

352.08:331.88

Pamphlet

REPORT

of the

COUNCIL OF WOMEN CIVIL SERVANTS

(APPROVAL No. 202 C.S.)

1937.

27 MARSHAM STREET, S.W.1.

351.
410
6
COU

REPORT

of the

COUNCIL OF WOMEN CIVIL SERVANTS

(Approval No.: 202 C.S.)

1937.

RICHMOND, SURREY:
PRINTED BY R. W. SIMPSON AND CO. LTD., 70, SHEEN ROAD.

351-4106 cou

Names and Addresses of Officers, 1936-1937.

Chairman :

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

Vice-Chairman :

DR. STUART HORNER, Home Office Factory Department, Artillery House, S.W.1.

Hon. Treasurer :

MISS L. B. DAVIS, H.M. Inspector of Taxes, Stockport 2nd District, 36, St. Petersgate, Stockport, Cheshire.

Hon. Secretary :

MISS D. F. TAIT, Ministry of Labour, Queen Anne's Chambers, S.W.1.

Hon. Asst. Secretary :

MISS M. RIDDELSDELL, Montagu House, Whitehall, S.W.1.

Executive Committee.

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

MISS M. CLAYTON, Victoria and Albert Museum, S. Kensington, S.W.7.

MISS L. E. G. DUNN, Savings Bank Department, G.P.O., Blythe Road, W.14.

MISS K. W. ELLIOTT, Board of Education, Whitehall, S.W.1.

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

MISS E. T. HYSLOP, Ministry of Pensions, Great Smith Street, S.W.1.

MISS W. M. IRVING, H.M. Inspector of Factories, 324, Gray's Inn Road, W.C.1.

MISS D. C. KELLY, 47, Lynwood Grove, Orpington, Kent.

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

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

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

Standing Sub-Committees.

Finance.

MISS LIMRICK MISS L. B. DAVIS, *Convener.* MISS ROGERS.

Journalistic.

MISS IRVING DR. C. M. McDOWELL, *Convener.* MISS POWER.
 MRS. GULLAND.

Recruitment.

MRS. GULLAND. MISS IRVING, *Convener.* MISS E. ANDERSON.
 MISS SHUCKBURGH.
 MISS GOODFELLOW.

Hospitality.

DR. HORNER. MISS M. CLAYTON. MISS E. ANDERSON. MISS LEHFELDT.
 MISS ROTHBARTH, *Convener.*

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

3800137953

Committee of Representatives.

Agriculture and Fisheries, Ministry of	-	-	MISS ALLEYNE, M.B.E.
British Museum (Natural History)	-	-	MISS I. GORDON
Board of Control	-	-	MISS LONDON
Education, Board of	-	-	MISS BASTABLE
„ „ (Victoria and Albert Museum)	-	-	MISS SHUCKBURGH
Board of Trade	-	-	MISS CLAYTON
Foreign Office	-	-	MISS KILROY
Health, Ministry of	-	-	MISS LUNN
Home Office	-	-	MISS LEHFELDT
„ „ (Factory Dept.)	-	-	MISS O'BRIEN
Inland Revenue, Board of	-	-	MISS WALL
Labour, Ministry of	-	-	MISS VICKERS
National Savings Committee	-	-	MISS IRVING
Pensions, Ministry of	-	-	MISS LE HUQUET
Post Office (A.G.D.)	-	-	MISS ROTHBARTH
„ „ (M.O.D.)	-	-	MISS A. M. JENNINGS
„ „ (S.B.D.)	-	-	MISS POWER
Public Trustee Office	-	-	MISS LOOKER
Transport, Ministry of	-	-	MISS HYSLOP
Treasury	-	-	MISS KEITH
C. S. Commission	-	-	MISS NICHOLLS
Unemployment Assistance Board	-	-	MISS HUDSON
War Office	-	-	MISS AYRES
			MISS PROCTER-GREGG
			MRS. LUCAS
			MISS McDOWELL
			MISS GLEN
			MISS D. B. FLETCHER

Scottish Departments.

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

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

Region I.

Secretary : Miss R. BASTABLE, 9, Seymour House, Albion Rd., S.W.8.
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, Treasury, Unemployment Assistance Board, War Office and Associate Members.

Region II.

Secretary : Miss W. M. IRVING, H.M. Inspector of Factories, 324, Gray's Inn Road, W.C.1.

British Museum, Civil Service Commissioners, 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, Stonegate Road, Leicester.

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

South-Western and Wales Region.

Chairman : Miss DIMSDALE, 1, Queen's Avenue, Clifton, Bristol.

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

West Midlands Region.

Chairman : THE HON. MIRIAM PEASE, 4, St. George's Court, Bournville, Birmingham.

Secretary : Miss E. E. M. WEBB, Employment Exchange, Corporation Street, Birmingham

North-Western Region (Manchester).

Chairman : Miss DARLOW, Unemployment Assistance Board, 9, Gore Street, Manchester.

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

North-Western Region (Liverpool).

Chairman : Miss LEDWICH, Government Buildings, Victoria Street, Liverpool.

Secretary : Miss HENSHALL, 28, Linnett Lane, Sefton Park, Liverpool.

Yorkshire and East Midlands Region.

Chairman : Miss L. J. CONNELL, Ministry of Labour, 12, Great George Street, Leeds.

Secretary : Miss J. S. McGEORGE, Ministry of Health, 36, Park Row, Leeds.

Northern Region.

Chairman : Miss F. M. TANN, 310, Osborne Mansions, Osborne Avenue, Newcastle-on-Tyne 2.

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, 1936-1937.

Membership.

The membership of the Council is now 471 members and 29 associates.

ANNUAL GENERAL MEETING.

The fourteenth Annual General Meeting of the Council was held on 9th May 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 Dr. Horner, Miss Nicholls and Miss Wall.

1. *Minutes.*—The minutes of the last Annual General Meeting were agreed and signed.

Matters Arising.—The Chairman stated that as the pamphlet on openings for women in the Civil Service was now slightly out of date, a revised edition with a corrigenda slip inserted was being printed, and would soon be on sale.

The National Whitley Council, Staff Side, had consented to the Council's retaining its seat on the Statistical Research Bureau, on payment of a special reduced subscription of £10.

2. *Chairman's Speech.*—Miss Ibberson said that it was with great pleasure that she addressed the Council as Chairman for the first time: it was an honour to occupy the chair.

Referring to recent Parliamentary events, the Chairman said that her speech was inevitably concerned with the "might have been." The two defeats on the questions of equal pay and the admission of women to the Diplomatic and Consular

Services, however deeply to be regretted, need not give rise to despondency, since the publicity had roused general interest, and there was hope of further progress. Neither subject could in the future be lightly dismissed.

The question of equal pay had been treated as a major issue for the first time for many years, and to have defeated a Government with a 250 majority on the issue was no small thing to have accomplished. The recent campaign represented the co-operative effort of many bodies, several of which had been active before the Council existed. The debt women owed to the London and National Society for Women's Service for their work in this and other fields would probably never be realised fully, and the other women's association in the Service, the N.A.W.C.S., had also worked unceasingly. The Chairman of the National Staff Side of the Whitley Council had worked indefatigably, and the Secretary and members of the Staff Side's Equal Pay Committee were to be congratulated on a Parliamentary campaign said to be the most efficient within memory.

The Chairman referred briefly to the debate in the House on the 1st April. The Duchess of Atholl was the only M.P., other than the Financial Secretary to the Treasury, who spoke in opposition to the amendment, and she made it clear that as a member of the Royal Commission (1929-1931) she had opposed the granting of equal pay to women. The defeat of the Government had raised hopes that some concession would be made, but on the following day the Prime Minister made an uncompromising statement that the motion to go into Committee of Supply would be put for the second time as a vote of confidence. It was taken on Monday, 6th April, and the Speaker permitted other matters, including foreign policy, to be raised. On the Monday, Mr. Baldwin devoted a forty minute speech to the question of women's employment, explaining that he was anxious to extend the employment of women, but considered that the granting of equal pay would hinder any such extension. In all the circumstances the result of the division was a foregone conclusion, but it was important to remember in this connection that the Chancellor of the Exchequer had stated that the vote could not be construed as being on the question of equal pay.

Between the two debates, the Executive had tried to arrange a meeting with Sir Warren Fisher to explain their views about

the inaccuracy of the Financial Secretary's statements in the debate of 1st April, but this proved impossible, and so other steps were taken to convey their opinion to Mr. Morrison. At a later interview with Sir Warren Fisher, the Council's representatives indicated the extreme anxiety of their members concerning the misunderstanding and misrepresentation of the case for equal pay which seemed to be current at the Treasury.

After a delay of nearly two years, the Report of the Committee on the Admission of Women to the Diplomatic and Consular Services had been published, and the Committee of eight members had split into three groups. Four members representative of the Services concerned and the Civil Service Commission opposed the admission of women to both services, on the ground that there was no general feeling in this country in favour of women representatives abroad: the Chairman, Sir Claud Schuster, and Sir James Rae had signed the first addendum, advocating the admission of women to the Diplomatic Service during an experimental period: whilst the two women members of the Committee, Miss Martindale and Miss Ritson, had signed another addendum advocating the admission of women to the Diplomatic Service without the imposition of a trial period. The Chairman drew attention to Sir Claud Schuster's and Sir James Rae's appreciation of women's motive in seeking admission to these Services, of wishing to "bear their due part of the responsibilities of public service."

In connection with Committee F, the Chairman mentioned the follow-up action in two Departments, the Post Office and the Ministry of Agriculture and Fisheries. The former was in process of working out a scheme of aggregation and an important agreement in the clerical classes had just been signed. The latter had opened the Agricultural Wages Inspectorate and certain other posts to women, but still negatived their admission to sea-going posts, so that the position of one of the Council's members, a marine biologist, remained unsatisfactory.

With regard to the Marriage Bar, the present system was working in a very unsatisfactory way, and there had been a number of refusals. The Service suffered material loss by the dismissal of many of its young women on marriage, and the Executive felt that the time had come to take up one case in

particular. They were hoping that a deputation would shortly be received by the Department concerned.

With reference to the appointment of a woman Civil Service Commissioner, the reply which had been received from the Treasury to the Council's letter, putting the case for such an appointment, was regarded as unsatisfactory, and further action would be taken.

The Chairman mentioned an article by Professor Ernest Barker in the Political Quarterly, suggesting that there should be a method of recruiting a certain number of older men and women to the Civil Service, especially those who had experience of social work and training. He mentioned in particular the genius and capacity which women had for social work, and proposed that the Administrative Class Examination should be altered to allow such work to be presented as a qualification.

The year in the world at large had seen the interesting All-India Women's Conference and outstanding flights by Miss Jean Batten and Mrs. Mollison.

3. *Annual Report*.—Miss Tait explained that the apparent decline in membership was due to the deletion from the list of members of all those whose subscriptions were long overdue.

Miss Jennings proposed that the second sentence of paragraph 1 on page 3 should be amended to read as follows:—

"Miss Wilkinson's motion, was, in accordance with the customary procedure of the House on these occasions, in the form of an amendment to the proposal by the Chief Government whip 'That Mr. Speaker do now leave the Chair.' and the debate followed her proposal of an amendment. At the end of the debate the Speaker put the question 'That the words proposed to be left out stand part of the question'—that was, that Miss Wilkinson's amendment should not be carried. The Speaker's question was defeated by 156 votes to 148, 30 of the Government's supporters voting against them. The Speaker then. . . ." etc.

Miss Pease seconded the amendment, which was agreed.

The adoption of the Annual Report was moved by Miss Glen, Miss King seconding. Miss King said that she would like to congratulate the Executive on behalf of the Scottish

Region on their action with regard to Equal Pay and the appointment of a woman Civil Service Commissioner. She reported the promotion of Dr. Kate Fraser from Deputy Commissioner to Commissioner of the General Board of Control for Scotland at the same salary as her men colleagues.

The adoption of the Report was carried unanimously.

4. *Financial Statement.*—The Treasurer stated that the balance at the end of 1935 was very slightly less than that at the beginning of the year. In the statement of account 360 subscriptions were shown as being paid for 1935, but 40 subscriptions for that year had been paid in 1934. The sum of £17 3s. 6d. for printing the second edition of the pamphlet was included in the figure of £51 17s. 6d. quoted. £50 of the balance of £77 14s. 6½d. had been invested in the Post Office Savings Bank. The number of members using Bankers' Orders had increased to 121.

As regards 1936, 70 per cent. of the subscriptions had been paid. The Treasurer thanked the Regional Secretaries and Departmental Representatives who had helped her to collect the subscriptions.

Miss Rothbarth, in moving the adoption of the statement, congratulated the Treasurer on the financial position. Miss Pease seconded the adoption, which was carried unanimously.

5. *Resolutions Proposed by the Executive Committee.*—

(a) "That this meeting representing a majority of women in the senior grades of the Civil Service, deploras the manner in which the question of equal pay for women in the common classes of the Civil Service has been dealt with by His Majesty's Government. The House of Commons has re-affirmed its support of the principle of equal pay for equal work in the Civil Service, but the vote of the House taken on the question of supply has been deliberately set aside by the Government. The Financial Secretaries to the Treasury in successive National Governments have dealt with this question in statements which are both inaccurate and unfair, and many of the arguments used by the Prime Minister and the Chancellor of the Exchequer in the debate of April 6th evaded the real issue. This meeting strongly

dissents from the suggestion of the Government spokesmen that it is good for the community to have one class of labour undercutting another. It believes, moreover, that by refusing equality of remuneration to persons doing the same work, the Government is falling short, as regards women of professional status, of its declared policy of keeping abreast of the best employers in the outside world. The Council, as authorised by the meeting, is determined to press by every legitimate means for the application of equality of remuneration for the sexes, which it believes to be a natural evolution and in the best interests of the State Service."

Amendment Proposed by the North-Western Region (Manchester):—

That the third sentence in the original resolution be deleted, that at the end of the fourth sentence a comma be substituted for the full stop and the following words added:—"and suggest that many of the arguments used by the Prime Minister and the Chancellor of the Exchequer in the debate of April 6th evade the real issues," and that the fifth sentence be deleted.

Amendment Proposed by the Scottish Region:—

That the fifth sentence in the original resolution be deleted, and that the words "The Council, as authorised by" should be added at the beginning of the last sentence.

Amendment Proposed by the West Midlands Region:—

That after the word "employers" in the twentieth line, the words "of professional men and women" be inserted.

After considerable discussion the resolution was carried unanimously as follows:—

"That this meeting representing a majority of women in the senior grades of the Civil Service, deploras the manner in which the question of equal pay for women in the common classes of the Civil Service has been dealt with by His Majesty's Government. The House of Commons has re-affirmed its support of the principle of equal pay for equal work in the Civil Service, but the vote of the House taken on the question of Supply has been deliberately set aside by the Government. This meeting strongly dissents from the inference of the

Government spokesmen that it is good for the community to have one class of labour undercutting another, and suggests that many of the arguments used by the Prime Minister and the Chancellor of the Exchequer in the debate of April 6th evade the real issues. The Council, as authorised by this meeting, is determined to press by every legitimate means for the application of equality of remuneration for the sexes, which it believes to be a natural evolution and in the best interests of the State Service."

It was agreed that this resolution should be sent to the Prime Minister, the Chancellor and the Financial Secretary to the Treasury.

(b) "The Council of Women Civil Servants expresses its appreciation of the support given in the House of Commons on 1st April, 1936, to the principle of equal pay in the common classes of the Civil Service. They wish to make it clear that the vast majority of women Civil Servants are profoundly dissatisfied with the present position and deeply disappointed at the Government's treatment of the expressed wishes of the House."

The Chairman explained that the Executive had originally proposed to send this resolution to Members of Parliament, with a covering note embodying the previous resolution, but now suggested that the second resolution only should be sent.

Miss Pease proposed, and Miss Henshall seconded, that the resolution should be amended as follows:—

"The Council of Women Civil Servants expresses its appreciation of the support given in the House of Commons on 1st April, 1936, to the principle of equal pay in the common classes of the Civil Service, and is deeply disappointed at the Government's treatment of the expressed wishes of the House."

The resolution as amended was put and carried unanimously.

(c) *Resolution Proposed by the Executive:—*

"That in Section IV, paragraph 1 of the Constitution Rules, the words "members of the Executive Committee" shall be added after "officers" in line three.

The Hon Secretary explained that under the present system members of the Executive might not necessarily be on the

Committee of Representatives, since Departmental representation was limited. The resolution was carried.

(d) *Emergency Resolutions Proposed by the Executive:—*

(i) "That this meeting, representing the women of the higher grades of the Civil Service, expresses its regret that His Majesty's Government has decided against the admission of women to the Diplomatic and Consular Services. They consider that evidence submitted to Sir Claud Schuster's committee established not only the advantages which would accrue to the State from the employment of women in the Foreign, as well as in the Home Service, but also the existence of women qualified for the work concerned. They submit that the small size of the services in question is a consideration of no relevance to those whose principal aim is, as recognised by certain signatories to the Report, not to provide employment for women, but to ensure that they are permitted to bear their due part in the responsibilities of public service."

The resolution was put and carried. On Miss Power's proposal, with Miss Smyth seconding, it was agreed that this resolution should be forwarded to the Prime Minister and Foreign Secretary.

(ii) "That this Annual General Meeting expresses its gratitude for the work done by the London and National Society for Women's Service to further equality for women in the Civil Service, and, in particular, for the Society's unremitting efforts in the cause of equal pay."

This resolution, moved by Miss Smyth and seconded by Miss Tait, was carried unanimously. The Chairman stated that the question of a donation to the Society would be considered by the Executive.

After item five, there was no longer a quorum, and discussion was informal.

6. *Proxy Voting.*—Miss Pease said that she felt proxy voting discouraged attendance at meetings: she had thought that proxy votes might be given definitely for or against a resolution in advance of the meeting, but she now found that most representatives were allowed to use their discretion in the exercise of votes, and she was therefore not inclined to push the matter

further. Miss Stopford (Leeds) said that her Region was interested in proxy voting at the Committee of Representatives, as sometimes it was difficult to send a representative, and they would like to ask another Region to exercise their vote. Miss Glen pointed out that absent members could always write to the Secretary putting forward their views, and the letter be read to the meeting. Miss Stopford said that her Region would give further consideration to the question, and put forward their views at the next Representatives' meeting.

7. *Appointment of Presidents and Vice-Presidents of the Council.*—Miss King said that the Scottish Region felt that it would not be wise to appoint Presidents and Vice-Presidents from outside the Service, and that there would be no apparent advantage in so doing. Miss Pease thought that any such appointment would be invidious. On Miss Ibberson's suggestion it was agreed that the matter should be discussed by the Executive and Committee of Representatives.

8. *Election of Auditor.*—Miss Tait proposed and Miss Jennings seconded, that Miss Chapman should be asked to continue as Auditor. As there was not a quorum, the consent of the Regions will be sought to this appointment.

9. *Other Business.*—Miss Stedman drew the meeting's attention to a recent cartoon in "Punch" on the question of the admission of women into the Diplomatic and Consular Services, which she felt to be a slur on the women in the Service.

Miss Glen, on behalf of the meeting, thanked Miss Ibberson for her work as Chairman.

MAIN ACTIVITIES OF THE COUNCIL DURING THE YEAR 1936-1937.

The Executive Committee held eleven meetings during the year. The chief concern has again been Equal Pay, notably the production of the memorandum to Sir Warren Fisher, which was circulated to all members.

The other main activities of the Executive have been the continued efforts to secure the appointment of a woman Civil Service Commissioner; representations to Departments both by letter and deputation on the subject of the Marriage Bar; representations on the admission of women to the Colonial

and Dominions and India Offices; further follow-up work in connection with the report of Committee "F." The pamphlet on "Higher Appointments open to women in the Civil Service" has been brought up to date.

At the request of a member, the Executive investigated, through a small sub-committee, the question of the advantage enjoyed by men under the new Pensions Scheme, in being able to assign part of their pension to dependants during their life time, and an article on the scheme appeared in the September issue of the "Bulletin." Eventually it was decided, with the concurrence of the member who raised the question, that nothing should be done for the moment, but that the point should be kept in mind in case the legislation came up for amendment, when efforts should be made to secure the same privilege for women.

Three well-attended meetings of the Committee of Representatives were held during the year. At one of these the question of earlier retirement from the Service was placed on the agenda at the request of one of the Regions. Various members had also written independently to the Executive on the subject. It was decided that it would be unwise to press for an earlier retiring age for women as distinct from men, and that the matter was a general Service question, and that the right policy would be to support the efforts of the Service organisations to secure an earlier voluntary retiring age for both men and women.

The Committee of Representatives instructed that information should be obtained on the number of promotions from other classes to the Administrative Class. A question in Parliament on 26th May elicited the information that during the past five years there had been 23 promotions (of which one was a woman) from other grades to that of Assistant Principal, but that no central record was kept of the promotions to the higher ranks of the Administrative Class. Members of the Executive were requested to obtain this information for their own Departments. So far it has been ascertained that in the five-year period there have been three such promotions in the Ministry of Labour, and eight in the Ministry of Health, none of these being women.

During the year the Executive had to accept with regret the resignations of Miss Price, who for a year has been the energetic assistant Secretary of the Council, owing to her transfer

to Worcester ; Miss Ford, owing to her appointment as H.M.I. for Bucks county; and of Miss Shuckburgh, owing to ill-health. Miss Ford was the first woman to be placed by the Board of Education in charge of a county, and she is much enjoying the enlarged scope of her duties, a fact which offers some consolation for the loss of her always stimulating personality. In the Regions, Miss Limrick, for many years the able and energetic Secretary of the North-Western (Manchester) Region resigned, and Miss F. M. Candy of the Ministry of Labour took her place. The Scottish Region has lost its Secretary owing to Miss King's appointment as Assistant Architect to the Education Committee of the city of Leicester. Miss King won her new post in open competition, and is to enjoy equal pay, a further illustration of the Council's contention that differentiated pay does not exist for senior posts in local government, and that women may better both conditions and pay by passing from the service into the outside world. Miss King has the hearty congratulations of the Council. She is succeeded in the Scottish Secretaryship by Miss A. T. Moyes of the Ministry of Labour, who was chairman of the North-Western (Manchester) Region until her transfer to Edinburgh. Miss Cale, of the Ministry of Labour, once a member of the Executive and a lifelong worker in the cause of women in the Service, retired during the year. Dr. Horner and the Hon. Secretary represented the Council at a dinner given in her honour.

The Council also has to record with deep regret the loss, by death, of two Associate Members, Dame Adelaide Anderson, a former chairman, and Miss Augusta Deane, who was active in founding the Council.

Miss Davis continues most successfully to carry on from Stockport the duties of the Hon. Treasurer, with the aid of a local finance sub-committee consisting of Miss Limrick and Miss Rogers (Department of Inland Revenue).

During the year the Council has held two very successful dinners, in October and January. The second was given in honour of Mrs. Oliver Strachey and Miss Philippa Strachey, and in recognition of their long and strenuous labours in the cause of equality for women Civil Servants. The Council's speakers faced a heavy but grateful task in expressing our indebtedness both to our guests of honour and to the London and National

Society for Women's Service of which they are the inspiration, and Mrs. and Miss Strachey replied in admirable speeches, which ended with an impromptu toast of the Council. The occasion was still further marked by the attendance as guests of the Chairman of the five women who had up to that time secured places from the last Administrative Class examination.

Equal Pay.

The past year has not been enlivened by any such dramatic events as the Debate in the House of April, 1936, and its sequels in the Press and elsewhere. The most important piece of work undertaken by the Executive during the year has been the preparation of the memorandum to Sir Warren Fisher, which was circulated to all members early this year. Members will recall that the Executive endeavoured to secure an interview with Sir Warren Fisher immediately after the first Debate in the House on 1st April, in order to protest against the way that the question had been treated by the Treasury representative, and to ensure that the misstatements made on that occasion should not be repeated in the Second Debate on 6th April. This proved impossible, but later, on 9th April, Sir Warren Fisher received a deputation consisting of the Chairman and Misses Clayton, Ford and Wall. Sir Warren listened sympathetically to the case put forward by the deputation, and stated that he would receive a memorandum on the subject, and give it his attention. A sub-committee composed of the members of the deputation—Miss Clayton was co-opted to the Executive Committee for the purpose—set to work immediately to compile the memorandum, which was duly submitted and accompanied by the following letter signed by the Chairman:—

At our interview on 9th April, we offered to give you more detailed information on the Council's contention that the relationship between the scales of pay for men and women on the same work is unsatisfactory and is becoming worse.

We have collected and discussed this information in the following three sections of the accompanying memorandum.

1. Decrease in equality of pay.
2. Relationship of men's and women's salaries in the same class.
3. Comparison of the remuneration of women civil servants with that of women in comparable work outside.

We would particularly draw your attention to the fact that equal pay is a live issue to-day, for not only is it increasingly recognised to be appropriate for high grade comparable work outside the Civil

Service, but it is one of the matters into which the League of Nations is enquiring in connection with its international studies on the status of women. We have information already that our country is behind many others, some of which were formerly considered backward, in refusing to grant equal pay to State servants.

The women in the Service are, in respect of matters relating to pay, in a very difficult position. It is known that there is wide public support of their claim to equal pay, that it is also supported by individual members of the Government, and by very senior men civil servants, and yet the senior women of the Service, for whom perhaps the case can be most strongly argued, are debarred from all propaganda, and from all public contradiction of Government statements, even where it is known to them that the Government is uninformed.

In these circumstances we ask you to be good enough to give your personal attention to our memorandum, and we should be grateful if you would give us a further opportunity of discussing with you the action to be taken on the case submitted.

No reply has yet been received from Sir Warren Fisher, who was on sick leave at the time the memorandum was submitted, and did not return until February. After Sir Warren has replied, the Executive will consider acceding to the urgent requests which have been made to give it publicity. It is felt that the memorandum affords a base on which we may continue to build, and members are earnestly asked to send in any supporting information to combat the allegation that the Government is abreast of the best employers in its treatment of professional women. Facts relating to local government service are of particular interest.

The resolutions on equal pay passed by the last Annual General Meeting were forwarded to the Prime Minister and the Chancellor of the Exchequer and elicited formal acknowledgments.

Following the debate in the House, the Joint Committee of Women in the Civil Service, in May, summoned a meeting of the organisations which had participated in the Caxton Hall meeting on 17th March, 1936, to discuss future action on the equal pay campaign. Miss Appleby, Chairman of the N.A.W.C.S., Miss Ibberson and Mrs. Oliver Strachey, were the speakers. The meeting agreed in the first place to send a letter to the Chancellor of the Exchequer to inform him of the united determination to continue the agitation until its object was attained. This letter was signed by officials of all the 23 organisations concerned. The meeting further resolved to make every

effort to induce support for equal pay by keeping the question to the front in the press, by organising numbers of small meetings for its discussion, and by bringing these to the notice of local M.P.s.

During the year conferences of the N.A.L.G.O. (the National Association of Local Government Officials), the Staff Association of the L.C.C. and the Railway Clerks' Association all passed resolutions in favour of equal pay.

Several questions on equal pay have been asked in Parliament during the year, as reported in the "Bulletin." They tend to reveal the inconsistency of the Treasury's attitude on the subject. The equal pay enjoyed by women medical officers is defended on the ground that it is in accordance with the practice *outside* the service, while the unequal pay of the women scientific officers, who, as an investigation conducted by the Institution of Professional Civil Servants has revealed, also enjoy equal pay in the outside world, is defended on the grounds that it is in accordance with the practice *inside* the Service.

Meanwhile several disturbing episodes have occurred. An Award of the Industrial Court made in October, 1936, for the Departmental Clerical Classes reduced the women's relativity at maximum from 85 to 75 per cent. of the men's scales by analogy with the relationship existing in the Treasury clerical class. Towards the end of 1936 the Inland Revenue Department introduced new salaries for its Third Class Valuers. The old and new scales are as follows:—

	<i>Men</i>	<i>Women</i>
<i>Old Scale.</i>	£277 15s. by £18 to £515 17s.	£277 15s. by £18 to £396 16s.
<i>New Scale.</i>	£337 by £18 to £575.	£337 by £12 to £397 by £18 to £456.

In the case of men, the scale has been increased by about £59 at all points, the annual increment of £18 remaining unchanged. The women have received the £59 increase at both minimum and maximum; but their increment, formerly the same as the men's throughout, has now been reduced from £18 to £12 at the first five incremental points, with the result that the salaries now begin to diverge after the first year, instead of remaining equal as was formerly the case.

These are not the first instances where revision of salary scales, while admittedly improving the women's scales, has not improved them in the same proportion as the men's, and has resulted in a less favourable relativity.

The Unequal Pay Committee set up by the Staff Side of the National Whitley Council, has held two joint meetings during the year. At the first of these, on 27th July, the Official Side proposed that in the common classes, such as the clerical and executive, the differentiation in salary at the maximum should be not more than 20 per cent., and that in cases where the maximum of the women's scale in any grade was lower than the maximum of the men's scale in the grade immediately below, it should be increased to that maximum. The cost of these improvements at the maximum was to be paid for by increased differentiation in the earlier stages of the scales. The Staff Side refused to consider this offer as a serious one. At the second meeting, on 28th January, the recent fixation of scales for women Third Class Valuers in which equality during the first seven years had been completely lost was discussed, the Official Side refusing to give any undertaking that the worsening of relationships between men's and women's scales which has been observed of late would be arrested. The meeting made no progress, and it was decided to continue the proceedings by way of informal discussion. One informal meeting has been held, but there is as yet nothing to report.

The National Staff Side's Equal Pay Committee has held several meetings and is laying plans for a new campaign.

Miss Ibberson has continued to be the Society of Civil Servants' representative on both these Committees.

Woman Civil Service Commissioner.

In reply to Mr. Fraser's letter of 10th March, 1936, on this subject, the Executive Committee in July approved the following letter for despatch to the Treasury:—

After further careful and prolonged consideration of the matter, my Council still feel, as stated in their original letter, that in present circumstances a distinction must be drawn between men and women's schools and colleges. In the one case the channel of information is well established; heads of men's colleges are in close touch with the Commissioners and with headmasters of schools, and likely candidates for the Administrative Class are no doubt

kept in view and advised throughout their educational career. There is no need, therefore, for any initiative to be taken by the Commissioners in the case of men. The system of early consultation and discussion has yet to be established in the case of women, and my Council are firmly of opinion that the appointment of a Woman Civil Service Commissioner is the most satisfactory way of establishing it and of securing the desired flow of candidates for administrative appointments. I am to suggest that the fact that the want of contact with the Commission has not operated to restrict the flow of candidates for other Civil Service examinations may be due to the relatively simple character of the regulations, which raise none of the questions of choice of subject, early specialisation, etc., on which candidates for the Administrative Class need expert advice of the kind indicated. The new regulations for the Administrative Class examination, while greatly simplifying the position, do not, in the opinion of the Council, obviate the necessity of skilled and early guidance in preparation for the examination, the competitive standard of which is likely to become increasingly high.

As regards women members of selection boards, my Council must reiterate their dissatisfaction with a system which frequently results in the selection board containing no woman civil servant. They are of opinion that much of the difficulty felt in admitting women to Civil Service posts involving travelling and "field work" of various kinds, is attributable to ignorance on the part of the responsible authorities of the work actually being done by professional women outside the Service; and that full justice to women candidates can only be done with the advice of a woman who is acquainted both with Service conditions, and women's professional work generally. It is noted that the male members of the Selection Board in 1935, with the exception of the Chairman, were not civil servants, but this exception seems to my Council to be of great importance, and they contend that a minimum representation of the Service should also be made in the case of women. They would also point out the desirability of appointing a woman member of the Board, not only when there are women candidates, but whenever the posts dealt with are open to both sexes.

It is noted with satisfaction that appointments as Civil Service Commissioners are not limited to men, but it cannot be agreed that the possibility that a woman may be appointed is sufficient to meet the difficulties to which reference has been made. The employment of women in the Civil Service is still in a transitional stage, and is bound to remain so while exclusions such as those from the Diplomatic and Consular Services persist. My Council cannot consider that the appointment of a Woman Civil Service Commissioner would itself be contrary to a policy of aggregation, as at the present time they regard the employment of women in key positions as essential to the application of the principle of the "fair field." My Council do not view with any favour the creation of a special post for a woman without administrative responsibilities, but are of opinion that the

special work arising out of women's recruitment during the transition period would be sufficient to occupy an additional Commissioner until such time as a vacancy on the Commission made it possible to absorb her into the regular staff.

I am to add that it has been the personal experience of members of my Council in responsible positions, that women students who are thinking of entering for the higher examinations in the Service, do desire to have the advice of an experienced woman, and they have reason to believe that the women's schools and colleges would welcome the appointment of a Woman Civil Service Commissioner.

Sir James Rae replied that the question had already been closely examined, and that after a careful review of all the considerations, he had to state that nothing could usefully be added to the earlier reply of the Treasury.

This letter was referred to the Sub-Committee, who decided to send a brief letter expressing the Council's disappointment, and stating that they could not regard the Treasury's reply as disposing of the question.

Marriage Bar.

So far as the marriage bar is concerned, the recommendations of Committee "F" appear to have been imperfectly grasped or narrowly interpreted by the great majority of Departments. The Executive Committee have been forced to the conclusion that a hard struggle will be necessary before a satisfactory position is reached, especially in the case of the younger women. Meanwhile it is clear that a close watch must be kept on the fate of applications for retention on marriage, and the Executive would be very glad if members would inform them of all such cases.

In February of this year, the Home Office announced two vacancies, one for a woman medical officer, and the other for a woman inspector in the Children's Branch. In both cases the announcement stated that candidates must be either unmarried or widows, and that successful candidates must resign on marriage. A letter was sent to the Home Office setting forth the Council's opinion that responsible posts in the Children's Branch of the Home Office such as the ones advertised, were indubitably among those envisaged in the Reports of the Tomlin Commission and of Committee "F," and that the announcement of vacancies should be drawn up in such a manner as to permit of application by married women. Moreover, no general bar should be placed on the retention of successful candidates after

marriage. The letter concluded by asking that future announcements should omit any reference to the marital status of applicants and urged, with regard to the position of women marrying after appointment, the adoption of a modified formula already used by certain other departments of State. An unsatisfactory reply was received, and correspondence is still proceeding.

A letter was sent to the Government Chemist protesting against the marriage bar clause in the regulations for the appointment of Government chemists. A reply was received to the effect that the matter was to be discussed at a meeting of the Departmental Whitley Council in September, and that a further communication would be sent to the Council after the meeting. A letter from the Council asking for the result of the discussion at the September meeting remains as yet unanswered.

In the case of the Junior Assistants in the Science Museum Library, mentioned in last year's Annual Report, a further letter of protest against the terms used in the announcement of posts was sent to the Board of Education. A reply was received stating that, while Junior Assistants are normally required to possess an Honours degree and their duties require a good education, it is not the case that the higher posts at the Museum are, or are ever likely to be, normally recruited from the ranks of the Junior Assistants, the normal method of recruitment being from outside the Service. The letter concludes by saying that the considerations submitted by the Council were before the Departmental Whitley Council when the decision was made requiring retirement on marriage, and that the writer cannot see his way to suggest that the decision should now be modified.

The action of the Council in sending a deputation to the Ministry of Labour to discuss the case of the Third Class Officer who was refused retention on marriage, was fully reported in the June and September issues of the "Bulletin." The Ministry's attitude towards the application of this officer, who had very good claims to retention, and whose application was strongly supported by her own branch, convinced the Executive of the necessity of fighting every likely case.

On 3rd March, 1937, Mr. Astor asked the Financial Secretary to the Treasury how many civil servants had applied to be retained after marriage, since the passing of the Order in Council of 12th

June, 1934, and the number, ages and Departments of those whose applications had been granted and refused.

Lieutenant-Colonel Colville replied :—

Nine established women civil servants (including in the case of scientific staff persons under the Federation Superannuation Scheme for Universities) have made formal application for retention on marriage since the passing of the Order in Council of 12th June, 1934. Of these applications, four have been granted and five refused. The women whose applications were granted were serving in the Department of Scientific and Industrial Research (two cases) and in the Board of Education and National Savings Committee respectively. Their ages were in three cases between 40 and 45 and in one case 28. The women whose applications were refused were serving in the Inland Revenue (two cases) and in the Ministry of Health, Ministry of Labour and Patent Office respectively. Their ages in four cases were between 25 and 28 and in one case about 40.

This reply clearly demonstrates the tendency to refuse the application of younger women. As cases of refusals known to the Council are not included, it may be inferred that Departments have in some cases contravened the agreed procedure by refusing applications without reference to the Treasury. Members are asked to bear this point in mind, and ensure that the correct procedure is observed.

In view of the close analogy existing between the work of central and local government, it is of great interest to note that the L.C.C. has recently abolished the marriage bar in the case of women doctors, teachers and other technical, professional and senior staff. The conditions of senior women civil servants begin to lag more and more seriously behind those of the higher staff of this great authority.

This has been a bad year so far as service overseas is concerned. The belated report of the Schuster Committee on the admission of women to the Diplomatic and Consular Services entailed (for no reasons which we can follow) an almost equally delayed refusal by the Colonial and Dominions Offices to accept the representations made to them by Committee "F," and a decision to announce the formal exclusion of women from these

Departments in the regulations governing the Administrative Class examination. Recently a large number of women's organisations, including the London and National Society for Women's Service and the British Federation of University Women, have written to the Colonial and Dominions Officers asking that this decision should be reconsidered. The London and National Society for Women's Service has received a reply from Mr. Ormsby Gore stating that owing to the liability of the personnel concerned to undertake "tours of duty" overseas, the decision could not be reversed. Mr. Ormsby Gore indicated that this decision is not irrevocable, but there is no great consolation in this, in view of the transitory position of Ministers. The matter will be further pursued.

Meanwhile, the only grade liable for overseas service to which women were admissible, that of Intelligence Officer in the Department of Overseas Trade, has been abolished. Of the women serving in it, Miss Wood has retired, three others are among officers declared redundant, while Miss Lenfestey, the only one to have entered the Administrative Class by examination, has been made an assistant principal in the Air Raid's Precautions Branch of the Home Office. It is evident that a marked hardening has taken place on this subject, and that a great deal of work remains to be done.

The Progress of Aggregation.

Ministry of Labour.—The review of reservations enjoined in the Report of Committee "F" has taken place in the Ministry of Labour, and the Official Side of the Departmental Whitley Council put forward proposals to take the place of the Segregation and Aggregation Agreement of 1921. A section headed "ordinarily men's work" included managers of mixed and men's Employment Exchanges and officers in charge of Employment Offices. In the earlier agreement these posts had been labelled "more appropriately men's work." The new proposal appeared extremely reactionary at first to the women in the Ministry of Labour, who considered that these posts, which had already been successfully held by women, should undoubtedly be labelled as common posts. This point of view was not, however, shared by certain sections of the Staff Side, where opinion was

divided. It appeared that the Official Side were willing to give as liberal an interpretation to the words "more appropriately men's work" as would secure general consent, and after negotiations in which conflicting views were harmonised, the proposals were accepted. The agreement was signed on 12th January, with qualifications which remove most of the objections to it. The Official Side: (1) agreed to interpret the column headed "ordinarily men's work" generously to women; (2) agreed to review the position jointly with the Staff Side in two year's time; (3) announced their continued adherence to the policy outlined in their letter to the Staff Side of 10th October, 1931, of utilising the services of women throughout the Ministry, on the full range of duties appropriate to their grade.

Ministry of Health.—The recommendations of the sub-committee on questions left for Departmental exploration by Committee "F" were accepted by the Departmental Whitley Council of the Ministry of Health as an agreed report on 13th February, 1937. It is understood that they now represent the policy of the Ministry. They include: (1) complete aggregation of staff in classes and grades in which recruitment is open to both sexes; (2) no reservations of posts to men or to women (apart from the reservation of Nurse Inspector posts to women); (3) a specific reference to the possibility of the retention of women on marriage in the detailed regulations in the case of the Administrative group and also the consideration of this in regulations governing admission to certain Departmental classes; (4) the inclusion in the memoranda of conditions as to appointments for which professional or technical qualifications are required of information that married women offering special qualifications or experience would be considered. An agreed memorandum on the principles to be applied as to promotion as between men and women in the various grades was accepted with the report.

It is understood that the Department reserves the right to say from time to time that a post should on some given occasion be filled by a man or by a woman, although this is not laid down in the Report. A new post of Divisional Inspector on the outdoor staff of the Insurance Department has just been reserved for a woman.

Administrative Class Examination, A Notable Year.

No one who recalls the Council's labours to spread the knowledge of this examination among women's colleges, and to secure a reasonable number of entrants can have failed to rejoice over the current year's results. We have always pointed out that the minimum age of 22 operated very hardly against women, few of whom would, in case of graduation at the age of 21, afford to spend the extra year at the University, or at the "crammer's." In 1936 the age limit was lowered to 21, and as a result of this and of the growing "civil service consciousness" of the women's educational world, fostered jointly by the Director of Women Establishments, the Council and the Women's Employment Federation, seventeen candidates presented themselves, of whom no less than six have now been offered vacancies. They have been allocated to the Home Office, Board of Education (2), Ministries of Labour and Agriculture and the Board of Inland Revenue. This most encouraging result finally disposes, we hope, of any suggestion that women and men cannot face the test with equal chances of success, provided that the conditions are not such as to penalise either sex. We sincerely hope that the important changes made in the 1937 syllabus, both in the marking and composition of optional subjects, will produce a good field of women candidates, not only from Oxford and Cambridge, but also from the younger Universities, which begin to make an increasing contribution to the number of successful candidates.

The National Staff Side's Statistics and Research Bureau.

The Bureau, to which the Council continues to subscribe, has held five meetings and has continued to study the movement of wages and to collect information bearing on Civil Service salaries. It is engaged at the present time in studying the cost of living of the middle classes, a much needed piece of work.

The Council's seat has been occupied by the Chairman.

Co-operation with Other Bodies.

During the year the Joint Committee on Women in the Civil Service held one meeting, which was mainly devoted to consideration of future steps in the Equal Pay Campaign. The

Council's representatives on this Committee are the Chairman, the Hon. Secretary and Miss Smyth.

The Council, through the Chairman and Miss Smyth, also took part in the work of the Joint Committee on Recruitment for the Civil Service, a sub-committee of the Women's Employment Federation, of which the Council is a constituent member. The Joint Committee was engaged in preparing a series of leaflets for distribution to headmistresses and heads of women's colleges on conditions of entry to all grades of the Civil Service. These leaflets have now been published and distributed to all schools and colleges, a formidable undertaking towards the cost of which the Council has made a contribution of two guineas. Two copies of the leaflets, which are excellent, are being sent to each regional secretary.

The Chairman is enabled to put the Council's views before the Equal and Unequal Pay Committees of the Staff Side of the National Whitley Council, on which she is one of the Society of Civil Servants' representatives.



PROCEEDINGS OF SUB-COMMITTEES.

Finance Sub-Committee.—We are pleased to be able to report that just over 88 per cent. of the subscriptions due for 1936 were paid by the end of the year.

The balance in hand at 31st December, 1936 (*i.e.*, the net cash balance plus the deposit with the Post Office Savings Bank) showed a slight increase over that at the end of 1935, and the Executive Committee has approved an addition of £20 to the Deposit account.

The number of Bankers' Orders now in use is 117. Members who have not completed order forms are again urged to consider doing so. In the aggregate the resultant saving of time and expense would be very considerable.

Recruitment Sub-Committee.—A meeting of this Committee was held for the purposes of revising the leaflet to be used for recruiting purposes. This will shortly be ready for issue.

Journalistic Sub-Committee.—The Journalistic Sub-Committee has met four times during 1936-1937 to decide on the contents and form of the Council's quarterly *Bulletin*. The material has been supplied for the most part by headquarters, but for two of the numbers the Committee was glad to receive articles of general interest by two members of the Executive.

Hospitality Sub-Committee.—During the year the Hospitality Sub-Committee organised two successful and well attended dinner parties. The first, which took place at the Forum Club on Saturday, 9th May, 1936, the same day as the Annual General Meeting, did honour to Miss Sanday, O.B.E., on the occasion of her retirement from the Service; to Miss Ford, for over two years the popular Chairman of the Council; and to Miss Forster, the Council's Hon. Secretary for a long period in its earlier days. A cheerful evening included the presentation of an electric clock to Miss Sanday, a gift from members of the Council to

mark their appreciation of her pioneer services to the cause of women in the Civil Service, in particular those she rendered in giving evidence before the Royal Commission.

At the second party the guests of honour were Mrs. Oliver Strachey and Miss Philippa Strachey. The work of these two great ladies on behalf of the feminist movement needs no description here. It was as a token of gratitude for the help they had given from the outside to the women in the Civil Service, that a large and enthusiastic company gathered at the Forum Club on the evening of January 23rd, 1937. A good dinner was enhanced by a number of excellent speeches, and the occasion was rendered the more memorable by the presence of the five successful women candidates in the recent Administrative Class Examination, a living testimony to the success of the work of the guests of the evening.



REPORTS OF REGIONAL SECRETARIES.

London and South-Eastern Region.

The London Regions held a meeting on March 10th in the Ministry of Health, when Miss Ibberson gave a most interesting account of the recent movements for equal pay and suggestions for future action were discussed.

Membership continues to be well maintained, and the Regions have been pleased to welcome new members from amongst those recently recruited to the Civil Service.

R. BASTABLE,
Regional Secretary,
London Region I.

W. M. IRVING,
Regional Secretary,
London Region II.

South-Western and Wales Region.

Two well-attended meetings have been held during the year. The meetings were at Cardiff and Wraxhall, near Bristol, by kind invitation of Miss Owen (Ministry of Labour) and Miss Tivy (Ministry of Labour).

At the Cardiff meeting (7th November, 1936) the principal topics discussed were the Marriage Bar, Equal Pay and optional retirement at fifty or fifty-five. The members were not in favour of special provisions for the retirement of women *qua* women, but approved of the general principle of optional retirement at the age mentioned. Reference was made at the meeting to the death of Miss Augusta Deane, O.B.E., who up to the time of her recent retirement had been an active member of the Region. Miss Hastings gave an interesting report of the Meetings of the Committee of Representatives which she had attended.

At the Wraxhall (Bristol) meeting, held on May 1st, 1937, the members took some time to settle down to business, and

seemed to appreciate a summer day in the garden. The meeting received with very great regret the news that Miss Hastings was shortly being transferred to London, and she was heartily thanked for her services as Regional Secretary. Miss Lenn's resignation was also received with regret; she too has been transferred to London. Miss Tivy (Ministry of Labour) resigned office as Chairman and was elected as Regional Secretary. Miss D. Dimsdale (Home Office, Factory Department) was appointed Chairman.

Miss Hastings gave an interesting and full account of the Annual General Meeting of the Council. Miss Tivy mentioned that she had recently arranged an informal meeting of the heads of the various Public and Secondary Schools in Bristol to hear a talk from the Divisional Controller of the Ministry of Labour on "Careers in the Civil Service." Considerable interest had been shown on the subject, and many points connected with the entry into the service had been explained.

It was agreed that at the next meeting of the Region, the Factories Bill should form an item of the agenda.

EVELYN L. TIVY,
Regional Secretary.

West Midlands Region.

Whilst the members of this group have only been called together twice during the past year, several have met on a number of occasions at the Three Counties Club and have had informal talks.

The Chairman (The Hon. Miriam Pease), entertained the members to tea at the above-mentioned club, prior to a well attended meeting of the group in the spring.

The autumn meeting took the form of a Dinner at the same rendezvous, followed by a visit to the Birmingham Repertory Theatre to see "The Apple Cart."

The Chairman has addressed a meeting of parents at the High School for Girls, Sutton Coldfield, on the subject of "Careers for Girls in the Civil Service."

E. E. A. WEBB,
Regional Secretary.

South Midlands and Eastern Region.

In May, 1936, a meeting was held in Leicester at which the resignation of Miss K. M. Thomas from the post of Secretary was accepted with regret. At this meeting Miss I. M. S. Keeley was unanimously elected Chairman and Miss C. M. Brunt appointed as Secretary.

Though the scattered nature of the area prevented a large attendance, those members present greatly appreciated a visit from Miss D. F. Tait on February 19th, 1937. Her clear and discerning account of the policy and recent activities of the Council was most welcome, as it brought members more closely in touch with the work which is being done in London.

C. M. BRUNT,
Regional Secretary.

North-West Region (Manchester).

At a meeting of the Committee held on the 3rd December, 1936, the Chairman reported with very great regret the resignation of Miss Limrick. This was accepted with a hearty vote of thanks to Miss Limrick for her services, and Miss Candy was appointed Regional Secretary.

A further business meeting was held on February 17th, and at both of these meetings considerable interest was displayed in the question of the marriage bar. There is some difference of opinion in the North-Western Region as to the desirability of the Council's expressed policy of following up each case of application for retention on marriage, and it has now been decided that the next business meeting shall be followed by a small informal dinner and a discussion. It is hoped that, as a result of this meeting, it will be possible for an article on the subject to be submitted for inclusion in the next issue of the "Bulletin."

A precedent which was established last year of visiting the Opera House to see Cochran's Revue was followed this year, and seventeen members very much enjoyed the performance, and afterwards went on to tea at the Midland Hotel. This social event formed the occasion for the introduction to the Council of eight new members, all of whom have been recruited since the New Year.

The region is very much impressed by the Memorandum on Equal Pay which has been prepared for Sir Warren Fisher, and at the last business meeting a resolution was passed expressing congratulations and appreciation of the strenuous labour which must have been expended by the Executive in formulating so comprehensive a document. It is felt that this factual indictment and the restraint of its presentation will do much to convince both men and women that the present system is entirely irrational and anomalous, and it is hoped that the pamphlet will be made available for wider distribution as soon as possible.

F. M. CANDY,
Regional Secretary.

Yorkshire and East Midlands Region.

In October, 1936, a dinner was held at Powolny's Restaurant, Leeds. We were privileged to have Miss Ibberson with us on that occasion, and those present enjoyed a very interesting address.

A group meeting was held 17th March, 1936, at which Miss L. J. Connel was appointed Chairman of the Group, that Office having become vacant on the marriage and retirement of Miss Stopford.

It has been decided to hold group meetings about three or four times a year, following the periodical "meetings" of the Committee of Representatives.

J. S. McGEORGE,
Regional Secretary.

Scottish Region.

During the year three meetings have been held, two in Edinburgh and the other in Glasgow. Although the Scottish Region is rather a scattered area, meetings are well attended, as members are enthusiastic and many of them travel considerable distances to attend the meetings.

In accepting office as Chairman for the 1936-7 year, Miss Spence Allan, Department of Health for Scotland, paid tribute to the excellent work done by Miss Andrew (Home Office) during her Chairmanship. Miss Andrew not only acted most efficiently, but was good enough to carry on the secretarial work in the tran-

sitional period when the Region was without a Secretary. She has again come to the assistance of the Region in similar circumstances when Miss King, the recently appointed Secretary, resigned office on obtaining a municipal appointment.

It is interesting to note in connection with the progress of aggregation that one of our former Secretaries, Miss Ramsay Ewan, holds the post of District Inspector in charge of the Counties of Caithness, Sutherland and Orkneys. She is the first woman to be appointed in charge of a District under the Scottish Education Department.

During the year the Region has continued the practice of having at each meeting one of its members to give a short talk on her work. Dr. Kate Fraser, the only Woman Commissioner of the Board of Control in Scotland, and Miss Christine O'Connor, H.M.I., Scottish Education Department, gave most interesting talks during 1936, while at the Glasgow meeting, Miss Annie Cameron, Ph.D., of the Historical Department of H.M. Register House, Edinburgh, gave a delightful account of her work in a Department of the Civil Service very unfamiliar to most of the members. At our last meeting, Miss A. J. Gray, M.A., gave a talk on her duties as Assistant District Officer of the Unemployment Assistance Board—the most recently created Department in the Civil Service. From Miss Gray's general survey of the organisation and staffing of the Department, the number of women staff in post appears relatively small, and the question of future recruitment is one of interest to members of the Council. An animated discussion followed, in which many of those present, including Miss M. M. Paterson, C.B.E., and Miss Ritson, C.B.E., took an active part. We are indebted to Miss Gray for her very interesting and thoughtful paper.

The Region is endeavouring to interest in the work of the Council officers eligible for membership, and seven new members have been added this year.

Miss Spence Allan has again been appointed Chairman of the Region.

A. T. MOYES,
Regional Secretary.

COUNCIL OF WOMEN
Statement of Receipts and Expenditure

RECEIPTS.

	£	s.	d.	£	s.	d.	£	s.	d.
To Balance brought forward 31st Dec., 1935				77	14	6½			
„ Subscriptions paid:—									
Arrears, 1932 (3).. ..	1	2	6						
„ 1933 (4).. ..	1	10	0						
„ 1934 (5).. ..	1	17	6						
„ 1935 (43).. ..	21	2	8						
				25	12	8			
Current Year, 1936 (429) ..	205	16	5						
Less returned		10	0						
				205	6	5			
In Advance, 1937 (15) ..		7	10	0					
				238	9	1			
„ Collection towards gift to Miss Sanday				10	0				
„ Donations				11	3				
„ Sale of Pamphlets				2	17	9			
„ Tea Money (Annual General Meeting)				2	9	0			
				£322	11	7½			

13th March. 1937.

(Signed) L. B. DAVIS, Hon. Treasurer.

CIVIL SERVANTS.

for year to 31st December, 1936.

EXPENDITURE.

	£	s.	d.	£	s.	d.
By Rent of Office (27, Marsham Street) ..				20	0	0
„ Typing and Neostyling		9	16	6		
„ Printing and Publications		46	5	3		
„ Stationery		20	3	1½		
„ Postage		25	3	3½		
„ Salary (Part-time Secretary)		52	9	5		
„ National Health and Unemployment Ins.				15	11	
„ Expenses of Annual General Meeting ..		5	0	0		
„ Delegates' Fares		32	10	2		
„ Subscriptions and Donations—						
Civil Service Statistical Research Bureau	10	0	0			
London & National Society for Women's						
Service	10	0	0			
Women's Employment Federation ..	2	2	0			
				22	2	0
„ Incidentals		5	2	8		
„ Gift to Miss Sanday (see contra) ..				10	0	
„ Balance at Bank, 31st December, 1936 ..	70	6	11			
„ Expenses for 1936 paid after 31st Dec.,				37	12	2
1936				32	14	9
„ Petty Cash owing 31st December, 1935,						
refunded to Treasurer		10	2½			
				32	4	6½
„ Petty Cash in hand, 31st December, 1936		8	9			
				32	13	3½
„ Deposit, Post Office Savings Bank ..				50	0	0
				£322	11	7½

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) I. G. CHAPMAN,
Incorporated Accountant.

Constitution and Rules

AS PASSED AT THE ANNUAL GENERAL MEETING, 1935,
WITH SUBSEQUENT AMENDMENTS.

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 branches of the Civil Service.
2. To provide an organisation by which their views may be ascertained and expressed, and joint action taken where it is deemed advisable.
3. To work for equality in regard to opportunity, status and pay as between men and women in the Civil Service.

IV.—COMMITTEE OF REPRESENTATIVES.

The work of the Council shall be conducted by a Committee of Representatives, who shall be responsible to the Council. This Committee shall consist of the Officers, Members of the Executive and Regional Secretaries, and of two Representatives from each Department having not less than twenty or more than 100 members. Departments with less than twenty members shall be entitled to one representative only, and Departments with over a hundred members to one additional representative in respect of each additional hundred or fraction of a hundred members. The representatives of each Department on the Committee shall be formally elected by the members in that Department from among their number after an Annual General Meeting, and they shall serve for three years,

and shall be eligible for re-election. The Executive shall nominate a member in each Department to arrange for the holding of these triennial elections. 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 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 a deputy, who shall be entitled to vote.

V.

A smaller Committee, to be known as the Executive Committee, shall be elected by the Committee of Representatives to carry on the ordinary work of the Council. 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 will meet ordinarily once a month.

The quorum shall be seven.

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

The Executive Committee shall have power to elect such standing Sub-Committees as they consider necessary for the work of the Council, and they shall also appoint the conveners of those Committees. Such conveners shall be ex-officio members of the Executive Committee, and shall count for purposes of a quorum, but shall not have voting power.

These Sub-Committees shall report to the Executive Committee and to the Committee of Representatives.

VI.

The officers 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. 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 Committee of Representa-

tives shall be presented. Written notice of proposals to be brought forward at the Annual General Meeting shall be sent to every Regional Secretary not less than two weeks before the meeting is held, for the consideration of the members of Regional Groups. A Special Meeting of the Council may be called at the written request of the Committee of Representatives or of fifty members of the Council. Fifty shall constitute the quorum for the Annual General Meeting and for any Special General Meeting of the Council, but this fifty shall not include proxy votes.

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

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 the Secretary or other member delegated to attend 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 amount of the annual subscription payable by each member of the Council shall be 10s., payable to the Treasurer on the 1st January each year.

In the case of Associate Members the subscription shall be 3s. 6d.

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

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

It shall be open to the Executive Committee after due notice has been given, to decide that membership has lapsed in the case of any member who has failed to pay a subscription for two consecutive years.

X.—AMENDMENT OF CONSTITUTION AND RULES.

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

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

Council of Women Civil Servants

LIST OF MEMBERS, May, 1937.

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., 62, Torrington Square, W.C.1.

MINISTRY OF AGRICULTURE.

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

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

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

Thursby-Pelham, D. E., Ministry of Agriculture, 10, Whitehall Place, 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. A11, Royal Aircraft Establishment, S. Farnborough, Hants.

BRITISH MUSEUM.

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

Gordon, I., British Museum (Natural History), 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., Caxton House West, Tothill Street, S.W.1.
 McFarlane, M., 23B, North Hill, Highgate, N.6.
 Redfern, H., Caxton House West, Tothill Street, S.W.1.

GENERAL BOARD OF CONTROL (SCOTLAND).

Fraser, K., M.D., 25, Palmerston Place, Edinburgh.
 Mill, Dr. Laura, 25, Palmerston Place, Edinburgh.

CIVIL SERVICE COMMISSION.

McDowell, Dr. C. M., 43, Montague Road, Richmond, Surrey.

BOARD OF EDUCATION.

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.
 Bardsley, K. J., Kenegie Hotel, Gulval, Penzance, Cornwall.
 Bastable, R. K., 9 Seymour House, Albion Road, S.W.8.
 Beevor, J. H., Kenilworth House, Windmill Road, Clapham Common, S.W.4.
 Biggs, W., The Coach House, Meanwood Side, Leeds, 6.
 Birch, E. M., 23 Amerland Road, West Hill, S.W.18.
 Bowen, G., Batley, Grassendale Park, Liverpool, 19.
 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., 186, Lichfield Court, Richmond, Surrey.
 Cornwell, L. E. F., M.B.E., Pensions Branch, B. of E., Chadwick Street, S.W.1.
 Cox, D. M., Craycombe Orchard, Pershore, Worcs.
 Davies, M., Ty Rhos, Radyr, Cardiff.
 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.
 Garside, Mrs., 42, York Street Chambers, Bryanston Square, W.1.
 Glasgow, M. C., 16, Grange Court, Headingley, Leeds.
 Goodfellow, S., Board of Education, Whitehall, S.W.1.
 Greaves, M. C. L., 23, Courtfield Gardens, S.W.5.
 Gudgeon, M. B. H., Pensions Branch, B. of E., Chadwick St., S.W.1.
 Hall, M. A., 2, East Avenue, Burnage Garden Village, Levenshulme, Manchester, 19.

Hammonds, D. M., B. of E., 15, Marlborough Buildings, Bath, Somerset.
 Heap, Mrs. D., Calthorpe Mansions, Five Ways, Birmingham.
 Horniblow, E. H., C.B.E., 7, Ruskin Mansions, Queen's Club Gardens, W.14.
 Lockhead, G., Grange Cottage, Otley Road, Leeds, 6.
 Moodie, A. M., 55, Berriedale Avenue, Hove, Sussex.
 Mullett, L. N. S., Pensions Branch, B. of E., Chadwick Street, S.W.1.
 Murray, J. H., 19, Gambier Terrace, Liverpool, 1.
 Oakden, E. C., Green Gates, Bridgnorth, Salop.
 Palmer, N. M., 21, Oxford Terrace, Edgware Road, W.2.
 Parkes, Mrs., Heaton Lodge, Upper Oakfield Park, Bath.
 Peel, N., 56, Holmefield Court, Belsize Grove, N.W.3.
 Perry, E. M., Harbury Fields, nr. Leamington, Warwick.
 Schooley, B. M., St. George's Court, Bourneville, Birmingham.
 Shuckburgh, D. F., Board of Education, Whitehall, S.W.1.
 Stedman, I. M., O.B.E., 68B, Park Road, Lenton, Nottingham.
 Stevens, I., O.B.E., Pensions Branch, B. of E., Chadwick Street, S.W.1.
 Summers, G. F., 22, Grange Court, Leeds, 6.
 Tann, F. M., 310, Osborne Mansions, Osborne Avenue, Newcastle-on-Tyne, 2.
 Thomas, K. M., 2, Creestone Mount, Lindum Road, Lincoln.
 Wakefield, W. M. L., 22, Grange Road, Woodthorpe, Nottingham.
 White, A., Cæcerrig, Pontardulais, Glam.
 Winsor, N. M., Moor Edge, Nun's Moor Road, Newcastle-on-Tyne, 4.

BOARD OF EDUCATION (VICTORIA AND ALBERT MUSEUM).

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

SCOTTISH EDUCATION DEPARTMENT.

Ewan, M. Ramsay, 15, Sinclair Terrace, Wick, Caithness.
 Frew, W. H., Scottish Education Department, 1, Castle Terrace, Edinburgh.
 Leitch, H. G., Room 101, Royal Technical College, Glasgow.
 O'Connor, Christine, G., 76, Fergus Drive, Kelvinside, Glasgow.
 Young, E. I., 32, Queen's Gate, Glasgow, W.2.

SCOTTISH EDUCATION DEPARTMENT (ROYAL MUSEUM).

Platt, M., Zoology Department, Royal Scottish Museum, Chambers Street, Edinburgh.

FOREIGN OFFICE.

Anderson, E., Foreign Office, Whitehall, S.W.1.
 Bigby, D. A., M.B.E., Foreign Office, Whitehall, S.W.1.
 Harris, N. M., Foreign Office, Whitehall, S.W.1.
 Lunn, H. C., Room 14, Foreign Office, Whitehall, S.W.1.
 Moncrieff-Anderson, M., Foreign Office, Whitehall, S.W.1.
 Moore, M. V., Foreign Office, Whitehall, S.W.1.

MINISTRY OF HEALTH.

Colles, E. G., M.B.E., M. of H., Whitehall, S.W.1.
 Gordon, Mrs., M. of H., Whitehall, S.W.1.
 O'Brien, J. F., M. of H., Whitehall, S.W.1.
 Sims, Dr. Carol, M. of H., Whitehall, S.W.1.

MINISTRY OF HEALTH (INSURANCE DEPARTMENT).

Agnew, Doris E., M. of H., 36, Park Row, Leeds.
 Bambridge, E., M. of H., Bromyard Avenue, Acton, W.3.
 Barker, E. M., M. of H., 36, Park Row, Leeds.
 Beaumont, A. F., M. of H., Insurance Department, Whitehall, S.W.1.
 Binnington, B., M. of H., Central House, Upper Woburn Place, W.C.1.
 Bird, W., M. of H., Bromyard Avenue, Acton.
 Black, A. B., 35, Bywater Street, S.W.3.
 Bonner, I. L., Government Buildings, Victoria Street, Liverpool.
 Brown, W. O., Government Buildings, Victoria Street, Liverpool.
 Buglass, J. D., 25, Holly Lodge Mansions, N.6.
 Carter, E. B., M. of H., New Telephone Buildings, St. Thomas Street, Sunderland.
 Campbell, C. A., M. of H., 35, Clipstone Street, W.1.
 Cates, E. C. M., 39, Compton Road, S.W.19.
 Churcher, A., 15, Brodrick Road, S.W.17.
 Clark, E., Guildhurst, Dorchester, Dorset.
 Clark, J. W., M. of H., 35, Clipstone Street, W.1.
 Cleary, B. A. D., M. of H., 40, Chancery Lane, W.C.2.
 Cohen, E. M., 76, Holly Lodge Mansions, Highgate, N.6.
 Cohen, E. W., 334, Holly Lodge Mansions, Highgate, N.6.
 Collins, B., 17, Glenthorne Avenue, Croydon.
 Dalrymple, M., M. of H., Bromyard Avenue, Acton, W.3.
 Drennan, H. M., Lauriston, Green Dene, East Horsley, Surrey.
 Dunbar, I., 3, Woodlands Road, Tyndalls Park, Bristol.
 Fishwick, G. F., M. of H., Imperial House, South Street, Finsbury, E.C.2.
 Franklin, D., M. of H., 68-70, Baker Street, W.1.
 Goss, D. A., 3, Woodlands Road, Tyndalls Park, Bristol.
 Green, M., M. of H., 54, St. Petersgate, Stockport.
 Guthrie, O. M., M. of H., 52, Broad Street, W.C.2.
 Haddock, G. L., 111, Elm Grove, Southsea, Portsmouth.
 Hardy, J. P., 47, Lord Street, Rochdale.
 Hartland, M. H., 28a, Regent Street, Nottingham.
 Heath, B. M., M. of H., 76, Newton Street, Manchester.
 Henshall, E., 11, South View, Waterloo, Liverpool, 22.
 Hughes, M. H., Government Buildings, Victoria Street, Liverpool.
 Hunter, V. E., M. of H., 76, Newton Street, Manchester.
 Hussey, A. M., M. of H., Bromyard Avenue, Acton, W.3.
 Jack, K. H. D., Britannia House, 7, Hall Ings, Bradford.
 Jamieson, E. A. U., 35, Bywater Street, S.W.3.

Jeffrey, J. B., Government Buildings, Victoria Street, Liverpool.
 Jennings, D. M., The Moorings, Deering Road, Reigate, Surrey.
 Jesse, M. D., The Corner Cottage, Bourne End, Bucks.
 Jones, P. L., Government Buildings, Victoria Street, Liverpool.
 Joseph, O. C., Government Buildings, Victoria Street, Liverpool.
 King, W. M., M. of H., 159, Great Charles Street, Birmingham.
 Leach, A. K., 53, Paulton's Square, S.W.3.
 Ledwich, A., Government Buildings, Victoria Street, Liverpool.
 Lehfelddt, S. E., 2, Montrose, 35, King's Road, Richmond, Surrey.
 Lenn, D., M. of H., 52, Broad Street, W.C.2.
 Limrick, M. F. R., M. of H., 54, St. Petersgate, Stockport.
 Littler, E., Union Bank Buildings, Chapel Street, Salford.
 Macklin, M. M., Government Buildings, Victoria Street, Liverpool.
 Marriage, R. M. E., M. of H., Dominion Buildings, South Place, E.C.2.
 Marshall, M. A., 103, Penworthan Road, Streatham, S.W.16.
 McCleverty, E. A., 11a, De Vere Cottages, De Vere Gardens, W.8.
 McGeorge, J. S., 8, The Headrow, Leeds.
 McKinlay, E. G., 34D, Lansdowne Crescent, W.11.
 Metherell, A. E., Government Buildings, Victoria Street, Liverpool.
 Miller, J. H., Government Buildings, Spring Bank, Hull.
 Odell, D. M., 3, Military Road, Chatham.
 Pankhurst, M. A., M. of H., 9, Pavilion Parade, Brighton.
 Payne, D. A., 263, Dobcroft Road, Ecclesall, Sheffield, 11.
 Penton, A. M. S., 78, Calborne Road, Balham, S.W.12.
 Polson, M., O.B.E., M. of H., Bromyard Avenue, Acton.
 Price, P. M., 3, Sansome Place, Worcester.
 Prout, H. T., 150, London Road, Leicester.
 Ross, A. S., M. of H., Central House, Upper Woburn Place, W.C.1.
 Ross, D. M., 3, Rivercourt Road, W.6.
 Ross, N., 38, Podsmead Road, Gloucester.
 Russell, M. W., 3, Castle Street, Canterbury, Kent.
 Savill, E. M., M. of H., Bromyard Avenue, Acton.
 Scott, A. M. L., M. of H., 54, St. Petersgate, Stockport.
 Scrimgour, A., 38, Elms Road, Clapham Common, S.W.4.
 Sharp, G. D., M. of H., 256a, New Cross Road, S.E.14.
 Shearer, O. M., 33, St. Michael's Park, Cotham, Bristol.
 Smith, G. R. A., 133a, Alexandra Road, St. John's Wood, N.W.8.
 Stanton, M., 12, Bruton Way, Ealing, W.13.
 Stark, D., M. of H., 52, Broad Street, W.C.2.
 Statham, E. M., 2, Westbrook Road, S.E.3.
 Steadman, B. H., M. of H., Insurance Department, Citygate House, 39, Finsbury Square, E.C.2.
 Upham, L. A., M. of H., 40, Chancery Lane, W.C.2.
 Wilson, H. H., Government Buildings, Victoria Street, Liverpool.
 Woodgate, E. G., O.B.E., M. of H., Whitehall, S.W.1.
 Woollam, M. F. A., 2, Fold Street, Bolton.
 Woolway, M. E., M. of H., 35, Clipstone Street, W.1.

DEPARTMENT OF HEALTH FOR SCOTLAND.

- Boyle, J., 19, Rose Street, Edinburgh.
 Buchanan, M. F., Department of Health for Scotland, Grassmarket, Edinburgh.
 Douglas, Dr. Charlotte, A., Department of Health for Scotland, 12, Shandwick Place, Edinburgh.
 Fraser, E. D., 38, John Finnie Street, Kilmarnock.
 Galbraith, H., M. B. E., 89, West Campbell Street, Glasgow, C.2.
 Halliday, A., Department of Health for Scotland, 89, West Campbell Street, Glasgow, C.2.
 Harper, J., Department of Health for Scotland, Grassmarket, Edinburgh.
 Lumsden, R. M., 19, Rose Street, Edinburgh, 2.
 Mackinnon, S. A., 38, John Finnie Street, Kilmarnock.
 Spence, Allan, D., 19, Rose Street, Edinburgh, 2.
 Warburton, M., Department of Health for Scotland, 89, West Campbell Street, Glasgow, C.2.

WELSH BOARD OF HEALTH.

- Evans, S., 31, Lon Isa, Rhiwbina, Cardiff.
 Warren, W., Audit Department, M. of H., Cardiff.

OFFICE OF HIGH COMMISSIONER FOR INDIA.

- Bose, C. H., India House, Aldwych, W.C.2.

HOME OFFICE.

- Davies, K. G., Home Office, Whitehall, S.W.1.
 Glyn-Jones, M., Home Office, Whitehall, S.W.1.
 Wall, J. I., 32, St. Thomas' Mansions, S.E.1.

HOME OFFICE (AIR RAID PRECAUTIONS DEPARTMENT).

- Lenfestey, A., Home Office, Air Raids Precautions Department, Horseferry House, Thorney Street, S.W.1.

HOME OFFICE (FACTORY DEPARTMENT).

- Anderson, M. C., H.M.I. Factories, 68/70 Baker Street, W.1.
 Andrew, K. R., H.M.I. Factories, 250, St. Vincent Street, Glasgow.
 Attenborough, E. M., H.M.I. Factories, Empire House, 159, Great Charles Street, Birmingham.
 Barr, R. A., H.M.I. Factories, 324, Grays Inn Road, W.C.1.
 Bettenson, A. S., H.M.I. Factories, 4, Lansdale Street, Stoke-on-Trent, Staffs.
 Bell, H.M.I. Factories, 1, Queen's Avenue, Bristol.
 Blackburn, E. K., 26, Lyndhurst Road, Hollins, Oldham, Lancs.
 Bostock, O. B., 6e, Bath Road, Reading.
 Bradley, E. M., H.M.I. Factories, 68/70, Baker Street, W.1.
 Brand, M., H.M.I. Factories, Prudential Buildings, St. Petersgate, Stockport, Cheshire.

- Chinn, V. E., H.M.I. Factories, Government Buildings, Newark Street, Leicester.
 Clark, D. M. O., 20, Melville Street, Edinburgh.
 Crosthwaite, A. A. A., 6, Queen's Road, Coventry.
 Crundwell, K., 41, Sidney Street, Cambridge.
 Currie, J. N. R., H.M.I. Factories, 68/70, Baker Street, W.1.
 Dennistoun, A. G., 2, Arcade Street, Wigan.
 Dimsdale, D., 1, Queen's Avenue, Bristol.
 Drummond, R., 128, Selby Park Road, Birmingham.
 Dunch, A. D. E., Room 38, Lion Chambers, John William Street, Huddersfield.
 Farmer, A. M., Craigmore, Primrose Hill, Cults, Aberdeenshire.
 Forrest, E. J., Beechcroft, St. David's Hill, Exeter.
 Forster, N. L., H.M.I. Factories, 250, St. Vincent Street, Glasgow, C.2.
 Fox, D. L., H.M.I. Factories, Mappin Buildings, Norfolk Street, Sheffield, 1.
 Goode, W. M., Home Office, Whitehall, S.W.1.
 Hastings, A. W., H.M.I. Factories, 68/70, Baker Street, W.1.
 Hopwood, J. B., H.M.I. Factories, 72, Bridge Street, Manchester, 3.
 Irving, W. M., H.M.I. Factories, 324, Grays Inn Road, W.C.1.
 Johnson, D., 17, Regent Street, Nottingham.
 Keely, I. M. S., 8, Stoneygate Road, Leicester.
 Lunn, I. M., H.M.I. Factories, 61a, The Broadway, Stratford, E.15.
 Macleod, E., Room 501, Salisbury House, London Wall, E.C.2.
 McWilliam, D., 15, Valley Road, Ipswich.
 Mitchell, G. M., H.M.I. Factories, 64, Wellington Chambers, Ayr.
 Moseley, H., H.M.I. Factories, 68/70, Baker Street, W.1.
 Parker, E. M., Clent View, Goldthorn Road, Wolverhampton.
 Pease, Hon. Miriam, H.M.I. Factories, 159, Great Charles Street, Birmingham.
 Potts, —, H.M.I. Factories, 1, Queen's Avenue, Bristol.
 Sanderson, E., 9, The Drive, Wimbledon, S.W.20.
 Scarlett, P. E., H.M.I. Factories, 159, Great Charles St., Birmingham.
 Schofield, E., H.M.I. Factories, Lever Chambers, Bradford Road, Bolton, Lancs.
 Smith, B. M., Room 501, Salisbury House, London Wall, E.C.2.
 Smith, M. M., H.M.I. Factories, 159, Great Charles Street, Birmingham.
 Stuart-Horner, Dr., Home Office Factory Department, Artillery House, S.W.1.
 Sugden, M. W., H.M.I. Factories, 70, Victoria Street, S.W.1.
 Taylor, F. I., Home Office, Whitehall, S.W.1.
 Usher, D. E. E., Dykeford, 217, Chesterton Road, Cambridge.
 Vickers, P. M., 16, Thorpe Road, Norwich.
 Wilkins, M. M., H.M.I. Factories, Citygate House, Finsbury Square, E.C.2.
 Wraith, I., H.M.I. Factories, 72, Bridge Street, Manchester.

HOME OFFICE (PRISON COMMISSION).

- Barker, Lilian, C.B.E., Home Office, Whitehall, S.W.1.
 Glover, Dr. Anne R., 1, Union Road, N.7.
 Size, M., H.M. Prison, Holloway, N.7.

BOARD OF INLAND REVENUE.

- Cotton, E. V., c/o H.M. Inspector of Taxes, Palace Chambers, White Rock, Hastings.
 Davis, L. B., M.B.E., H.M.I. Taxes, 2nd District, 36, St. Petersgate, Stockport.
 Durie, J., H.M.I. Taxes, Leeds, 7, 44-68, The Headrow, Leeds 1.
 Ellis, C. M., H.M.I. Taxes, Shepherd's Bush District, Broadway Chambers, W.6.
 Kelly, D. C., 47, Lynwood Grove, Orpington, Kent.
 Langwell, M., H.M.I. Taxes, Dumfries.
 Le Huquet, A. M., Room 39, Holborn Hall, Grays Inn Road, W.C. 1.
 Miller, V. A., 32a, Camberwell Grove, S.E.5.
 Robson, M. J., H.M.I. Taxes, Post Office Buildings, Abbey Street, Accrington, Lancs.
 Rogers, M., H.M.I. Taxes, Manchester, 1st District, Sunlight House, Quay Street, Manchester, 3.
 Walker, K., c/o H.M.I. Taxes, Gloucester 1, Midland Chambers, Station Road, Gloucester.

MINISTRY OF LABOUR.

- Airey, M., M. of L., Sunlight House, Quay Street, Manchester.
 Allen, A. F., Employment Exchange, Burslem, Stoke-on-Trent.
 Ashmore, E. M., M. of L., Queen Anne's Chambers, S.W.1.
 Atkinson, E. M., Employment Exchange, Walsall, Staffs.
 Baber, B. H., The Grange, Woodlands Road, Bristol.
 Balmain, M. of L., Sunlight House, Quay Street, Manchester.
 Barrett, M., Employment Exchange, Hull.
 Bartlett, D. V., M. of L., Room 544A, Salisbury House, London Wall, E.C.2.
 Beardsley, E. J., M.B.E., Sunlight House, Quay Street, Manchester.
 Berry, M. E., Central Employment Exchange, 103, Waterloo Street, Glasgow, C.2.
 Blades, E., Sunlight House, Quay Street, Manchester.
 Bowles, J. S., Ministry of Labour, Kew, Surrey.
 Brash, E., M. of L., Queen Anne's Chambers, S.W.1.
 Brown, H. D., M. of L., 44, Drumsheugh Gardens, Edinburgh.
 Brunton, A. E., M. of L., 59, Queen's Gardens, W.2.
 Byrne, F. E., Employment Exchange, Cheylesmore, Coventry.
 Campbell, J. M., Montague House, Whitehall, S.W.1.
 Candy, F. M., M. of L., Sunlight House, Quay Street, Manchester.
 Carter, G. J., 17a, Cleveland Road, W.13.
 Chambers, L. M., Employment Exchange, Corporation Street, Birmingham.
 Cocq, Mrs. V. E. D. R., M. of L., 59, Queen's Gardens, W.2.
 Connell, L. J., M. of L., 12, Great George Street, Leeds.
 Cooper, C., Sunlight House, Quay Street, Manchester.
 Court, M. E., M. of L., 281-9, Corporation Street, Birmingham.
 Cox, M. A., Quebec Chambers, Quebec Street, Leeds, 1.
 Craig, R. F., Carnalea, Elliot Avenue, Giffnock, Renfrewshire.

- Craven, G., The Grange, Woodland Road, Bristol.
 Creed, O. F., M. of L., Queen Anne's Chambers, S.W.1.
 Davey, G. E., O.B.E., Montagu House, Whitehall, S.W.1.
 Dawson, M., Employment Exchange, Trafford Road, Salford 5.
 Diver, M., Employment Exchange, 102, Portland Street, Manchester.
 Dunstone, M. D., M. of L., 59, Queens Gardens, London, W.2.
 Fisk, J. W., M. of L., Queen Anne's Chambers, S.W.1.
 Fleming, 48a, Seymour Grove, Old Trafford, Manchester.
 Fraser, E. S., M. of L., Salisbury House, Finsbury Square, E.C.2.
 Gill, K. M. F., 67, Alderney Street, S.W.1.
 Greenfield, E., Employment Exchange, Great George Street, Leeds, 1.
 Greenhalgh, N. F., M. of L., Greek Street Chambers, Leeds 1.
 Gridale, K. P., M. of L., Metropole Buildings, Northumberland Avenue, S.W.1.
 Gulland, Mrs., Montagu House, Whitehall, S.W.1.
 Hall, G. R. E., M. of L., Sunlight House, Quay Street, Manchester.
 Harrison, I., M. of L., Ruskin Avenue, Kew, Surrey.
 Heggie, B. D., Employment Exchange, Megan Street, Bridgeton, Glasgow.
 Jennings, A. M., Montagu House, Whitehall, S.W.1.
 Jones, A. G., M. of L., 191, Corporation Street, Birmingham.
 Jones, B. M., Employment Exchange, Newton Heath, Manchester.
 Law, G., Employment Exchange, Beacon Hill, Witton Rd., Birmingham.
 Luke, A. E., M. of L., Queen Anne's Chambers, S.W.1.
 McDonald, A. B., 44, Drumsheugh Gardens, Edinburgh, 3.
 McKenzie, G. G., Employment Exchange, Market Street, Aberdeen.
 Mackie, N. A., Employment Exchange, Megan Street, Bridgeton, Glasgow.
 Maclean, J. M. R., M. of L., Sunlight House, Quay Street, Manchester.
 Madeley, D. C. L., Montagu House, Whitehall, S.W.1.
 Marsh, A., 41, Cambridge Road, King's Heath, Birmingham.
 Matthews, M. E., 5, Cromer Terrace, Leeds 2.
 Mawson, E., M. of L., Quebec Chambers, Quebec Street, Leeds 1.
 Moyes, A. T., 44, Drumsheugh Gardens, Edinburgh.
 Murray-Harris, A. M., Ministry of Labour, Kew, Surrey.
 Nelson, B., Employment Exchange, Openshaw, Manchester.
 O'Neill, V., Employment Exchange, 1, Snow Hill, E.C.1.
 Outhwaite, A., M. of L., Queen Anne's Chambers, S.W.1.
 Owen, E. C., M.B.E., Garthmadog, 198, Lake Road East, Cardiff.
 Parker, Mrs. E. M., M. of L., Quebec Chambers, Quebec Street, Leeds 1.
 Peachey, M., Employment Exchange, Merton Road, Bootle.
 Pearman, M. E., Montagu House, Whitehall, S.W.1.
 Percival, N. G., M. of L., Dominions House, Cardiff.
 Pettitt, M. S., M. of L., Sunlight House, Quay Street, Manchester.
 Pigott, G. E. N., Stanhope, Fentham Road, Gravelly Hill N., Birmingham.
 Pillers, I., 34, Tyndall's Park Road, Bristol.
 Popert, K. A., M.B.E., Montagu House, Whitehall, S.W.1.
 Power, B. M., M. of L., Metropole Buildings, Northumberland Avenue, S.W.1.
 Reading, M. P., Employment Exchange, Great Marlborough Street, W.1.

Rees, G. A., Employment Exchange, Great Marlborough Street, W.1.
 Riddell, M. M. A., Ministry of Labour, Kew, Surrey.
 Riddelsdell, M., Montague House, Whitehall, S.W.1.
 Roberts, C., M. of L., Dominions House, Cardiff.
 Robertson, I., Employment Exchange, 102, Portland Street, Manchester.
 Rothbarth, A. M., 30, Quex Road, N.W.6.
 Schirges, M. S., M.B.E., 6, Richmond Terrace, Whitehall, S.W.1.
 Scott, W. W., M. of L., Quebec Chambers, Quebec Street, Leeds, 1.
 Shaw, M. E. H., Employment Exchange, 54, Dock Street, Dundee.
 Shine, L. C. F., Employment Exchange, Shepherds Bush, W.12.
 Skinner, A. L., Divisional Office, M. of L., 281-9, Corporation Street, Birmingham.
 Sloan, I. H., O.B.E., Montagu House, Whitehall, S.W.1.
 Smieton, M. G., M. of L., 6, Richmond Terrace, S.W.1.
 Smith, C. J. R., 44, Drumsheugh, Gardens, Edinburgh.
 Sower, F. W., Employment Exchange, Farnworth, Manchester.
 Spatchet, E. G., 60, North Park Avenue, Roundhay, Leeds, 8.
 Spooner, O., 11, Conyngham Road, Victoria Park, Manchester.
 Stabler, M., M. of L., High Bridge House, 21, High Bridge, Newcastle-on-Tyne 1.
 Stedman, P. M., Ministry of Labour, Kew, Surrey.
 Stone, F., Employment Exchange, Charles Street, Leicester.
 Straton, M. A., M. of L., High Bridge House, 21, High Bridge, Newcastle-on-Tyne 1.
 Tait, D. F., M. of L., Queen Anne's Chambers, S.W.1.
 Tall, C., 14, Burlington Road, Bristol 6.
 Tancock, W. E., M. of L., Queen Anne's Chambers, S.W.1.
 Thornhill, H. M., M. of L., Quebec Chambers, Quebec Street, Leeds, 1.
 Tivy, E., Oaklands, West Hill, Wraxhall, Somerset.
 Tomlinson, E. M., M. of L., Queen Anne's Chambers, S.W.1.
 Tomson, D. M., Employment Exchange, Rochdale, Lancs.
 Troup, A. G., M. of L., Queen Anne's Chambers, S.W.1.
 Tully, I., Employment Exchange, Newcastle-on-Tyne.
 Vardon, V. S., M. of L., Quebec Chambers, Quebec Street, Leeds 1.
 Wadsworth, H. N., M. of L., 281, Corporation Street, Birmingham.
 Wales, J. A., Byways, Vine Lane, Hillingdon, Uxbridge, Middlesex.
 Walker, J. C., M. of L., 44, Drumsheugh Gardens, Edinburgh.
 Wallace, D. A., M. of L., 44, Drumsheugh Gardens, Edinburgh.
 Wallace, H. J., 44, Drumsheugh Gardens, Edinburgh 3.
 Walls, K. M., M. of L., 59, Queen's Gardens, W.2.
 Webb, E. E. A., M. of L., 281-9, Corporation Street, Birmingham.
 White, J., Employment Exchange, New Bridge Street, Newcastle-on-Tyne.
 Whitehead, L., 17, Springfield Mount, Leeds.
 Williams, C. E., M. of L., 59, Queen's Gardens, W.2.
 Williams, H., M. of L., 281-9, Corporation Street, Birmingham.
 Williams, J., Employment Exchange, Merton Road, Bootle, Liverpool.
 Williams, M. A., 24, Cholmely Park, N.6.
 Wylie, M. M., M. of L., 44, Drumsheugh Gardens, Edinburgh.

LAND REGISTRY.

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

NATIONAL LIBRARY OF SCOTLAND.

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

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.

Deane, D., 1, Great Minster Street, Winchester.
 Geer, A. E., Sanctuary Buildings, Great Smith Street, S.W.1.
 Looker, E. G. D., 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.

Browne, M. F., O.B.E., Restharrow, Abbots Langley, Herts.
 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.
 Hitchcock, M. F. T., Pensions Issue Office, Acton, W. 3.
 Hyslop, E. T., 80, Sutton Court, W.4.

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., Holloway, N.7.
 Argent, R. B., S.B.D., Blythe Road, W.14.
 Arnold, I. J., M.O.D., G.P.O., N.7.
 Bartholomew, M. A., A.G.D., General Post Office, E.C.1.

Bell, A. S., M.O.D., G.P.O., N.7.
 Bexfield, F. E., M.O.D., G.P.O., N.7.
 Blackburn, B., A.G.D., G.P.O., 80-8 Leonard Street, E.C.2.
 Blake, A. D., M.O.D., G.P.O., N.7.
 Bohli, M. A., S.B.D., G.P.O., Blythe Road, W.14.
 Brady, E., S.B.D., General Post Office, 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.
 Cohen, G., M.O.D., G.P.O., N.7.
 Comfort, G. C., M.O.D., General Post Office, Holloway, N.7.
 Cook, J., S.B.D., G.P.O., Blythe Road, W.14.
 Cranna, M. V., M.O.D., G.P.O., N.7.
 Curtis, M., Secretary's Office, G.P.O., E.C.1.
 Daniels, H. E., M.O.D., G.P.O., N.7.
 Drennan, M. G. A., A.G.D., General Post Office, Endell Street, W.C.2.
 Dunn L. E. G., O.B.E., S.B.D., G.P.O., Blythe Road, W.14.
 Fleming, M. G., M.O.D., G.P.O., N.7.
 Fraser, A., S.B.D., G.P.O., Blythe Road, W.14.
 Frost, E. M., S.B.D., G.P.O., Blythe Road, W.14.
 Gate, E. M., M.O.D., G.P.O., Manor Gardens, 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.
 deGruchy, A. D., M.B.E., S.B.D., G.P.O., Blythe Road, W.14.
 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.
 Hobbs, E. M., M.O.D., G.P.O., N.7.
 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.
 Jenkins, M. S., M.O.D., G.P.O., Manor Gardens, N.7.
 Jones, M. G., S.B.D., G.P.O., Blythe Road, W.14.
 Keith, A., A.G.D., General Post Office, King Edward Building, E.C.1.
 Lee, B. M., S.B.D., G.P.O., Blythe Road, W.14.
 Levy, A., A.G.D., G.P.O., Dudley House, Endell Street, W.C.2.
 Loudon, E. M., A.G.D., G.P.O., Dudley House, Endell Street, W.C.2.
 Love, M. J., M.O.D., G.P.O., Holloway, 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.
 Nicol, K. C., M.O.D., G.P.O., N.7.
 Nichols, H. M., M.O.D., General Post Office, Holloway, 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.
 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., Heathfield, Mountgrace Road, Potters Bar, Middlesex.

Sale, M. B., 3, St. John's Road, Putney, S.W.15.
 Saunders, E., L.T.S., Cornwall House, Waterloo Road, S.E.1.
 Spalding, A. J., M.O.D., G.P.O., N.7.
 Strangways, I. F. G., S.B.D., G.P.O., Blythe Road, W.14.
 Thomson, M. C., S.B.D., G.P.O., Blythe Road, W.14.
 Tiddy, E., S.B.D., General Post Office, Blythe Road, W.14.
 Tostevin, E. M., Secretary's Office, General Post Office, E.C.1.
 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., General Post Office, 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.

PUBLIC TRUSTEE OFFICE.

Ayres, G. H., Public Trustee Office, Kingsway, W.C.2.
 Chapman, I. G., Public Trustee Office, Kingsway, W.C.2.
 Russell, M. A., Public Trustee Office, Kingsway, W.C.2.

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.

Procter-Gregg, N., Ministry of Transport, 6, Whitehall Gardens, S.W.1.

H.M. REGISTER HOUSE, EDINBURGH.

Cameron, A. I., Ph.D., 25, Thorburn Road, Colinton, Midlothian.
 MacGregor, G. G., M.A., LL.B., Melford Hotel, 54, Melville Street, Edinburgh.

UNEMPLOYMENT ASSISTANCE BOARD.

Begg, J. B., Area Office, U.A.B., 24, Harland Street, Glasgow, W.4.
 Darlow, M., M.B.E., U.A.B., 9, Gore Street, Manchester 1.
 Dingle, E., Westminster Buildings, Theatre Square, Nottingham.
 Gardner, E. M., Arcade Chambers, Stafford Street, Hanley, Stoke-on-Trent.
 Glen, R. M., 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.
 Hayes, S. M. R., U.A.B., 194-202, Old Kent Road, S.E.1.
 Ibberson, D., U.A.B., Thames House, S.W.1.
 Inglis, J. M. B., U.A.B., 65, Renfield Street, Glasgow.
 Nanson, M. E., U.A.B., Thames House, S.W.1.
 Smith, E. L., U.A.B., 9, Gore Street, Manchester.
 Smyth, D., 4, Lansdowne Court, Lansdowne Crescent, W.11.
 Wallace, J. Hope, U.A.B., Thames House, S.W.1.
 Williams, M. C., U.A.B., 9, Gore Street, Manchester.

WAR OFFICE.

Clapham, D. P., War Office Research Department, Woolwich, S.E.18.
 Farrer, M. E., War Office Research Departmentk Woolwich, S.E.18.
 Fletcher, D. B., War Signals Experimental Station, Woolwich Common, S.E.19.
 Fletcher, M. R., War Office Research Department, Woolwich, S.E.18.

ASSOCIATE MEMBERS.

Ahrons, E. J. (late B. of E.), Women's United Services Club, 23, Courtfield Gardens, S.W.5.
 Ash, A. B. (late B. of E.), 102, Clifton Hill, Abbey Road, N.W.8.
 Baster, K. P. (late B. of E.), 25, St. Thomas' Mansions, S.E.1.
 Boulton, E. F. (late B. of E.), The Old Granary, Lords Well Lane, Crowborough, Sussex.
 Bowie, M. (late M. of L.), 82, St. George's Road, S.W.1.
 Bryce, Mrs., Graham (late H.O.), 10, Clothorne Road, Didsbury, Manchester.
 Callis, C. L. (late B. of E.), 15, Circus Road Mansions, St. John's Wood, N.W.8.
 Campbell, Dame Janet, D.B.E. (late M. of Health), Dene, Granville Road, Limpsfield, Surrey.
 Davies, S. E. (late B. of E.), 55, Lewisham Hill, S.E.13.
 Durham, F. H., C.B.E. (late M. of L.), Hawkern, Otterton, Budleigh Salterton, Devon.
 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.
 Greenall, R. H. (late B. of E.), The Bergman Osterberg Training College, Dartford Heath, Kent.
 Greig, Mrs. J. M. (late Patent Office), 14, Veronica Road, S.W.17.
 Ireland, E. L. (late G.P.O.), 3, Avonmore Mansions, W.14.
 Lea, M. K., M.B.E. (late M. of H.), 32, Abbey Road Mansions, N.W.8.
 Lewis, M. B., O.B.E. (late M. of L.), Palace Houses, Bayswater Road, W.2.

McCall, E. P., (late B. of E.), 90, Lyncroft Gardens, N.W.6.
 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.6.
 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 Monchoisy, 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.
 Slocock, E. J., O.B.E., (late H.O.), c/o Miss E. Slocock, 12A, Washington House, Basil Street, S.W.1.
 Squire, R., O.B.E., (late Home Office), 72, Carlton Hill, N.W.8.
 Thornton, J. (late M. of L.), 66, The Avenue, Moordown, Bournemouth.
 Thorpe, Mrs. J. L., (late I.Rev.), Doon, Cley Hall Drive, Spalding, Lincs.
 Wamsley, L. W., O.B.E. (late M. of H.), 25, Chenies Street Chambers, W.C.1.
 Wood, F. M., M.B.E., (late Dept. of Overseas Trade), 27, Addiscombe Grove, Croydon.
 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.



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.

