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**Pamphlet**

**Women Public Health Officers' Association**

(Registered as a Trade Union)

5, Victoria Street, London, S.W.1.

**OFFICERS AND EXECUTIVE  
COMMITTEE for 1941**

**ANNUAL REPORT**  
for 1940

**CONTENTS**

1. Officers and Executive Committee elected 22nd March, 1941.
2. Officers and Representatives of Centres and Groups, 1941.
3. Affiliated Organisations with names of representatives and representatives on other Committees.
4. Annual Report, 1st January to 31st December, 1940.
5. Financial Statements, 1st January to 31st December, 1940.
  - (a) Income and Expenditure Account.
  - (b) Balance Sheet.
  - (c) Income and Expenditure Account—Centres

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**Women Public Health Officers Association.**

(Registered as a Trade Union)

General Secretary: MISS H. M. GRAY.

**Officers and Executive Committee**

President:

THE LADY CYNTHIA COLVILLE, J.P.

Vice-Presidents:

MRS. CORBETT ASHBY.	MISS N. MARCH.
DR. MARJORIE BACK.	DR. IAN McCRACKEN.
DR. H. L. BARKER.	DR. META NEWTON
DR. HOWELL W. BARNES.	DR. ERIC PRITCHARD.
DR. DOYNE BELL.	COUNCILLOR MRS. PYM.
DR. RUBY BELL.	MISS E. RATHBONE, M.P.
MISS H. BIDELEUX.	THE MARCHIONESS OF READING
DR. MABEL BRODIE.	VISCOUNTESS RHONDDA, J.P.
DAME MAUD BURNETT.	THE MARQUIS OF SALISBURY,
DAME ELIZABETH CADBURY, M.A.	K.G.
COUNCILLOR MRS. A. CUMMING.	MISS M. SALMOND, F.R.C.S.,
COUNCILLOR MRS. DRAPPER, J.P.	F.R.C.O.G.
CAPTAIN G. ELLISTON, M.P.	DR. J. A. SCOTT.
DR. LETITIA FAIRFIELD, C.B.E.	DR. JESSIE SMITH.
DR. S. SEEKINGS FRIEL.	DR. E. H. R. SMITHARD.
DR. D. GEFFEN.	DR. M. SPROUL.
COUNCILLOR MISS GILLIATT.	DR. H. STANDRING.
DR. M. HAMILTON.	LADY STARMER.
THE VISCOUNTESS HARCOURT.	DR. H. STEVENSON.
DR. M. HOGARTH.	DR. A. G. G. THOMPSON.
DR. PRICE HUNT.	COUNCILLOR MRS. THURTLÉ.
DR. E. D. IRVINE.	MISS G. TUCKWELL, C.H., J.P.
SIR WILSON JAMESON.	DR. J. WALKER.
COUNCILLOR MRS. F. LASKI.	MISS E. WILKINS, B.A.
MISS M. LIDDIARD.	MISS K. WORRALL, J.P.
DR. R. MACKENZIE.	DR. C. WRIGHT.
DR. J. MACMILLAN.	

Chairman:

MISS F. B. GOODALL.

Vice-Chairman:

MRS. J. KENT PARSONS, M.B.E.

Honorary Treasurer:

MISS M. SCOTT.

Honorary Secretary:

MISS A. SAYLE, M.B.E., M.A., L.C.C.

Honorary Editor: MISS A. SAYLE.

Trustees: DR. S. SEEKINGS FRIEL and MRS. ENID EVE.

Auditor: E. WATTS & Co., Chartered Accountants,  
13/14, Dartmouth Street, London, S.W.1.



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**Executive Committee:**

Name.	Representative of
MISS C. ARTHUR	Hampshire Centre.
MISS O. C. BARBER	Devon and Cornwall Centre (Proxy).
MISS B. BATTYE	Yorkshire Centre.
MISS C. C. BLAKENEY	Bristol Centre.
MISS M. BLANCHARD	London Centre
MISS D. BRETT	Kent Centre.
MISS S. G. BRIGGS	London Centre.
MISS A. E. COLES	South West Yorkshire Centre (Proxy)
MISS W. CRESSWELL	East Midlands Centre (Proxy).
MISS A. M. CRISP	Bournemouth and Dorset Centre.
MISS O. F. DAVIES	Swansea and West Wales Centre
MISS M. DEAN	London Centre.
MISS A. DICK	Overseas Representative
MISS J. M. A. FINLAYSON	Kent Centre (Proxy)
MRS. B. M. GILBERT	London Centre.
MISS F. GRAY	Devon and Cornwall Centre.
MISS L. GRAY	Sussex Centre.
MISS K. GREEN	Bedfordshire and Northamptonshire Centre
MISS D. HAYWARD	Bristol Centre (Proxy)
MISS F. S. HIGLEY	Lincolnshire Centre.
MISS D. HODGSON	East Anglian Centre.
MISS F. HUGHES	Lancashire Centre (Proxy)
MISS C. JONES	Lancashire Centre.
MISS M. KENDALL	Swansea and West Wales Centre (Proxy)
MISS N. LAPHAM	Hon. Sec. Editorial Sub-Committee
MISS N. LENNON	Hampshire Centre (Proxy).
MISS F. LILLYWHITE	London Centre.
MISS E. MALLORY SMITH	London Centre.
MISS M. OLDFIELD	Cardiff and East Wales Centre (Proxy).
MISS W. ORFEUR	Yorkshire Centre (Proxy).
MISS M. C. OWEN	Oxfordshire, Berkshire and Buckinghamshire Centre.
MISS M. PALMER	East Midlands Centre.
MISS M. PLAYLE	Birmingham Centre (Proxy).
MISS N. POWIS	Birmingham Centre.
MISS F. E. RICHARDSON	Bournemouth and Dorset Centre (Proxy)
MISS E. ROBINSON	Northumberland and Durham Centre.
MISS G. M. SADDLER	Bedfordshire and Northamptonshire Centre (Proxy).
MISS E. SMITH	Northumberland and Durham Centre (Proxy).
MISS H. SMITH	Essex Centre.
MISS M. STENTON	South West Yorkshire Centre.
MISS E. C. THOMAS	Cardiff and East Wales Centre.
MRS. M. TUCKETT	Lincolnshire Centre (Proxy).
MISS W. H. E. WHITBREAD	East Anglian Centre (Proxy).
MISS W. YATES	Lancashire Centre.

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**CENTRES AND GROUPS.**

"A Centre shall comprise not less than 15 members working or living in the same area."

"In the event of the representative of the Centre being unable to be present, the Centre may appoint a proxy."

"A Group shall comprise: (a) members not belonging to a Centre, working or living in a given area. . (b) members engaged in a particular branch of Public Health Work."

**RULE XI.**

**CENTRE OFFICERS.**

**BEDFORDSHIRE AND NORTHAMPTONSHIRE CENTRE**

Chairman	MISS M. WHITEHOUSE
Honorary Secretary	MISS D. B. PREWETT.
Honorary Treasurer	MISS B. RODGERS.
Representative	MISS K. GREEN
Proxy	MISS G. M. SADDLER

**BIRMINGHAM AND WEST MIDLANDS CENTRE (Salop, Staffordshire, Warwickshire, Worcestershire).**

Chairman	MISS E. HILLMAN.
Honorary Secretary	MISS N. POWIS.
Asst. Hon. Secretary	MRS. S. WILLSHAW.
Honorary Treasurer	MISS A. LAWSON.
Asst. Hon. Treasurer	MISS E. ADAMS.
W.H.O. Secretary	MISS D. GODDARD.
Representative	MISS N. POWIS.
Proxy	MISS M. PLAYLE.

**BOURNEMOUTH AND DORSET CENTRE.**

Chairman	MISS F. E. RICHARDSON.
Honorary Secretary	MISS L. B. LEVER.
Honorary Treasurer	MISS M. R. TRUSCOTT.
Representative	MISS A. M. CRISP.
Proxy	MISS F. E. RICHARDSON.

**BRISTOL CENTRE (Bristol City, Somerset, Gloucestershire).**

Chairman	MISS C. C. BLAKENEY.
Vice-Chairman	MISS D. HOOPER.
Honorary Secretary	MISS W. GIBB.
Honorary Treasurer	MISS W. HUMBER.
W.H.O. Secretary	MISS M. TONKIN.
Representative	MISS C. C. BLAKENEY.
Proxy	MISS D. HAYWARD.

**CARDIFF AND EAST WALES CENTRE.**

Chairman	Vacancy.
Honorary Secretary	MISS E. C. THOMAS
Honorary Treasurer	MISS E. PARR.
Representative	MISS E. C. THOMAS.
Proxy	MISS M. OLDFIELD.

**DEVON AND CORNWALL CENTRE.**

Chairman	MISS M. COX.
Honorary Secretary	MISS K. M. PETHYBRIDGE.
Honorary Treasurer	MISS E. L. APPELYARD.
*Representative	MISS F. L. GRAY.
Proxy	MISS O. BARBER.



**EAST ANGLIAN CENTRE.**

Chairman	.....	MRS. E. SVORONOS.
Honorary Secretary	.....	MISS E. A. QUARE.
Honorary Treasurer	.....	MRS. B. CUTMORE.
Representative	.....	MISS D. HODGSON.
Proxy	.....	MISS W. H. WHITBREAD.

**EAST MIDLANDS CENTRE (Derbyshire, Nottinghamshire, Leicestershire).**

Chairman	.....	MISS B. V. COTTARD.
Vice-Chairman	.....	MISS O. BACKHOUSE.
Honorary Secretary	.....	MISS D. N. HARRISON.
Honorary Treasurer	.....	MISS A. LEACH.
Representative	.....	MISS M. PALMER.
Proxy	.....	MISS W. CRESSWELL.

**ESSEX CENTRE.**

Chairman	.....	MISS V. E. SMITH.
Vice-Chairman	.....	MISS V. CRUMP.
Honorary Secretary	.....	MISS H. SMITH.
Honorary Treasurer	.....	MISS A. DERRY.
Representative	.....	MISS H. SMITH.

**HAMPSHIRE CENTRE.**

Chairman	.....	MISS F. L. BACK.
Honorary Secretary	.....	MISS C. ARTHUR.
Honorary Treasurer	.....	MISS B. REYNOLDS.
Representative	.....	MISS C. ARTHUR.
Proxy	.....	MISS N. LENNON.

**KENT CENTRE.**

Chairman	.....	MISS D. BRETT.
Honorary Secretary	.....	MISS E. WRIGHT.
Honorary Treasurer	.....	MISS B. CARNEY.
Representative	.....	MISS D. BRETT.
Proxy	.....	MISS J. M. A. FINLAYSON.

**LANCASHIRE AND CHESHIRE CENTRE.**

Chairman	.....	MISS M. L. NICKSON.
Honorary Secretary	.....	MISS M. VAUGHAN.
Asst. Hon. Secretary	.....	MISS G. FOULKES.
Honorary Treasurer	.....	MISS E. MCGARVIE.
Representatives	.....	MISS C. M. JONES; MISS W. YATES.
Proxies	.....	MISS F. HUGHES; MISS E. V. THOMAS.

**LINCOLNSHIRE CENTRE.**

Chairman	.....	MISS F. S. HIGLEY.
Honorary Secretary	.....	MISS M. L. BIRKIN.
Honorary Treasurer	.....	MISS A. LINNELL.
Representative	.....	MISS F. S. HIGLEY.
Proxy	.....	MRS. M. TUCKETT.

**LONDON CENTRE.**

Chairman	.....	MISS F. E. LILLYWHITE.
Honorary Secretary	.....	MISS M. DEAN.
Honorary Treasurer	.....	MISS S. G. BRIGGS.
Representatives	.....	MISS F. LILLYWHITE; MISS M. DEAN; MISS S. G. BRIGGS; MISS M. BLANCHARD; MRS. B. M. GILBERT; MISS MALLORY SMITH.

**OXON, BERKS., AND BUCKS. CENTRE.**

Chairman	.....	MISS M. C. OWEN.
Honorary Secretary	.....	MISS K. TROBRIDGE.
Honorary Treasurer	.....	MISS K. PERRYER.
Representative	.....	MISS M. C. OWEN.

**NORTHUMBERLAND AND DURHAM CENTRE (Including Cumberland and Westmorland).**

Chairman	.....	MISS E. ROBINSON.
Vice-Chairman	.....	MISS A. FRAZER.
Honorary Secretary	.....	MISS S. H. FLEETHAM.
Asst. Hon. Secretary	.....	MISS G. WILKINSON.
Honorary Treasurer	.....	MISS V. LEDGER.
Representative	.....	MISS E. ROBINSON.
Proxy	.....	MISS E. SMITH.

**SOUTH WEST YORKSHIRE CENTRE.**

Chairman	.....	MISS M. G. BAKER.
Honorary Secretary	.....	MISS E. BANHAM.
Honorary Treasurer	.....	MISS F. ALLISON.
Representative	.....	MISS M. STENTON.
Proxy	.....	MISS A. E. COLES.

**SUSSEX CENTRE.**

Chairman	.....	MRS E. ALLEN.
Honorary Secretary	.....	MISS L. GRAY.
Honorary Treasurer	.....	MISS M. VEITCH.
Representative	.....	MISS L. GRAY.

**SWANSEA AND WEST WALES CENTRE.**

Chairman	.....	MISS M. T. MORGAN.
Vice-Chairman	.....	MISS SUTTON JONES.
Honorary Secretary	.....	MISS O. DAVIES.
Honorary Treasurer	.....	MISS M. G. JAMES.
W.H.O. Secretary	.....	MISS R. WALTERS.
Representative	.....	MISS O. DAVIES.
Proxy	.....	MISS M. KENDALL.

**YORKSHIRE CENTRE.**

Chairman	.....	MISS B. BATTYE.
Vice-Chairman	.....	MISS V. HONEYMAN.
Honorary Secretary	.....	MISS E. KEIGHLEY.
Honorary Treasurer	.....	MISS D. E. SMITH.
W.H.O. Secretary	.....	MISS M. DRUMMOND.
Representative	.....	MISS B. BATTYE.
Proxy	.....	MISS W. ORFEUR.

**OVERSEAS GROUP**

MISS AGNES DICK.



ORGANISATIONS TO WHICH THE ASSOCIATION IS  
AFFILIATED, WITH NAMES OF REPRESENTATIVES.

Society.	Representative.
British Federation of Social Workers	MISS F. B. GOODALL. MISS A. SAYLE.
Central Council for Health Education	MISS M. BLANCHARD.
Children's Nutrition Council	MISS A. SHAW.
Joint Consultative Committee of Institutions recognised by the Minister of Health for the training of Health Visitors, and of Organ- isations of Health Visitors	MISS F. B. GOODALL. MISS D. HAYWARD. MISS A. SAYLE. MISS M. SCOTT. MRS. E. KEMP. MISS M. VEITCH.
London and National Society for Women's Service (Joint Committee on Women Em- ployed by Municipal Authorities)	MISS A. SAYLE MISS H. M. GRAY.
National Association of Maternity and Child Welfare Centres:	
Clothing Sub-Committee	MISS E. BEATTIE.
Editorial Sub-Committee	MISS N. MARSHALL.
Mothercraft Sub-Committee	MISS M. MORRELL. MISS A. SAYLE.
National Baby Welfare Council and Executive Committee	MISS D. HAYWARD. MRS. J. KENT PARSONS, M.B.E.
National Council for the Unmarried Mother and her Child	MISS B. J. SCOTT.
National Council of Women:	
Committee on Broadcasting	MISS D. HAYWARD.
Housing Sectional Committee	MISS M. STEVENS.
International Sectional Committee	MISS M. STEVENS.
Public Health Sectional Committee	MISS M. STEVENS.
Standing Joint Committee of Industrial Women's Organisations	MRS. J. KENT PARSONS, M.B.E.
Trades Union Congress General Council:	
National Advisory Committee on Local Government	MISS M. BLANCHARD. MISS H. M. GRAY.
National Advisory Committee on Nursing	MISS D. HAYWARD. MISS H. M. GRAY.

OTHER ORGANISATIONS ON WHICH THE ASSOCIATION IS  
REPRESENTED.

League of Nations Union:	
Women's Advisory Council	MISS O. BARBER.
Ministry of Food: Consultative Council	MISS M. MORRELL.
Ministry of Labour Central Consultative Council of Voluntary Organisations:	
General Group	MISS A. SAYLE.
Health Group	MISS A. SAYLE. MRS. J. KENT PARSONS.
N.A.L.G.O. Standing Joint Committee	MISS C. DURANT. MISS M. MORRELL. MISS B. J. SCOTT.
Royal Society for the Prevention of Accidents:	
Home Safety Committee	MISS M. STEVENS.
Women's Group on Public Welfare (in association with the the National Council of Social Service)	MISS A. SAYLE.
Executive Committee	MISS A. SAYLE.
Hygiene Committee	MISS A. SAYLE.
"Under Fives" Committee	MISS A. SAYLE.
Women's Voluntary Services for Civil Defence: Advisory Council	MISS D. HAYWARD.

## Thirty-Sixth Annual Report

for the year 1st January—31st December, 1940.

### Membership, Centres and Groups.

On 31st December, 1940, the membership of the Association was 2,174, i.e., 1,969 members, 18 Associates and 187 Student Associates. This total is 60 less than it was on 31st December, 1939.

There are now nineteen Centres and one Group in England and Wales, in addition to the Overseas Group.

### Annual General Meeting and informal Lunch, 1940.

Both these functions took place in London on 2nd March, 1940. Councillor Mrs. Thurtle presided at the Annual Meeting.

### Executive Committee.

Three meetings have been held on Saturdays—13th January and 16th March in London and 15th June in the Council Chamber of the Sheffield Town Hall. The average attendance was 19.

### Finance, Staff and General Purposes Sub-Committee.

This sub-committee has transacted business normally remitted to the Executive Committee and to the Editorial, Conditions of Service, Co-operation and Propaganda Sub-Committees. It has met nine times: on six Saturday mornings, on one Saturday afternoon and on two Monday evenings. The second of these, held on the top floor of 7, Victoria Street on 26th August, was immediately followed by a prolonged air-raid warning, so that the committee members did not finally disperse until 3-45 a.m. I should like to place on record our gratitude to the office housekeeper and his wife for the hospitality of their basement flat on that occasion.

### Officers' Meetings.

The Association Officers met on the 9th April, 15th April and 25th May to deal with urgent and, sometimes, confidential business.

### Centre Officers' Conference.

The officers of all Centres were summoned to a Conference in Sheffield on 15th June. 12 Centre Officers and 4 other members attended, representing 10 centres.

### Open Meetings.

Only two open meetings have been held during the year. The first was in Sheffield on June 15th between the meeting of the Executive Committee and the Officers' Conference. The second meeting was in London on June 25th for School Nurses.

### Superintendent Health Visitors' Group.

Mrs. Kent Parsons is Chairman of the Group and Miss M. Morrell its Honorary Secretary. It met on January 13th and April 20th.



### Duties of Women Public Health Officers in War Time.

All through the year various aspects of this question have occupied the attention of the Executive Committee, of the Finance, Staff and General Purposes Sub-Committee and of the General Secretary.

On June 15th the Executive received with much satisfaction a letter from Dr. Daley, now Medical Officer of Health to the London County Council, reporting the Ministry of Health's decision not to require School Nurses to report for duty in hospitals in the event of air raids if they were already working elsewhere.

Some Health Visitors, who were, in the main, released from first Aid Posts in the early months of the year, were required to serve in them once again in a number of London Boroughs; others concerned themselves voluntarily with the well-being of mothers and young children in large air-raid shelters, while others again visited Rest Centres for the homeless in London. There they found an obvious need for better facilities for the feeding and care of babies and for the care of expectant mothers, and for advice on family problems, including billeting, which they were well able to give. Resulting from reports received after these entirely voluntary visits, the Association was able to secure immediate and direct collaboration between the Public Assistance Department of the London County Council and the Maternity and Child Welfare Departments of the City of Westminster and of certain Metropolitan Boroughs. Similar action was taken in Essex and Middlesex, Health Visitors co-operating actively with the staffs of the Rest Centres. Health Visitors visit the Rest Centres daily whenever they are occupied.

The policy of the Association on all these matters was finally formulated at the meeting of the Finance, Staff and General Purposes Sub-Committee on November 30th, 1940, and reads:

(i) That subject to the maintenance of adequate health services in the evacuation areas, the most urgent work for Health Visitors to perform is to continue their own duties in the reception areas.

(ii) That the same principle should apply to the health service as to the education service, i.e., that Health Visitors, School Nurses and Municipal Midwives be transferred from the evacuation to the reception areas, their normal salaries being maintained.

(iii) That while Health Visitors should co-operate in the work of the Rest Centres by giving advice and help in the care of mothers and young children and with regard to evacuation and billeting, it is not desirable for Health Visitors to be seconded for whole time work at these Centres.

(iv) That education on food matters should form part of the normal work of Health Visitors.

(v). That while Health Visitors would naturally be interested in securing the best possible air raid shelter conditions in their own areas, it is not practicable nor desirable to use Health Visitors for night duty in these shelters.

(vi). That Health Visitors should not be used for work at First Aid Posts, as minor casualties referred to these Posts can easily be treated by less well qualified people.

The Ministry of Health in more than one circular has called the attention of Local Authorities in Reception Areas to the need for placing their Health Services at the disposal of the population received from other districts. From the point of view of Health Visitors, both in Reception and Evacuation Areas and from that of the evacuee mothers, the policy of the Association in this matter is abundantly justified. Mothers who are accustomed to the advice and help of Health Visitors at home feel the lack of it when they find themselves in entirely new and unaccustomed surroundings. This lack is undoubtedly one of the factors which has contributed to the trek back to the Evacuation Areas, which we all deplore.

### Care of the Pre-School Child.

This matter has occupied as much time and attention as the duties and conditions of service of our own members.

The Association's policy in all these matters was approved by the Executive Committee on June 15th under four headings:

1. Provision for children 3—5 should be made in all evacuation schemes for school children, including
  - (a) the registration either at local schools or at local Maternity and Child Welfare Centres;
  - (b) the payment of billeting allowances for them.
2. In Reception Areas, the association, through County Councils, of County Medical Officers of Health, and particularly of County Superintendent Health Visitors and their staff of Health Visitors in
  - (a) billeting these children either singly or in groups, and
  - (b) in the organisation of Nursery Centres where these are required.
3. Establishment of Day Nurseries by and under the supervision of Local Authorities in all centres of population in which women are industrially employed.
4. The same legal protection for the "daily-minded" child as for the child living entirely apart from its parents or guardians.

### Relations with Government Departments.

The Association has had more numerous and closer contacts with Government Departments than ever before. The Ministry of Health, the Ministry of Labour and the Ministry of Food have been constantly reminded of our existence and of the policy set out in the foregoing paragraphs. Representatives of the Association



have been invited to serve on the Central Consultative Council of Voluntary Organisations appointed by the Minister of Labour, on the General and Health Groups appointed by this Council, on the Selection Board for Industrial Nurses set up by the Ministry of Labour and on the Advisory Council of the Ministry of Food.

One member of the Association, Miss M. Bryant, was appointed by the Ministry of Health as a Temporary Inspector. Three members of the Association, Miss H. Townsend, Miss C. Grant Glass and Miss Bowman, have been appointed by the Ministry of Labour as Welfare Officers to Local Labour Supply Committees.

#### Co-operation.

We have continued to co-operate with other organisations, of which the Trades Union Congress is the most directly helpful. As in previous years, its General Council arranged a deputation to the Minister of Health, this time to press for the establishment of "Burnham" Committees as recommended by the Inter-Departmental Committee on Nursing Services.

The Conference of Executives of all organisations affiliated to the Trades Union Congress held on May 25th and addressed by the Minister of Labour was a memorable experience for those of our own Executive who were able to attend.

#### "Woman Health Officer."

There is evidence that "Woman Health Officer" is widely read by our members—indeed members do not only read it but they largely write it.

Centres enjoying lectures of particular interest can share their good things by reporting these lectures fully. The report of the lecture on "Social Work for Refugees in France," given by Mrs. Crosthwaite at the Joint Meeting of the London Centre and the B.F.S.W. on May 20th, 1940, and of a lecture on "How to Teach," given by Dr. Bartlett to the same Centre on August 19th, illustrate what I mean.

#### Changes and Chances.

The many changes in the European situation which have taken place during the twelve months of 1940 have been reflected in the history of the Association and of its members. To those whose homes have been damaged or destroyed and whose place of work has been changed as a direct result of enemy action we offer our sympathy and admiration.

Miss Gray and the office staff moved from Littlehampton to London on June 27th, and until October 9th occupied our top floor offices at 7, Victoria Street. After October 9th they worked chiefly in two basement rooms at 11, Victoria Street, one of which suffered from blast in an air raid in November. Much more serious damage was done to Nos. 13 and 15, Victoria Street. We are happy to know that none of our own Staff suffered injury, and congratulate them on their coolness and courage.

#### What of the Future?

The record of 1940 shows that, in war as in peace, there is plenty for the Association to do: it serves both the interests of its own members and the interests of the country as a whole. There is still widespread ignorance among the educated and well-to-do of what women officers do in the Public Health Service, and of the demands which are made on them. It has even been suggested in some quarters that the money spent on our health and social services has been wasted because a proportion of town children are not perfectly clean. Both in their own professional interests, therefore, and in the wider national interest, it is up to each one of our members to retain her own standing in the Association and to increase its membership.

I realise that in these difficult days members have many and often exhausting calls upon their time and money. Nevertheless, they are giving their lives in the cause of Public Health. If they feel that the Public Health Service can legitimately demand the whole of their working lives, then an Association such as ours can surely claim the smaller sacrifice which its membership entails. To some, at least, membership of the Association does not mean sacrifice, but interest, comradeship and friendship.

AMY SAYLE, Hon. Secretary.

#### SUB-COMMITTEES

##### Appointed during 1940.

<i>Appointed under Rule X, par 4.</i>	<i>Others.</i>
Benevolent Fund,	Conditions of Service.
Editorial, Library and Publications.	Maternity Services and Municipal Midwives.
Finance, Staff and General Purposes.	Post-Certificate Courses.
Propaganda.	School Nurses.
	Standing Orders.
	Training.

Owing to extreme pressure on space, the detailed reports of the work of these sub-committees presented to the Annual Meeting on 22nd March, 1941, cannot be printed. The names give an indication of their respective functions.

To the chairmen and honorary secretaries and members of its sub-committees the Association is deeply indebted. All the major activities of the Association are planned and carried out by them, and their reports constitute the principal part of the business of the Executive Committee.

AMY SAYLE, Hon. Secretary.



**REPORT OF GENERAL SECRETARY.  
VIGILANCE WORK.**

Protest letters have been sent in 25 cases in which the minimum salary advertised was below £200 or in which the maximum was below £250. These advertisements were for Health Visitors.

Protest letters have been sent to 6 Local Authorities advertising School Nurses' posts below £200 and to 11 requiring midwives.

- (a) **SALARIES.** On account of war-time conditions, fewer requests have been received from members for action with regard to their salaries during 1940. Many local Authorities have adopted a Cost-of-Living bonus for the whole of their staffs, which has made some improvement in the salaries of Women Public Health Officers. The shortage of Health Visitors has also had an effect on salaries, quite a number of Local Authorities having increased their salary scales as a result of receiving few or no applications in response to their advertisements.

The following applications were made during the year:

- I Increase of scale from £200-£220 to £220-£290.
- I Increase of scale from £200-£220 to £220-£260, and £275-£320 for the Superintendent.
- I Increase from fixed salary of £175 to £200-£220.
- I School Nurses placed on scale of £202. 10s. od.-£236 instead of £180-£210.
- I Midwife transferred to higher grade with scale of £200-£250 in place of £170-£200.
- I Application for Grade C. of Lancashire and Cheshire Whitley Council Scale. No action.
- I Application for London District Whitley Scale. Pending.
- I Application for London District Whitley Scale. Full scale not given but scale increased from £200-£300 to £225-£340 and for Superintendents of Centres to £250-£390.
- I Deputation received in 1941—result not yet known.
- I Application to L.C.C. for removal of anomaly in applying new scale to School Nursing Sisters on permanent staff. Increase of £12. 10s. od. granted from April 1st, 1939.
- I Application for deputation to be received. Pending.

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The results have been more successful, increases having been obtained in seven out of eleven cases compared with four out of thirteen in 1939.

Special action was taken in the case of one Local Authority in the London area, 2 Student Associates nobly agreeing to withdraw their applications for vacancies at the Association's request, in view of the low salary scale.

- (b) **UNIFORM ALLOWANCES IN RELATION TO SUPERANNUATION.** Two Local Authorities have agreed to incorporate the

uniform allowance previously given to their Health Visitors in the salary scale, to enable this to be counted for superannuation purposes. Another has agreed to give the uniform in kind, in order that the value may be counted for superannuation purposes.

- (c) **APPOINTMENT OF UNQUALIFIED HEALTH VISITORS.** The Ministry of Health has been approached with regard to five Local Authorities who had appointed Health Visitors who were not fully qualified. One of these subsequently obtained her Health Visitor's certificate and her appointment was confirmed. In three cases the Local Authority has been informed by the Ministry that the appointments must be cancelled. The other case is still pending.
- (d) **HOLIDAYS.** One Local Authority which had only allowed all its staff to have one week's holiday in 1940 was approached at the request of members but refused to grant extra holidays.
- (e) **HEALTH VISITORS NO LONGER REQUIRED IN S.E. COAST TOWNS.** The Ministry of Health and the Ministry of Labour were approached about the position of Health Visitors whose services became redundant owing to the evacuation of large sections of the population. Fortunately the number affected was small and all of them were helped to find new appointments or were transferred temporarily by their own Local Authority to reception areas

**Whitley Council.**

A deputation from the Association was received by the Staff side of the South Wales Provincial Council on 11th July, 1940, at Cardiff. The Deputation urged that a uniform scale of salary should be recommended by the Whitley Council for Health Visitors, School Nurses and Municipal Midwives throughout South Wales, the suggested scale being £210-£310.

**APPOINTMENTS BRANCH.**

39 candidates have registered during the year, i.e. 17 less than the previous year. This is due to the smaller number of candidates who trained and qualified during 1940.

29 temporary vacancies, two of these for the duration of the war, and five permanent appointment vacancies were filled. This compares with 65 in 1939.

It was impossible to fill all the vacancies notified through lack of candidates.

**ROUTINE OFFICE WORK.**

Communications received numbered	.....	.....	.....	4,326
Communications sent out were:				
Typed Letters	.....	.....	.....	4,752
Duplicated Letters	.....	.....	.....	7,532
				12,284

HILDA M. GRAY.



## REPORTS OF CENTRES.

### Bedfordshire and Northants Centre.

The seventh Annual Meeting of the Centre was held in Northampton on January 4th. Only two meetings were held in 1940—one had to be postponed owing to the Government Evacuation Scheme. The membership of the Centre is now 39.

D. B. PREWETT, Honorary Secretary.

### Birmingham Centre.

This year it has been difficult to arrange meetings. On one or two occasions a quorum of the Birmingham members has met to consider requests from headquarters. Tower Hill Infant Welfare Centre and Aldridge Road Schools were visited.

Miss Baguley attended the Annual Meeting and the Executive Meeting at Sheffield as the Centre's representative.

Members have had many new jobs to tackle: helping at Rest Centres, visiting hostels for the homeless, taking mothers and children to their new billets, etc.

Our grateful thanks and best wishes to Miss Baguley, who is resigning her office of Secretary on being married. Miss Powis is taking her place. Our membership is now 111.

N. POWIS, Honorary Secretary.

### Bournemouth and Dorset Centre.

During 1940 only two Centre meetings were held, one at Parkstone in June and one at Bournemouth in November which was taken as the Centre Annual General Meeting. We are very sorry to report the death of Miss L. C. Collard-Smith, one of our members who had been working at Christchurch. Our membership is now 24.

L. B. LEVER, Honorary Secretary.

### Bristol Centre.

The year has been a difficult one but interest in the Association has never been stronger. There have been three General and two Committee Meetings.

Two young members attended the annual meeting and lunch in London, and the Centre was represented at the Executive Meeting in Sheffield.

An interesting talk on "Some Intimate Problems of Married Life" was given by Dr. Roberts.

Although our City has been badly wounded, we look to the W.P.H.O.A. to help plan our work for the future.

Our membership is now 47.

W. J. GIBB, Honorary Secretary.

### Cardiff and East Wales Centre.

During 1940, owing to war conditions, we have been unable to get sufficient members together to hold meetings. Our membership is now 48.

E. C. THOMAS, Honorary Secretary.

### Devon and Cornwall Centre.

Three Committee Meetings have been held during the year, in April, September and October, in addition to the Annual Meeting in January. Owing to the war we have been unable to arrange either a summer "outing" or an autumn open meeting.

In Plymouth one of our members is serving on the Council of Social Service, thus procuring greater co-operation with that organisation. Our membership is now 35.

K. M. PETHYBRIDGE, Honorary Secretary.

### East Anglian Centre.

It has been difficult to arrange meetings and no General Meeting has been held. Members at Norwich and Cambridge met in January, June and September. It is hoped to continue these small meetings and to send by post to country members a questionnaire on matters of importance. There are now 37 members.

E. A. QUARE, Honorary Secretary.

### East Midlands Centre.

During 1940 five General and two Committee Meetings were held, at Derby, Hucknall, Nottingham and Leicester.

Our visit to Nottingham was most interesting, and Dr. Harkness gave us a very instructive talk on "Trend of Events in Midwifery and Post Graduate Training."

I should like to thank Miss Gray and her staff for their invaluable help during the year.

Our membership is now 98.

M. CONLON, Honorary Secretary.

### Essex Centre.

There is very little of interest to report. We are hoping to hold one or two meetings this year but met only once in 1940, at Chelmsford in April. Our membership is 27.

H. SMITH, Honorary Secretary.

### Hampshire Centre.

Owing to war conditions only two meetings have been held during 1940, both at Winchester; one in June, when the speaker was the Deputy Regional Officer from the Ministry of Information, and the other in March, when it was decided to make further efforts to increase our membership, which is small considering the large area covered by this Centre.

Mrs. Brown has had to give up her work as Honorary Secretary owing to pressure of work, and Miss Arthur, of Aldershot, has been elected in her place. Our membership is now 26.

R. BROWN, Honorary Secretary.

### Kent Centre.

The Annual General Meeting was held at Snodland in January and a Special Meeting was called on April 6th to discuss "The Extended Teaching of Mothercraft and Hygiene to Senior School Girls." Our membership is now 57.

K. P. HART, Honorary Secretary.



**Lancashire and Cheshire Centre.**

Unfortunately only three meetings have been held. The Annual Meeting was in January, at the Murray Street Clinic, Salford. The meeting at Oldham Town Hall in August was very successful and included a talk on "The Milk Scheme," an inspection of a dairy and a demonstration at a First Aid Post. The members were addressed by Dr. Keddie, the Medical Officer of Health. Due to difficulties of travelling and bad weather, only seven members attended the meeting at Stretford in November. Our membership is now 230.

HELEN NICKSON, Honorary Secretary.

**Lincolnshire Centre.**

Our Annual General Meeting was held at Lincoln in April, when the Evacuee problem and Minded-out Child were discussed. No further meeting could be held till March, 1941. We now have 32 members.

M. L. BIRKIN, Honorary Secretary.

**London Centre.**

During 1940 London Centre was able to hold five Committee meetings and three Centre business meetings.

We have had four talks, which we much enjoyed: January 6th, "The Tour in America," by Miss Sayle; March 18th, "Billeting Problems," by Mrs. Laws; May 20th, "What I saw of Evacuation from the French War Zone," by Mrs. Crosthwaite; August 19th, "How to Teach Senior Elementary Schoolgirls," by Miss E. M. Bartlett, Ph.D.

The Honorary Treasurer had the arduous task of sending out over 200 subscription reminders, to which the response has been quite good. Our membership is now 874.

Our protegee, Elsbeth Mueller, has finished her first year of training as a nursery nurse and is very thankful that funds will permit her to continue for her second year.

M. DEAN, Honorary Secretary.

**Northumberland and Durham Centre.**

During the past year we have had as speakers Miss Neeve, Moral Welfare Worker; Dr. Walker, M.O.H., Northumberland; Miss Cooper Hodgson, Superintendent Health Visitor, County Durham, and Dr. Locke, Deputy School Medical Officer, Co. Durham.

Five of our members have been appointed to serve on committees of local Councils of Social Service; three more are ready to serve on Ministry of Labour Committees on Welfare Work outside factories, and one on a Regional Committee of the British Federation of Professional and Social Workers, which it is hoped will shortly be set up.

Our membership is now 180.

D. HOGG, Honorary Secretary.

**South-West Yorkshire Centre.**

Our Annual Meeting was postponed until May. Visits were paid to Ash House Hospital for Rheumatic Children, to an Open Air School and to the new Maternity Block of the City General Hospital.

Members were received by the Lord Mayor and Lady Mayoress of Sheffield at the Open Meeting in the Town Hall on June 15th.

A luncheon was held at which our visitors included the Lord Mayor and Lady Mayoress, Alderman Asbury, Dr. Potts, M.O.H., West Riding, Dr. Rennie, M.O.H., Sheffield, and Dr. Cohen, Senior Medical Officer, Sheffield.

Our membership is now 63.

E. BANHAM, Honorary Secretary.

**Sussex Centre.**

Until June, 1940, monthly Centre meetings were held regularly and speakers at these meetings have discussed such topics as Child Guidance, The W.P.H.O. Educational Tour, Unemployment Assistance, Probation Work, Social Service and Public Health Abroad.

One member has been invited to serve on the local committee of the Social Service Centre at Worthing and on the Executive Committee.

Our membership is now 30.

L. GRAY, Honorary Secretary.

**Swansea and West Wales Centre.**

Three meetings only were held last year, in February, March and June. It was decided to hold future meetings only once a quarter, owing to war conditions.

Several new members have joined the Centre during 1940. Our membership is now 48.

O. F. DAVIES, Honorary Secretary.

**Yorkshire Centre.**

During the year there have been two Committee Meetings and three General Meetings, and, although arrangements have several times been made for holding other meetings, these have had to be cancelled at the last moment owing to war conditions.

Visits were paid to the Shaftesbury House Flats in Leeds, the new Maternity Unit and other special departments of the Harrogate General Hospital, and the Shipley Clinic and Open Air School. Dr. Irvine gave an address on "The Health Visitor in Wartime."

Our membership is now 86.

A. WARDLE, Honorary Secretary.



THE WOMEN PUBLIC HEALTH OFFICERS' ASSOCIATION.

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st DECEMBER, 1940.

	s. d.	£ s. d.		£ s. d.	£ s. d.
To Salaries and Superannuation Contributions .. .. .		588 10 11	By Subscriptions—		
„ Office Expenses—			Bedford and Northants .. .. .	16 19 5	
Rent and Cleaning .. .. .	117 8 9		Birmingham .. .. .	20 15 10	
Lighting, Heating and Telephone ..	20 14 0		Bournemouth & Dorset .. .. .	13 8 0	
Printing, Stationery and Postage			Bristol .. .. .	18 12 10	
less receipts .. .. .	111 10 4		Devon and Cornwall .. .. .	12 18 9	
Sundry Expenses .. .. .	28 12 11		East Anglia .. .. .	11 10 9	
Repairs and Renewals and Evacuation Expenses .. .. .	20 4 6		East Midlands .. .. .	25 11 11	
		298 10 6	Essex .. .. .	13 9 1	
„ Affiliation Fees .. .. .		29 9 8	Hampshire .. .. .	5 15 3	
„ Delegates Expenses, Executive Committee Meetings and Conferences ..		34 8 8	Kent .. .. .	22 17 2	
„ Expenses of Deputations and Propaganda .. .. .		6 7 7	Lancashire .. .. .	62 12 2	
„ Conference .. .. .		—	Lincolnshire .. .. .	9 2 7	
„ Winter School Expenses 1939-40 ..		—	London .. .. .	427 19 9	
„ 1939 Tour Expenses (U.S.A.) paid in 1940 .. .. .		8 13 6	Northumberland and Durham ..	73 3 0	
„ Exhibition .. .. .		—	Oxon., Berks and Bucks. .. .. .	2 16 6	
„ Woman Health Officer less Advertisements .. .. .		34 18 5	Cardiff and East Wales .. .. .	13 7 8	
„ Annual Dinner .. .. .		—	Swansea and West Wales .. .. .	18 0 3	
„ Income Tax .. .. .		5 18 11	Sussex .. .. .	8 0 8	
„ Amount written off Furniture ..		—	Yorkshire .. .. .	33 4 1	
„ Tuberculosis Course .. .. .		—	S.W. Yorkshire .. .. .	31 19 4	
„ Week-end Course—Expenses less Donations .. .. .		5 14 10	Provincial .. .. .	8 6 3	
„ Diaries .. .. .		13 18 8	Vice-Presidents .. .. .	47 5 0	
„ Balance carried to Balance Sheet ..		—			897 16 3
		<u>£1,026 11 8</u>	„ Donations .. .. .		24 15 6
			„ Winter School 1939-40 .. .. .		—
			„ Tour (U.S.A.) .. .. .		—
			„ Appointments Branch less Expenses ..		5 6 9
			„ Badges, Diaries and Tutors' Notes ..		11 5 0
			„ Commission (Insurance and Shopping scheme) .. .. .		13 3 0
			„ Bank Interest .. .. .		4 16 9
			„ Tuberculosis Course .. .. .		—
			„ Exhibition Refund .. .. .		9 12 6
			„ Balance carried to Balance Sheet ..		59 15 11
					<u>£1,026 11 8</u>

18

THE WOMEN PUBLIC HEALTH OFFICERS' ASSOCIATION.

BRANCHES.

SUMMARY RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31st DECEMBER, 1940.

	£ s. d.	£ s. d.		£ s. d.	£ s. d.
To Cash at 1st January, 1940:			By Proportion of Subscriptions remitted		
Cash at Bank on Deposit and Current Accounts .. .. .	215 15 9		to Head Office .. .. .	720 6 4	
Petty Cash and Cash Unbanked ..	16 13 8		„ Donations to Head Office .. .. .	18 9 0	
		232 9 5	„ Pooling Scheme .. .. .	28 19 0	
„ Subscriptions .. .. .		1000 7 5	„ Benevolent Fund .. .. .	5 3 2	
„ Benevolent Fund .. .. .		4 4 0	„ Development Fund .. .. .	2 8 0	
„ Development Fund .. .. .		3 1 0	„ Hire of Halls and Rooms .. .. .	1 14 6	
„ Donations .. .. .		4 6 0	„ Delegates Expenses .. .. .	13 13 2	
„ Socials .. .. .		14 16 6	„ Socials .. .. .	8 3 7	
„ Bank Interest .. .. .		2 4 0	„ Printing, Stationery and Postage ..	126 8 11	
„ Sundries .. .. .		8 13 3	„ Sundries .. .. .	16 12 8	
		<u>£1,270 1 7</u>	„ Cash at 31st December, 1940:		
			Cash at Bank on Deposit and Current Accounts .. .. .	312 9 4	
			Petty Cash and Cash Unbanked ..	15 13 11	
					328 3 3
					<u>£1,270 1 7</u>

19

REPORT OF THE AUDITORS TO THE MEMBERS OF THE WOMEN PUBLIC HEALTH OFFICERS' ASSOCIATION.

We have prepared the above Account from the Books and Vouchers and Financial Statements submitted by the Branches. We have not audited these Accounts.

13-14, Dartmouth Street,  
Westminster, London, S.W.1.

E. WATTS & CO.,  
Chartered Accountants, Auditors.

15th May, 1941.



THE WOMEN PUBLIC HEALTH OFFICERS' ASSOCIATION.  
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st DECEMBER, 1940

**THE WOMEN PUBLIC HEALTH OFFICERS' ASSOCIATION.**

**BALANCE SHEET AS AT 31st DECEMBER, 1940**

	£	s.	d.	£	s.	d.
Sundry Creditors .. .. .				135	0	1
Revenue Account—						
Balance as at 1st January, 1940 ..	459	1	2			
Less: Balance per attached Account	59	15	11			
	399	5	3			
				£534	5	4
Furniture and Fittings:						
As at 1st January 1940 .. .. .				77	15	5
Sundry Debtors .. .. .				240	13	6
Cash at Bank and in Hand:						
Westminster Bank .. .. .				39	17	5
C.W.S. Bank .. .. .				157	6	9
Post Office Savings Bank .. .. .				7	16	9
Petty Cash .. .. .				10	15	6
				215	16	5
				£534	5	4

20

AUDITORS' REPORT TO THE MEMBERS OF THE WOMEN PUBLIC HEALTH OFFICERS' ASSOCIATION

The undersigned, having had access to all the Books and Accounts of the Trade Union, and having examined the foregoing Balance Sheet and verified the same with the Accounts and Vouchers relating thereto, now sign the same as found to be correct, duly vouched, and in accordance with law. We have not audited the items included in the Income and Expenditure Account relating to Tour (U.S.A.)

13-14 Dartmouth Street,  
Westminster, S.W.1.

E. WATTS & CO.,  
Chartered Accountants, Auditors

19th March, 1941.



