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Pamphlet

REPORT

of the

COUNCIL OF WOMEN CIVIL SERVANTS

(APPROVAL No. 202 C.S.)

1939.

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REPORT

COUNCIL OF WOMEN

CIVIL SERVANTS

1933

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Names and Addresses of Officers.

Chairman :

MISS D. IBBERSON, Unemployment Assistance Board, Thames House, S.W.1.

Vice-Chairman :

MISS A. H. M. KILROY, Board of Trade, Gt. George Street, S.W.1.

Hon. Treasurer :

MISS C. M. ELLIS, H.M. Inspector of Taxes, Shepherd's Bush District, Broadway Chambers, W.6.

Hon. Secretary :

DR. C. M. MCDOWELL, Civil Service Commission, 6, Burlington Gardens, W.1.

Hon. Assistant Secretary :

MISS B. GREEN, Ministry of Labour, Montagu House, Whitehall, S.W.1.

Executive Committee.

MISS R. M. GLEN, O.B.E., Staple Hall, Stone House Court, Bishopsgate, E.C.1.

MISS A. W. HASTINGS, H.M.I. Factories, 3A, Cleveland Road, W.13.

MISS W. M. IRVING, 4, Endsleigh Place, W.C.1.

MISS A. H. M. KILROY, Board of Trade, Gt. George Street, S.W.1.

MISS S. E. LEHFELDT, 2, Montrose, 35, King's Road, Richmond, Surrey.

DR. C. M. MCDOWELL, Civil Service Commission, 6, Burlington Gardens, S.W.1.

MISS M. PRICE, Land Registry, Lincoln's Inn Fields, W.C.2.

MISS A. M. ROTHBARTH, 30, Quex Road, N.W.6.

MISS E. A. SHARP, Ministry of Health, Whitehall, S.W.1.

MISS D. SMYTH, 4, Lansdowne Court, Lansdowne Crescent, W.11.

Co-opted Members.

MISS A. L. ANDERSON, Board of Education, 13, Buckingham Street, Strand, W.C.2.

MISS H. M. NICHOLS, Money Order Dept., G.P.O., London, N.7.

MRS. A. M. REISNER, Ministry of Labour, Alexandra House, Kingsway, W.C.

Standing Sub-Committees.

Finance.

MISS C. M. ELLIS, *Convener.*

MISS ROGERS.

MISS E. ANDERSON.

Journalistic.

MISS E. SENIOR, *Convener.*

MISS IRVING.

MRS. GULLAND.

MISS TAIT.

Recruitment.

MISS W. M. FOX, *Convener.*

MRS. GULLAND.

MISS SHUCKBURGH.

MISS E. ANDERSON.

MISS IRVING.

MISS GOODFELLOW.

Hospitality.

MISS B. GREEN, *Convener.*

DR. HORNER.

MISS E. ANDERSON.

MISS ROTHBARTH.

MISS M. CLAYTON.

MISS LEHFELDT.

Standing Sub-Committees—*contd.*

Pay.

MISS W. M. SMITH, *Convener.*

MISS K. R. ANDREW.	MISS E. T. HYSLOP.	MISS O. M. E. PRICE.
MISS M. DARLOW.	MISS D. C. KELLY.	MISS E. H. PRATT.
MISS D. B. FLETCHER.	MISS A. G. PERRY.	MISS M. A. STOCKER.
MISS N. M. HARRIS.	MISS M. PRICE.	

All officers are *ex-officio* members of the standing Sub-Committees.

Committee of Representatives.

Agriculture, Ministry of	- - - -	MISS PRATT
British Museum	- - - -	MISS E. SENIOR
British Museum (Natural History)	- - - -	MISS D. E. TREWAVAS
C.S. Commission	- - - -	MISS MCDOWELL
Control, Board of	- - - -	MISS LANDON
Education, Board of	- - - -	{ MISS BASTABLE
		{ MISS SHUCKBURGH
" " (Victoria and Albert Museum)		MISS M. CLAYTON
Foreign Office	- - - -	MISS LUNN
Health, Ministry of	- - - -	{ MISS BLACK
		{ MISS WILSON
Home Office	- - - -	MISS CRUNDWELL
" " (Factory Dept.)	- - - -	MISS IRVING
Inland Revenue, Board of	- - - -	MISS LE HUQUET
Labour, Ministry of	- - - -	{ MISS REES
		{ MRS. REISNER
		{ MISS TAIT
Land Registry	- - - -	MISS PRICE
Pensions, Ministry of	- - - -	MISS HYSLOP
Post Office (A.G.D.)	- - - -	MISS KEITH
" " (M.O.D.)	- - - -	MISS NICHOLS
" " (S.B.D.)	- - - -	MISS HUDSON
Public Trustee Office	- - - -	MISS AYRES
Trade, Board of	- - - -	MISS KILROY
Transport, Ministry of	- - - -	MISS JOHNSTON
Unemployment Assistance Board	- - - -	MISS GLEN
War Office	- - - -	MISS D. B. FLETCHER

Scottish Departments.

Department of Agriculture	- - - -	MISS MCLEOD
General Board of Control (Scotland)	- - - -	MISS K. FRASER, M.D.
Scottish Education Dept.	- - - -	MISS C. G. O'CONNOR
Dept. of Health for Scotland	- - - -	MISS D. SPENCE ALLAN
National Library of Scotland	- - - -	MISS A. CALDERWOOD
Scottish Juvenile Welfare	- - - -	MISS H. R. HARRISON
H.M. Register House, Edinburgh	- - - -	MISS G. G. MACGREGOR

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

Names and Addresses of Regional Officers.

London and South-Eastern Region.

Chairman: MISS A. W. HASTINGS, 3A, Cleveland Road, W.13.

Region I.

Secretary: MISS R. BASTABLE, 64, Briarwood Road, S.W.4.

Admiralty, Air Ministry, Ministry of Agriculture, Board of Control, Crown Agent for the Colonies, Board of Education, High Commissioner for India, H.M. Land Registry, Ministry of Labour, House of Lords, National Physical Laboratory, Department of Overseas Trade, Ministry of Pensions, Public Record Office, Department of Scientific and Industrial Research, Ministry of Transport, Unemployment Assistance Board, War Office and Associate Members.

Region II.

Secretary: MISS W. M. IRVING, 4, Endsleigh Place, S.W.1.

British Museum, Civil Service Commission, Foreign Office, Ministry of Health, Home Office, Board of Inland Revenue, National Savings Committee, Patent Office, Post Office and Board of Trade.

South Midlands and Eastern Region.

Chairman: MISS I. M. S. KEELY, 8, Stoneygate Road, Leicester.

Secretary: MISS C. M. BRUNT, 8, Hazledean Mansions, London Road, Leicester.

South-Western and Wales Region.

Chairman: MISS G. CRAVEN, The Grange, Woodland Road, Bristol.

Secretary: MISS TIVY, Oaklands, West Hill, Wraxhall, Somerset.

West Midlands Region.

Chairman: MISS A. L. SKINNER, Ministry of Labour, 281-9, Corporation Street, Birmingham, 4.

Secretary: MISS H. WILLIAMS, Ruskin Chambers, 191, Corporation Street, Birmingham, 4.

North-Western Region (Manchester).

Chairman: MISS E. SCHOFIELD, Lever Grange, Bradford Rd., Bolton.

Secretary: MISS F. M. CANDY, Ministry of Labour, Sunlight House, Quay Street, Manchester.

North-Western Region (Liverpool).

Chairman: MISS J. S. McGEORGE, Ministry of Health, Government Buildings, Victoria Street, Liverpool.

Secretary: MISS E. DINGLE, Unemployment Assistance Board, 21, Canning Street, Liverpool 8.

Yorkshire and East Midlands Region.

Chairman: MRS. E. M. PARKER, Ministry of Labour, Quebec Chambers, Quebec Street, Leeds 1.

Secretary: MISS G. M. BEAUMONT, Employment Exchange, Bingley.

Northern Region.

Chairman: MISS F. M. TANN, 310, Osborne Court, Osborne Avenue, Newcastle-on-Tyne 2.

Secretary: MISS M. A. STRATON, Ministry of Labour, Exchange Buildings, Queen Street, Newcastle-on-Tyne 1.

Scottish Region.

Chairman: MISS D. SPENCE ALLAN, 19, Rose Street, Edinburgh.

Secretary: MISS A. T. MOYES, Ministry of Labour, 44, Drumsheugh Gardens, Edinburgh 3.

Council of Women Civil Servants.

REPORT, 1938-1939.

Membership.

The Council now numbers 524 members and 46 associate members.

ANNUAL GENERAL MEETING.

The sixteenth Annual General Meeting of the Council was held on Saturday, 14th May, 1938, at King's College of Household Science. Over 50 members were present and a number of proxy votes were presented.

Apologies for absence were received from Misses Heine-
mann, Henshall, Hyslop, Keith, Smyth and Woodgate.

1. *Minutes.*—The minutes of the previous meeting were agreed and signed.

2. *Chairman's Speech.*—The Chairman stated that the year had been successful and eventful. There had been the largest number of successful women candidates in the Administrative Class examination so far recorded; the signing of the Sex Differentiation in Pay agreement; the Council's successful social functions; an advance in the marriage bar campaign through the retention of the first officer in the administrative class; and the raising of the bar against women in the administrative class in the India Office.

The Chairman recorded with regret the retirement of Miss Martindale, who had carried great weight in the outside world as well as in the Service. The Council had also lost the services of Miss Alleyne, an old and valued member. During the year

Miss Squire, a distinguished ex-civil servant, who had done historic work in connection with the Truck Acts, and Miss Ledwich, the Chairman of the North Western Region (Liverpool) had died, and the Council would desire to express its sense of loss. Misses Elliott and Dunn had resigned from the Executive owing to pressure of work. The Council was permanently in debt to Miss Davis, who was retiring from the post of Hon. Treasurer and was shortly leaving the Service on the occasion of her marriage, on which the Council congratulated her.

Miss Pease had retired from the Chairmanship of the West Midlands Region and the Chairman congratulated her on her appointment as Superintending Inspector in a newly formed Division. Miss Riddlesdell, who had been a most active and efficient Honorary Assistant Secretary, had resigned on her appointment as secretary of the official side of the Ministry of Labour Departmental Whitley Council.

The news service of the Council had improved and there had also been an increase in membership.

The Reception in November had been the high light of the Council's year. It had begun as a women's function, but had become a Service one. Sir Warren Fisher had congratulated the Council on it as the outstanding Civil Service function of recent years.

The entrance of fourteen administrative women by examination in two years showed that women candidates were now coming forward and taking their normal share of successes. These women would undoubtedly do well, and to do a successful job of work was to do the best service to the cause of equality.

The signing of the Sex Differentiation in Pay Agreement had resulted in some substantial increases in women's salaries. Although the agreement was disappointing in some particulars to women in the higher grades, the provision that a woman's maximum must not be less than that of the next lower male grade and that the differentiation of corresponding men's and women's scales at maximum must not exceed £175 meant that a limit had been set to differentiation which increased with seniority and that there was a better basis for a future campaign for equality. The Staff Side of the National Whitley Council

had stipulated that it should not, as a result of this agreement, be stated or implied in the House that the Service had departed from its adherence to the principle of equality, and this point would be carefully watched.

There had been a temporary lull in the equal pay campaign after the signing of this agreement, but work had now begun again. The Council was continuing with its inquiries concerning the position of women in the outside world.

Efforts were made to persuade architects and lawyers to exclude from the professional journals advertisements offering unequal pay.

The first legal woman in the Public Trustee's Office was one of the Council's members and had hopes of an approach to the Bar Council on the question of equal pay.

The Council had continued to co-operate with the Civil Service Staff Side Equal Pay Committee. The Council had offered to make a dependency enquiry amongst its members and the Society of Civil Servants had offered to issue a questionnaire to a similar number of men of equivalent grades. The C.S.C.A. was to make a dependency inquiry among its women members in the Treasury Clerical Class, and it was proposed that a joint form should be drawn up.

As regards the post of Director of Women Establishments, Miss Curtis was combining the work with that of Assistant Secretary in charge of the General Branch of the Treasury Establishments Division.

Aggregation in the Post Office was proceeding satisfactorily, and its successful introduction in this large Department would necessarily have important effects on the general statements comparing men's and women's work, which were made by the Government spokesman in the House.

Action by the Review Committee of Committee F and various societies which had protested to the Board of Education when it was announced that the post of Chief Woman Inspector, was to be replaced by that of Senior Woman Inspector, had, it was hoped, brought home to the Board the need for reviewing the progress of aggregation in the Inspectorate.

Abroad, perhaps the most important success had been the

granting of equal pay to Swedish teachers, who had proved that their burden of dependency was equal to that of men.

A world enquiry into the Status of Women was about to be undertaken by the League of Nations. This was an important step which would result in the collection of an unprecedented body of information.

3. *Annual Report.*—Miss Pease suggested that the exact text of the resolution passed by the Committee of Representatives concerning the post of Director of Women Establishments might be inserted on page 3. It was agreed that notice should be inserted of the appointment of women managers of the mixed exchanges at Wellingborough, Weston-Super-Mare and Oban, in addition to those mentioned; Preston, Wimbledon, Hendon and Battersea.

Miss Power moved, and Miss Ford seconded, the adoption of the Annual Report, which was carried unanimously.

4. *Financial Statement.*—Miss Davis thanked the officers and the Executive for their assistance during the past year. She pointed out that the balance at the end of 1937 was slightly lower than at the beginning of the year, but that the Council had spent £38 10s. on a duplicating machine.

Mrs. Reisner moved and Miss Irving seconded the adoption of the Financial Statement which was carried unanimously. The Chairman congratulated Miss Davis on a successful balance sheet.

5. *Amendments to Constitution.*—(a) Proposed by Executive. Miss Glen moved:—

(1) "That in Section II, paragraph 1, line 1, the word 'established' shall be omitted, and that there shall be added at the end of the paragraph the words 'provided that they are not employed in a purely temporary or casual capacity.'"

Miss Glen said that the Executive had decided to put forward this resolution on receiving from a group of women cataloguers in the British Museum an enquiry as to their eligibility for membership of the Council. The Museum library was being re-catalogued and it was certain that the task would continue beyond the retirement of the present holders of the posts. The

Executive felt that the Constitution should be altered to allow the inclusion of these and similar women to whom the Council might be of service. The admissibility of each category would be separately adjudicated by the Committee of Representatives.

Considerable discussion followed; various regional representatives felt that the Council should confine its membership to established civil servants, since the proposed change might weaken its position. The resolution was put to the meeting and lost by a large majority.

(2) The following resolution, proposed by Miss Glen, seconded by Miss McCleverty, was put and carried:—

“That the last sentence of the last paragraph of Section IV shall be amended to read: ‘Members unable to attend may send as deputy another member, who shall be entitled to vote.’”

(3) Miss Glen moved, Miss Tait seconded a resolution:—

“That Section V, paragraph 3, shall be amended to read: ‘The quorum shall be five.’”

Miss Glen said that it was sometimes difficult for the Executive to obtain a quorum at the beginning of a meeting and a reduction of the quorum would enable formal business to be dealt with. Miss Webb proposed an amendment that “the quorum shall be five, of whom at least three shall be elected members.” Miss Glen accepted the amendment. The amended resolution was seconded by Mrs. Parker, put to the meeting and carried.

(4) Miss Glen moved the following resolution as designed to assist the secretarial staff:—

“That Section VII, paragraph 1, sentence 2, shall be amended to read: ‘Written notice of proposals to be brought forward at the Annual General Meeting shall be forwarded to the Hon. Secretary at least five weeks before the Annual General Meeting, and the Agenda of the Meeting shall be sent to every Regional Secretary not less than three weeks before the meeting is held, for the consideration of the members of the regional group.’”

The resolution was seconded by Miss Lehfeltdt and carried *nem. con.*

(5) The following resolution, proposed by Miss Glen, seconded by Miss Kelly, was also carried *nem. con.*:—

“That section VII, paragraph 1, sentence 4 (line 9) shall be amended to read: ‘Forty shall constitute the quorum for the Annual Meeting and for any special General Meeting of the Council, but this forty shall not include proxy votes.’”

(b) *Proposed by the London Regions.*—Miss Wall moved:—

“That the Constitution of the Council be strengthened by the appointment of a Committee on Pay to deal with matters relating to the salary scales of women in the higher grades, in furtherance of the Council’s policy of Equal Pay.

“It is suggested that the Committee on Pay be appointed annually by the Committee of Representatives when appointing the Executive, and that the number be twelve, each representing a different department.”

Miss Wall said that the question of salary scales was a complicated one, and that the position was constantly changing. Whenever a special job needed doing, an *ad hoc* Committee was appointed, and she felt that the Council was not seizing every opportunity for action at the moment, and there was need for the appointment of a Committee to deal with matters of pay.

The original machinery of the Council had consisted of the Executive Committee and the Annual General Meeting. Later on the Committee of Representatives had been added and Miss Wall felt that this proposed Committee would further strengthen the Council’s constitution.

Miss Wall thought it inadvisable that the Executive should appoint a Standing Sub-Committee on pay. She felt that a large and representative Committee was needed, and that the Executive, which was not in her opinion a representative body, and whose quorum was small, should not have the power to over-rule the decisions of a Committee on equal pay.

The Executive was at present overcharged with work and the appointment of the proposed Committee would relieve the Executive and enable more work to be done in connection with equal pay.

Miss Pratt in seconding the resolution, said that the question of equal pay was of great importance, especially at the present

time. The relationship of the proposed Committee to the Executive would need to be carefully worked out.

The Chairman pointed out that the resolution aimed to set up a Committee independent of the Executive and added that in view of the effects of the resolution on the constitution she had accepted it only with hesitation. She had taken informal legal advice as to these effects and it had been pointed out to her that, if the resolution were carried, Paragraph V would need to be amended, since the delegation of one of the chief aims of the Council to an independent Committee would mean that the Executive was no longer carrying on the ordinary work of the Council. If the new Committee was to have its own officers, Paragraph VI would also need amendment. The legal officer had spontaneously commented on the division of authority between the Executive and the new Committee which would arise if the resolution were passed in its present form, and asked whether the mover would not accept the appointment of a Standing Sub-Committee of the Executive. This the Executive most willingly offered to set up. As regards the representative capacity of the Executive, she pointed out that it comprised members of eleven departments at the present time.

Mrs. Gulland opposed the resolution on the ground that it was unsound in principle, unnecessary in practice and impracticable. The resolution made no provision for the Council's officers to serve on the Committee, which implied that they would not do so unless they were elected. A position might occur when the Chairman and Secretary came from the same Department, so that one would be ineligible. Presumably the new Committee would elect its own officers and the existence of two Committees of equal status would not make for smooth working. The resolution implied criticism of the Executive which she considered unwarranted and she believed that Miss Wall's object would be achieved by the appointment of a standing Sub-Committee.

There was considerable further discussion. Finally, as the resolution found no supporters, the seconder expressed her desire to withdraw it. Miss Wall thereupon substituted the following:—

“ That the Executive Committee shall appoint a Standing Sub-Committee to consider matters relating to the salary

scales of women in the higher grades in furtherance of the Council's policy of Equal Pay. The number of members shall be twelve, each representing a different department. The Executive shall arrange to meet the Sub-Committee in consultation on matters of pay.”

This was carried with three dissentients.

(c) *Proposed by the Scottish Region.*—Miss Moyes moved:—

“ That the second paragraph of Section V shall read: ‘ The Executive Committee shall consist of fourteen elected members in addition to the officers and shall meet ordinarily once a month.

“ ‘ That the fourth paragraph of Section V be omitted.’ ”

Miss Moyes said that the Scottish Region felt that an elected Executive without any co-opted members was more democratic than the present arrangement. Miss Wall seconded the resolution. Miss Power opposed the resolution on the ground that co-option was a useful means of educating young members. The motion was put to the meeting and lost.

6. *Committee “ F ” Review Committee.*—Mrs. Reisner stated that the Committee “ F ” Report had provided for the setting up of a Review Committee after three years. The Staff Side had decided to ask that the progress of aggregation should also be reviewed (the Report provided for this at the end of a period not exceeding five years), and that the operation of the provisions relating to the marriage bar should also be reviewed. The Official Side had made no objection to this.

Mr. Llewellyn was Chairman and Miss Sweet Secretary of this Review Committee, which, in addition to representatives of the National Whitley Staff Side, included two members nominated by N.A.W.C.S. and two of the Council (the Chairman and Mrs. Reisner). It has reviewed the existing reservations in the administrative class of the India Office and called in the good offices of the Society for Women's Service, which had secured the removal of the reservation. The Committee would contest the exclusion of women from the administrative class of the Defence Department and the Colonial and Dominions Offices, on each of which the Council's representatives had produced a memorandum. The reservation to men of posts

in the Mines Department had been accepted as arising from the provisions of the Mines Act.

The Committee would proceed to consider reservations in the Executive, Clerical and departmental classes.

7. Miss McCleverty moved and Miss Smith seconded:—

“That after this year the Annual General Meeting shall be held on a Sunday instead of a Saturday, and that in addition to the ordinary business the agenda shall include a short speech on some subject of general interest.”

As there was no longer a quorum, it was agreed that consideration of this resolution should be postponed until the following year.

8. *Recruitment.*—Miss Rothbarth reported that the Council had a potential membership of 1,200. So far, as the result of the new campaign, 52 members had been recruited. Miss Rothbarth stressed the importance of personal effort in recruitment.

9. *Equal Pay.* The Chairman referred to her opening speech and added that the Council's efforts would be stimulated by the newly appointed Sub-Committee.

10. *Election of Auditor.*—Miss Davis nominated Miss Chapman, who was willing to continue to act as auditor. Miss Glen seconded, and the appointment was agreed, subject to confirmation at the next Annual General Meeting.

11. *Other Business.*—At the Chairman's request Miss Wall addressed the meeting in memory of Miss Squire, who had recently died, and spoke of her work in the Factory Department of the Home Office. She asked the meeting to stand in remembrance.

Miss McCleverty proposed and Miss Carter seconded a vote of thanks to the Chairman, which was carried with applause. The Chairman thanked the meeting.

THE SECRETARY'S REPORT FOR THE YEAR 1938-1939.

This Report deals only with the main events of the year. For details members are referred to the Quarterly Bulletins of the Council.

During the year the Executive held eleven ordinary meetings and one special meeting. Its main concerns have been the deliberations of the Committee "F" Review Committee and the preparation, through the Marriage Bar Sub-Committee named in last year's Annual Report, of a statement on the Marriage Bar question for that Committee; the setting up of a Standing Sub-Committee on Pay as recommended at the last Annual General Meeting; the inauguration of a recruiting campaign among potential members of the Council in all the larger Departments; the revision of the Constitution and Rules of the Council; and the watching of women's interests in connection with new posts which are being created in the Service. The list of senior posts occupied by women in the Civil Service has been revised and is included in this year's Annual Report.

Three meetings of the Committee of Representatives were held during the year. These were well attended and a useful pooling of views on all current questions resulted. At one of these meetings it emerged that certain members in the Ministry of Labour doubted whether aggregation had benefited women generally in the Ministry, and whether they obtained a due proportion of current promotions. Miss Rothbarth undertook to look into the facts and a review of the question has appeared in the Bulletin. In order to cut down expenses the Committee of Representatives agreed that in future the draft Annual Report should be circulated only to members of the Executive, the Committee of Representatives, and the Regional Secretaries and Chairmen. Each Regional Secretary will be supplied with several copies for distribution to members in her region who may apply for them and copies will also be available on applica-

tion to the Secretary. It was agreed that the Minutes of the previous Annual General Meeting should be circulated to the Executive, Committee of Representatives, and Regional Secretaries and Chairmen and also to all members of the Council who were present at that meeting and signed the attendance register. Copies should also be available to any member on application to the Secretary.

At the Executive Meeting of February, 1939, the Chairman consented to serve until October, 1939, and her decision was welcomed with pleasure by all present. At the same meeting Miss Tait's resignation from the Hon. Secretaryship of the Council on account of pressure of official duties was accepted with regret. Miss Ibberson spoke appreciatively of Miss Tait's work during nearly four years as Hon. Secretary, and of her unflinching and kindly help to all the Council's members. Dr. C. M. McDowell succeeds her. Miss C. M. Ellis was elected Hon. Treasurer of the Council in May, 1938, in succession to Mrs. Lane, and is assisted by a Finance Sub-Committee consisting of Miss E. Anderson and Miss M. Rogers. During the year the Council lost the services of its Hon. Assistant Secretary, Miss Riddlesdell, on her appointment as Secretary of the official side of the Ministry of Labour Departmental Whitley Council. Miss B. Green (Ministry of Labour) was elected in her place. Mrs. Fox, the Council's capable paid Secretary resigned during the year owing to ill-health and Miss M. B. Attale was appointed to take her place. Miss Henshall has resigned the Secretaryship of the North-Western (Liverpool) Region owing to ill-health, and Miss Webb, who has been transferred to Nottingham, that of the West Midlands Region. The Liverpool Region has elected Miss J. S. McGeorge (Ministry of Health) as Chairman and Miss E. Dingle (Unemployment Assistance Board) as Secretary, while Miss H. Williams is the new Secretary of the West Midlands Region. The Council is indebted to Miss Henshall and Miss Webb for much able and energetic work in the Regions.

The Council learned with regret of the death of Major J. W. Hills, M.P., a staunch friend of the women's cause, both in the House of Commons and outside. An appreciation of his work for women Civil Servants appeared in the April Bulletin. A resolution in the following terms was sent to Mrs.

Hills: "That the Council of Women Civil Servants express their deepest regret at the death of Major Hills, in whom they and all women have lost a valued friend and champion of the cause of equality. The desire to express their sense of obligation for the years of service which Major Hills devoted to furthering that cause, which he was able to do with particular effect by virtue of the universal esteem in which he was held."

The Council held two successful dinners during the year. The first, in October, 1938, was in honour of Miss E. A. McCleverty, one of the founders of the Council, on her retirement from the Service, and of Mrs. Lane, the Hon. Treasurer, on the occasion of her marriage. An account of the dinner appeared in the Bulletin. The second was given by the Executive in March, 1939, in honour of Mr. Ewart Llewellyn, O.B.E., on the occasion of his retirement from the Chairmanship of the Staff Side of the National Whitley Council. Throughout his long period of office he maintained a sympathetic and constructive attitude to women's questions and his aid in many directions has been invaluable. Opportunity was taken to entertain also the Establishment Officers of the larger Departments and various other officials. The guests of the evening were Mr. and Mrs. Llewellyn, Sir James Rae, K.C.B., K.B.E., the Treasury's Director of Establishments, and his successor designate, Mr. W. S. Douglas, C.B., Mr. Parker, M.C. (Treasury), Mr. Mennell, C.B.E. (Civil Service Commission), who has taken a particular interest in the allocation of women entering the Service, Mr. Rucker, C.B.E., Director of Establishments, Ministry of Health, Mr. Nixon, Director of Establishments, Inland Revenue Department, Mr. Bosworth Smith, Director of Establishments, Board of Education, Mr. Buxton, Establishments Branch, Ministry of Labour. Apologies for absence were received from Mr. W. Taylor (Ministry of Labour) and Mr. Matthews (Unemployment Assistance Board) and it unhappily proved impossible to secure the presence of a representative of the Post Office as Mr. Lidbury was upon the high seas and Miss Nicholls on leave. From the negotiating field there were present, Mr. Day, Society of Civil Servants, who is Mr. Llewellyn's successor as Chairman of the National Staff Side, Mr. Simpson, its newly appointed Secretary, Miss Sweet, who has acted as Secretary to all Committees on women's questions, and Mrs. Miller and Mr. Whitaker of the I.P.C.S. The Chair-

man proposed Mr. Llewellyn's health and he replied. The toast of the guests was proposed in a witty speech by Miss Kilroy, and Mr. Douglas replied. An impromptu toast to Sir James Rae elicited a genial reply from one who is normally a reluctant speech maker. The occasion proved a very happy one, and the Council is once more indebted to its hospitality committee for the unfailingly high level of their arrangements, and to the Forum Club which, always admirable, on this occasion surpassed itself, a fact not perhaps unconnected with the presence of the Club's Chairman, Miss A. E. Gardner, as a private guest.

Equal Pay.

The following have been appointed to the Standing Sub-Committee on Pay: Miss W. M. Smith (Ministry of Health), Convenor, Miss K. R. Andrew (Home Office), Miss M. Darlow (Unemployment Assistance Board), Miss D. B. Fletcher (War Office), Miss E. A. Ford (Board of Education), Miss N. M. Harris (Foreign Office), Miss E. T. Hyslop (Ministry of Pensions), Miss D. C. Kelly (Inland Revenue), Miss A. G. Perry (Post Office), Miss M. Price (Land Registry), Miss O. M. E. Price (Board of Education), Miss E. H. Pratt (Ministry of Agriculture and Fisheries), Miss M. A. Stocks (Ministry of Labour).

The Committee has held two meetings since its inauguration and is to meet quarterly in the future. Its members are watching salary scales for new appointments and posts in all departments, and also for posts outside the Service which have analogues within it. Three members are preparing notes on women's dependency in relation to their remuneration, and the bearing of family allowances on the question of equal pay.

In May, 1939, Miss Ford found herself obliged to resign from the Committee on account of pressure of work.

Women in the Colonial and Dominions Office: an Important Step Forward.

The Council resumed through the Review Committee the strong representations made through Committee "F" that women should be admitted to the Administrative Class in these departments, and prepared a further memorandum on the subject. They also stimulated outside interest and a question

was asked in the House. The announcement that the bar had been removed was first made by the Treasury to the Chairman of the Review Committee's staff side as arising from the Committee's representations, and the Council may therefore take credit for a share in securing this notable advance.

The announcement that the bar to the admission of women to the administrative staff of the Dominions Office and the Colonial Office was to be abolished was made by Mr. Macdonald in the House of Commons on 14th December, 1938. In answer to a question put by Viscountess Astor to him as Secretary of State for the Colonies, he replied that he had decided to remove the restriction which had hitherto been in force. But he thought it desirable that, in the first instance, the admission of women to the administrative staff of the Dominions Office and Colonial Office—which might necessitate service overseas—should be regarded as experimental, in order that the matter might be reviewed, after a few years, in the light of experience gained during that time.

Women admitted to the Administrative Grade of the Colonial Office will be required to undertake tours of duty in the Colonies and will be serving in a grade which is sometimes seconded or transferred for work in the Colonial Service itself. The Administrative staff of the Dominions Office is required to serve in the trade centres of the Empire and its work has much in common with that of the Diplomatic and Consular Services, from which women have hitherto been barred. The implications of the new position in relation to the provisions of the Order in Council which render women ineligible for service overseas, are therefore of great interest. It is understood that no amendment of the Order will be considered necessary.

Marriage Bar.

The Executive and the Committee of Representatives have approved a memorandum on the working of the marriage bar since 1934, the date of the Report of the Committee on Women's Questions, and the memorandum has been presented to the staff side of the Committee "F" Review Committee by the Council's representatives. The main points of the memorandum were fully set out in the December, 1938 Bulletin.

Committee "F" Review Committee.

Progress seems slow as the staff side of the Committee is still engaged in obtaining detailed information from various Departments on the reservation of posts. The task of carrying out this detailed survey of the eligibility of women is, however, in itself both fruitful and invaluable. Two joint meetings have so far been held and the attitude of the official side has been most helpful, notably in its approach to the problems in the Colonial and Dominions Offices.

Two members of the Council's Executive, Miss W. M. Irving and Miss M. Price, are watching notices of public appointments in "*The Times*" and the "*Telegraph*" and they communicate regularly to Miss Sweet, the Secretary of the Committee, any which may have a bearing upon the Committee's work. Miss Sweet will make enquiry in all cases where the advertisement of a post in the Civil Service is inadequate or misleading, or implies the creation of a new reservation, and her files will be open to the Council.

Recruitment of Women Administrative Officers to the Treasury.

The Executive, having noted that after the retirement of Miss Pound and the transfer of Miss Whyte, only two women Administrative Officers remained in the Treasury, and bearing in mind the peculiar mode of recruitment of Assistant Principals to the Treasury, sought an assurance from Sir James Rae that the claims of women were duly considered when new administrative officers were being recruited to the Treasury establishment. The reply was that women need have no fear of being overlooked merely on grounds of sex.

Recruitment to New Posts in the Service.

The Executive is watching the announcements of such posts with care. The case of the newly created Regional A.R.P. Inspectorate was taken up, both with the Home Office and the Treasury. The circular announcing these posts quoted only men's salary scales and was so worded as to imply that the posts were not open to women. This was considered to be in contravention of the recommendation of the Report of the

Committee on Women's Questions, 1934, that a clear and unambiguous statement as to the eligibility of women should be made in all such notices.

Revision of the Constitution and Rules of the Council.

At the meeting of the Executive in November, 1938, it was agreed that the Regions should be invited to send in suggestions for the revision of the Council's Constitution and Rules and that a Sub-Committee consisting of Miss Glen, Miss Rogers, and Miss Kirby Gomes, with Miss Green as Convenor should be appointed for the purpose of revising those Constitution and Rules. The Committee was presided over by Miss Ibberson and its recommendations were approved by the Executive at a special meeting in March. Since the proposed alterations were extensive it was considered proper to draw up a fresh Constitution and Rules rather than to list a series of amendments. A copy of this draft, together with a short memorandum giving the reasons for the major alterations proposed by the Sub-Committee was sent to every member of the Council with the April Bulletin, in preparation for discussion at the Annual General Meeting. The Scottish Region has also suggested amendments, but these were not received in time for consideration by the Sub-Committee and they therefore figure separately on the agenda.

FINANCIAL REPORT FOR THE YEAR TO 31st DECEMBER, 1938.

The percentage of subscriptions paid for the year 1938, at the end of the year was 907. These have yielded a satisfactory surplus over normal yearly expenses. There have been two items of expenditure not strictly applicable to 1938, *viz.*, a subscription to the Civil Service Statistical Bureau amounting to £10, and a payment to the Office of Works, amounting to £22, arising out of the Reception Account in the 1937 figures.

After these adjustments the increase in the balance in hand over that in 1937 is £19.

There has been an appreciable increase in the number of subscriptions paid by means of Bankers' Order during the year.

COUNCIL OF WOMEN

Statement of Receipts and Expenditure

RECEIPTS.

		£	s.	d.	£	s.	d.
To Balances brought forward 1st Jan., 1938							
	Bank	3	13	5½			
	Cash		14	5½			
	Post Office ..	62	13	5			
					67	1	4
,, Subscriptions paid :—							
		Cash and Cheque.		Bankers' Orders.			
Arrears	1935 ..	1	10	0			
	1936 ..	3	10	0			
	1937 ..	18	19	0			
Current Year							
	1938	157	16	2			
	Less retd.	10	0				
		157	6	2	69	4	3
In advance, 1939	..	4	15	0		10	0
		186	0	2	69	14	3
					255	14	5
,, Tea Money (Annual General Meeting) ..					2	19	0
,, Donations						4	6
,, Sale of Pamphlets					1	4	9
,, Post Office Savings Bank Interest ..					1	11	0
					£328	15	0

C. M. ELLIS, Hon. Treasurer

CIVIL SERVANTS.

for year to 31st December, 1938.

EXPENDITURE.

		£	s.	d.	£	s.	d.
By Rent of Office (27, Marsham Street) ..					20	0	0
,, Typing and Duplicating					7	19	4
,, Printing					43	9	3
,, Stationery					11	2	9½
,, Postage					22	12	9
,, Salary to Secretarial Assistant					50	0	0
,, Expenses of Annual General Meeting ..					5	11	0
,, Delegates' Fares					35	13	0½
,, Subscriptions (including two years to Civil Service Statistical Bureau)					22	2	0
,, Incidentals					1	16	0
,, Special Expenses—							
Office of Works—Balance of Reception Account					22	2	8
					242	8	10
,, Balance in Bank, 31st December, 1938 ..		41	9	0			
,, Receipts credited after 31st December, 1938		1	0	0			
					42	9	0
Less Expenses paid after 31st Dec., 1938 ..		23	1	4			
					19	7	8
,, Petty Cash in hand					2	14	1
					22	1	9
,, Deposit, Post Office Savings Bank ..					64	4	5
					£328	15	0

I have examined the above account with the records and vouchers of the Council of Women Civil Servants and am satisfied that it is correct.

(Signed) IRENE G. CHAPMAN,
Incorporated Accountant, Hon. Auditor.

REPORTS OF SUB-COMMITTEES.

Journalistic Sub-Committee.—There are several changes in the personnel of the Committee to record. In November Miss Senior very kindly consented to take over the Convenership ; in December the Sub-Committee was unfortunate in losing the valued services of its Chairman, Miss Power, owing to pressure of work ; in January it was lucky enough to resecure Miss Tait, the original Convener of the Committee, as one of its members, on her resignation from the post of Hon. Secretary.

The Sub-Committee has met four times during the year, in each case to discuss the draft Bulletin prepared by the Convener. The thanks of the Committee are due to Miss Wall, Mrs. Reichhold-White, Miss McCleverty, and Miss Rothbarth, for contributing special articles, and to Miss Philippa Strachey, Secretary of the London and National Society for Women's Service for her much appreciated assistance in giving them information about Major Hills.

Recruitment Sub-Committee.—It will be remembered that in 1938 the Sub-Committee's work was mainly directed to the composition and circulation to all potential members of the Council of a leaflet describing the Council's aims, which was sent out under cover of a typescript letter. This campaign resulted in not less than 50 new members joining the Council, but as the majority of these were obtained only after patient follow-up visits it was proved conclusively that personal contact is an essential factor in attracting recruits. In 1939, therefore, the Sub-Committee suggested concentration on Departments such as the Ministry of Labour and the Inland Revenue, which contain large blocks of potential members, and recommended a series of meetings in the region to which likely recruits should be bidden by personal invitation. It was hoped to begin early in the year with a sherry party in South West London, but owing to the extra burden of work imposed by the emergency it was found necessary to postpone this until after the Annual General Meeting : by that time the season of annual leave

was under way and it was therefore decided that if the first meeting were to bear good fruit the better course would be for it to take place in the early autumn. If it then proves successful it is hoped to follow it up by further meetings in London, where the greatest number of potential members are to be found, and perhaps in the regions.

Equal Pay Sub-Committee.—The Equal Pay Sub-Committee had its first meeting on 1st December, 1938, and decided to meet quarterly. Two subsequent meetings have been held.

The Sub-Committee has been working entirely to collect and tabulate up-to-date information about existing differentiated scales of pay and is keeping a close watch on announcements of new posts in the Service, especially in the professional, technical and scientific classes. In this connection close touch is maintained with the I.P.C.S., which has been carrying out a comprehensive investigation into comparative scales of pay of professional grades, inside and outside the Civil Service. The investigation has shown, generally speaking, that there is no differentiation of pay in the professional grades outside the Civil Service. The case for equal pay for women scientific officers is being prepared for arbitration.

The Sub-Committee has also undertaken a study of family allowances in relation to differentiated scales of pay.



REPORTS OF REGIONAL SECRETARIES.

South Midlands and Eastern Region.

Owing to the exceptionally heavy demands made on the time of members during the past year, no Regional meetings have been arranged.

C. M. BRUNT,
Regional Secretary.

South Western and Wales Region.

Three meetings of members were held during the year, one at Miss Owen's house at Cardiff on July 2nd, 1938, and two at Bristol, where Miss Shearer and Miss Goss (Ministry of Health) acted as hostesses on November 12th, 1938, and Miss C. Tall and Miss G. E. Pigott (Ministry of Labour) on March 25th, 1939.

The average attendance was twelve out of a widely scattered membership of 32.

At each meeting the work of the Council was discussed with keen interest and for the first time the Region intends to make use of proxy votes at the Annual General Meeting.

Miss G. Craven (Chairman) gave a talk on "The Extension of the application of the Trade Boards Acts," at the November meeting and at the March meeting Miss S. Lehfeltd (Ministry of Health) gave an extremely interesting and instructive address on "The Work of the Council and functions of its Sub-Committees."

Several new members have joined, but others have left the Region and the total membership has not therefore increased, in spite of recruitment activities.

EVELYN L. TIVY,
Regional Secretary.

West Midlands Region.

During the year three meetings have been held.

For several years the meetings were held at The Three Counties Club, where arrangements were made through its members for tea and a private room. It is regretted, however, that this is no longer possible as the club was closed at the end of the year.

Miss E. A. Webb, who had been Secretary of the Region for three years, was compelled to resign, owing to her transfer to Netherfield as Manager of the Employment Exchange. While congratulating Miss Webb on being one of the Women Officers selected for a managerial post and thanking her for the good services rendered to the Council, regret was expressed that she should have to sever her connection with the West Midlands Region.

Continued efforts in recruiting have resulted in securing five new members during the year.

A very successful Dinner and Theatre party was arranged in the late autumn, when 16 members were present.

H. WILLIAMS,
Regional Secretary.

North Western Region (Manchester).

The Region has been unfortunate this year in losing several of its most valuable and active members on transfer and, in one case, on marriage. In particular, we very much regretted the loss of our friendly and gracious Chairman, Miss Darlow, although we were delighted to congratulate her on her promotion. We have, however, been fortunate in persuading Miss Schofield to undertake the Chairmanship for the present.

The high light of this year's activities was the visit to Liverpool in March. In the afternoon we joined the Liverpool Group for a performance of the "Mulberry Bush," and after tea at the Adelphi, we had the pleasure of listening to a delightful address by Miss Ibberson. We were sorry that more of the younger members were unable to be present, as it is from them that

we so often receive the enquiry as to what the Council actually does ; but those of the older members who knew something about the activities of the Council were surprised at the record of the progress made and inspired by the achievements which Miss Ibberson so graphically described. We are very grateful to the Liverpool Group for their hospitality and for the excellent arrangements made and we hope that a similar meeting may be arranged in Manchester next year.

Four meetings were held during the year, at all of which the attendance was good, having regard to the exceptional pressure of work which most people experienced, both in the autumn and again in the spring of this year. At a meeting held on the 22nd November, Miss Brand gave a most interesting talk on the work of the Factory Department of the Home Office. These talks have proved of great interest to members and we hope to continue them during the winter.

We are now arranging a week-end outing to Stratford-on-Avon for 8th July, and are glad to find that members from other Regions have decided to join us.

F. M. CANDY,
Regional Secretary.

North Western Region (Liverpool).

On 1st November, 1938, the Liverpool Branch of the North West Region held a business meeting at the Cookery Nook Restaurant to appoint a Chairman in place of Miss H. Ledwick, who died in December, 1937, and a Secretary in place of Miss E. Henshall, who had resigned owing to ill-health.

Miss McGeorge was appointed as Chairman and Miss Dingle as Secretary.

Miss Dingle gave the meeting an account of the proceedings of the Committee of Representatives, held on 22nd October.

On 3rd December, 1938, Miss McGeorge and Miss Dingle gave a Sherry Party at which four new members joined the branch.

On 18th of February, 1939, the Liverpool and Manchester

Branches of the North West Region had the great pleasure of jointly entertaining Miss Ibberson, Chairman of the Council, at a Theatre Party, followed by tea at the Adelphi Hotel, Liverpool. After tea Miss Ibberson gave the deeply interested members a masterly summary of the work of the Council.

On 3rd May, 1939, a meeting of the Branch was held at The Cookery Nook Restaurant to discuss the draft constitution to be submitted to the A.G.M. on 13th May. Certain amendments were put forward and approved.

E. DINGLE,
Regional Secretary.

Northern Region.

Three meetings were held during the year, all at the Ministry of Labour Divisional Office, Newcastle. There was also a summer outing early in September, consisting of a trip to Warkworth, where the castle and hermit's cave were visited. Last autumn we lost two members as the result of transfers, one to Scotland and one to the Yorkshire and East Midlands Region. Two new members recently promoted to eligible grades have recently joined, but there still remain several potential members in the region whom we have not been successful in recruiting. This is to be regretted as there are few Governmental Departments in this Region in which women eligible for membership are employed and the present members are drawn from two only, the Board of Education and the Ministry of Labour.

M. A. STRATON,
Regional Secretary.

Scottish Region.

The wide area of the Scottish Region and the travelling duties on which so many of our members are engaged tend to make our meetings small in proportion to our membership, but the active interest of members and the friendly contacts

established at meetings indicate that the Council is of real value in Scotland.

Following the usual custom, meetings took place both in Edinburgh and Glasgow. Members met for supper and afterwards the business was transacted. We are again indebted to members in Glasgow and Edinburgh for so kindly arranging for us to meet in such pleasant surroundings in their clubs. Three business meetings were arranged for Edinburgh, and in addition to a business meeting in Glasgow members met specially for the visit of Miss Tait, who was at that time Hon. Secretary to the Council. Miss Tait's talks to members, both in Glasgow and Edinburgh, were much appreciated. In February, Miss A. J. Forrest, H.M. Inspector of Factories, interested members with her lucid account of the complicated provisions of the Factory Act. For the Edinburgh meeting in March there was a discussion on Equal Pay under the heading "From what angle should dependency be taken to further Equal Pay." Miss G. G. McGregor, LL.B., advocated that legal dependency only should be taken as a criterion and Miss J. C. Walker, M.A., discussed a wider view of dependency. The discussion which followed showed members' keen interest in the subject.

At the May meeting, Miss M. Warburton, B.A., gave a talk on her work as a District Inspector of the Department of Health for Scotland. Resulting from her interesting account an animated discussion took place on the problems of staffing arising from certain conditions of recruitment.

The recruitment campaign has been continued with quiet persistence. Friendly contacts have been maintained with potential members, and we are indebted to many of our members for so kindly interesting their women colleagues. Although the numbers of new members are relatively small, these represent valuable additions to our membership. New members have joined from the Scottish Education Department, the Department of Health for Scotland, the Ministry of Labour, and the Sasines Office of H.M. Register House. The main reason advanced for the refusal of potential members to join the Council is that they already belong to a Departmental or Professional Association, but it is hoped in time to break down this objection.

The Region is honoured in that another of its members, Miss J. Harper, of the Pensions Section of the Department of Health for Scotland, has been made an M.B.E.

Dr. Kate Fraser, Commissioner on the General Board of Control (Scotland), has agreed to become Chairman of the Region for the ensuing year.

A. T. MOYES,
Regional Secretary.



CONSTITUTION AND RULES

AS PASSED AT THE ANNUAL GENERAL MEETING, 1939.

I.—TITLE.

Council of Women Civil Servants.

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 Representatives to be of comparable status, shall be eligible for membership of the Council.

It shall also be open to the Committee of Representatives to admit to membership women in analogous grades who are permanently in Crown employment, other than His Majesty's Civil Service.

Women Civil Servants who, previous to their retirement, were members shall be invited on or after retirement to become Associates of the Council. Such Associates shall be invited to functions of the Council, other than business meetings, and shall receive copies of the Annual Report, and may receive copies of the Bulletin, but they shall not be 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 grades of the Civil Service.

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

3.—To provide an organisation by which the views of members may be ascertained and expressed, and action taken where it is deemed advisable.

IV.—COMMITTEE OF REPRESENTATIVES.

The affairs of the Council shall, except as otherwise provided in these Rules, be managed by a Committee of Representatives, who shall be responsible to the Council. This Committee shall consist of the Officers, Members of the Executive Committee (see Rule V.), and Regional Secretaries (see Rule VIII.), 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 Committee shall be formally elected by the members in that Department from among their number after an Annual General Meeting of the Council. The Executive Committee shall nominate a member in each department to arrange for the holding of these elections. A representative shall serve for three years, and shall be eligible for re-election. Where a vacancy occurs more than six months prior to an election, another representative shall be elected in the same way, and shall serve on the Committee for the remainder of her predecessor's period of office. When, however, a vacancy occurs within six months prior to the election, the retiring member shall be asked to nominate a deputy to serve on the Committee for the intervening period.

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

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 as deputy another member, who shall be entitled to vote.

V.

Between meetings of the Committee of Representatives, the work of the Council shall be carried on by a smaller Committee, to be known as the Executive Committee, who shall be elected by, and responsible to, the Committee of Representatives.

The members shall be elected annually at the first meeting of the Committee of Representatives after the Annual General Meeting by means of a written nomination and a written ballot.

The Executive Committee shall consist of ten elected members, in addition to the officers, and shall meet ordinarily once a month.

The Executive Committee shall have power to co-opt four members.

The quorum shall be five, of whom at least three shall be elected members.

The Executive Committee shall have power to elect such Sub-Committees, standing and other, as they consider necessary for the work of the Council, and they shall appoint the conveners of these Committees. The Chairman, Vice-Chairman and Secretary shall be ex-officio members of all Sub-Committees. The Chairman of the Council, or, in her absence, the Vice-Chairman, shall preside when present. Conveners not otherwise members of the Executive Committee shall become so ex-officio, but shall not have voting power.

Sub-Committees shall report or make recommendations to the Executive Committee, but they shall have no power to take executive action, except with the express authority of the Executive Committee.

VI.

The officers of the Council shall consist of Chairman, Vice-Chairman, Hon. Treasurer, Hon. Secretary, and Hon. Assistant Secretary. They shall be elected every three years at the first meeting of the Committee of Representatives after an Annual General Meeting from among the members of the Council, though not necessarily from the elected representatives forming the Committee. Vacancies shall be filled at the next meeting of the Committee of Representatives. 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.

A General Meeting of the Council shall be called at least once a year, at which the Annual Report of the Executive Committee, in the form approved by the Committee of Representatives, shall be presented. Written notices of proposals to be brought forward at the Annual General Meeting shall be forwarded to the Hon. Secretary at least five weeks before the Annual General Meeting, and the agenda of the Annual General Meeting shall be sent to every Regional Secretary not less than three weeks before the meeting is held, for the consideration of the members of Regional Groups.

A Special General Meeting of the Council may be called by the Executive Committee, and shall be called on receipt of the written request of the Committee of Representatives or of forty members of the Council. The business of the Special Meeting shall be confined to the business of which written notice has been given to members. Such notice shall be given as long as possible before the date of the meeting.

Members unable to attend a General Meeting may record their votes on any matters coming before the meeting by means of proxy votes. Such proxy voting papers shall be handed to the Hon. Secretary before the meeting begins.

The quorum for any General Meeting shall be forty members.

VIII.

The Council shall keep in touch with members throughout the country through Regional Secretaries.

These Secretaries shall be elected by the members in the Region concerned, and shall hold office for three years, and be eligible for re-election.

If no appointment is made within a reasonable time, the Committee of Representatives shall proceed to appoint.

The travelling expenses of Regional Secretaries, or their deputies, attending meetings of the Committee of Representatives shall be defrayed by the Council.

It shall be open to the members of each Region to elect such officers as they may desire.

IX.

The financial year of the Council shall date from January 1st to December 31st.

The annual subscription to the Council shall be 10/-, payable to the Treasurer on January 1st.

A member who joins after June 1st shall be allowed to pay half the annual subscription.

In the case of Associate Members, the amount of the annual subscription shall be 3/6.

If annual subscriptions have not been paid by September 1st, the name and address of the member may be sent by the Treasurer to the Secretary of the Region where the member is residing, in order that the Regional Secretary may apply to the member for her subscription.

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

If a member has failed to pay her subscription for two consecutive years, it shall be open to the Executive Committee of the Council, after twenty-one days' notice has been sent by the Treasurer to the last address notified by the member, to decide whether her membership has lapsed.

X.

The Executive Committee shall have power to arrange for paid secretarial assistance.

XI.—AMENDMENT OF CONSTITUTION AND RULES.

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

Written notices of proposals to modify the Constitution and Rules shall be given to all members a reasonable time which shall be not less than three weeks before they are brought forward at a General Meeting.

Council of Women Civil Servants

LIST OF MEMBERS, May, 1939.

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. of H.	.. ..	Ministry of Health.
M. of L.	.. ..	Ministry of Labour.
M.O.D.	.. ..	Money Order Department.
S.B.D.	.. ..	Savings Bank Department.
U.A.B.	.. ..	Unemployment Assistance Board.

ADMIRALTY.

Lewis, K. M., 9, Gordon Street, W.C.1.

MINISTRY OF AGRICULTURE.

Green, M. L., Royal Botanic Gardens, Kew, Surrey.
 Pratt, E. H., O.B.E., Ministry of Agriculture, 10, Whitehall Place, S.W.1.
 Skene-Smith, R., Ministry of Agriculture, 10, Whitehall Place, S.W.1.
 Thursby-Pelham, D. E., Ministry of Agriculture and Fisheries, Fisheries Laboratory, Lowestoft.
 Vulliamy, P. D., 124, Marsham Court, Marsham Street, S.W.1.
 Wakefield, E. M., Royal Botanic Gardens, Kew, Surrey.

DEPARTMENT OF AGRICULTURE (SCOTLAND).

Macleod, M. M., York Buildings, Queen Street, Edinburgh.

AIR MINISTRY.

Bradfield, F. B., Royal Aircraft Establishment, S. Farnborough, Hants.
 Phillips, P., 10 Dept. G2, Royal Aircraft Establishment, S. Farnborough, Hants.

BRITISH MUSEUM.

Senior, E., Dept. of Prints and Drawings, British Museum, W.C.1.

BRITISH MUSEUM (Natural History).

Gordon, I., Natural History Museum, South Kensington, S.W.7.
 Muir-Wood, H.M., Natural History Museum, South Kensington, S.W.7.
 Trewavas, E., 30, Holland Park, W.11.

BOARD OF CONTROL.

Crozier, A. J., 2, Court View House, Makepeace Avenue, N.6.
 Darwin, R., Aubrey Cottage, Aubrey Walk, W.8.
 Landon, C., Board of Control, Hobart House, Grosvenor Place, S.W.1.
 McFarlane, M., 23b, North Hill, N.6.
 Thomas, M.A., 26, Woodstock Road, W.4.

GENERAL BOARD OF CONTROL (SCOTLAND).

Fraser, K., M.D., 23, Eglinton Crescent, Edinburgh 12.
 Mill, Laura, M.D., 23, Eglinton Crescent, Edinburgh 12.

CIVIL SERVICE COMMISSION.

McDowell, C. M., Ph.D., Civil Service Commission, 6, Burlington Gardens, W.1.

BOARD OF EDUCATION.

Adams, M. L., 15, Lydwell House, Albion Road, S.W.8.
 Anderson, A. L., 13, Buckingham Street, Strand, W.C.2.
 Archibald, J. D., 84B, Banbury Road, Oxford.
 Armstrong, H. V., Fairfield, Long Rigg, Riding Mill, Northumberland.
 Ascroft, F. S., 15, Thorne Road, Doncaster.
 Bardsley, K. J., Kenegie Hotel, Gulval, Penzance, Cornwall.
 Bastable, R. K., 64, Briarwood Road, S.W.4.
 Beevor, J. H., Kenilworth House, Windmill Road, Clapham Common, S.W.4.
 Biggs, W., Board of Education, Whitehall, S.W.1.
 Birch, E. M., 23 Amerland Road, West Hill, S.W.18.
 Brindley, F., Longsight House, off Doveston Road, Ashton-on-Mersey, Cheshire.
 Brown, G. M., 8, Endsleigh Crescent, Honiton-Clyst, Exeter.
 Brunt, C. M., 8, Hazledean Mansions, 350, London Road, Leicester.
 Clarke, E. R., 29, Abercorn Place, St. John's Wood, N.W.8.
 Collins, V. M. E., 186, Lichfield Court, Richmond, Surrey.
 Cornwell, L. E. F., M.B.E., Pensions Branch, B. of E., Chadwick Street, S.W.1.
 Cowper, C. L. H., Greenacre, Shanklin Avenue, Leicester.
 Cox, D. M., Craycombe Orchard, Pershore, Worcs.
 Davies, M., Ty Rhos, Radyr, Cardiff.
 Dean, M. M., 4, Springfield Mount, Leeds 2.
 Elliott, K. W., B. of E., Whitehall, S.W.1.

Ellis, M. E., 26 Hickman Road, Penarth, S. Wales.
 Ferguson, C. S., Torlum, Stanford Road, Oakham, Rutland.
 Ford, E. A., Stoke Court, Stoke Poges, Bucks.
 Glasgow, M. C., 16, Grange Court, Headingley, Leeds.
 Goodfellow, S., Board of Education, Whitehall, S.W.1.
 Grant, E. H., 56, Elton Parade, Darlington.
 Greaves, M. C. L., 23, Courtfield Gardens, S.W.5.
 Gudgeon, M. B. H., Pensions Branch, B. of E., Chadwick St., S.W.1.
 Hale, E. M., Edenside, Wetheral, Carlisle.
 Hammonds, D. M., B. of E., Whitehall, S.W.1.
 Hill, L. M. W., B. of E., Whitehall, S.W.1.
 Hopkins, D. I., 27c, New Walk, Beverley, Yorks.
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 Thornhill, H. M., M. of L., Quebec Chambers, Quebec Street, Leeds, 1.
 Tivy, E., Oaklands, West Hill, Wraxhall, Somerset.

Tomson, D. M., Employment Exchange, Rochdale, Lancs.
 Troup, A. G., M. of L., Queen Anne's Chambers, S.W.1.
 Tully, I., Employment Exchange, Whitley Bay, Northumberland.
 Vardon, V. S., Employment Exchange, Bradford, Yorks.
 Wadsworth, H. N., M. of L., 281, Corporation Street, Birmingham.
 Wales, J. A., Byways, Vine Lane, Hillingdon, Uxbridge.
 Walker, J. C., M. of L., 44, Drumsheugh Gardens, Edinburgh.
 Wallace, D. L. A., M. of L., 44, Drumsheugh Gardens, Edinburgh.
 Walls, K. M., M. of L., 59, Queen's Gardens, W.2.
 Webb, E. E. A., M. of L., Employment Exchange, Netherfield, Notts.
 White, J., Exchange Buildings, Queen Street, Newcastle-on-Tyne.
 Williams, H., M. of L., Ruskin Chambers, 191, Corporation Street, Birmingham.
 Williams, J., Employment Exchange, Merton Road, Bootle, Liverpool.
 Williams, M. A., 24, Cholmely Park, N.6.
 Wylie, M. M., Juvenile Employment Exchange, Turriff Street, Glasgow.

LAND REGISTRY.

Kirby-Gomes, I. H., Rutland House, Greenways, Hinchley Wood, Esher, Surrey.
 Price, E. M., Land Registry, Lincoln's Inn, W.C.2.

NATIONAL LIBRARY OF SCOTLAND.

Calderwood, A., National Library of Scotland, Parliament House, Edinburgh 1.

HOUSE OF LORDS.

Court, M. F. D., 85, Chelsea Gardens, S.W.1.

NATIONAL PHYSICAL LABORATORY.

Gaylor, M. L. V., D.Sc., N.P.L., Teddington.

NATIONAL SAVINGS COMMITTEE.

Geer, A. E., Sanctuary Buildings, Great Smith Street, S.W.1.
 Wallace, N. C., Sanctuary Buildings, Great Smith Street, S.W.1.

DEPARTMENT OF OVERSEAS TRADE.

Ehrenfest, M. W., St. Dorothy's, 47, Lonsdale Road, Barnes, S.W.13.

MINISTRY OF PENSIONS.

Brakell, C., Ministry of Pensions, Sanctuary Buildings, Great Smith Street, S.W.1.
 Coulson, R. E., 123, Grove End Gardens, N.W.8.
 Cox, M. S., O.B.E., Ministry of Pensions, Sanctuary Buildings, Great Smith Street, S.W.1.

Cray, Mrs. O. M., Ministry of Pensions, 18, Great Smith Street, S.W.1.
 Hitchcock, M. F. T., Pensions Issue Office, Acton, W. 3.
 Hyslop, E. T., 80, Sutton Court, W.4.
 Roberts, E. G., Room 215, Sanctuary Buildings, Great Smith Street,
 S.W.1.

GENERAL POST OFFICE.

Adamson, J. A. V., A.G.D., G.P.O., E.C.1.
 Anderson, D. B., M.O.D., G.P.O., N.7.
 Ardin, S., A.G.D., G.P.O., Citygate House, Finsbury Square, E.C.2.
 Argent, R. B., S.B.D., G.P.O., Blythe Road, W.14.
 Arnott, Mrs. E. M., Headquarters Building, G.P.O., E.C.1.
 Bell, A. S., M.O.D., G.P.O., N.7.
 Bell, E. G., M.O.D., G.P.O., Manor Gardens, N.7.
 Blake, A. D., M.O.D., G.P.O., N.7.
 Bohli, M. A., S.B.D., G.P.O., Blythe Road, W.14.
 Chandler, G., A.G.D., G.P.O., King Edward Buildings, E.C.1.
 Chandler, M. E., L.T.S., Cornwall House, Waterloo Road, S.E.1.
 Clark, M. O., S.B.D., G.P.O., Blythe Road, W.14.
 Cohen, G., S.B.D., G.P.O., Blythe Road, W.14.
 Cook, J., S.B.D., G.P.O., Blythe Road, W.14.
 Cottle, C. E., S.B.D., G.P.O., Blythe Road, W.14.
 Cranna, M. V., M.O.D., G.P.O., N.7.
 Daniels, H. E., M.O.D., G.P.O., N.7.
 Dunn, L. E. G., O.B.E., S.B.D., G.P.O., Blythe Road, W.14.
 Dyer, A. E., M.O.D., G.P.O., N.7.
 Fleming, M. G., M.O.D., G.P.O., N.7.
 Foden, G. U., S.B.D., G.P.O., Blythe Road, W.14.
 Fraser, A., S.B.D., G.P.O., Blythe Road, W.14.
 Gate, E. M., M.O.D., G.P.O., N.7.
 Gordon-Macleod, S. J., S.B.D., G.P.O., Blythe Road, W.14.
 Grassie, M. I., M.B.E., M.O.D., G.P.O., N.7.
 Harbert, N. M. A., M.O.D., G.P.O., N.7.
 Higgins, A. M., S.B.D., G.P.O., Blythe Road, W.14.
 Hogg, M. G., S.B.D., G.P.O., Blythe Road, W.14.
 Hudson, D. L., S.B.D., G.P.O., Blythe Road, W.14.
 Hustwitt, A. I., A.G.D., G.P.O., King Edward Building, E.C.1.
 Jackson, A. S., M.O.D., G.P.O., N.7.
 Jenkins, M. S., M.O.D., G.P.O., N.7.
 Jones, M. G., S.B.D., G.P.O., Blythe Road, W.14.
 Keith, A., O.B.E., A.G.D., G.P.O., King Edward Building, E.C.1.
 Levy, A., A.G.D., G.P.O., Dudley House, Endell Street, W.C.2.
 Love, M. J., M.O.D., G.P.O., N.7.
 Mackie, B. L. T., M.O.D., G.P.O., N.7.
 Margach, M., S.B.D., G.P.O., Blythe Road, W.14.
 Mears, R. H., A.G.D., G.P.O., King Edward Building, E.C.1.
 Murdoch, M. J. E., S.B.D., G.P.O., Blythe Road, W.14.
 Nichols, H. M., M.O.D., G.P.O., N.7.
 Nicol, K. C., M.O.D., G.P.O., N.7.
 Nottage, M., S.B.D., G.P.O., Blythe Road, W.14.

Orchard, A., L.T.S., Cornwall House, Waterloo Road, S.E.1.
 Page, M. M., A.G.D., G.P.O., King Edward Building, E.C.1.
 Perry, A. G., S.B.D., G.P.O., Blythe Road, W.14.
 Phillips, D. M., S.B.D., G.P.O., Blythe Road, W.14.
 Pollott, W. E., A.G.D., G.P.O., King Edward Building, E.C.1.
 Rapley, W. P. M., M.O.D., G.P.O., N.7.
 Reynolds, C., M.O.D., G.P.O., N.7.
 Roberts, E. A., M.O.D., G.P.O., N.7.
 Robinson, G. K., S.B.D., G.P.O., Blythe Road, W.14.
 Ryde, F. A., M.O.D., G.P.O., N.7.
 Sale, M. B., 3, St. John's Road, Putney, S.W.15.
 Saunders, E., L.T.S., Cornwall House, Waterloo Road, S.E.1.
 Shufflebotham, E. M., S.B.D., G.P.O., Blythe Road, W.14.
 Spalding, A. J., M.O.D., G.P.O., N.7.
 Starr, H. M. G., S.B.D., G.P.O., Blythe Road, W.14.
 Thomson, M. C., M.B.E., S.B.D., G.P.O., Blythe Road, W.14.
 Vokes, L. M., A.G.D., G.P.O., King Edward Building, E.C.1.
 Watson, D. M., M.O.D., G.P.O., N.7.
 Welch, E. E., S.B.D., G.P.O., Blythe Road, W.14.
 Wheeler, E. G., S.B.D., G.P.O., Blythe Road, W.14.
 Wheeler, F. A., L.T.S., Cornwall House, Waterloo Road, S.E.1.

SOLICITOR GENERAL'S DEPARTMENT.

Bridgewater, C. K., 39, Berkeley Court, N.W.1.

PUBLIC TRUSTEE OFFICE.

Ayres, G. H., Public Trustee Office, Kingsway, W.C.2.
 Chapman, I. G., Public Trustee Office, Kingsway, W.C.2.
 Miles, G. E., 34, Woburn Square, W.C.1.
 Russell, M. A., Public Trustee Office, Kingsway, W.C.2.

SCOTTISH JUVENILE WELFARE AND AFTER-CARE OFFICE.

Harrison, H. R., M.B.E., Scottish Juvenile Welfare and After Care
 Office, 11, Manor Place, Edinburgh 3.

BOARD OF TRADE.

Cracknell, N. F. E., 18, Carey Mansions, S.W.1.
 Kilroy, A. H. M., Board of Trade, Great George Street, S.W.1.

MINISTRY OF TRANSPORT.

Johnston, E., Ministry of Transport, Metropole Buildings, North-
 umberland Avenue, W.C.2.
 Procter-Gregg, N., Ministry of Transport, Metropole Buildings, North-
 umberland Avenue, W.C.2.

H.M. REGISTER HOUSE, EDINBURGH.

MacGregor, G. G., M.A., LL.B., Sasines Office, H.M. Register House, Edinburgh.

McLay, M. A. A., Rose Lea, Uddington, Lanarkshire.

UNEMPLOYMENT ASSISTANCE BOARD.

- Begg, J. B., U.A.B., 24, Harland Street, Glasgow, W.4.
 Brown, M. G., U.A.B., Federation House, Station, Stoke-on-Trent.
 Craik, —, 7, Northlands, Fulwood, Preston.
 Darlow, M., M.B.E., U.A.B., Thames House, S.W.1.
 Dingle, E., U.A.B., 21, Canning Street, Liverpool, 8.
 Fox, W. M., U.A.B., Thames House, S.W.1.
 Gardner, E. M., Arcade Chambers, Stafford Street, Hanley, Stoke-on-Trent.
 Glen, R. M., O.B.E., Staple Hall, Stone House Court, Bishopsgate, E.C.1.
 Grainger, B. M., U.A.B., 194-202, Old Kent Road, S.E.1.
 Gray, A. J., U.A.B., 65, Renfield Street, Glasgow, C.2.
 Harvey, M. L., U.A.B., 9, Gore Street, Manchester 1.
 Hayes, S. M. R., U.A.B., 194-202, Old Kent Road, S.E.1.
 Hope-Wallace, J., U.A.B., Thames House, S.W.1.
 Humphries, M. J., U.A.B., Royal Liver Buildings, Liverpool.
 Ibberson, D., U.A.B., Thames House, S.W.1.
 Inglis, J. M. B., U.A.B., 65, Renfield Street, Glasgow.
 Levy, S. E., U.A.B., 9, Fallowfield Road, Liverpool 15.
 Mackie, D., U.A.B., Thames House, S.W.1.
 Nanson, M. E., U.A.B., Thames House, S.W.1.
 Smith, E. L., U.A.B., 9, Gore Street, Manchester 1.
 Smyth, D., 4, Lansdowne Court, Lansdowne Crescent, W.11.
 Thom, F. M., U.A.B., 59, Great King Street, Edinburgh, 3.
 Williams, M. C., U.A.B., 9, Gore Street, Manchester 1.

WAR OFFICE.

- Clapham, D. P., War Office Research Department, Woolwich, S.E.18.
 Fletcher, D. B., War Signals Experimental Station, Woolwich Common, S.E.18.
 Fletcher, M. R., War Office Research Department, Woolwich, S.E.18.
 Pope, M. E., War Office Research Department, Woolwich, S.E.18.

OFFICE OF WORKS.

- Jenkins, A. M., H.M. Office of Works, Storeys Gate, S.W.1.

ASSOCIATE MEMBERS.

- Ahrons, E. J., (late B. of E.), 12, Buckingham Court, Kensington Park Road, W.11.
 Alleyne, S. M., M.B.E. (late Ministry of Agriculture), Ladywell, Cuckfield, Sussex.
 Bartholomew, M. A. (late G.P.O.), Verdala, The Glade, Kingswood, Surrey.
 Baster, K. P. (late B. of E.), 25, St. Thomas' Mansions, S.E.1.
 Benjamin, Mrs. E. (late G.P.O.), The Manse, Forest Green, Nailsworth, Stroud, Glos.
 Boulton, E. F. (late B. of E.), The Old Granary, Lords Well Lane, Crowborough, Sussex.
 Bowie, M. (late M. of L.), 13/14, Dartmouth Street, S.W.1.
 Bryce, Mrs. Graham (late H.O.), 3, Darley Avenue, W. Didsbury, Manchester 20.
 Cale, M. L. (late M. of L.), 3, Bedford Row, Worthing.
 Callis, C. L. (late B. of E.), 15, Circus Road Mansions, St. John's Wood, N.W.8.
 Campbell, Dame Janet, D.B.E. Dene, Granville Road, Limpsfield, Surrey.
 Davey, G. E., O.B.E. (late M. of L.), 52, Brookfield, West Hill, Highgate, N.6.
 Deane, D. (late National Savings Committee), The Old Thatch, Nether Wallop, Hants.
 Dineley, Mrs. D. (late British Museum), The Priory, Berwick St. John, Shaftesbury, Dorset.
 Durham, F. H., C.B.E. (late M. of L.), Hawkerne, Otterton, near Budleigh Salterton, Devon.
 Eland, G. M. (late B. of E.), National Training College for Domestic Subjects, 72-78, Buckingham Palace Road, S.W.1.
 Escreet, H. C. (late H.O.), 12, Ashley Gardens, S.W.1.
 Fergusson, A. M. (late B. of E.), 4, Deacon's Hill Road, Elstree, Herts.
 Fisk, J. M., 39B, Cremorne Mansions, Cremorne Road, S.W.10.
 Foster, E. M. (late M. of L.), 20, Bradford Road, Lewes, Sussex.
 Frost, E. M. (late G.P.O.), The Frith, Mortimer Common, Reading.
 Gordon, Mrs. M., Holly Lodge, 20, Walton Road, E. Molesey, Surrey.
 Greenall, R. H. (late B. of E.), The Bergman Osterberg Training College, Dartford Heath, Kent.
 Greig, Mrs. A. B. (late Patent Office), 11, The Ridge Way, Sanderstead, Surrey.
 Lane, Mrs. L. B., M.B.E. (late B. of I.R.), 12, Norman Road, Heaton Moor, Stockport.
 Lea, M. K., M.B.E. (late M. of H.), 32, Abbey Road Mansions, N.W.8.
 Le Plastrier, E. M., O.B.E. (late G.P.O.), 21, King Edward Avenue, Aylesbury, Bucks.
 Lewis, M. B., O.B.E. (late M. of L.), 40, Guessens Court, Welwyn Garden City, Herts.

Louden, M. (late A.G.D., G.P.O.), 59, Woodlands, North Harrow, Middlesex.
 McCall, E. P. (late B. of E.), 90, Lyncroft Gardens, N.W.6.
 McCleverty, E. A. (late M. of H.), Blacksole, Wrotham, Sevenoaks, Kent.
 Martindale, H., C.B.E. (late Treasury), 12, Ashley Gardens, S.W.1.
 Mellors, B., M.B.E. (late M. of L.), Lingdale, Mount Hooton Road, Nottingham.
 Monkhouse, R. L., O.B.E. (late B. of E.), 5, Greencroft Gardens, N.W.6.
 Osborne, Mrs. (late U.A.B.), 27, Copgrove Road, Leeds 8.
 Paterson, M. M., C.B.E., J.P. (late Department of Health for Scotland). Crauford, Lasswade, Midlothian.
 Reichhold, Mrs. A. (late M. of L.), 68, Rue de Montchoisy, Geneva, Switzerland.
 Sanday, E., O.B.E. (late G.P.O.), Fifteen Ways, Penn, Bucks.
 Shepherd, Mrs. (late B. of E.), 19, Paulton's Square, Chelsea, S.W.3.
 Sloan, I. H., 34, Leinster Gardens, W.2.
 Slocock, E. J., O.B.E. (late H.O.), The Woning, Courthouse Road North, Maidenhead.
 Smith, E. L. (late Public Trustee Office), 6, The Meadway, Chelsfield, Farnborough, Kent.
 Thorpe, Mrs. J. L., (late I.Rev.), Doon, Cley Hall Drive, Spalding, Lincs.
 Wallace, H. J., 6, Spring Gardens, Edinburgh.
 Wood, F. M., M.B.E. (late Department of Overseas Trade), 19, Ashcombe Gardens, Weston-super-Mare.
 Younger, A., O.B.E., (late M. of L.), 3, Osborne Terrace, Edinburgh.

NOTE.—The Hon. Secretary will welcome any corrections or additions to the above list for inclusion in subsequent reports.



List of Permanent Posts held by Women in the Higher Grades of the Civil Service.

This list, compiled from the Imperial Calendar and checked departmentally as far as possible, is published here in accordance with a decision of the Committee of Representatives. Henceforward it is to be published biennially in the September Bulletin.

H.M. TREASURY.

1 Assistant Secretary and Director of Women's Establishments	£1,000-1,325
1 Assistant Principal	£275-510
1 Staff Officer	£450-525
1 Executive Officer	£500 (personal)

Accounts Branch.

1 Staff Officer	£450-525
1 Executive Officer	£150-420

ADMIRALTY.

1 Chief Woman Officer	£320-420
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Hydrographic Department.

2 Cartographers	£215-412
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Department of the Director of Naval Ordnance.

1 Ballistic Assistant	£227-412
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Signal School.

1 Scientific Officer	£350-580
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Nautical Almanac Office.

1 Assistant	£277-605
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MINISTRY OF AGRICULTURE AND FISHERIES.

Education and Research (Agriculture and Horticulture Division).

1 General Inspector	£400-515
2 Inspectors	£275-400

Land Drainage, Publicity and Rural Life Division.

1 Assistant Principal	£275-510
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Establishment Division.

1 Staff Officer	£450-525
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Animal Health Division.

1 Assistant Principal	£275-510
1 Inspector	£400-580

Women's Land Army Division.

1 Staff Officer	£450-525
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Fisheries Department.

1 Naturalist	£275-464
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Royal Botanic Gardens, Kew.

2 Botanists	£337-590
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Commercial Division.

1 Assistant Marketing Officer	£227-412
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AIR MINISTRY.*Metereological Office.*

2 Technical Officers	£275-464
1 Assistant I (Acting)	£315-400

Department of the Air Member for Research and Development.

1 Senior Scientific (or Technical) Officer ..	£680-800
1 Scientific Officer	£350-580
1 Assistant I	£325-415
1 Junior Scientific Officer	£275-320
1 Assistant II	£265-315

BRITISH MUSEUM.*Department of Printed Books, Maps, Charts and Plans.*

5 Temporary Assistant Cataloguers	£250-500
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Department of Manuscripts.

1 Assistant Keeper (Second Class)	£337-504
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Department of Prints and Drawings.

1 Assistant Keeper (Second Class)	£337-504
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BRITISH MUSEUM (NATURAL HISTORY).*Directorate.*

2 Guide Lecturers	£313-504
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Department of Zoology.

2 Assistant Keepers (First Class)	£527-797
1 Assistant Keeper (Second Class)	£337-504

Department of Geology.

1 Scientific Assistant	£250-400
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Department of Mineralogy.

1 Scientific Assistant	£250-400
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Department of Botany.

1 Scientific Assistant	£250-400
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CIVIL SERVICE COMMISSION.

1 Assistant Director of Examinations	£335-685
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CLEARING OFFICES.

2 Executive Officers (Acting)	£150-420
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H.M. CUSTOMS AND EXCISE.*Secretaries' Office.*

1 Assistant Principal	£275-510
3 Higher Executive Officers	£450-525
37 Executive Officers	£150-420

Accountant and Comptroller-General's Office.

1 Assistant Accountant	£450-525
11 Executive Officers	£150-420

BOARD OF EDUCATION.*Administrative Staff.*

1 Principal	£700-940
4 Assistant Principals	£275-510

Medical Branch.

2 Medical Officers	£738-1,100
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Library.

1 Librarian	£396-634 (personal)
1 Assistant Librarian	£325-580

Architects' Office.

1 Assistant Architect (Grade 2)	£340-490
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Executive Staff.

3 Heads of Divisions	£590-700
5 Higher Executive Officers	£450-525
17 Executive Officers (1 Acting)	£150-420

Clerical Staff.

1 Staff Clerk	£450-525
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Inspectorate (England).

1 Senior Woman Inspector	£1,040-1,225
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Elementary Schools.

20 Inspectors (3 retain title of Women Staff Inspectors)	£510-940
4 Women Inspectors	£396-634
26 Assistant Inspectors	£400-590

Secondary Schools.

7 Inspectors (1 retains title of Woman Staff Inspector)	£510-940
2 Women Inspectors	£396-634

Technical and Continuation Schools.

1 Staff Inspector	£940-1,100
4 Inspectors	£510-940

Training Colleges.

1 Inspector (retains title of Woman Staff Inspector)	£510-940 (plus £50 personal)
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Domestic Subjects.

1 Staff Inspector	£940-1,100
6 Inspectors	£510-940
9 Assistant Inspectors	£400-590

Physical Exercises.

9 Inspectors (1 retains title of Woman Staff Inspector and has personal allowance of £50)	£510-940
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Inspector of Provision of Meals Arrangements (1) ..

£500-800

Inspectorate (Wales).

2 Inspectors	£510-940
3 Assistant Inspectors	£400-590

National Fitness Council—Administrative Staff.

1 Administrative Assistant (unestablished) ..	£500 (personal)
1 Administrative Assistant (unestablished) ..	£250

Victoria and Albert Museum.

2 Assistant Keepers (First Class)	£525-797
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EXCHEQUER AND AUDIT DEPARTMENT.

3 Auditors	£295-525
6 Assistant Auditors	£150-420

FOREIGN OFFICE.

2 Junior Establishments and Accounts Officers ..	£150-420
1 Chief Woman Officer	£450-600
1 Chief Woman Officer	£450-525
2 Women Staff Officers	£450-525

MINISTRY OF HEALTH.

4 Principals	£700-940
1 Assistant Principal	£275-510
1 Senior Staff Officer	£525-650

Insurance Department.

1 Superintending Clerk	£590-700
8 First Class Clerks	£450-525
20 Second Class Clerks	£150-420

Old Age Pensions Branch.

1 Second Class Clerk	£150-420
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Accountant-General's Department.

1 Accountant	£590-700
10 Examiners	£150-420

Medical Staff.

1 Senior Medical Officer	£1,360-1,553
3 Medical Officers	£850-1,200
1 Deputy Regional Medical Officer	£800-1,100
1 Regional Dental Officer (unestablished)	£800
7 Women Inspectors	£340-600

Inspectorate.

1 Deputy Chief Inspector (Insurance)	£890-1,050
2 Divisional Inspectors	£660-860
25 Inspectors	£525-650
169 Assistant Inspectors	£150-420
1 Inspector of the Welfare of the Blind	£455-680

Audit Staff.

1 Junior Assistant District Auditor (Grade I) ..	£295-525
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General Staff.

7 Staff Officers	£450-525
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Welsh Board of Health.

1 Medical Officer	£850-1,200
1 Woman Inspector	£337-515
1 Junior Executive Officer	£150-420

Outdoor Staff (Insurance).

1 Inspector	£525-650
6 Assistant Inspectors	£150-420

General Register Office.

2 Junior Executive Officers	£150-420
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BOARD OF CONTROL.

1 Senior Commissioner	£1,360-1,650
3 Commissioners	£850-1,200
5 Women Inspectors	£515-797

HOME OFFICE.

2 Principals	£700-940
5 Assistant Principals (2 have personal allowance)	£275-510
1 Factory Inspector seconded for Administrative duties (plus personal allowance)	£700
1 Temporary Administrative Assistant	£400

Factory Department.

1 Deputy Chief Inspector	£1,100
3 Superintending Inspectors	£775-940
1 Medical Inspector	£750-1,100
9 Inspectors, Class I (a) (2 receive allowance of £55)	£445-745
40 Inspectors, Class I (b)	£445-590
24 Inspectors, Class 2	£275-455

Children's Branch.

2 Medical Inspectors	£738-1,058
3 Inspectors	£340-840

Probation Branch.

2 Inspectors	£340-480
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OFFICERS OF THE HOUSE OF PEERS.*Accounting and Copying Department.*

1 Receiver of Fees and Accountant	£600-750
1 Examiner of Acts	£325-525

IMPERIAL INSTITUTE.*Mineral Resources Department.*

1 Senior Assistant (Laboratories)	
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IMPORT DUTIES ADVISORY COMMITTEE.

1 Staff Officer	£450-525
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INDIA OFFICE.

1 Staff Officer of Establishment Duties	£450-525
1 Executive Officer	£150-420

BOARD OF INLAND REVENUE.*Secretaries' Office.*

2 Assistant Principals	£275-510
1 Higher Executive Officer	£450-525
3 Executive Officers	£150-420

Assessments Division.

10 Executive Officers	£150-420
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Office of the Special Commissioners of Income Tax.

48 Executive Officers	£150-420
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Estate Duty Office.

10 Examiners	£255-525
17 Assistant Examiners	£150-525
1 Executive Officer	£150-420

Accountant and Comptroller General's Office.

1 Executive Officer	£150-420
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Office of the Controller of Stamps, etc.

11 Executive Officers	£150-420
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MINISTRY OF LABOUR.*National Service Department.*

1 Assistant Secretary	£1,000-1,325
1 Assistant Principal	£276-510
1 Staff Clerk	£450-525
1 Third Class Officer	£282-445

Unemployment Insurance Department.

1 Assistant Secretary	£1,000-1,325
1 Principal	£700-940
1 Staff Clerk (Higher Grade)	£525-625
2 Staff Clerks	£450-525

Chief Insurance Officer's Branch.

1 Deputy Assistant Chief Insurance Officer ..	£450-525
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Employment Department.

1 Assistant Principal	£275-510
4 Staff Clerks	£450-525

Training and Juvenile Department.

1 Second Class Officer	£445-580
2 Staff Clerks	£450-525
2 Third Class Officers	£282-445

Services and Establishments Department.

1 Assistant Principal (acts as Private Secretary and has allowance of £150)	£275-510
4 Staff Clerks	£450-525

Outstations.

1 Deputy Divisional Controller	£680-840
6 First Class Officers	£605-700
19 Second Class Officers	£445-580
140 Third Class Officers (1 has personal scale and 1 is seconded to the Department of the Commissioner for the Special Areas)	£282-445

General Department.

2 First Class Officers	£605-700
6 Second Class Officers	£445-580
18 Third Class Officers	£282-445

Statistics Department.

1 Senior Executive Officer	£590-700
1 Executive Officer	£150-420

Finance Department.

1 Accountant	£590-700
6 Assistant Accountants	£440-525
14 Executive Officers	£150-420

Local Finance Officers.

5 Executive Officers	£150-420
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(less provincial difference)

H.M. LAND REGISTRY.

1 Legal Assistant	£550-680
3 Junior Legal Assistants	£315-510

COMMITTEE OF THE PRIVY COUNCIL FOR MEDICAL RESEARCH.

1 Librarian	
4 Scientific Staff (working in other Institutions)	

NATIONAL SAVINGS COMMITTEE.

1 Senior Chief Commissioner	£700-940
1 Executive Officer (Higher Grade)	£450-525
2 Executive Officers	£150-420
2 Assistant Commissioners	£275-525

DEPARTMENT OF OVERSEAS TRADE.

3 Intelligence Officers	£301-515
1 Staff Officer (unestablished)	£450-525
4 Executive Officers (1 has allowance of £50) ..	£150-420

MINISTRY OF PENSIONS.

1 Principal	£700-940
1 Principal Clerk	£590-700
5 Higher Executive Officers (3 acting)	£450-525
4 Staff Officers (1 acting)	£450-525
11 Executive Officers (3 acting)	£150-420

GENERAL POST OFFICE.*Administrative Departments.*

1 Principal	£700-940
1 Assistant Principal	£275-510
5 Executive Officers	£150-420

Medical Branch.

1 Senior Woman Medical Officer	£700-900
5 Assistant Women Medical Officers	£500-700

Accountant General's Department.

1 Superintendent	£700-860
3 Accountants	£590-700
10 Staff Officers	£450-525
23 Executive Officers	£150-420

London Telecommunications Region.

2 Superintendents	£525-650
7 Staff Officers	£450-525
1 Deputy Superintendent (Exchange Staff) ..	£400-460

Money Order Department.

1 Assistant Controller	£700-860
4 Principal Clerks	£590-700
17 Staff Officers	£450-525

Savings Bank Department.

1 Assistant Controller	£700-860
5 Principal Clerks	£590-700
20 Staff Officers	£450-525
4 Executive Officers	£150-420

PRISON COMMISSION.

1 Assistant Commissioner	£840-1,025
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OFFICE OF THE PUBLIC TRUSTEE.*Administrative Staff.*

1 Trust Assistant	£315-510
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Secretaries.

1 Chief Superintendent of Women Staff	£456-650
1 Lady Visitor	£300-450

Accountant's Department.

4 Accountants (Grade II)	£252-470
1 Higher Executive Officer	£450-525

General Office Staff.

11 Executive Officers	£150-420
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DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH.*Headquarters Staff.*

1 Staff Officer	£450-525
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Building Research.

1 Accountant	£515-650
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Chemical Research.

1 Scientific Officer	£320-550
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Food Products Research.

2 Scientific Officers	£320-550
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National Physical Laboratory.

2 Scientific Officers	£400-680
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SUPREME COURT OF JUDICATURE.*Office of the Master in Lunacy.*

1 Second Class Clerk	£280-420
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Official Solicitor's Department.

1 Legal Assistant	£315-510
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BOARD OF TRADE.*Staff Attached to the Secretariat.*

1 Executive Officer	£446-400 (personal)
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Mercantile Marine Department.

2 Executive Officers	£150-420
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Industries and Manufacturers Department.

1 Assistant Principal	£275-510
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Bankruptcy Department.

1 Executive Officer	£150-420
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General Department.

1 Principal	£700-940
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MINISTRY OF TRANSPORT.

1 Principal	£700-940
1 Assistant Principal	£275-510

UNEMPLOYMENT ASSISTANCE BOARD.*Administrative Divisions.*

2 Principals	£700-940
2 Assistant Principals	£275-510
2 Senior Staff Clerks	£525-650

Finance and Statistical Divisions.

1 Higher Executive Officer	£450-525
2 Executive Officers	£150-420

Outstations.

2 District Officers	£670-860
6 Assistant District Officers	£525-660
26 Area Officers	£282-425

WAR OFFICE.*Inspection and Experimental Staff. Signals Experimental Establishment.*

1 Scientific Officer	£320-550
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Research Department. Administration and Clerical Staff.

1 Technical Assistant (Grade I)	£315-460
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Explosives Research.

1 Technical Assistant (Grade I)	£315-400
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Metallurgical Research.

1 Technical Assistant (Grade 1)	£315-400
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Ballistics Department.

3 Scientific Officers	£320-550
1 Technical Assistant (Grade I)	£315-400

H.M. OFFICE OF WORKS.*Secretariat.*

1 Assistant Principal £275-520

Supplies Divisions.

2 Executive Officers £150-420

Finance Division.

1 Executive Officer £150-420

DEPARTMENT OF AGRICULTURE FOR SCOTLAND.

5 Executive Officers £145-405

Inspectorate.

1 Inspector £275-420

GENERAL BOARD OF CONTROL FOR SCOTLAND.

1 Commissioner £1,161-1,360

1 Deputy Commissioner £738-953

SCOTTISH EDUCATION DEPARTMENT.7 Executive Officers (1 Acting) ..

London	£150-420
Edinburgh	£145-405

Inspectorate.

4 Inspectors £510-940

3 Sub-Inspectors £400-590

1 Principal Inspectress for Domestic Subjects .. £510-940

2 Inspectresses for Domestic Subjects £396-634

2 Sub-Inspectors for Domestic Subjects £400-590

1 Sub-Inspector for Physical Training £400-590

DEPARTMENT OF HEALTH FOR SCOTLAND.

1 Assistant Secretary and Controller of Insurance and Pensions £1,400

1 Assistant Principal £275-510

1 Staff Officer £450-525

2 Junior Executive Officers £150-420

Health Insurance and Pensions Division.

2 Higher Executive Officers £450-525

4 Junior Executive Officers £150-420

Accounts Division.

1 Higher Executive Officer £450-525

2 Junior Executive Officers £150-420

Medical Staff.

1 Medical Officer £738-1,161

Technical Staff.

1 Housing Inspector £277-396

Insurance Inspectorate.

1 Deputy Chief Inspector £710-910

4 Inspectors £525-650

25 Assistant Inspectors £150-420

BOARD OF INLAND REVENUE (SCOTLAND).*Estate Duty Office.*

5 Examiners £245-510

SCOTTISH JUVENILE WELFARE AND AFTER CARE OFFICE.

1 Assistant Secretary £280-500

NATIONAL LIBRARY OF SCOTLAND.

1 Chief Cataloguer £425-575

POST OFFICE (SCOTTISH REGION).*Regional Office.*

1 Staff Officer £450-525

2 Executive Officers £150-420

1 Executive Officer £145-405

ROYAL SCOTTISH MUSEUM.

1 Assistant Keeper (Second Class) £337-517

SCOTTISH OFFICE.*Office of the Secretary of State for Scotland.*1 Assistant Principal ..

London	£275-510
Edinburgh	£265-405

DEPARTMENT OF THE COMMISSIONER FOR THE SPECIAL AREAS (SCOTLAND).

1 Third Class Officer £282-445

H.M. OFFICE OF WORKS (SCOTLAND).*Secretariat.*

1 Executive Officer £150-420

Ancient Monuments Inspectorate.

1 Assistant Inspector £277-486



FORM OF BEQUEST.

*I bequeath to the Council of Women Civil Servants
the sum of *.....
to be paid to the Treasurer for the time being of the said
Council of Women Civil Servants, free of all deductions
whatsoever, the receipt of the said Treasurer to be an effectual
discharge of same.*

* The sum to be written in full.

