANNUAL GENERAL MEETING.

The Ninth Annual General Meeting of the Council was held on Saturday, 29th November, 1931, in the Hall of Bedford College (by kind permission of the Principal and Council), and was attended by 90 members.

Miss Woodgate, President of the Council, took the chair. In her report the Chairman referred to the fact that since the last Annual General Meeting both Miss Sanday, the Chairman, and Miss Ibberson, the Hon. Secretary, had been obliged to resign from their offices. These resignations had been received with great regret and with a warm appreciation of the untiring services rendered by them to the Council in a time of great activity and strain.

The chief event of the year had been the issue of the report of the Royal Commission, which had certainly not fulfilled all the hopes raised when the appointment of the Commission was announced. Moreover, the Report had appeared at a very unfortunate moment, and during the financial crisis any change in the position of women Civil Servants which would involve increased expenditure could hardly be anticipated.

The Chairman referred also to the new Constitution of the Council which had been drawn up and which would be submitted to the meeting that day. It was hoped that this new Constitution would help to solve the difficulty of keeping Regions in close touch with headquarters.

The adoption of the Annual Report was proposed by

Miss Henshall, Ministry of Health, seconded by Miss Murray, Board of Education and carried unanimously. The Treasurer's Report was presented by Miss Keith, Hon. Treasurer, who explained that the past year had seen a heavy drain on the Council's resources, owing to the expense incurred in giving evidence before the Royal Commission. Miss Keith also said that each year the paid-up subscriptions fell short of the total number of members. Assuming that the expenditure for the rest of the year did not exceed £30, there should be a small balance at the end of the year. The adoption of the Treasurer's Report was moved by Miss Craven, Ministry of Labour, seconded by Miss Potter, Public Record Office, and carried unanimously.

The following resolutions were moved by the Executive Committee:---

(1) The Council registers its regret at the failure of the Royal Commission on the Civil Service to recognise the important issues affecting the position of women in the Civil Service, and particularly deplores the failure of the Commission to report in favour of equal pay.

The Council appreciates the fact that the Royal Commission has given its support to the principle of aggregation throughout the Service, and has realised to some extent the necéssity for increasing the opportunities to be afforded to women.

Further, the Council appreciates the intention of the Royal Commission to enlarge the scope of the exemption of women from compulsory retirement on marriage, but regrets that the Commission has not recommended the abolition of the marriage bar, and does not consider that the procedure suggested for granting exemption ensures any substantial improvement on the present position.

The Council instructs its Executive Committee to endeavour to secure that the fullest effect is given to such of

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the Commission's recommendations as are in consenance with the Council's aims, and at the same time to continue to work for the abolition of all restrictions on the employment of women in the Civil Service, and for the application of the principle of equal pay, and for the removal of the marriage bar.

Miss Wall, in moving the resolution, said that the attention of the Executive Committee was being directed to all those points in the Royal Commission's Report which were in favour of greater equality for women Civil Servants. With regard to matters ignored by the Royal Commission's Report, the Executive was considering making representations to the Treasury at a suitable time. The resolution was seconded by Miss Clayton. The Hon. Miriam Pease, Home Office, proposed a verbal amendment to the resolution, intended to make it a little more gracicus in tone by putting first those things which could be welcomed in the Royal Commission's Report. The amendment was seconded by Miss Baster, Board of Education. A good deal of discussion followed, but when the amendment was put to the vote it was lost. The original resolution was then carried by a large majority.

(2) That the new draft Constitution and Rules, as printed in the Annual Report, be adopted in lieu of the existing Constitution and Rules.

Miss Ford, in moving the resolution, said that the reason the new constitution had been proposed was that the old one had ceased to be adequate. No question of principle was involved, but it was felt that the new arrangement would work better than the old. The resolution was seconded by Miss McCleverty, Ministry of Health.

An amendment was proposed by the South-West Region that subscriptions should be raised from 6/- to 7/6, and that

1/6 from each subscription should go to a central travelling fund to help expenses. The amendment was moved by Miss Deane, O.B.E., Ministry of Labour, and seconded by Miss Fergusson, Board of Education. It was pointed out, in the discussion that followed, that the new constitution arranged for Regional Secretaries to attend meetings of the Committee of Representatives, but made no provision for the payment of their expenses. The Hon. Treasurer was asked to give an estimate of the cost of paying travelling expenses for Regional Secretaries to these meetings, and she estimated it would cost £12 10s. 0d. per annum. The amendment was carried by a large majority.

A second amendment was proposed by the North-Western (Manchester) Region, that members attending the Annual General Meeting might be empowered to vote by proxy on behalf of the Regional Group if authorised in writing to do so. This amendment was moved by Miss Limrick, Ministry of Health, and seconded by Miss Blades, Ministry of Labour. A good deal of discussion followed, and the general feeling of the meeting was that members would like more information and more time to consider this matter before coming to a decision. Miss Limrick agreed to withdraw her amendment on condition that the matter should be discussed at the next Annual General Meeting.

The original resolution, with the amendment which had been accepted, was then put to the meeting and carried unanimously.

REPORT OF THE ROYAL COMMISSION.

A year has elapsed since the issue of the Report, and members will realise that it has been a singularly unpropitious year for any sympathetic consideration of the claims of women Civil Servants. No pronouncement has been made by the Government as to its acceptance or non-acceptance of the Commission's recommendations, but a series of committees representing the Official and Staff sides of the National Whitley Council have been set up to consider these recommendations under various heads.

Of these, Committee "F" is to consider the recommendations of Chapter XII. on the position of women, with special reference to reservation of posts, aggregation and segregation and marriage bar. The Council has two representatives on this Committee, which has had one joint meeting, at which both sides expressed their willingness to accept the policy of the "fair field and no favour."

The Council has not been able to secure representation on Committee "A", which is concerned with remuneration, nor on Committee "D", to which superannuation questions (including marriage gratuity) have been referred, but is following the proceedings as closely as possible from the outside, and may submit statements to either or both of these committees if it seems desirable.

PROCEEDINGS OF COMMITTEES.

The new constitution which was agreed to at the last Annual General Meeting has brought about a good many changes in the proceedings of Committees. There have been two meetings of the **Committee of Representatives**, and both were very well attended. Before the first meeting, arrangements were made for members to meet for tea at Craig's Court Restaurant. It is generally agreed that the addition to this Committee of the Regional Secretaries has been of very great value in keeping the Regions in touch with the work of the Council and in enabling the Officers and Executive Committee to hear directly the views of members in the Regions on any subjects under discussion. At the triennial election, which was held in May of this year, a good many of the members who had served on the old Executive Committee for a long time decided not to offer themselves for re-election. Among these were Miss Anderson, Miss Ford, Miss Ireland, and Miss le Plastrier. At the meeting on May 28th, the following newly elected members were welcomed:—

| Board of Education | •••• |
|-------------------------|------|
| Ministry of Health | |
| Board of Inland Revenue | |
| Foreign Office | |
| Ministry of Labour | |
| Post Office | |

The Executive Committee now meets regularly on the first Friday of each month. It is found that the smaller Committee is much better able to transact the ordinary routine business of the Council, and that the more frequent meetings which are now possible are valuable at the present time when there is so much activity in Civil Service affairs. The Committee has been chiefly concerned during the last. few months with the Treasury Committees which have been set up to consider various questions arising out of the Report of the Royal Commission. One of these, Committee "F," is to deal particularly with the questions affecting women Civil Servants, with special reference to aggregation, reservation of posts and the marriage bar. The Council has been invited to appoint two representatives to serve on the Staff Side of this. Committee, and has nominated Miss Ibberson and Miss Tann. The Council has also asked for representation on Committee "A," which is dealing with remuneration, and on Committee "D," which is dealing with superannuation. Representation on the latter Committee has been refused, but the Council has been invited to submit a statement on

| Miss | Luce |
|------|------------|
| Miss | Shuckburgh |
| Miss | Stanton |
| Miss | Colls |
| Miss | Lunn |
| Miss | Power |
| Miss | Frost |
| Miss | Nichols |
| | |

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superannuation as particularly affecting women Civil Servants. For the preparation of this statement a small subcommittee, consisting of Miss Anderson, Miss Ford and Miss Wall, has been set up. Other sub-committees appointed by the Executive Committee during this year are:—

(1) Finance Sub-Committee, of which Miss Ayres, Miss O'Brien and Miss Vickers are members, and Miss Keith is convener.

(2) A Sub-committee to undertake Journalistic **Propaganda**, of which Miss Power is the convener. Other Members of this Committee are Miss Clayton, Miss Ford, Miss Procter-Gregg and Miss Richmond.

REGIONAL ACTIVITIES: SECRETARIES' REPORTS. London and South-Eastern Region.

A meeting was held on April 15th at the Ministry of, Health, Whitehall, when about 40 members attended, first for tea, and afterwards for a business meeting, at which Miss Woodgate took the chair.

Miss Tann gave a brief account of the recent work of the Council, and the action which had arisen as a result of the Report of the Royal Commission.

Various other matters were discussed, including a revival of the informal dinners for members, which it was agreed should be held again at the Florence Restaurant.

Two points in connection with the Annual General Meeting were also discussed :---(i) The question of Proxy Voting, of which the majority of the members were in favour, and (ii) The advisability of changing the date to a time nearer the end of the financial year. It was ultimately decided to recommend that the Annual General Meeting should take place in March, April or May, and that there should be two meetings of the Group during the year.

Miss E. A. Ford, Board of Education, was elected Chairman of the London and South-Eastern Area.

South-West and Wales Region.

Two meetings have been held during the past year, one in Bristol and one in Cardiff. At the Bristol meeting we were very fortunate in having Miss Sanday, who gave a most interesting address on the work of the Council.

In Cardiff we had a very small, but keen, gathering when we discussed vital questions, e.g., "The Removal of the Marriage Bar," "Proxy Voting at the Annual Meeting," "The necessity of a Senior Woman Officer in the Office of Works, with divisional representatives throughout the country."

Yorkshire and East Midland Region.

On 19th October eleven members were present at a meeting and asked the Council to discuss the best means of bringing to the notice of individual Civil Servants (women) the exact position with regard to retirement on marriage, and also expressed the view that the Council should take every opportunity of pressing for equal pay for equal work.

On 4th December ten members and two prospective members were present at a meeting. Miss Moodie (delegate) gave a full report of the Annual General Meeting. The suggestion of proxies was fully discussed and also the financial position of the Council—following the increased subscription. The members suggested that in future the Annual General Meeting might be postponed until March each year, so that

a full year's statement of accounts might be presented to the members before the meeting. Members also suggested that a percentage of the increased subscriptions might be earmarked for local expenses.

On 18th April, 1932, sixteen members and two prospective members were present at a meeting where full discussions took place concerning the date of the Annual General Meeting and the end of the financial year, and the question of proxy voting.

At this meeting it was suggested that the 1933 Annual Meeting be held in Leeds, this being later altered to a resolution that the 1933 meeting be held in a provincial centre.

On 25th June, 1932, the Yorkshire Group and friends met the Manchester Group at Haworth, where a visit was paid to the Brontë Museum.

Scottish Region.

The Regional Activities last year took the form of a meeting of the members in Edinburgh on 15th November, 1931. There was a very good attendance, and for the first time a Regional Chairman was appointed. This has helped to stimulate interest in the Region. The position arising in the Scottish Divisional Office of the Ministry of Labour out of Miss Younger's retiral was considered as well as the Annual Report and the new Draft Constitution.

On the same date the members of the Region entertained Miss Younger to lunch in the Balmoral Restaurant, Edinburgh, on the occasion of her retiral from the Service.

South Midlands and Eastern Region.

As most of the members in the Region are Inspectors and all very scattered, it is not possible to hold meetings, but opinions on the matters which have been cccupying the Council's attention during the year, have been canvassed through the post.

West Midlands Region.

This group, which had hitherto been without a chairman, appointed Miss I. M. S. Keely to the post. Miss M. Darlow resigned the secretaryship, and was succeeded by Miss A. Marsh.

Two members (Miss G. E. N. Pigott and Miss M. F. Jones) resigned, and two new members (Miss A. M. Jennings and Miss E. E. A. Webb) were recruited.

North-Western (Manchester) Group.

During the winter six dinners were held at the Town and Counties Club, Manchester. Each dinner was followed by a meeting at which matters of interest to the Council were discussed. It is felt that this has helped to keep members in touch and to stimulate interest in the work of 的"你的好,你的情况。 the Council.

On June 22nd, we were fortunate in having as our guest Miss Baster, who spoke on the work of the Council in connection with the committees which are being set up to consider the Report of the Royal Commission.

On Saturday, June 25th, some of the Group were able to join the Leeds Group in their very successful summer outing to Haworth. The Manchester members who were able to go very much enjoyed the opportunity of meeting their colleagues from the North-Eastern Region.

PERSONAL.

Sours Multande and B The Treasury has again exercised its power of making an exception to the rule which requires women Civil Servants to resign their position on marriage. The exception has been

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made in favour of Miss A. C. M. Richmond, M.B.E., a first-class Officer in the Ministry of Labour.

On the recommendation of the Minister of Health, Miss Ruth Darwin has been appointed Senior Commissioner of the Board of Control in succession to Mrs. Pinsent, C.B.E., who retires on July 31st.

Miss A. H. M. Kilroy has been promoted to be a Principal Officer in the Board of Trade. She is the first woman recruited to the Administrative Class by open competition to be promoted to Principal.

Miss O. Pound has been appointed to a "Paragraph 51" post in the Establishment Branch of the Ministry of Pensions. Miss M. S. Cox has been appointed Private Secretary to the Permanent Secretary of the Ministry of Pensions.

Miss Dorothy Peto, Staff Officer in charge of the Women's Section of the Metropolitan Police has risen to the rank of Superintendent.

Miss A. Younger, O.B.E., Chief Woman Officer in Scotland of the Ministry of Labour, retired in October, 1931. In 1912 Miss Younger was appointed organising officer for the women's work in the department of the Board of Trade Labour Exchanges, Glasgow. During the war Miss Younger was associated with the selection of welfare supervisors to work in the munition factories and with the recruitment of women for important services during the war, including that of the Scottish Women's Land Army. During her long career as a Civil Servant, Miss Younger earned for herself the high esteem and regard of her colleagues and of those members of the outside world with whom her work brought her into contact.

I.-TITLE.

Council of Women Civil Servants (Higher Grades).

II.-MEMBERSHIP.

All established Women Civil Servants in the Administrative, Professional and Executive Classes, and in such departmental grades as may be ruled by the Committee of Rrepresentatives to be of comparable status, shall be eligible for membership of the Council. Applications for membership must be made on the prescribed form.

Women Civil Servants who, previous to their retirement were members, may, on or after retirement, become Associates of the Council. Such Associates shall be invited to functions of the Council other than business meetings, and shall receive a copy of the Annual Report, but are not eligible to serve on the Committees of the Council, nor may they be present or vote at any meeting of the Council or any Committee thereof.

III.-OBJECTS.

1.-To provide a means of communication between women in the higher branches of the Civil Service.

2.—To provide an organisation by which their views may be ascertained and expressed, and joint action taken where it is deemed advisable.

3.-To work for equality in regard to opportunity, status and pay as between men and women in the Civil Service.

IV.-COMMITTEE OF REPRESENTATIVES

The work of the Council shall be conducted by a Committee of Representatives, who shall be responsible to the Council. This Committee shall consist of the Officers and Regional Secretaries and of two representatives from each Department having not less than twenty or more than 100 members. Departments with less than twenty members shall be entitled to one representative only, and departments with over a hundred members to one additional representative in respect of each additional hundred or fraction of a hundred members. The representatives of each department on the

New Draft Constitution and Rules.

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Committee shall be formally elected by the members in that department from among their number.

The Committee of Representatives shall have power to co-opt, either temporarily, or for its term of office, any members of the Council.

A third of the members of the Committee of Representatives shall retire each year, and shall be eligible for re-election. When a vacancy in the representation of a department occurs within six months of the triennial election for that department, the retiring member shall be asked to nominate a deputy to serve on the Committee for the intervening period.

The quorum for meetings of this Committee shall be one-third of the members.

The Committee shall meet not less than three times a year. Special meetings may be summoned at the discretion of the Officers or at the written request of six members of the Committee or 24. members of the Council. Members unable to attend may send a deputy who shall be entitled to vote.

V.-EXECUTIVE COMMITTEE.

A smaller Committee, to be known as the Executive Committee, shall be elected annually by the Committee of Representatives to carry on the ordinary work of the Council. The members shall be elected by means of written nominations and a written ballot.

The Executive Committee shall consist of ten members in addition to the Officers. The Committee shall meet ordinarily once a month, and the quorum for meetings shall be seven.

VI.-OFFICERS.

The Officers shall consist of Chairman, Hon. Treasurer, Hon. Secretary and Hon. Assistant Secretary. They shall be elected for a period of three years by the Committee of Representatives from among the members of the Council, though not necessarily from the elected representatives forming the Committee. They shall be eligible for re-election, and written nominations shall be sent to the Hon. Secretary before the meeting at which the election is to take place.

VII.-GENERAL MEETINGS OF THE COUNCIL.

A General Meeting of the Council shall be called at least once a year, at which the Annual Report of the Committee of Representatives shall be presented. Written notice of proposals to be brought forward at the Annual General Meeting shall be sent to

every Regional Secretary a reasonable time before the meeting is held, for the consideration of the members of Regional Groups. A Special Meeting of the Council may be called at the written request of the Committee of Representatives or of fifty members of the Council.

Fifty shall constitute a quorum for a General Meeting of the Council.

VIII .- REGIONAL SECRETARIES.

The Committee of Representatives shall keep in touch with members throughout the country through Regional Secretaries, to whom information following each meeting of the Committee of Representatives or Council shall be supplied. Regional Secretaries shall hold office for three years, and be eligible for re-election. They shall be appointed by members of the Regional area concerned. If no appointment is made within a reasonable time, the Committee of Representatives shall proceed to appoint.

IX .--- FINANCE.

The subscription shall be 7s. 6d. per annum, payable by each member of the Council on the 1st January in each year, and 1s. úd. from each subscription shall go to a central travelling fund to help expenses. In the case of Associate Members the subscription shall be 2s. per annum.

A member who joins after 1st June in any year may be allowed to pay half the subscription for that year.

The Council's Statement of Receipts and Expenditure shall be examined by a responsible auditor elected by the members at the Annual General Meeting.

X.-AMENDMENT OF CONSTITUTION AND RULES.

The Constitution and Rules can only be amended by a motion or motions passed at the Annual General Meeting.

Written notice of proposals to modify the Constitution and Rules shall be given to all members a reasonable time before they are brought forward at a General Meeting.

Council of Women Civil

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Statement shewing Receipts and Expenditure during

RECEIPTS.

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| | Year. | | |
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| | β 317 at 6/ | 95 2 0 | |
| | 1 at 10/ | 10 0 | |
| | 1931 { 8 at 3/- (half year) | 1 4 0 | |
| | 1 at 3/6 (part) | 36 | |
| | 2 at 2 /6 (balance) | 5 0 | |
| | 1932 2 at 6_{l}^{\prime} - (part) | 12 0 | |
| | 1932 1 at 3/6 (part) | 36 | |
| | (Associates) 1930 2 at 2/ | 4 0 | |
| | 1931 15 at 2/ | 1 10 0 | |
| | 1932 2 at 2/ | 4 0 | |
| | 1933-35 1 | .6 6 | |
| | | | 103 0 6 |
| " | Donations | 5 18 4½ | |
| ,, | " (Balance of Dinner Fund) | 18 0 | |
| " | ,, (For Copies of Royal Commission | | |
| | Evidence) | 6 12 6 | 17 0 101 |
| | the second s | | 13 8 101 |
| ,, | Sale of Tickets for "At Home" | | 88 16 3 |
| ,, | Sale of Copy of "Careers" Pamphlet | | 6 |
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Servants (Higher Grades).

the Year 1st January to 31st December, 1931.

| | EXPENDI | TURE. | | | |
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| By | Stationery | | | | 6 15 7 1 |
| ,, | Postage | | | | 16 14 0 |
| ,, | Stamp Duty on Cheques and Con | nmissio | n on | | |
| | Postal Orders | | | | 79 |
| ,, | Typing and Neostyling | | | | 13 16 3 |
| ,, | Repairs to Typewriter | | | | 36 |
| ,, | Typist's Time at 1s. 6d. per hour | (from | 15th | | |
| | July, 1931) | | | | 6 0 10 |
| ,, | Incidentals-Telephone calls, etc. | | | | 179 |
| ., | Publications for Use of Council . | | • | | 3 12 3 |
| ,, | Printing:- | | | | |
| | Annual Reports | | | 19 4 6 | - |
| | Cards and Letter Paper | | | 5 10 0 | |
| | | | | | 24 14 6 |
| ,, | Expenses of Annual General Me | eeting | | | 4 18 9 |
| ,, | Delegates' Fares to Annual Gene | ral Mee | eting, | | |
| | 1930 | | | 2 5 4 | The Alteration |
| | 1931 | | | 10 12 9 | |
| | | | | | 12 18 1 |
| ,, | 1.0 | | | | . 30 0 0 |
| " | Payments in Connection with ' | 'At Ho | ome," | | and a second second |
| | 23rd January, 1931 | | | 59 18 0 | |
| | Less Amount Deposited in 1930 | for hi | re of | | |
| | rooms | | | 1 11 6 | |
| | D 1 | | | | 58 6 6 |
| ,, | Balance : | | | 77 0 6 | |
| | At Bank | | •••• | 37 9 6 | |
| | Less Outstanding Cheques | •••• | | 2 15 9 | |
| | | | | 34 13 9 | |
| | Cash in Hands of Treasurer | | | 11 | |
| | Cash in fiands of fleasurer | ••• | 8121 | 11 | 34 14 8 |
| | | | N DO MA | 5 10 10 | |
| | | | | | 0014 10 51 |
| | | | | | |
| | | N.S. | and the state of the | | |
| | I have examined the above | e accou | nt with | the boo | ks and |
| | vouchers of the Council of W | omen (| Civil S | ervants (| Higher |

9th August, 1932.

(Signed) A. KEITH, Hon. Treasurer.

Grades), and am satisfied that it is correct. (Signed) G. H. AYRES, A.S.A.A.

List of Permanent Posts held by Women with a Maximum Salary of £300 per annum and Upwards (excluding Higher Clerical Officers), Beaming of 1932.

22

ADMIRALTY,

| 1 Principal Lady Superintendent | £300—400 |
|--|----------|
| 1 Scientific Officer | £250—450 |
| MINISTRY OF AGRICULTURE AND FISHERIES. | |
| 1 Controller of Women Staff | £300-400 |
| 1 General Inspector | £300-400 |
| 3 Inspectors | £180—320 |
| Fisheries Department. | |
| 1 Assistant Naturalist | £200 |
| Botanic Gardens, Kew. | |
| 2 Botanists | £200-450 |

BOARD OF AGRICULTURE FOR SCOTLAND.

| 1 | Inspector | £200300 |
|---|-------------------|-----------|
| 1 | Surveyor | £160-280* |
| | Plant Pathologist | |

GENERAL BOARD OF CONTROL FOR SCOTLAND,

1 Deputy Commissioner 500-600 (Plus additional allowance of £100.)

ALR MINISTRY.

None.

BRITISH MUSEUM.

None.

NATURAL HISTORY MUSEUM. Department of Zoology.

| 3 Assista | nt Keepers | | £230-390 |
|-----------|------------|--|----------|

Department of Entomology.

1 Assistant Keeper £230-390

CABINET SECRETARIAT.

None.

*Provincial Scale.

CHARITY COMMISSION. None.

CIVIL SERVICE COMMISSION. None.

COLONIAL OFFICE. None.

LORD CHANCELLOR'S OFFICE, SUPREME COURT AND COUNTY COURTS. None.

CROWN AGENTS FOR THE COLONIES. 1 Controller of Female Staff

BOARD OF CUSTOMS AND EXCISE. 4 Executive Officers Accountant and Comptroller-General's 3 Executive Officers

DEVELOPMENT COMMISSION. None.

DOMINIONS OFFICE. None.

ECCLESIASTICAL COMMISSIONERS. None.

BOARD OF EDUCATION.

1 Assistant Principal 1 Principal Staff Officer 3 Higher Executive Officers 4 Executive Officers Medical Branch. 2 Medical Officers Inspectorate. 1 Chief Woman Inspector 11 Staff Inspectors 68 Inspectors Library, 1 Librarian 1 Woman Clerk Victoria and Albert Museum, 2 Assistant Keepers

| | £300—400 | |
|--------------------|----------|----|
| | £100—300 | 5- |
| Office. | | |
| •••••••••••••••••• | £100300 | 4 |

| £200-400 |
|-------------|
| £450—550 |
| £300—400 |
| £100—300 |
| F. 1999 |
| £600—900 |
| 2 |
| £850-1000 |
| £550-650 |
| £300—500 |
| |
| £300-400 sl |
| £200-300 |
| |
| £230—390 |
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SCOTTISH EDUCATION DEPARTMENT.

| 1 | Executive Officer | £95—285* |
|---|---|----------|
| 1 | Inspector | £300—500 |
| | Principal Inspector for Domestic Subjects | |
| | (Plus £50 allowance.) | |
| 2 | Inspectors for Domestic Subjects | £300-500 |

ELECTRICITY COMMISSION.

None.

| EXCHEQ | U | ER AND | AUDIT | DEPARTMENT. | |
|--------|---|-----------|----------|-------------|------|
| | 3 | Assistant | Auditors | | £100 |
| | | | | | |

EXPORT CREDITS GUARANTEE DEPARTMENT.

None.

FOREIGN OFFICE.

0

| 1 Junior Executive Officer | £100—300 |
|----------------------------|----------|
| 1 Senior Assistant | £600—750 |
| 3 Junior Assistants | £200-400 |
| 2 Chief Women Officers | £300-400 |
| 7 Staff Officers | £230—300 |
| | |

FORESTRY COMMISSION.

None.

REGISTRY OF FRIENDLY SOCIETIES.

None.

GOVERNMENT ACTUARY'S DEPARTMENT.

None.

GOVERNMENT CHEMIST'S DEPARTMENT.

None.

MINISTRY OF HEALTH.

| 1 Principal Officer | £600-750 |
|---|----------|
| 3 Assistant Principals | £200-400 |
| Accountant-General's Department. | 1851212 |
| 1 Accountant | £450—550 |
| 5 Examiners | £100-300 |
| Insurance Department. | |
| 1 Superintending Clerk | £450—550 |
| 8 Higher Executive Officers | £300-400 |
| 12 Executive Officers | £100—300 |
| Administrative Divisions. | 1 |
| 1 Staff Officer | £300-400 |
| 1 Executive Officer *Provincial Scale. | £100-300 |
| *Provincial Scale. | |

25

MINISTRY OF HEALTH-(continued). Medical Department. 1 Senior Medical Officer 4 Medical Officers 1 Deputy Regional Medical Offi 7 Women Inspectors Inspectorate, U 1 Deputy Chief Inspector 1 Divisional Inspector 23 Inspectors 186 Assistant Inspectors Audit Staff. 1 Junior Assistant Auditor General Staff. 1 Controller of Typists WELSH BOARD OF HEALTH. 1 Medical Officer 1 Inspector 8 Assistant Inspectors GENERAL REGISTER OFFICE. 1 Executive Officer BOARD OF CONTROL. 1 Senior Commissioner 2 Commissioners 4 Women Inspectors 1 Medical Officer (Rampton St

DEPARTMENT OF HEALTH FOR SC

- 1 Assistant Secretary 2 Higher Executive Officers ...
 - 2 Junior Executive Officers
 - 1 Housing Inspector

Insurance Inspectorate.

3 Women Inspectors 26 Assistant Inspectors

HOME OFFICE.

1 Assistant Principal

Factory Department.

- 1 Deputy Chief Inspector
- 1 Medical Inspector
- 2 Superintending Inspectors

| | £1200-1400 |
|-------------------|----------------------|
| | £700—1000 |
| icer | £800-1100 |
| | £250-400 |
| ••••• | 2200-400 |
| | 0700 000 |
| | £700-800 |
| | £520-650 |
| ••••••• | £400—500 |
| •••••• | £100—300 |
| | 0140 400 |
| ······ | £160—400 |
| | |
| ····· | £300—400 |
| | |
| | £600—1000 |
| | $\pm 400 - 500$ |
| ····· | £400-500 £100-300 |
| | £100 |
| | |
| | £100-300 |
| | 2100 000 |
| | |
| | £1200—1500 |
| | £700—1000 |
| | £400-650 |
| tate Institution) | £400-600 |
| | |
| COTLAND. | |
| | £1200 |
| | £300—400 |
| | £100—300 |
| | £200-300 |
| | |
| | £400-500 |
| | £100300 |
| | |
| abs sumsify the m | £200-400 |
| | £200-400 |
| | 0750 050 |
| ····· | £750-850 |
| | £600—900 |
| | |
| | £600-700 |

| HOME OFFICE-(continued). | |
|---|----------|
| Factory Department. | |
| 3 Deputy Superintending Inspectors | £450—550 |
| 6 Class 1A Inspectors | £450-550 |
| 19 Class 1B Inspectors | £350—450 |
| 23 Class II Inspector | |
| Children's Branch, | |
| 1 Inspector, Class I. | £400-650 |
| 1 Inspector, Class II. | |
| Woman Medical Inspector | |
| HOUSE OF PEERS. | |
| Accounting and Copying Department. | |
| 1 Receiver of Fees and Accountant | £300-600 |
| 1 Examiner of Acts | £250-400 |
| HOUSE OF COMMONS. None. | |
| IMPERIAL WAR MUSEUM. | |
| 1 Clerk in Charge of Accounts | 0200 400 |
| I Olerk in Onarge of Accounts | 2000400 |
| HIGH COMMISSIONER FOR INDIA. | |
| Education Department. | |
| . 1 Education Officer | £100—300 |
| INDIA OFFICE. | |
| India Audit Office. | |
| 1 Executive Officer | £100300 |
| BOARD OF INLAND REVENUE. | |
| 1 Woman Establishment Officer (unestablished) | £550 |
| 1 Assistant to Woman Establishment Officer | £230-300 |
| Office of Commissioners of Income Tax. | |
| 32 Executive Officers | £100-300 |
| Estate Duty Office. | 2100 000 |
| 17 Assistant Examiners | £100-400 |
| Controller of Stamps, etc. | |
| 9 Executive Officers | £100 ZOO |
| o Executive Oniters | £100300 |
| BOARD OF INLAND REVENUE (SCOTLAND). | |
| Estate Duty Office. | |

.

| | | | and a start of the | |
|---|---------------|------------|--------------------|---------|
| A | Aggigtant | Evaminara | | 005 700 |
| | ~ ~.5515tallt | L'Adminers | | £95-380 |

| MINISTRY OF LABOUR. Unemployment Insurance Departmen |
|---|
| 1 Staff Clerk |
| Employment and Training Department |
| 1 Assistant Secretary |
| 1 Principal Officer |
| 2 Assistant Principals |
| 2 2nd Class Officers |
| 3 3rd Class Officers |
| Services and Establishments Departm |
| 1 Principal Officer |
| 10 1st Class Officers |
| 18 2nd Class Officers 101 3rd Class Officers |
| 1 Deputy Divisional Controller |
| 1 Staff Clerk (Higher Grade) |
| 1 Staff Clerk |
| General Department. |
| 1 Principal Officer |
| 1 Senior Executive Officer |
| 2 Higher Executive Officers |
| 2 Executive Officers |
| 3 1st Class Officers |
| 6 2nd Class Officers |
| 15 3rd Class Officers |
| Finance Department. |
| 1 Accountant |
| 5 Assistant Accountants |
| 17 Executive Officers |
| UNEMPLOYMENT GRANTS COMMIT |
| None. |
| |
| JOINT SUBSTITUTION BOARD. |
| None. |
| H.M. LAND REGISTRY. |
| 1 Junior Legal Assistant |
| METROPOLITAN POLICE. |
| 1 Executive Officer |
| 1 Superintendent |
| a supermeent |

(1)

MINES DEPARTMENT. None.

| •••••• | £300- | -400 |
|-------------------------|-------|---------|
| t, ` | | e e fee |
| | £850- | -1000 |
| | £600- | -750 |
| •••••;••••••••••••••••• | £200- | -400 |
| ••••••• | £300- | -440 |
| •••••• | £200- | -300 |
| ent. | | |
| •••••• | £600- | -750 |
| | £475- | -550 |
| •••••• | £300- | -440 |
| ····· | £200- | -300 |
| | £550- | -650 |
| | £400- | -475 |
| | £300- | -400 |
| •••••• | | |
| | £600- | -750 |
| | £450- | -550 |
| | £300- | -400 |
| | £100- | -300 |
| •••••••• | £475- | |
| | £300- | |
| | £200- | -300 |
| | | |
| | £450- | -550 |
| •••••• | £300- | |
| ••••••• | £100- | -300 |
| | | |

TEE.

£230—400 £100—400

NATIONAL DEBT OFFICE.

None.

NATIONAL INSURANCE AUDIT DEPARTMENT.

None.

NATIONAL SAVINGS COMMITTEE.

| 2 | Local Commissioners | £500-100 |
|---|--|----------|
| 2 | Assistant Commissioners | £200-400 |
| 1 | Superintendent of Female Staff | £300—400 |
| | Assistant Superintendent of Female Staff | |

DEPARTMENT OF OVERSEAS TRADE.

| 2 Intelligence Officers | £220—400 |
|-------------------------|----------|
| | |
| | £100-300 |

PAYMASTER-GENERAL'S OFFICE.

None.

MINISTRY OF PENSIONS.

| 1 | Assistant Principal | £200-400 |
|----|------------------------------|----------|
| 1 | Assistant Principal (acting) | £200-400 |
| 1 | Senior Staff Officer | £350-450 |
| 1 | Higher Executive Officer | £300-400 |
| | Staff Officers | £300-400 |
| TZ | Executive Officers | £100-300 |
| 5 | Controller of Typists | £230-300 |
| 1 | Controller of Typists | |

POST OFFICE.

| Secretary's Omce. | |
|------------------------------------|---------------|
| 1 Woman Establishment Officer | £800 |
| 1 Assistant Principal | £200—400 |
| 1 Executive Officer | £100—300 |
| Medical Department. | China Million |
| 1 Senior Woman Medical Officer | £520-650 |
| 4 Assistant Women Medical Officers | £320-520 |
| Savings Bank Department. | |
| 1 Superintendent | £550—700 |
| 5 Deputy Superintendents | £400—500 |
| 16 Staff Officers | £300—400 |
| Money Order Department. | |
| 1 Superintendent | £550—700 |
| 4 Deputy Superintendents | £400—500 |
| 16 Staff Officers | £300-400 |

POST OFFICE—(continued).

Accountant-General's Department,

| 1 | Superintendent | |
|---|----------------|--|
| | | |

- 3 Deputy Superintendents
- 8 Staff Officers
- 3 Executive Officers

London Telephone Service,

| 1 | Superintendent | · · · · · • • • • • • • • • • • • • • • | |
|---|----------------|---|---|
| 1 | Superintendent | (Exchange | S |

- 1 Deputy Superintendent
- 5 Staff Officers

POST OFFICE (SCOTLAND).

1 Staff Officer

PRISON COMMISSION.

1 Governor Borstal Institution 1 Deputy Governor, Holloway Prison £300-375

PRIVY COUNCIL OFFICE.

None.

PUBLIC PROSECUTIONS DEPARTMENT. None.

PUBLIC RECORD OFFICE.

1 Assistant Keeper

PUBLIC TRUSTEE OFFICE.

1 Superintendent of Women Sta 1 Lady Visitor 5 Accountants (Grade II.) 1 Higher Executive Officer 1 Executive Officer

PUBLIC WORKS LOAN BOARD.

None.

ROYAL MINT.

None.

ROYAL OBSERVATORY. None.

| | £500-600 |
|--------|-------------------|
| •••••• | £400—500 |
| | £300—400 |
| | £100—300 |
| | |
| | £400—500 |
| aff) | £350-450 |
| | £280-330 |
| | £300—400 |
| | |
| | |
| | £300—400 |
| | |
| | |
| | £45 0—6 50 |
| | |

| •••••• | £200—400 |
|--------|----------|
| .ff | £350—500 |
| | £250—350 |
| | £180—350 |
| | £300—400 |
| | £100—300 |

DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH

| 1 Accountant | £300-400 |
|---------------------------------------|---------------------------|
| | £275—350 |
| 1 Registrar of Survey (Fuel Research) | £250350 |
| National Physical Laboratory. | a the second states where |

2 Assistants (Metallurgical Department) £350-450

GEOLOGICAL SURVEY.

None.

STATIONERY OFFICE.

None.

STATUTE LAW COMMITTEE.

None.

SUPREME COURT OF JUDICATURE.

None.

BOARD OF TRADE.

| 1 Principal Officer | £600—750 |
|---------------------|----------|
| | |
| 1 Staff Officer | 2000 100 |

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01000

MINISTRY OF TRANSPORT.

| 1 | Assistant | Principal | £200-400 |
|---|------------|-------------|--------------|
| Т | ASSISTATIO | I IIIIoipai | 0100 TO! |
| 1 | Executive | Officer | |

TREASURY.

| 1 Director of Women | Establishments | £1200 |
|-----------------------|----------------|----------|
| | | |
| 1 Assistant Principal | ····· | 1200 100 |

H.M. PROCURATOR-GENERAL AND TREASURY SOLICITOR. None.

OFFICE OF THE UMPIRE (UNEMPLOYMENT INSURANCE). None.

UNIVERSITY GRANTS COMMITTEE.

None.

WAR OFFICE.

None.

| OFFICE OF WORKS. Ancient Monuments Inspectorate. 1 Assistant Inspector | £200—375 |
|--|----------|
| NATIONAL LIBRARY OF SCOTLAND. 1 Assistant | £200-400 |

IRELAND.

MINISTRY OF AGRICULTURE.

Poultry Division.

1 Officer

MINISTRY OF EDUCATION.

2 Inspectors

MINISTRY OF LABOUR.

- 1 Higher Executive Officer (Pe
- 2 Higher Executive Officers ...
- 7 Executive Officers
- 1 Factory Inspector



| | £150—300 |
|----------------|--------------------|
| ` | . £300—-550 |
| ersonal Scale) | . £ 300—400 |
| ····· | 0700 100 |

Council of Women Civil Servants (Higher Grades).

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LIST OF MEMBERS, August, 1932.

In this List the following abbreviations are used:--A.G.D. ... Accountant-General's Department.

B. of E. ... Board of Education. G.P.O. ... General Post Office. L.T.S. ... London Telephone Service. M.H. ... Ministry of Bealth. M.L. ... Ministry of Labour. M.O.D. ... Money Order Department. S.B.D. ... Savings Bank Department.

ADMIRALTY.

Bass, E., O.B.E., Admiralty, Whitehall, S.W. 1. Naish, M. G., H.M. Signal School, R.N. Barracks, Portsmouth.

MINISTRY OF AGRICULTURE.

Alleyne, S. M., M.B.E., Ministry of Agriculture and Fisheries, 10, Whitehall Place, S.W.1.

Green, M. L., Royal Botanic Gardens, Kew, Surrey.

- Pratt, E. H., O.B.E., Ministry of Agriculture, 10, Whitehall Place, S.W. 1.

Thursby-Pelham, D. E., Fisheries Laboratory, Lowestoft. Wakefield, E. M., Royal Botanic Gardens, Kew, Surrey.

DEPARTMENT OF AGRICULTURE (SCOTLAND).

King, E. S., Lister House. The Mound, Edinburgh. McIver (Mrs.), H. M., York Buildings, Queen Street, Edinburgh.

BRITISH MUSEUM.

Aubertin, D., British Museum (Natural History), South Kensington, S.W. 7.

BOARD OF CONTROL.

Landon, C., Caxton House West, Tothill Street, S.W. 1. McFarlane, M., 23b, North Hill, Highgate, N. 6. Pinsent, Mrs., C.B.E., Caxton House West, Tothill Street, S.W. 1.

GENERAL BOARD OF CONTROL (SCOTLAND).

Fraser, K., M.D., 25, Palmerston Place, Edinburgh.

BOARD OF EDUCATION.

Anderson, A. L., 6, Chenies Street Chambers, W.C. 1. Archibald, J. D., 6b, Northmoor Road, Oxford. Bardsley, K. J., 48, Denison Road, Victoria Park, Manchester. Bastable, R. K., Artillery Mansions, Victoria Street, S.W. 1. Baster, K. P., 25, St. Thomas's Mansions, Westminster Bridge, S.E. 1. Beevor, J. H., Crescent House, Hillary Place, Leeds. Biggs, W., 18, North Grange Road, Headingley, I eeds. Bowen, G., 24, Ullet Road, Liverpool. Bradshaw, G., 12, Grange Court, Headingley, Leeds. Brown, G. M., Holmside, Larkington Gardens, S. Gosforth, Newcastleon-Tyne.

Clarke, E. R., 6, Orsett Terrace, London, W. 2. Collins, V. M. E., 3, Buckingham Palace Mansions, S.W. 1. Cooke, B. F., 39, Newmarket Road, Norwich. Cornwell, L. E. F., M.B.E., Pensions Branch, B. of E., Chadwick Street, S.W. 1.

Cox, D. M., Aidees Bungalow, Moor Crange Drive, Hendingley, Leeds.

Cuming, E. L., 17, Bennett Street, Bath. Daly, L., 7, Clifton Gardens, Maida Vale, W. 9. Davies, M., Ty Rhos, Radyr, Cardiff. Dawson, M., 40, Greencroft Gardens, South Hampstead, N.W. 3. Ellis, M. E., Cader Villa, Dolgelly, North Wales. Ferguson, C. S., 616, Clive Court, Maida Vale, W. 9. Fergusson, A. M., Stanley House, Camden Road. Bath. Ford, E. A., 20. Bramerton Street, Chelsea, S.W.3. Garside, Mrs., The Cedars, Parktown, Oxford. Greaves, M. C. L., 23, Courtfield Gardens, S.W. 5. Gudgeon, M. B. H., Pensions Branch, B. of E., Chadwick St., S.W. 1. Hammonds, D. M., 3, Jesmond Dene Terrace, Newcastle-on-Tyne. Harrison, M. A., Avenham Lodge, Preston, Lancs. Heap, Mrs., Chapel Hill, Truro, Cornwall. Henry, M. G., 443, Hagley Road. Birmingham. Heygate, A. M., 34, Lonsdale Road, Oxford. Hill, M., 23. Courtfield Gardens, S.W.5. Horniblow, E. H., C.B.E., 7, Ruskin Mansions, Queen's Club Gardens, W. 14. Hutchinson, A. K., 1. Park Crescent, Portland Place, W.1.

Jones, F. A., Mirlees, Old Shoreham Road, Hove. Koetter, A. E., 23, Chenies Street Chambers, Bloomsbury, W.C. 1. Loveday, E., 24, Harborne Road, Edgbasten, Birmingham. Luce, S., The Lodge, Bolton Road, Chiswick, W.4. Mack, J., 5, Old Boundary Road, Shaftesbury, Dorset.

McCall, E. P., 90, Lyncroft Mansions, Lyncroft Gardens, N.W. 6.

- Monkhouse, R. L., 5, Greencroft Gardens, South Hampstead, N.W. 3. Moodie, A. M., 23, Street Lane, Roundhay, Leeds.
 - Moore, E., Walden House, Lansdowne Road, Cheltenham.
- Morris, M. M., 6, Bateman Street, Cambridge.
- Mullett, L. N. C., Pensions Branch, B. of E., Chadwick Street, S.W. 1.
- Murray, J. H., 13, Victoria Square, Newcastle-on-Tyne.
- Palmer, N. M., 21, Oxford Terrace, Edgware Road, W. 2.
- Pearson, E. A., 13, Russell Street, Bath.
- Peel, N., Hoe Mansions Hotel, Plymouth.
- Penty, A. M., 56, Alexandra Road South, Whalley Range, Manchester. Perry, E. M., 20, Sussex Gardens, W. 2.
- Pountney. D., 6. Rainbow Hill Terrace. Worcester.
- Rose, M. T., 75, Linden Gardens, W. 2.
- Rowlands. M. J., 26. Hickman Road, Penarth, Cardiff, S. Wales.
- Shuckburgh, D. F., Board of Education, S.W. 1.
- Smith, T., 25, Bressy Grove, Woodford, E. 18.
- Smythe, F. E. I., Edington, Somerset Road, New Barnet, Herts.
- Spencer, E. E., 23, Shaftesbury Road, Southsea.
- Stedman, I. M., O.B.E., 31, Alan Road, Withington, Manchester.
- Strevens, I., M.B.E., Pensions Branch, B. of E., Whitehall, S.W. 1.
- Summers, G. F., 63, Westgate Road, Newcastle-on-Tyne.
- Tann, F. M., 12, West Eaton Place, S.W. 1.
- Thomas, K. M., 97. Princess Road, Leicester. Wakefield, W. M. L., 11, The Crescent, Woodthorpe, Nottingham.
- White, A., Cæcerrig, Pontardulais, Glam.

BOARD OF EDUCATION (VICTORIA AND ALBERT MUSEUM)

Clayton, M., Victoria and Albert Museum, South Kensington, S.W. 7.

SCOTTISH EDUCATION DEPARTMENT.

Ewan, M.A., 3, Buckingham Street, Glasgow, W. 2.

FOREIGN OFFICE.

Anderson, E., Foreign Office, Whitehall, S.W. 1. Bigby, D. A., M.B.E., Foreign Office, Whitehall, S.W. 1. Harris, N. M., Foreign Office, Whitehall, S.W. 1. Lunn, H. C., Foreign Office, Whitehall, S.W. 1. Moncrieff-Anderson, M., Foreign Office, Whitehall, S.W. 1. Moore, M. V., Foreign Office, Whitehall, S.W. 1.

MINISTRY OF HEALTH.

Beaver, E. M., O.B.E., Ministry of Health, Whitehall, S.W. 1. Campbell, Dame Janet, D.B.E., M.D., Ministry of Health, Whitehall, S.W. 1.

Colles, E. G., Ministry of Health, Whitehall, S.W. 1.

Gordon, Mrs., Ministry of Health, Whitehall, S.W. 1. Hobbs, M., 25, Talbot Square, London, W. 2. Montagnon, T., Ministry of Health, Whitehall, S.W. 1. O'Brien, J. F., Ministry of Health, Whitehall, S.W. 1. Quinlan, M. A., Ministry of Health, Whitehall, S.W. 1. - Russell-Smith, E. M. R., 17, Walpole Street, S.W. 3. Walton Evans, B., 8, Woodbine Terrace, Exeter.

MINISTRY OF HEALTH (INSURANCE DEPARTMENT).

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