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### EMPLOYMENT, WAGES, COST OF LIVING, AND TRADE DISPUTES IN JULY.

#### EMPLOYMENT.

EMPLOYMENT in the coal mining industry showed a considerable recovery during July, but other industries continued on the whole to decline.

Among the 11,500,000 workpeople insured against unemployment under the Unemployment Insurance Acts in Great Britain and Northern Ireland, the percentage unemployed at 27th July, 1925, was 11·5, as compared with 12·2 at 22nd June, 1925, and with 9·9 at 28th July, 1924. Among the members of those trade unions from which returns were received, the percentage unemployed was 11·2 at the end of July, 1925, compared with 12·3 at the end of June, and with 7·4 at the end of July, 1924. The total number of persons registered at Employment Exchanges in Great Britain and Northern Ireland as unemployed at 27th July, 1925, was approximately 1,262,000, of whom 948,000 were men and 246,000 were women, the remainder being boys and girls; at 29th June, 1925, it was 1,368,000, of whom 1,062,000 were men and 241,000 were women; and at 28th July, 1924, it was 1,089,000, of whom men numbered 826,000 and women 197,000.

The decrease, during July, in the total number unemployed was due mainly to the improvement in employment in the coal mining industry. There was increased unemployment in the pottery, iron and steel, cotton, wool textile, linen, jute, lace, textile bleaching and dyeing, and clothing industries.

Detailed information for the principal industries is given on pages 278–286.

#### WAGES.

In the industries for which statistics are regularly compiled by the Department, the changes in rates of wages reported in July resulted in an aggregate reduction of over £42,000 in the weekly full-time wages of about 790,000 workpeople, and in an aggregate increase of about £1,150 in the weekly wages of 9,500 workpeople.

The principal groups of workpeople whose wages were reduced were coal miners in Yorkshire and the East Midlands, where the percentage addition to base rates was reduced by the equivalent of nearly 2½ per cent. on current rates; various classes of railway traffic workers whose wages were reduced by 1s. per week under a cost-of-living sliding scale; and workpeople employed in the textile bleaching, dyeing, etc., industry, for whom there were decreases under cost-of-living sliding scales, amounting to about 1 per cent. on current rates in Yorkshire and to 6d. or 7d. per week in the case of men and 3d. per week in that of women in Lancashire and Scotland. Other important bodies whose wages were reduced included coal miners in the Radstock district, iron miners in Cleveland and Cumberland, blastfurnacemen in most of the principal districts in England and Wales, iron puddlers and millmen in the North of England, bobbin makers, chain makers, woollen and worsted operatives at Leicester, workpeople employed in the seed crushing and oil milling industry, wholesale warehouse workers at Manchester, and the

employees of waterworks and electricity supply undertakings in various districts.

The principal increase in wages affected workpeople employed in the explosives industry, in which wages were raised by 1d. and ¾d. per hour in the case of men and women respectively, and the bonuses previously granted were consolidated with wages.

During the seven completed months of 1925 the changes reported to the Department, in the industries for which statistics are compiled, have resulted in net reductions amounting to over £98,000 in the weekly full-time wages of over 800,000 workpeople, and in net increases of £76,000 in those of 850,000 workpeople. In addition the wages of 165,000 workpeople have been changed at various dates during the above period, but stand at the same level as at the beginning of the year. In the corresponding period of 1924 there were net increases of nearly £580,000 in the weekly full-time wages of over 2,600,000 workpeople, and net reductions of nearly £44,000 in those of 600,000 workpeople.

Further particulars as to the changes in wages during July will be found on pages 287–291.

#### COST OF LIVING.

At 1st August the average level of retail prices of all the commodities taken into account in the statistics compiled by the Ministry of Labour (including food, rent, clothing, fuel, light, and miscellaneous items) was approximately 73 per cent. above that of July, 1914, or about the same as a month earlier. For food alone the average percentage increase was 68.

These statistics are designed to indicate the average increase in the cost of maintaining unchanged the pre-war standard of living of working-class families. Accordingly, in making the calculations, the changes in the prices of the various items included are combined in proportions corresponding with the relative importance of those items in pre-war working-class family expenditure, no allowance being made for any changes in the standard of living.

For details of the statistics relating to 1st August, reference should be made to the article on page 275.

#### TRADE DISPUTES.

The number of trade disputes involving stoppages of work reported to the Department as beginning in July was 45. In addition, 33 disputes which began before July were still in progress at the beginning of the month. The principal dispute occurring in July was that involving workpeople in the wool textile industry in the West Riding of Yorkshire and part of Lancashire. The number of workpeople involved in this dispute cannot be stated at present, but, excluding this dispute, the number of workpeople involved in all disputes in July (including workpeople thrown out of work at the establishments where the disputes occurred, but not themselves parties to the disputes) was approximately 51,000, as compared with 34,000 in the previous month. The estimated aggregate duration of all disputes during July (excluding the wool textile dispute) was about 732,000 working days, as compared with 281,000 days in June.

## COAL MINING INDUSTRY DISPUTE.

THE Court of Inquiry appointed by the Minister of Labour to "inquire into the causes and circumstances of the dispute in the coal-mining industry" (see LABOUR GAZETTE for July, page 227) held their first public sitting on 17th July. Representatives of the Mining Association were in attendance at the opening of the Court, but the Miners' Federation were not represented. The proceedings were accordingly adjourned until 20th July and, in accordance with the Rules of Procedure of the Court, a formal request was directed to the President and Secretary of the Miners' Federation to attend on that date, but they both replied declining to attend. The Court accordingly proceeded to conduct their inquiry in the absence of representatives of the Miners' Federation, representatives of the Mining Association alone being heard.

The Court issued their Report\* on 23rd July. The Report first of all sets out the existing position as between the Mining Association and the Miners' Federation, the Court having in the first instance invited the mine owners to narrate the course of events leading up to the dispute. After describing the steps taken to appoint a Joint Sub-Committee of the Mining Association and the Miners' Federation to make a thorough investigation of the conditions of the industry in all its aspects, the mine owners explained the progress made by the Joint Committee, and the circumstances leading up to the notice given on 30th June by the Mining Association to the Miners' Federation terminating the existing Wages Agreement at 31st July, and the proposals of the Mining Association for a new Wages Agreement. These proposals were rejected by the Miners' Federation, who demanded their withdrawal.

Proceeding to consider the causes and circumstances of the dispute, the Court state that the origin of the trouble is to be found in the deplorable condition of the industry itself, due to the general depression and disturbance of trade consequent upon the war, the substitution of oil for coal in ships, the growth of hydro-electric power, and the great increase of coal production in countries which were formerly Great Britain's best customers.

The Court state that the high cost of production of coal, to which the Mining Association largely attributed the decline of the industry, was undoubtedly an important factor. Particularly as regards exports, the trade had been conducted on very narrow margins, so that small reductions in cost might make all the difference in securing contracts. A Table was put in showing the rise in the cost of production as between 1913 and the twelve months 1st May, 1924—30th April, 1925. The increase shown by this Table was 94.27 per cent. in wage costs, and 104.48 in costs other than wages, the total increase being about 9s. 2d. a ton, or 97.06 per cent. Proceeds, on the other hand, had increased by only 7s. 11d., or 72.21 per cent., so that the margin between proceeds and costs of production had been reduced from 1s. 6½d. a ton to 3½d. a ton, a reduction of 80.22 per cent. Moreover, this does not indicate the position in particular districts. If the Eastern area were eliminated there would be a *minus* general balance, instead of a small credit balance.

Much of the evidence of the Mining Association was devoted to demonstrating that the high cost of production could be reduced by increasing the output; and that, if the Coal Mines Act of 1919 were repealed, the output per shift would recover the diminution of nearly 12 per cent. attributed to the shortening of the working day. Upon this the Court remark that "coincidentally with the shortening of hours of labour, there has been a diminution in the output per person per shift, although the output per person per hour has slightly increased," and that "we are prepared to agree that, if no other considerations were involved, a reversion to the former working day would result in a substantial increase of output and some diminution in working costs per ton, the extent or effect of which we do not find ourselves in a position to predict with assurance."

In their conclusions, the Court state—  
"We are satisfied on one point, that the workers are justified in claiming that any Wages Agreement which they can be asked to accept should provide for a minimum wage. What that minimum should be is a matter for negotiation between the parties. We do not think that a method of fixing wages which allows of their indefinite diminution can be regarded as satisfactory. . . . The claim that wages must be a first charge on the proceeds of industry is a contentious and ambiguous one. If the meaning be that wages at some agreed minimum rate must in practice be a charge before profits are taken we concur in that view."

The conflict between the economic wage which the coal industry can afford to pay and the social wage which the worker can be asked to accept is, in the opinion of the Court, not the whole of the case. Apart from wages costs, which constitute the largest part of the outgoings of a colliery, there are other costs of a lesser but still important character. The Miners' Federation had indicated a number of directions in which they suggested that some measure of relief might be found apart from reductions in wages. Owing, however, to the abstention of the Miners' Federation from the proceedings, the Court were unable to examine their proposals in detail. The Court, however, expressed the opinion that there was considerable room for improving the efficiency of the industry, and indicated various directions in which such improvement might perhaps be possible.

One general conclusion forced upon the Court by their investigation was that  
"the present crisis in the industry, unlike other crises which have arisen in the past, is to a large extent the creation of neither party to the dispute. It has arisen in the main from without, and is due to causes not within the control of either party. These causes are to be found in the operation of national and international disturbances

and dislocations which are the inevitable sequel of the economic upheaval due to the war. They are causes which may continue to operate for a considerable time to come. In such a crisis it is, perhaps, natural that each party should seek to transfer to the other as much as possible of the consequences of the common calamity. But just because the calamity is a common one not primarily due to the fault of either, we venture to think that in taking common counsel together the parties are most likely to find a means of averting its worst consequences."

In an addendum to the Report, Sir Josiah Stamp deals with the effect on the coal-mining industry of the return to the gold standard, and states that, in his view, the recent improvement in the exchange or decline in the price level, whether or not compulsorily brought about by the anticipation and then the realisation of the gold standard, was sufficient in itself to account for the special plight of the industry since March, 1925. The state of affairs in the industry in the last few months must not be regarded as the necessary result either of normal trade movements or the present Agreement; the evil had been aggravated by currency policy.

Renewed efforts were made by Mr. Bridgeman to bring the parties together. On 24th July, following separate meetings with the two sides, Mr. Bridgeman, who was accompanied by Sir Arthur Steel-Maitland and Colonel Lane Fox, was successful in arranging a joint meeting under his chairmanship. Owing to the engagement of both sides in the country it was not possible to discuss more than a future procedure, and it was agreed that the joint conference should meet again on 29th July, with Mr. Bridgeman again in the chair.

Meanwhile, on 27th July, the day preceding the issue of the Report of the Court of Inquiry, the Prime Minister received a deputation from a special committee of the Trades Union Congress General Council, and expressed his intention of using every effort to secure a peaceful settlement. On 29th July, he saw representatives of both parties separately, but no agreement was found possible. The negotiations continued throughout the following day, when the Prime Minister offered financial assistance to the industry until the spring of 1926 to allow of a full investigation being made, and asked the mine owners to suspend notices for a fortnight. These terms were accepted by the parties concerned on 31st July, and arrangements were made for work to be continued.

The terms on which the provisional agreement was made are explained in a Memorandum\* dated the 4th August, of which the following is a summary:—

The Memorandum begins with a recital of the salient facts of the present situation. Throughout the past twelve months the state of trade in the coal-mining industry has become steadily worse, with the result that eventually wages in every district were on the minimum; that is to say, instead of the proceeds of the industry being divided between the coal owners and the miners in the manner primarily contemplated by the Agreement of the 18th June, 1924, the owners were under an obligation to pay the minimum rates, irrespective of the proportion of the proceeds which they represented. In these circumstances the coal owners gave notice, on the 30th June, to terminate the Agreement; and on the 1st July they made proposals for a new Agreement. It is not disputed that these proposals would mean an actual or potential reduction of wages, in the great majority of cases an immediate and substantial reduction; and the Miners' Federation, while not disputing the serious position of the industry, protested, in view of the existing level of their wages, against being called upon to accept less favourable conditions of employment so long as other means of effecting economies had not been fully and impartially explored.

The Government have recognised that the coal-mining industry as a whole is, under existing conditions, financially unable to continue either to give employment or to produce coal on a scale which the interests of the country demand. At the same time they have before them the contention put forward by the Miners' Federation, and they desire to explore every possibility of obtaining a higher economic organisation of the industry.

They have therefore decided to institute a full inquiry, with the object of investigating methods of improving its productive efficiency and its competitive power in world markets. This inquiry should be completed in good time before May of next year; and in the meantime the Government have agreed to assist the industry by filling the gap that lies between the level of wages provided by the minimum provisions of the national wages Agreement of 1924 and the lower level of wages which would result from the colliery owners' proposals of the 1st July last.

During this period the level of wages which the owners in each district will be called upon themselves to bear will be that which results, month by month, from the application of the 87:13 formula; that is to say, they will only be called upon to pay as wages, from their own resources, so much as is estimated, month by month, to absorb 87 per cent. of the proceeds of the industry, after deducting costs other than wages. The remaining 13 per cent. is the estimated share of the owners. This, however, is subject to the proviso that, as between themselves and the Government, if the 13 per cent. share of the owners is estimated to represent more than 15d. per ton, the excess will be transferred to the payment of wages in relief of the Government subvention.

On the other hand, the wages actually paid to the men in each district will be at a level not less than the minimum provided under the 1924 Agreement. The Government will pay to the owners the amount by which their wages bill at this minimum level of wages exceeds the amount which, under the preceding paragraph, the owners are called upon to bear.

No subvention will be payable in any district if and so long as

the level of wages under the 87:13 formula may be raised by improved trade above the minimum level of the 1924 Agreement.

The question what proportion of the actual wages bill of any individual colliery is payable by the colliery owner will be determined monthly by calculating for the district as a whole the level of wages that would be payable under the 87:13 formula; and the Mines Department will pay to each individual colliery the difference between its wages bill at that level and at the minimum level under the 1924 Agreement.

It will thus be seen that, within each district, all collieries will be treated alike. Their relative economic positions will be left undisturbed, and the industry will continue in the same way as if no financial assistance were being provided from the Exchequer. The assistance given will, of course, enable more pits to work and more men to be employed than if the 1924 Agreement had been continued without Government assistance. It will enable the industry to work at the same costs, the same prices, and on the same scale as if the colliery owners' proposals of the 1st July had been put into operation. But it provides no guarantee that all pits will work, or that pits already closed will be re-opened. Where the economic conditions of a pit are such that it would have not been kept open under the Mining Association's own proposals, the Exchequer subvention will not enable it to work. Government assistance is limited during this temporary period to assuring the continued activity only of those pits which would have been not too far below the average economic standard of the district to have been able to continue at work under the Mining Association's proposals.

The Memorandum then discusses, in some detail, the safeguards provided by the new arrangement against the possibility of the amount of the subvention being improperly increased either (a) by an unwarranted lowering of prices, or (b) by improperly charging against the Exchequer expenditure upon equipment, development, etc. In regard to the first point, it repeats what has been already stated, *viz.*, that the principle of the subvention is that colliery owners, both individually and collectively, are placed in the same position as they would have been under their own proposals of the 1st July. In regard to the second point, the Memorandum refers to the rules which already exist under the 1924 Agreement for regulating what costs are admissible as costs of production. In addition, the Government reserve a power of audit.

*Cost of the Settlement.*—It is estimated in the Memorandum that if the proposed arrangement had been operative during the comparable period 1st August, 1924—1st May, 1925, the cost would have been about £7,500,000. If the conditions during its operation were the same as in the first quarter of 1925 the cost would be approximately the same. If the month of June, 1925 (the latest and worst figures available), were taken as the basis for the whole nine months, the cost would amount to about £24,000,000.

After surveying the whole position, and with all reserves for incalculable factors, the Government have decided to ask Parliament to authorise the expenditure of £10,000,000 at the present time. If this amount proves insufficient, further authority will be sought from Parliament.

In accordance with this decision the Prime Minister moved in the House of Commons, on the 6th August, a supplementary estimate for £10,000,000 to defray the charge for a subvention in aid of wages in the coal-mining industry. The Vote was passed, after a debate, by 351 votes to 16.

## WOOL TEXTILE INDUSTRY DISPUTE.

THE agreement regulating wages in the wool textile industry of Yorkshire and the Rochdale area having expired on 31st May and no arrangements having been arrived at for the future regulation of wages, the great majority of the operatives concerned ceased work on 23rd-24th July.

Through the intervention of the Ministry of Labour, further meetings of the Joint Industrial Council took place on 7th and 10th August. Following this, both sides accepted the invitation of the Minister of Labour to meet him on 13th August, and an agreement was reached on 14th August, the terms of which were:—

(1) That a Court of Investigation be constituted to examine and report upon all facts material to the issues between the employers and the operatives, including the enginemens and firemen, with reference to wages arising out of the recent applications made by the operatives for an increase and by the employers for a reduction respectively in the rates of wages, and to make recommendations thereon to the Northern Counties District Council.

(2) That the Court shall consist of five persons appointed by the Minister, *i.e.*, a Chairman selected by the Minister, together with two representatives of employers' organisations and two representatives of workers' organisations selected by the respective sides of men who are not connected with the wool textile industry.

(3) That the proceedings of the Court shall be conducted in private.

(4) That the Minister shall appoint a clerk to the Court.

(5) That, other than the clerk appointed by the Minister and members of the Court, the proceedings shall be confined to members of the Northern Counties District Council, except that the representatives of the Union of Enginemens and Firemen shall be deemed to be members of the Northern Counties District Council for this purpose, and except that each side shall be allowed to call such witnesses as it thinks necessary.

(6) That the report and recommendations of the Court shall be accepted by both sides, and an Agreement in accordance with the

recommendations shall be made by the Council, the date from which the Agreement shall operate to be determined by the Court.

(7) That each side shall be prepared to complete its evidence-in-chief within four weeks from the date of the appointment of the chairman of the Court.

(8) That a meeting of the Northern Counties District Council shall be convened by the joint secretaries within 48 hours of the receipt of the report and recommendations of the Court, and such meeting shall be held within seven days of the convening of that meeting. If the Council fails to arrive at an agreement within fourteen days of the receipt of the report and recommendations of the Court, then matters which remain unsettled shall be referred to the Chairman of the Court for his final decision, and such decision shall be recorded in the minutes of the Council as an Agreement made between the two sides of the Council.

(9) That work shall be resumed on Monday, 17th August, or, where that is not practicable, as soon as is practicable.

## REPORT OF THE MINISTRY OF LABOUR FOR THE YEARS 1923 AND 1924.

THE Minister of Labour has issued a Report\* on the work of the Ministry, dealing principally with the years 1923 and 1924.

This is the first complete Report of the Ministry. A number of Reports dealing with particular branches of the Ministry's work have been issued from time to time; in these cases the narrative has been continued from the points reached in those Reports. Where no such Reports have been issued, a brief introductory history of each branch of work has been given, in addition to a more detailed account for the years 1923 and 1924.

A short introductory section of the Report describes the formation and powers of the Ministry, and its principal functions, under six main heads:—(i) industrial relations (assistance in settlement of labour disputes, and in formation of Joint Industrial Councils, etc.); (ii) employment and unemployment insurance; (iii) Trade Boards; (iv) labour statistics; (v) matters connected with the International Labour Organisation; (vi) training and financial assistance for ex-Service men. Each of these main branches of the Ministry's work is then taken in detail, and the principal facts and figures relating thereto are given in the eight succeeding chapters and in twenty-seven appendices.

*Industrial Relations.*—The functions of the Ministry in this connection under various Acts of Parliament, under the Fair Wages Resolution of the House of Commons, and otherwise, are explained in detail. During the last four years 794 disputes have been settled with the assistance of the Ministry, of which 415 were referred to the Industrial Court for arbitration, 49 were referred to single arbitrators, 33 to *ad hoc* boards of arbitration, 10 were settled under the Conciliation Act, 1896, in 277 cases agreement was reached with the assistance of officers of the Ministry, and Courts of Inquiry (under Part II of the Industrial Courts Act) were appointed in 10 cases. Extracts from the decisions of the Industrial Court during the years 1921-24, together with some of the arguments submitted to the Court by the parties, are given in certain cases of special interest, relating to the following matters:—influence of cost of living on wages claims, wages of Government industrial employees, wages of employees of Local Authorities, railway shopmen, maintenance men in factories, definition of "area" or "district." A detailed account is also given of each of the disputes which have been referred to Courts of Inquiry during the last four years, and of the conclusions of the Courts thereupon.

*Employment.*—At the end of 1924 there were 382 employment exchanges and 772 branch employment offices in Great Britain. The total number of registrations in 1924 in Great Britain (including repeated registrations of the same individual) was 11,262,887. This is the first time that the number of registrations has exceeded nine millions, the figures for the three previous years having been 8,929,483 in 1921; 8,819,523 in 1922; and 8,774,644 in 1923.

The registrations of men in 1924 were highest in engineering (1,034,156); mining and quarrying (688,738); transport (687,027); general labourers (638,675); building (566,855, of which skilled occupations accounted for 307,976); shipbuilding (498,905); metal manufacture (482,912); and cotton (461,844). The figure for mining and quarrying was much higher in 1924 than in 1922 and 1923, in which years the mining group took only sixth and eighth place, respectively.

The following Table shows the number of vacancies notified and vacancies filled at Employment Exchanges during the last five years:—

| Year | Vacancies |           |
|------|-----------|-----------|
|      | Notified. | Filled.   |
| 1920 | 1,285,716 | 920,979   |
| 1921 | 986,266   | 807,328   |
| 1922 | 839,633   | 697,036   |
| 1923 | 1,056,970 | 893,713   |
| 1924 | 1,345,394 | 1,143,742 |

The figures, both for vacancies notified and for vacancies filled, were higher in 1924 than in any previous year, except the war years and 1919.

\* Cmd. 2478. H.M. Stationery Office; price 6d. net.

\* Cmd. 2488. H.M. Stationery Office; price 2d. net.

\* Cmd. 2481. H.M. Stationery Office; price 4s. 6d. net.

Another section of the Report deals with the national scheme for the employment of disabled ex-service men, which was inaugurated by Royal Proclamation in August, 1919. Under this scheme employers were invited to join the King's National Roll, on giving a written undertaking to employ a stated percentage (normally 5 per cent.) of disabled ex-service men for a period of at least twelve months. At the end of 1922 steps were taken to set up local King's Roll Committees; and in January, 1923, the King's Roll National Council was set up by the Minister of Labour, under the chairmanship of Earl Haig. At the end of 1924 there were 260 local King's Roll Committees, or other special local committees dealing with this work.

Other subjects dealt with under the heading of employment include juvenile unemployment centres, and other matters specially relating to juveniles; apprenticeships interrupted by war service; oversea employment; duties under the Aliens Order; unemployment relief works, etc.

**Unemployment Insurance.**—An introductory section gives an account of the changes made by the Unemployment Insurance (No. 2) Act, 1924, which came into force on the 1st August, 1924. The rest of the chapter describes, in detail, the central and local administration of the unemployment insurance scheme, under such headings as contributions (rates of contribution; amounts of contribution from employers, from workpeople, and from the State; methods of collecting contributions; issue and exchange of unemployment books; repayments at age 60, and compensatory payments in lieu thereof, etc.); the determination of questions of insurability; benefit (rates, periods, and conditions of benefit; determination of claims; prosecution of fraudulent claimants; special schemes; cost of administration; finance of the scheme, etc.). An appendix to the chapter on Unemployment Insurance gives the substance of certain specially important decisions of the Umpire, dealing with the trade dispute disqualification; with "voluntary leaving" (i.e., leaving employment voluntarily without just cause); with refusal of suitable employment; with persons "ordinarily" following an additional occupation as well as the principal occupation, etc.

**Trade Boards.**—On the 31st December, 1924, there were 43 Trade Boards in existence, with 1,659 members, viz., 129 appointed members, 765 employers' representatives, and 765 workers' representatives. The Retail Bespoke Tailoring Trade Board (Great Britain) had recently been dissolved, and separate Boards for England and Wales and for Scotland were in process of constitution. The Trade Boards Acts were not applied to any additional trades during 1923 and 1924. Following on consultations with representatives of employers and workers, however, investigations were undertaken into wages and conditions of employment in the *light refreshments and dining room* section of the catering trade; in the *meat distributive trade*; and in the *drapery and allied distributive trades*, and were in progress at the end of December, 1924.

Appendices to the Report contain a list of the minimum time-rates payable on the 31st December, 1922, 1923 and 1924 in each of the trades covered by Trade Boards, and other particulars of the administration of the Acts.

**Labour Statistics.**—This is the oldest of the functions of the Ministry, dating, as it does, from a resolution passed by the House of Commons on the 2nd March, 1886, which declares that "in the opinion of this House immediate steps should be taken to ensure in this country the full and accurate collection and publication of labour statistics."

Information is regularly collected, and statistics are compiled, with regard to the state of employment in the principal industries, the number and percentage of workpeople unemployed, etc.; wages, hours of labour, and other working conditions; changes in working-class cost of living; strikes and lock-outs; trade unions (membership, income, expenditure, etc.); employers' associations, and joint conciliation and arbitration boards; profit-sharing and labour co-partnership. Reports on these subjects, and an "Abstract of Labour Statistics," were published annually, or as occasion required, before the war, but have since been suspended for reasons of economy. It is hoped to resume the publication of the regular volumes as conditions become more normal; new editions of the "Abstract of Labour Statistics" and of the "Directory of Industrial Associations" are in preparation, and it is hoped to publish them during the present year.

**International Labour Organisation.**—An account is given of the constitution and functions of the International Labour Organisation established under the Treaty of Versailles, and of the relations of this country therewith. The principal events of 1923 and 1924, so far as the International Labour Organisation is concerned, were the quarterly meetings of the governing body, and the fifth and sixth sessions of the annual Conference; an account is given of the proceedings at each of the annual Conferences.

**Temporary functions arising out of the War.**—This section of the Report deals with the administration of certain schemes of training and financial assistance designed to help in the resettlement of ex-service men after their discharge from the Forces, viz., the industrial training scheme, the interrupted apprenticeship scheme, the scheme of professional and business training, and the civil liabilities (resettlement) scheme. A final chapter deals briefly with the Joint Substitution Board, established in 1920 for finding employment for ex-service men in temporary posts in the Government service, and for other like purposes.

**Appendices.**—In addition to a large number of statistical tables in the body of the Report, there are 27 appendices (mainly statistical) dealing with industrial disputes, employment exchanges, unemployment, changes in rates of wages, changes in cost of living, membership of trade unions, position of Great Britain as regards draft conventions and recommendations adopted by the International Labour Conference, etc.

## ANNUAL REPORT OF THE MINISTRY OF HEALTH.

The Ministry of Health have issued their sixth Annual Report,\* covering the year ended on the 31st March, 1925.

### ADMINISTRATION OF THE POOR LAW, ETC.

The average weekly number in receipt of relief† in England and Wales during the year 1924-5 was 1,113,015, a decrease of 172,833 compared with the average figure for 1923-4, which itself represented a reduction of 214,089 on the corresponding figure for 1922-3. These figures represented 287 per 10,000 of the population in 1924-5, as against 335 and 393 per 10,000 respectively in the two previous years.

At the end of March, 1924, the number of persons in receipt of relief was 1,225,768. In June, 1924, for the first time since September, 1921, the proportion of the population of the whole country in receipt of relief fell below 300 per 10,000. Thereafter the numbers fluctuated, minimum and maximum figures being reached on the following dates:—

|                     |           |                    |           |
|---------------------|-----------|--------------------|-----------|
| 5th July, 1924      | 1,122,278 | 10th January, 1925 | 1,120,419 |
| 16th August, 1924   | 1,161,742 | 31st January, 1925 | 1,107,733 |
| 4th October, 1924   | 1,036,086 | 7th March, 1925    | 1,115,264 |
| 13th December, 1924 | 1,079,451 | 28th March, 1925   | 1,105,119 |

On the 14th August, 1924, the increased benefits provided under the Unemployment Insurance (No. 2) Act, 1924, began to be payable; and the reduction in the numbers to be noted after the 16th August is in part due to the removal from the relief lists of persons receiving the increased benefits.

The average number (including men, women and dependent children) of persons receiving domiciliary relief who were insured under the Unemployment Insurance Acts was 461,839 in April, 1924; 422,320 in June; 328,151 in September; 332,402 in December; and 345,779 in March, 1925. The numbers in this class have fallen by 309,355, or 47 per cent., since April, 1923, when the average number was 655,134. A comparison of the average weekly numbers of the class during the two periods (a) prior to and (b) subsequent to the end of August shows a reduction in the latter period of 91,829, or 21 per cent.

The numbers of persons (including wives and dependent children) in receipt of outdoor relief who were ordinarily engaged in some regular occupation, but were not insured under the Unemployment Insurance Acts, showed, as in former years, a seasonal decline from April to September, followed by increases in the succeeding months. The number was 39,987 in March, 1925, as against 49,968 in March, 1924, and 66,314 in March, 1923. The Report observes that "it is a reasonable inference from these figures that the decline in the number of insured persons in receipt of relief is only in part a consequence of the changes as to payment of unemployment insurance benefits which took place on the 14th August."

Of the recipients of outdoor relief who were ordinarily employed (whether insured or uninsured), including their dependants, 25 per cent. were men, 24 per cent. women, and 51 per cent. children (under 16) in March, 1925. These proportions have been practically constant since March, 1922.

Figures relating to recipients of domiciliary relief other than persons ordinarily employed showed much less marked variation; and, in contrast to those ordinarily employed, showed a considerable increase, apart from a seasonal decline during the summer months. The figures were 468,519 in April, 1924; 466,073 in September; and 496,782 in March, 1925. The average for the year was 475,189, as against 419,693 in 1922-3 and 445,302 in 1923-4. It is explained in the Report that the increase was probably to some extent due to a transfer to the lists of persons who had formerly been counted as "persons ordinarily employed." Men numbered only about 13 to 14 per cent. of the persons not ordinarily employed, the remainder being about equally divided between women and children.

The number of persons in receipt of institutional relief was 220,312 on the 5th April, 1924; declined to 208,395 at the end of August; thence rose to 222,741 on the 14th February, 1925; and fell to 220,665 on the 28th March.

The reduction in the average weekly number of persons in receipt of relief in England and Wales during 1924-5, as compared with the previous year, was not consistently experienced in every Union; but, speaking generally, the conclusion stated in the Report is that "the feature of the year has been a gradual limitation of the number of Unions seriously affected by trade depression."

**Finance.**—The estimated total expenditure on Poor Law relief during the year was £36,500,000, of which it is estimated that £31,200,000 was met, or will be met, out of rates. The corresponding figures for 1923-4 were £37,883,260 and £32,571,000.

The total amount expended on out-relief (included above) during the year was £12,978,268, as compared with £14,664,802 in 1923-4, and with £17,473,155 in 1922-3. The reduction was due to a decline in the amount granted to persons insured under the Unemployment Insurance Acts, the figures for these persons being £4,174,382 in 1924-5; £6,409,265 in 1923-4; and £9,414,708 in 1922-3. This reduction is attributed in the Report partly to the increased unemployment insurance benefit payable since August, 1924. On the other hand, the increased volume of what may be called normal pauperism is reflected in an increase in the cost of out-relief to persons

\* Cmd. 2450. H.M. Stationery Office; price 5s. 6d. net.

† The figures given as the numbers of persons in receipt of relief exclude (a) lunatics in county and borough asylums, (b) casuals, and (c) persons in receipt of domiciliary medical relief only. The numbers of these classes were approximately 119,500 at the end of 1923-4, and 118,600 at the end of 1924-5.

not ordinarily employed, the figures being £8,157,833 in 1924-5, as against £7,461,832 in 1923-4, and £7,109,321 in 1922-3.

Only 24 Poor Law Authorities were, on the 1st April, 1925, authorised to borrow under the Local Authorities (Financial Provisions) Act, 1921, and subsequent amending Acts, as against 33 on the 1st April, 1924, and 54 on the 1st April, 1923. The total amounts represented by these authorisations, however, showed an increase; the figures for the three dates being £6,907,500; £6,676,500; and £5,714,000, respectively. More than £6,000,000 of the total on the 1st April, 1925, was attributable to eight Unions; so that "while the area affected by financial difficulties is being restricted, the intensity of these difficulties is not being reduced."

### HOUSING.

On the 31st March, 1925, approval had been granted to schemes for the erection of 239,354 houses under the Housing Acts of 1923 and 1924; of which 99,620 were to be provided by Local Authorities themselves, 132,464 by private enterprise, and 7,270 by public utility societies, etc. 72,907 of these houses had been completed and 54,131 were under construction, at the date mentioned. At the same date, 211,614 houses had been completed under the Housing Acts of 1919, making a total of 284,521 houses erected with State assistance since the War.

Of the 72,907 houses above mentioned, 64,767 were completed during the year ended 31st March, 1925; and during the same period 2,902 houses were completed under the scheme authorised by the Act of 1919. In addition, 68,975 new houses built by private enterprise without State assistance were entered on the rate books between the 1st April, 1924, and the 31st March, 1925; and 35,693 other such houses were under construction or had been recently completed, but had not been entered on the rate books on the 31st March, 1925.

Altogether, about 137,000 houses were erected during the year with and without State assistance; and it is stated in the Report that "a rate of construction appears now to have been reached which provides not merely for the normal increase in population, but also in some degree for overtaking arrears."

Loans to Local Authorities for the purchase of houses or for advances to builders sanctioned by the Ministry of Health during the year amounted to £7,349,726, nearly double the amount sanctioned for the whole period from the passing of the Small Dwellings Acquisition Act, 1899, to the beginning of the year under review.

### OLD AGE PENSIONS.

It is stated in the Report that a Circular was issued by the Ministry of Health to Pension Committees on the 8th August, 1924, (the day after the Old Age Pensions Act, 1924, came into operation), drawing attention to the new Act, which amended the provisions of previous Acts in regard to the calculation of yearly means.\*

### OTHER SUBJECTS.

Other sections of the Report deal with Public Health (infectious diseases, maternity and child welfare, welfare of the blind, inspection and supervision of food, general health questions, sanitary administration, town planning, etc.); Local Government and Local Finance; and National Health Insurance. Various statistical and other appendices are added to the Report.

## APPOINTMENT OF A FOOD COUNCIL.

In accordance with the recommendation of the Royal Commission on Food Prices† a Food Council has been set up with the following terms of reference:—To investigate and from time to time report to the President of the Board of Trade on such questions as, by reason of complaints from persons interested or otherwise, appear to the Council to require investigation in the interests of consumers or traders, or are referred to them by the President of the Board of Trade, relating to the supply or price of articles of food of general consumption, and in particular to the following:—wheat, flour, bread, meat, bacon and ham, milk, butter, cheese, eggs, fish, fruit and vegetables, sugar, and tea.

The members of the Council are:—The Right Hon. Lord Bradbury of Winsford, G.C.B. (Chairman); Mr. G. A. Powell, C.B.E. (Vice-Chairman); Mr. F. W. Birchough, J.P.; Alderman Charles H. Bird, C.B.E., J.P.; Mrs. B. M. Drapper, J.P.; Mr. W. E. Dudley, O.B.E., J.P.; Mr. A. E. Faulkner, C.B., C.B.E.; Sir Gilbert Francis Garnsey, K.B.E., F.C.A., F.S.S.; Sir John Lorne MacLeod, G.B.E., LL.D.; Mr. C. S. Orwin, M.A.; Mr. Isaac Stephenson, J.P.; and Mrs. Ada Wilson.

Mr. T. St. Q. Hill has been appointed Secretary of the Council; and all communications intended for the Council should be addressed to him at 3, Sanctuary Buildings, Great Smith Street, London, S.W. 1.

\* In this connection it may be noted that, in answer to a question in the House of Commons on the 7th August, the Financial Secretary to the Treasury stated that the total number of old age pensions in payment in England, Wales, and Scotland on the 31st December, 1924, was 997,160 (men, 364,432; women, 632,728), as compared with 921,127 (men, 327,312; women, 593,815) on the 31st December, 1923. Pensions at the full rate of 10s. a week numbered 975,577, or 98 per cent. of the total, in 1924, as against 858,123, or 93 per cent., in 1923.

† See the May, 1925, issue of this GAZETTE, page 155.

## ADJUSTMENT OF WAGES BY SLIDING-SCALE ARRANGEMENTS.

In an article which was published on pages 228 and 229 of the July issue of this GAZETTE, details were given of the collective agreements between employers and workpeople which provide for variations in wages in correspondence with fluctuations in the level of the cost of living. Other agreements which provide for the automatic adjustment of wages on a pre-arranged basis contain arrangements whereby wages are changed in accordance with movements in the selling price of specified products, or in some other factor. It is proposed, in the present article, to review such agreements of this nature as are known to the Department. These agreements, apart from that operating in the coal mining industry, are estimated to cover about 220,000 workers.

### SELLING PRICE SLIDING SCALES.

The agreements which provide for the periodical adjustment of wages in correspondence with the selling price of certain products are almost entirely confined to the iron and steel industry, or such closely allied industries as iron mining, limestone quarrying, coke manufacture and tinplate manufacture. The products whose prices are used for this purpose are of various descriptions. In some cases they are the actual output of the workpeople concerned, as for example, pig iron, the price of which governs the wages of blastfurnacemen in certain districts. In other cases they are articles which are manufactured from the output of the workers concerned, as for instance, steel plates, the price of which regulates the wages of steel smelters. In a third type of case the product used is the output of a section of industry which provides the raw material for the workers concerned, as for example, steel tin bars, the price of which governs the wages of tinplate workers.

The principal sections of industry in which these sliding scale arrangements operate, together with a description of the products whose price is used for regulating wages, are shown below:—

| Section of Industry and District.  | Product on the selling price of which wages are based.                    |
|--|---|
| <b>Pig-Iron Manufacture:—</b>  |   |
| Cleveland and Durham   | Cleveland pig iron No. 3.   |
| Cumberland and North Lancs.  | Cumberland hematite pig iron, mixed numbers.                              |
| North Staffs   | North Staffs pig iron.  |
| South Staffs   | Northants pig iron.   |
| Notts and Derbyshire   | Notts and Derby pig iron.   |
| North Lincolnshire   | Lincolnshire pig iron.  |
| Northants  | Northants pig iron.   |
| South Wales and Mon.   | Steel rails and steel tin bars.   |
| West Scotland  | West Scotland pig iron.   |
| <b>Iron Puddling and Rolling:—</b>   |   |
| West Scotland  | Scottish finished iron.   |
| <b>Iron Puddling and Iron and Steel Rolling:—</b>                              |   |
| North of England*  | North of England finished iron.   |
| Midlands   | Midlands finished iron.   |
| <b>Steel Smelting†:—</b>   |   |
| Various districts in England and West Scotland.                                | Steel plates other than boiler plates, etc.                               |
| <b>Steel Rolling:—</b>   |   |
| North of England (certain firms), Lincs, Scotland and certain other districts. | Steel plates other than boiler plates, etc.                               |
| <b>Siemens Steel Smelting:—</b>  |   |
| South-west Wales   | Steel tin bars.   |
| <b>Iron and Steel Rolling and Steel Smelting:—</b>                             |   |
| South Wales and Mon. (other than South-West Wales).                            | Steel rails and steel tin bars.   |
| <b>Steel Sheet Rolling:—</b>   |   |
| England and Wales  | Galvanised corrugated sheets (less the cost of spelter).                  |
| <b>Coke and By-Products Manufacture:—</b>                                      |   |
| Tees-side  | Cleveland pig iron No. 3.   |
| Durham   | Durham coke.  |
| West Yorkshire   | West Yorkshire coke.  |
| Lancs and Cheshire   | Coke (prices fixed by the Sheffield Blastfurnace Coke Sales Association). |
| North Staffs   |   |
| <b>Iron Mining and Quarrying:—</b>   |   |
| Cumberland   | Cumberland hematite pig iron, mixed numbers.                              |
| Furness  |   |
| Northants  | Northants pig iron.   |
| Leicester and Lincs (except North Lincs).                                      | Notts and Derby pig iron.   |
| North Lincolnshire   | Lincolnshire pig iron.  |
| Banbury District   | Northants pig iron.   |

\* As regards steel rolling this arrangement affects certain firms only.

† The wages of certain classes of semi-skilled and unskilled workers and maintenance workers in steel works are also regulated in accordance with movements under this agreement (see paragraphs on page 271).

|                                       |     |     |  |
|---------------------------------------|-----|-----|--|
| <i>Limestone Quarrying</i> :—         |     |     |  |
| Cumberland                            | ... | ... | Cumberland hematite pig iron, mixed numbers.             |
| Northants                             | ... | ... | Northants pig iron.                                      |
| <i>Tinplate Manufacture</i> :—        |     |     |  |
| South Wales and Mon.                  | ... | ... | Steel tin bars.  |
| <i>Galvanising</i> :—                 |     |     |  |
| England and Wales                     | ... | ... | Galvanised corrugated sheets (less the cost of spelter). |
| <i>Tube Manufacture</i> :—            |     |     |  |
| Scotland                              | ... | ... | Screwed and coupled tubes.                               |
| <i>Coal Delivery (Trolley-men)</i> :— |     |     |  |
| London                                | ... | ... | Coal (retail price in London).                           |

## PRINCIPAL AGREEMENTS.

In the following paragraphs a summary is given of the provisions of the more important of the agreements :—

*Pig-Iron Manufacture—Cleveland and Durham* : The agreements between the Cleveland Ironmasters' Association and the Cleveland and Durham Blastfurnacemen and Cokemen's Association regulating the wages of all classes of men working blastfurnace shifts, numbering about 8,000, fix certain standard rates of wages and provide for the periodical variation of these rates in correspondence with changes in the selling price of No. 3 Cleveland pig iron, as ascertained by two accountants, one chosen by the employers and the other by the workpeople. The price ascertained is the net average invoice price at the works of certain agreed firms. The standard rates of wages, which in some cases are plain time rates and in others are time rates with bonus additions dependent on the output or input of the furnaces, are payable when the selling price is 67s. 6d. per ton. For each variation of 3d. per ton in the selling price from this amount  $\frac{1}{4}$  per cent. is added to, or deducted from, the standard rates. The standard rates, which include 9s. 3d. per shift for keepers, 7s. 5d. for chargers, and 6s. for coke runners, with output bonus additions in each case, were related to the basic price of 67s. 6d. in January, 1924. As the ascertained price for the fourth quarter of 1923 was actually 95s. 0.99d., the standard rates became subject to an addition of 27  $\frac{1}{2}$  per cent. for the first quarter of 1924.

The ascertainment takes place at intervals of three months, and the consequent wage changes operate as early as possible in the month following the end of the quarter to which the price relates. The agreement provides that any question of difference in regard to the arrangements shall be referred to a joint committee of employers and workpeople, who, if they cannot agree, are required to appoint an umpire to settle the question.

The principal classes of workers at the blastfurnaces whose wages are not regulated in accordance with the above arrangements are maintenance men, including bricklayers and their labourers, engineers, electrical workers, boilermakers and patternmakers. The wages of these men are regulated in accordance with variations under the steel smelters' sliding scale, a description of the arrangements being given in a subsequent paragraph.

*Pig-Iron Manufacture—Cumberland and North Lancashire* : The rates of wages of blastfurnace workers in this district are governed by the results of a periodical ascertainment by two public accountants mutually agreed upon, one representing the employers and the other the workpeople, who examine the books of associated firms and certify the average net amount per ton, as realised at the makers' works, for West Coast hematite pig-iron ("mixed numbers") delivered for sale in the open market. The ascertainties are made at intervals of two months, and the changes in wages take effect in the month following. The standard or basis rates of wages are payable when the selling price is 70s. per ton, and for each additional 2.4d. in the selling price  $\frac{1}{4}$  per cent. is added to the standard rates. The standard rates, which include 8s. per shift for keepers, 6s. 4d. for slaggars, and 4s. 10d. or 5s. for labourers, subject to bonus additions, were fixed in 1919, when the ascertained selling price was 204s. 10.71d. per ton, and the addition to standard rates was accordingly 168  $\frac{1}{2}$  per cent.

Any question of difference arising in carrying out the arrangements is to be submitted to a joint committee of employers and workpeople, who, if they cannot agree, are required to appoint arbitrators to settle the matter. A further agreement covering these workpeople, arrived at in January, 1925, provides that, in addition to the wages determined in accordance with the arrangements described above, a bonus is payable, varying in amount for men on differing base rates, which is adjusted at intervals of one month on the basis of variations in the Ministry of Labour cost-of-living index number.

The arrangements described above, cover the process workers and also mechanics' and bricklayers' labourers, platelayers and general labourers, numbering in all about 3,000 under normal conditions. The wages of bricklayers are subject to variation in accordance with the steel-smelters' sliding scale under arrangements identical with those which apply to similar workers in Cleveland, and which are described in a subsequent paragraph.

*Pig-Iron Manufacture—Northamptonshire* : An agreement of March, 1920, between the employers' association and the trade union concerned, provided that the basis or standard wages of blastfurnace workers other than day-men should be taken as 40/93rds of their earnings in December, 1919, and those of day-men as 80/187ths of their earnings in the same month, and that to the basis wages so ascertained should be added a percentage based on the average price at the makers' works of all qualities of Northamptonshire pig iron, other than basic iron. The addition was to be made at the

rate of 1 per cent. for each variation of 2.4d. from a basis price of 47s. 6d. per ton. In 1922 the basis price was reduced to 40s. per ton, the other provisions remaining unchanged. The ascertainment is made quarterly by a firm of accountants specified in the agreement, or by some other firm mutually agreed upon, or, in default of agreement, to be nominated by the Board of Trade. Any changes in wages warranted by the selling price operate from the middle of the month following the end of the period to which the ascertainment relates. The arrangements also govern the wages of ironstone miners and limestone quarrymen in Northamptonshire. The total number of workers covered by the arrangements is about 3,000.

During recent months the arrangements have been temporarily modified. Reductions in wages of 9  $\frac{1}{2}$  per cent. and 3 per cent. respectively became due, under the sliding scale, in January and April, 1925, but it was agreed, instead, that wages should be reduced by three equal instalments each of 4  $\frac{1}{2}$  per cent. in April, July and October, 1925. A further reduction which became due in July was not enforced during the current quarter.

*Pig-Iron Manufacture, Iron and Steel Smelting, etc.—South Wales and Monmouthshire* : The rates of wages of blastfurnacemen and men employed in steel melting shops and in iron and steel rolling mills at the works affiliated to the South Wales and Monmouthshire Iron and Steel Manufacturers' Association are made up of basis rates plus percentage additions varying in accordance with the combined average net selling price per ton realised at the makers' works for steel rails, of 20 lbs. weight per yard and upwards, and steel tin-bars of all weights. The ascertainties of the selling price are made at intervals of three months by two public accountants, one appointed by the employers and the other by the operatives. Any necessary wage changes operate from the next month but one following the end of the period to which the ascertainment relates. The sliding scale is based on an average price of £4 5s. per ton, and for every advance or reduction of 3d. between £4 5s. and £6 10s., wages are advanced or reduced by 0.25 per cent. When the price exceeds £6 10s. wages are varied by 0.25 per cent. for each change of 6d. per ton in the selling price. In the event of any question of a general character arising in regard to the working of the agreement, a conference is to be assembled at the request of either party. Failing a settlement by the Conference, such steps are to be taken by the parties as they may deem desirable, but, failing agreement, the difference is submitted to arbitration.

The above arrangements cover upwards of 15,000 workpeople, including all classes of process workers, except steel smelters at the Dowlais-Cardiff works, whose wages are governed by the steel smelters' sliding scale. They also cover bricklayers' labourers, but not bricklayers, mechanics and roll turners, whose wages are adjusted by negotiation between the employers' association and the South Wales and Monmouthshire Allied Engineering Trades' Association.

In the Siemens steel works in South-West Wales, rates of wages are regulated under a separate arrangement. The percentage addition to basis rates is subject to a variation of  $\frac{1}{4}$  per cent. for each advance or reduction of 2s. 6d. per ton from a standard price of £5 per ton, in the ascertained average net selling price at makers' works of steel tin bars of all weights. The ascertainties are made at intervals of three months, and any necessary wage changes operate from the next month but one following the end of the ascertainment period. The above arrangements, which cover about 9,000 workpeople, do not apply to mechanics, patternmakers or electricians, whose wages are adjusted in accordance with movements in the engineering industry at Swansea and Llanelly, nor to bricklayers and masons.

The operation of the sliding scale has been modified by the granting of special bonuses, amounting to 30 per cent. on basis rates in the case of men receiving base rates up to 30s. a week and additional amounts ranging from 4d. to 6d. a shift in the case of men on base rates of 50s. to 30s. 1d. per week.

*Iron Puddling and Iron and Steel Rolling—North of England* : Prior to 1919 the wage rates of iron puddlers and millmen in Northumberland, Durham and Cleveland were to be 2s. per ton for puddling, together with 1s. for each  $\frac{1}{2}$  in the average selling price of finished iron as ascertained by accountants, at intervals of two months, from the books of associated firms. The rates of wages of the millmen were varied by 2  $\frac{1}{2}$  per cent. (calculated on the basic rates) for each change of 3d. per ton in the puddling rate. In 1919, however, when the hours of labour were reduced from 12 to 8 per shift, it was agreed that the rate for puddling should be 13s. 6d. per ton plus the total of the advances under the scale since the outbreak of war, expressed in the form of a percentage equivalent to 2  $\frac{1}{2}$  per cent. for each advance of 3d. per ton in the puddling rate. Since that date variations have been made at the rate of 10 per cent. on the basis rate for each fluctuation of £1 in the selling price. This arrangement, which covers about 3,750 workers, does not apply to steel millmen employed by certain firms, in whose case wages are regulated under the steel smelters' scale.

The rates of wages of certain semi-skilled and unskilled workers are likewise subject to the fluctuations of the iron scale, while the rates of other such workers and of bricklayers and their labourers, engineers, boilermakers, electricians and patternmakers are regulated in accordance with variations under the steel smelters' sliding scale, details of these arrangements being given in subsequent paragraphs.

*Iron Puddling and Iron and Steel Rolling—Midlands* : An agreement of the Midland Iron and Steel Wages Board, which was in operation for many years before the war, provided that accountants should examine, every two months, the books of certain specified firms and should take out the weights and selling prices of all classes of iron, as rolled and delivered from the mills, sold and marketed, but excluding any which had been used in other departments, and

all steel. From these details the average net selling price was to be derived and notified by the accountants to the employers' and the operatives' secretaries. The wages of the iron puddlers were then determined on the basis of 2s. 3d. together with 1s. per ton for each pound sterling per ton in the selling price, with corresponding smaller amounts for fractions of one pound; and the wages of the millmen were varied by 2  $\frac{1}{2}$  per cent. on standard rates for each variation of 3d. per ton in the puddling rate. In 1919 it was agreed that a standard rate of 13s. 6d. per ton should be adopted for puddling, subject to additions and subsequent variations under arrangements similar to those applicable in the North of England. The total number of workers under this arrangement is about 35,000 under normal conditions.

The rates of wages of certain of the unskilled workers and maintenance men, numbering about 8,000, are regulated under an arrangement whereby an adjustment of 3d. per week is made for each variation of  $\frac{1}{4}$  per cent. under the above scale, with a maximum adjustment in any one month of 3s. a week. It is understood that at some works the wages of mechanics and bricklayers correspond with those payable in the engineering and building industries respectively.

*Steel Smelting* : The level of wages of workers engaged in the production of Siemens open-hearth steel on the North-East coast, in Scotland and in Lincolnshire, and of those employed by certain firms in Cumberland, Lancashire, South and West Yorkshire and in the Midlands is subject to adjustment at intervals of three months. The basis or standard wages are those in operation at each works in the first three months of 1905. To these wages are added percentages based on the average net selling price per ton realised at the works of specified makers for steel plates for all purposes,  $\frac{1}{4}$  inch thick and upwards, except boiler plates and others of a particularly special character, made by the Siemens open-hearth process. The price is ascertained quarterly by a public accountant mutually agreed upon, and the wage changes warranted by variations in the price operate in the month but one following the end of each quarter to which the ascertainment relates. Each complete pound in the average net selling price is divided into eight steps of 2s. 6d. each, and wages are calculated by adding to or deducting from the standard rates  $\frac{1}{4}$  per cent. for each step by which the selling price differs from the standard price of the first quarter of 1905. Any dispute arising out of the agreement is referred to a joint committee, who, if they fail to agree, are required to appoint an arbitrator, whose decision is binding on both parties. The above arrangements apply to melters, pitmen, slagmen, ladlemen, furnace helpers, gas producers, charge wheelers, etc., numbering about 20,000. The arrangements applicable to several classes of semi-skilled and unskilled workers and to maintenance men are described in the following paragraphs.

*Certain Classes of Semi-skilled and Unskilled Workers in the Iron and Steel Industry* : Agreements between the Iron and Steel Trades Employers' Association and the various trade unions concerned provide for the regulation of wages of all workers whose wages at 26th June, 1921, were not subject to the full fluctuations of the steel smelters' sliding scale. As from this date the workers other than maintenance workers (respecting whom see the following paragraph), were divided into two sections, (i) those who do not, and (ii) those who do, receive "allowance hours" or extra payments for night shifts. For the former section, new base rates were arrived at by taking the total earnings of each man as at 26th June, 1921, inclusive of war advances, and deducting 2s. 10d. per week; to the sum remaining was added 5 per cent. in the case of those whose total war advances were less than 170 per cent., and 2  $\frac{1}{2}$  per cent. in the case of those whose advances were 170 per cent. or over; the totals thus arrived at were regarded as consisting of 270 parts, of which 100 parts formed the new standard or base rates, to which the full percentages operating under the smelters' scale were to be added. For the latter section the total war advances were taken as representing 152 steps, and it was agreed that wages should be varied by the equivalent of one step for each variation of  $\frac{1}{4}$  per cent. under the smelters' scale. The operation of these two scales is modified by a further arrangement whereby an additional bonus has been paid since August, 1924, ranging from 1s. 2d. per shift to those in receipt of a base wage of 5s. 10d., to 2d. to those receiving a base wage of 6s. 6d. to 7s. a shift. The total number of workers under this arrangement is nearly 40,000.

*Maintenance Workers at Blastfurnaces and Iron and Steel Works* : The rates of wages of bricklayers, bricklayers' labourers, engineers, boilermakers, electricians, and patternmakers at blastfurnaces in Cleveland, in steel smelting shops in various districts except South Wales, and at iron and steel rolling mills in the North of England are regulated in accordance with agreements between representatives of the employers and the trade unions concerned, on the basis of variations under the steel smelters' sliding scale. In the case of bricklayers a basis rate of 1s. per hour, subject to a tonnage bonus varying according to output, has been fixed. To this basis rate is added the percentage addition payable from time to time to steel smelters. In the case of bricklayers' labourers, engineers, boilermakers, electricians and patternmakers the total of the war advances which had accumulated up to the beginning of 1921, and which more or less corresponded with the general advances granted in the engineering industry, was divided into 152 equal steps. For each variation of  $\frac{1}{4}$  per cent. under the steel smelters' sliding scale, the rates of wages of these workers are subject to a variation equivalent to one of the 152 steps.

*Coke and By-product Works* : The percentage addition to the basic rates of coke and by-product workers in Durham is subject to variation in accordance with changes in the selling price of by-product coke at the ovens in the County. The price, which represents

the realised value at the ovens in the County of all such coke, exclusive of ballast and coke sent to makers' own works, or those of affiliated companies, is ascertained by accountants appointed by the owners. Accountants appointed by the workmen, however, have the right to attend at the offices of the works, along with the owners' accountants, for the purpose of examining the returns. When the price is 25s. or less per ton the addition to standard rates of wages is 40 per cent., and for each increase of 6d. or less in the price an additional 1 per cent. is payable. The ascertainment and any consequent wage changes are made at intervals of one month.

In West Yorkshire a similar arrangement operates. The price taken is that of coke and breeze, and the variations in wages are 3 per cent. for each advance of 1s. in the price above 15s. per ton. The latter price warrants an addition of 32 per cent. to the standard rates of 1911, which is the minimum payable under the current agreement. The ascertainment and wages changes take place at intervals of three months. In North Staffordshire and Lancashire the price taken is that fixed by the Sheffield Blastfurnace Coke Sales Association. A price of 24s. per ton warrants the addition of 45  $\frac{1}{2}$  per cent. to basic rates, and for each variation of 6d. per ton the percentage is altered by 0.75 provided that wages are not to fall below standard rates, plus 32 per cent.

*Iron-Ore Mining—Cumberland* : An Agreement of August, 1919, fixed rates of wages for certain classes of workers, including 18s. 9d. per shift as the bargain price for underground miners, 14s. as the minimum wage for miners and 10s. 9d. for leading labourers, and granted advances of varying amounts to other classes. The new rates in the case of miners (bargain price), labourers and certain other underground workers, boys and surface workers, were related to an assumed price of 204s. 6d. per ton for Cumberland hematite pig-iron, mixed numbers 1, 2 and 3, and it was agreed that for each variation of 1s. per ton in the selling price from the assumed amount the rates for the higher-paid workers should be varied by 1d. per shift, those for the lower-paid workers by  $\frac{1}{2}$ d. per shift, and those for boys by  $\frac{1}{4}$ d. per shift. The miners' minimum wage and the rates for underground shiftmen were to remain unchanged till the price of pig-iron fell to 180s. per ton, and then to be subject to a fall of 1d. per shift for each further fall of 1s. per ton. The Agreement also provided that wages should not fall below the equivalent of a selling price of 75s. per ton, and that the miners' minimum should not be lower than 6s. per shift, nor the rates for other workers lower than 5s. per shift. The ascertainment and consequent wage changes are now made at intervals of one month. The arrangements under the sliding scale have been modified by the payment, since January, 1925, for six months (and subsequently extended to August) of a cost-of-living bonus of 1s. per shift to underground labourers over 18 years of age, underground shiftmen, and surface workers over 18 years of age receiving less than 6s. a shift. This bonus is related to a cost-of-living index number of 80, and is varied by 1d. per shift for each point above or below this figure.

*Tinplate Manufacture—South Wales and Monmouthshire* : The wages of workers in this industry, numbering about 26,000, are adjusted at intervals of three months on the basis of variations in the average net selling price per ton at the makers' works of steel tin bars of all weights as ascertained from the books of members of the South Wales Siemens Steel Association. The ascertainties are made by a firm of accountants mutually agreed upon. The scale operates by advancing or reducing wages by  $\frac{1}{4}$  per cent. on the standard rates for each variation of 2s. 6d. per ton from a basic selling price of £7 10s. The wage changes operate from the month but one after the end of the period to which the ascertainment relates. Any disputes arising out of the Agreement are to be settled between the parties or submitted to arbitration. Since the sliding-scale arrangement was adopted there have been modifications in certain of the base rates, and a special advance of 7  $\frac{1}{2}$  per cent. on base rates has been paid in addition to the percentage warranted by the selling price. The wages of maintenance men are not governed by the above arrangements.

*Galvanising* : The rates of wages of workpeople employed by members of the Galvanising Conciliation Board, mainly in South Wales and the Midlands and on the North-East Coast, are adjusted at intervals of two months in accordance with changes in the selling price of galvanised corrugated sheets less the cost of the spelter used in their manufacture. The cost of spelter is ascertained from the books of specified firms for the two months preceding the period to which the ascertained price of sheets relates. The deduction is made by allowing 2 cwt. of spelter to the ton of 24-gauge sheets. The basic price of the scale, after deducting the cost of spelter, is £7 10s. per ton, and wages are varied by 2  $\frac{1}{2}$  per cent. on standard rates for each difference of 5s. from this price up to any amount above base. The ascertainment is made by a firm of accountants named in the Agreement.

*Tube-Making—Scotland* : For the purpose of adjusting the wages of workers in this industry a sales factor has been ascertained by taking the difference, as between March and April, 1921, and the eighteen months prior to 30th June, 1914, in the average net sale price per ton at the works of the companies of screwed and coupled tubes, black, up to 6 inches diameter. Similarly, a wages factor, representing the war advances up to July, 1921, has been taken as 42s. a week. The sales factor is divided into steps of 10s. each and the wages factor into an equal number of even steps. The price of tubes is ascertained quarterly, and for every complete step of variation from the maximum sales price (i.e., the price for March and April, 1921) the wages fluctuate by one step of the wages factor. The ascertainment is made at intervals of three months, and the wages changes operate in the month but one following the end of the ascertainment period. The accountants are selected by mutual agreement between the parties; failure to agree on any matter

arising out of the agreement is to be followed by the appointment of an arbitrator, mutually selected, or appointed by the Sheriff of Lanarkshire. The agreement provides that when the selling factor has fallen three-quarters of the way from the maximum to the minimum price the future operation of the arrangement shall be considered, and that nothing in the agreement shall prevent negotiations for variations in basic rates at the instance of either party. Since 1922 reductions in wages due under the agreement have not been enforced, and in 1924 a special bonus of 2s. a week was granted.

#### OTHER ARRANGEMENTS.

Apart from the agreements referred to above, there are two arrangements which warrant attention. The wages of ironstone miners in Cleveland are subject to adjustment at quarterly intervals following a joint conference of employers and workpeople. This conference takes into consideration, amongst other factors, the ascertainment of the price of Cleveland pig iron. The general tendency of wages, therefore, is in the same direction as that of the wages of the blast-furnace workers, though the amounts of change do not correspond precisely. The other arrangement covers marl workers in North Staffordshire. In July, 1924, a minimum rate of 1s. 0½d. per hour was fixed for these workers, with a provision that it should be subject to increases bearing a fixed relation to increases in the tonnage output of the members of the Marl Owners' Association. Thus, an increase of 20 per cent. in the output yields a rate of 1s. 1d. per hour, an increase of 35 per cent. 1s. 1½d., and so on. There are also a number of other arrangements in operation governing the wages of the employees of individual firms. These firms are mainly in the iron and steel industry, and the arrangements are generally similar in nature to those described above.

#### COAL MINING INDUSTRY.

The principle of regulating wages on a pre-arranged basis is also in operation in the coal mining industry. Under the agreement of 1924\* the percentage addition to standard rates of wages is liable to variation at monthly intervals on the basis of the proceeds of the industry in each of thirteen districts, subject to provisions as to the minimum percentage payable and to minimum amounts of shift rates (see page 336 of the issue of this GAZETTE for July, 1921, and page 194 of that for June, 1924). The ascertainment of the proceeds cover periods of three months. They are compiled from returns made by the owners, and are subject to a check by a joint test audit by accountants appointed by the owners and the workers. A schedule to the National Agreement defines the activities the products of which are to be excluded from the ascertainment, and also the items in income and expenditure which are admissible or otherwise. The arrangement differs from the provisions of the agreements in the iron and steel and other industries in that it does not relate definite steps in wage rates above or below a specified level to steps in selling prices. Subject to certain qualifications as regards minimum rates and the carrying forward of deficiencies, it provides for the division of the proceeds in fixed proportions as between wages and profits, the proportion allocated to wages being expressed in the form of percentage additions to standard rates.

### UNEMPLOYED PERSONS RECEIVING POOR LAW RELIEF.

A STATEMENT† has been issued by the Ministry of Health showing the number of persons in receipt of Poor Law Relief in England and Wales in the quarter ending in March, 1925 (excluding lunatics in county and borough asylums, persons in receipt of domiciliary medical relief only, and casuals), and giving some particulars as to the number of "unemployed" persons in receipt of relief. Of an average of 883,000 such persons in receipt of domiciliary relief in March, 1925, 386,000 (comprising 96,000 men, 94,000 women and 196,000 children) were persons ordinarily employed in some regular occupation, or wives and dependent children of such persons.

The following Table gives comparative figures for England and Wales for the months of March, 1925, and March, 1924 :-

| Classes of Persons in receipt of Domiciliary Relief.   | England and Wales. |              |   |              |
|--|--------------------|--------------|---|--------------|
|  | Average Numbers.   |              | Average Numbers per 10,000 of the Estimated Population. |              |
|  | March, 1925.       | March, 1924. | March, 1925.  | March, 1924. |
| 1. Persons insured under the Unemployment Insurance Acts (whether in receipt of unemployment benefit or not) and the wives and dependent children of those persons ... | 346,000            | 506,000      | 89  | 132          |
| 2. Persons ordinarily engaged in some regular occupation, but not so insured, and the wives and dependent children of those persons ...                                | 40,000             | 50,000       | 11  | 13           |
| Totals of 1 and 2 ...  | 386,000            | 556,000      | 100   | 145          |
| 3. All other persons in receipt of domiciliary relief ...  | 497,000            | 467,000      | 128   | 121          |
| 4. Total number of persons in receipt of domiciliary relief ...  | 883,000            | 1,023,000    | 228   | 266          |

Statistics relating to the numbers of persons receiving Poor Law Relief in certain districts in July are given on page 294 of this GAZETTE.

\* As regards the conditions under which this Agreement continues to operate, see the article on pages 265-7 of this GAZETTE.  
† H.M. Stationery Office; price 3d. net.

### EMPLOYMENT OF DISABLED EX-SERVICE MEN.

#### KING'S ROLL.

THE King's Roll National Council held its twelfth meeting on the 21st July. In the absence in Canada of Earl Haig, the Chairman of the Council, Major-General Sir John Davidson, K.C.M.G., C.B., D.S.O., M.P., was in the Chair.

It was reported to the Council that there are approximately 28,000 firms on the King's National Roll, and that these firms employ approximately 360,000 disabled ex-service men.

The Council have taken considerable interest in the enrolment of Local Authorities. 1,366 Local Authorities are now on the Roll. 2,445 Local Authorities are not yet enrolled, but this number includes 1,631 Authorities which employ too small a staff to be reasonably expected to enrol. All County Borough Councils are on the Roll, and only 9 County Councils and 23 Town Councils in England and Wales, which employ a sufficiently large staff, remain unenrolled.

Mention was made of the fact that a Bill promoted by an electric supply company in London was defeated in the House of Commons in February last, largely owing to the fact that the company was not on the King's Roll. It was reported to the Council that, since that date, the company in question and a number of similar companies had joined the Roll.

The Council have considered from time to time the question of enrolment of Royal Warrant holders, and it was reported at the meeting that there are now 627 holders of the Royal Warrant on the Roll, and that only 153 such firms who might reasonably be expected to enrol were not enrolled. The Council is taking further action in the matter.

The Government rule that, save in very exceptional circumstances, Government contracts should only be allocated to firms on the King's Roll, has been followed by a number of Local Authorities; and it was reported to the Council that there are now 522 Local Authorities who either restrict their contracts to firms on the Roll or give a preference to such firms.

The figures of unemployed disabled ex-Service men submitted to the Council showed that there are now approximately 35,000 unemployed, and that, in the opinion of the local King's Roll Committees, 15,000 of this number are handicapped from finding employment by reason of their war disability.

#### INDUSTRIAL TRAINING.

At 28th July, 1925, the number of men in training was 4,340 and the number awaiting training, 1,027. Since 1st August, 1919, 93,360 men have terminated training.

#### INTERRUPTED APPRENTICESHIPS.

Up to 31st July, 1925, 44,719 apprentices have been accepted for training with 17,870 employers, this being the same as on 30th April, 1925.

The apprentices rejected up to 31st July, 1925, numbered 2,179, this being the same as on 30th April, 1925. Of those accepted, 43,834 had terminated their training and 885 were still in training. The corresponding numbers on 30th April, 1925, were 43,817 and 902.

The number of men who have received Institutional Training up to 31st July, 1925, is 2,313, this being the same as on 30th April, 1925.

### UNEMPLOYMENT INSURANCE ACT, 1925.

THE Unemployment Insurance Bill, 1925, received the Royal Assent on the 7th August.

The summary of the Bill given in last month's issue of this GAZETTE (p. 226) indicates the main provisions of the Act as passed. The more important amendments made in the Bill during its passage through Parliament are as follows :-

(i) In Section 2, the power of the Minister of Labour to waive compliance with the "first statutory condition" is extended to the 30th June, 1927 (instead of 30th June, 1926, as originally proposed in the Bill).

(ii) In Section 3, the operation of the six-day waiting period (instead of three days, as hitherto) has been postponed till the 1st October, 1925.

### MERCHANT SHIPPING (INTERNATIONAL LABOUR CONVENTIONS) ACT, 1925.

AN Act has been passed to give effect to certain Draft Conventions adopted by two International Labour Conferences relating respectively to (i) an unemployment indemnity for seamen in the case of loss or foundering of their ship, (ii) the minimum age for the admission of young persons to employment as trimmers and stokers, and (iii) the compulsory medical examination of young persons employed at sea. The Act received the Royal Assent on the 31st July.

The text of the three draft Conventions to which effect is given by this Act is printed as a schedule to the Act.

### WIDOWS', ORPHANS', AND OLD AGE CONTRIBUTORY PENSIONS ACT.

THE Widows', Orphans', and Old Age Contributory Pensions Bill\* has been passed by both Houses of Parliament, and received the Royal Assent on the 7th August.

Numerous amendments were made in the Bill during its passage through Parliament, the most important of which are as follows :-

A new subsection to Section 1 provides that children's allowances (paid to the widow of an insured man in respect of her children) and orphans' pensions (paid in respect of the orphan children of insured men or of insured widows) shall be paid while the child is under 14, "or the age not exceeding 16 up to which the child remains under full-time instruction in a day school." Section 18 (under which an existing widow is entitled to a widow's pension provided, *inter alia*, she has a child under 14) has been amended to provide that, if there is a child over 14 but under 16 still at school, an additional allowance will be payable, although the widow is not eligible for a widow's pension.

An amendment to subsection 1 of Section 1 makes the orphan's pension 7s. 6d. for each orphan child, instead of 7s. 6d. for the first and 6s. for each other child.

Under the Bill as introduced, certain classes of persons engaged in employments "excepted" from health insurance were, nevertheless, required to be insured for pensions. This provision has now been amended to exclude teachers from the operation of the Act.

A new subsection has been added to Section 13, providing that, where a person is in receipt of a pension payable by the Ministry of Pensions, the Minister of Pensions may, with the consent of the pensioner, pay any contributions payable by the pensioner as a voluntary contributor, and deduct the amount so paid from his pension.

A further provision has been added whereby an uninsured man marrying a woman who has been insured under the scheme for at least two years may elect to become a voluntary contributor.

Section 24 (providing that no pension or additional allowance is payable under this Act to or in respect of any person drawing a "service dependant's" pension) has been amended so as to exclude a parent drawing a pension in respect of his or her son's service during the War.

A new section (Section 27) has been added, providing for the modification, where necessary, of existing private pension schemes.

The provision in the Bill as introduced whereby a widow in receipt of a pension was to be exempt from health and unemployment insurance has been withdrawn.

A new subsection (4) has been added to Section 44, bringing within the scheme a child legitimated by the subsequent marriage of his or her parents.

The remaining amendments generally deal with points of detail, matters of regulation, etc.

### SUPERANNUATION OF OFFICERS OF LOCAL AUTHORITIES: APPOINTMENT OF COMMITTEE.

THE Minister of Health and the Secretary for Scotland have appointed a Committee to inquire and report whether any amendments are required in the Local Government and Other Officers' Superannuation Act, 1922, and in particular (a) whether it is desirable that the scheme of superannuation established by that Act should now be made obligatory on all Local Authorities, and (b) whether that scheme should, with or without modification in respect of particular classes of officers, be made applicable to all persons in the employment of those Local Authorities, other than school teachers and police. Sir Amherst Selby-Bigge, Bart, K.C.B., J.P., has been appointed Chairman, and Mr. V. L. Harkness, of the Ministry of Health, Secretary of the Committee.

### CENSUS REPORT ON WORKPLACES: ENGLAND AND WALES.

IN the Report on workplaces,† which has just been published, forming one of the Reports issued in connection with the Census of England and Wales, an attempt has been made to show to what extent the place of residence of the enumerated population differs from the place of working. It is stated that, so far as the Census Department are aware, this is the first occasion upon which statistics of workplaces have been obtained and presented by any country in the world.

The Report contains an explanatory preface and three Tables. Table I shows, for each county in England and Wales, and for each urban and rural district therein, the number of males and of females enumerated and working in the area; enumerated in the area, but with no fixed workplace; enumerated in the area but with workplace not stated; enumerated in the area, but with a workplace outside the area; and working in the area, but enumerated elsewhere in England and Wales.

Table II shows, in greater detail, for each borough, urban district, or rural district, the number of persons (i) enumerated in the area,

\* A summary of the Bill, as introduced, appeared in the May issue of this GAZETTE (page 152).  
† H.M. Stationery Office; price 16s. net.

but working elsewhere; and (ii) working in the area, but enumerated elsewhere. In each case the principal places to which the outward movement goes, and from which the inward movement comes, are shown.

Table III shows the night and day populations, and the daily movements, in counties, in county boroughs, and in boroughs and urban districts with enumerated populations of over 20,000; with the aggregate daily inward and outward movement, and the net movement (either inward or outward).

The following places show the largest daily inward movements, *i.e.*, excess of day population over night population :-

In administrative county of London :-

|                |          |                |     |        |
|----------------|----------|----------------|-----|--------|
| City of London | 423,012* | Holborn        | ... | 58,513 |
| Westminster    | ...      | St. Marylebone | ... | 51,500 |
| Finsbury       | ...      |                |     | 65,334 |

In other administrative counties :-

|            |     |            |     |        |
|------------|-----|------------|-----|--------|
| Manchester | ... | Birmingham | ... | 33,525 |
| Liverpool  | ... | Newcastle  | ... | 22,683 |

The number of places with a net daily outward movement, *i.e.*, an excess of night population over day population, exceeds the number of places with a net daily inward movement in the proportion of about 4:3. The following summary gives all the places where the net outward movement exceeds 20,000 :-

In administrative county of London :-

|            |     |           |     |        |
|------------|-----|-----------|-----|--------|
| Islington  | ... | Lewisham  | ... | 35,622 |
| Wandsworth | ... | Fulham    | ... | 31,106 |
| Camberwell | ... | Hackney   | ... | 29,290 |
| Lambeth    | ... | Battersea | ... | 26,969 |

Other places near London :-

|             |     |           |     |        |
|-------------|-----|-----------|-----|--------|
| East Ham    | ... | Willesden | ... | 28,039 |
| Leyton      | ... | Croydon   | ... | 26,476 |
| Tottenham   | ... | Hornsey   | ... | 21,703 |
| Walthamstow | ... |           |     | 28,402 |

The only other place with a net outward movement exceeding 20,000 was Salford, with 27,835.

### THE CANADIAN INDUSTRIAL DISPUTES INVESTIGATION ACT.

#### SUMMARY OF PROVISIONS AND PRESENT POSITION.

THE Industrial Disputes Investigation Act was passed by the Canadian Parliament in 1907, after a strike in the coal mining industry in the province of Alberta and the consequent shortage of fuel which had emphasised the danger of disputes in certain industries. The law is limited in its main provisions to the mining industry, transport and communication, and public service utilities employing more than 10 persons, including railways, steamships, telegraph and telephone services, and the production of light, heat and power. It is declared illegal for an employer in these industries to declare or cause a lock-out of the workpeople employed by him or for workpeople to go on strike prior to or during a reference of the matter in dispute to a board of conciliation and investigation. An employer contravening the law is liable to a fine of from 100 to 1,000 dollars for each day or part of a day that a lock-out exists, and a worker on strike contrary to the Act is liable to a fine of from 10 to 50 dollars for each day or part of a day he is on strike. A penalty is also provided for anyone who incites or aids any person to declare a lock-out or to go on strike contrary to the law.

The statute is administered generally by the Minister of Labour. When a difference exists between an employer and any of his workers, and the parties are unable to adjust it, either of them may make application to the Minister for the appointment of a board of conciliation and investigation. Within fifteen days from the receipt of the application the Minister establishes a board. Each board consists of three members nominated by the Minister, one on the recommendation of the employer, one on the recommendation of the workpeople, and the third by agreement between the other two, or failing agreement, by the Minister. The original enactment provided that the machinery of the Act could be put into operation only on the application of one or other of the parties, but an amendment of 1918 empowered the Minister of Labour to appoint a board at the request of the municipality interested, or on his own motion. If a settlement is effected a memorandum to this effect is drawn up and signed by the parties, and forwarded to the Minister. Where the parties are unable to come to an agreement through a board of conciliation, the board reports to the Minister, with recommendations for the settlement, such report being made public.

Thirty days' notice must be given of an intended change in wages or hours of labour, and if a "dispute" ensues within the meaning of the Act no change may be made in such wages or hours of labour pending the delivery of the report of the board. The Act provides also that if the parties agree to be bound by the award of the board it may be made a rule of a court of record and enforceable at law.

As regards the results of the application of the Act, it is stated that between the date of its becoming law and the end of March, 1923, application was made to the Department for a board of conciliation and investigation in 597 cases, and that in 93.9 per cent. of these cases disputes were averted or ended. Provision is made under the law for the voluntary application of its machinery to differences otherwise outside its scope. In such cases the application may be

\* The night population of the City of London at the date of the Census was only 13,709; the day population was 436,721. The details in Table II, show that 19,897 came in from Islington, 18,544 from Lambeth, 18,350 from Camberwell, and so on.

made by either party but the other party must also agree to the reference to a board of conciliation and investigation. The reports of the Department of Labour show (it is stated) an increasingly large number of disputes in which voluntary application was made for the application of the Act. In the first twelve years during which the law was in force, 6 per cent. of the disputes dealt with under the Act were in industries other than mines or public utilities, whereas in the four years 1920 to 1923 inclusive 19 per cent. were dealt with by joint consent.

Recently the question as to the right of the Dominion Parliament to enact this measure has been raised before the courts of law in consequence of the refusal of the Toronto Electrical Commissioners to recognise the authority of a board of conciliation and investigation established under the Act to deal with a dispute between the Commissioners and certain workpeople employed by them. The case eventually came before the Judicial Committee of the Privy Council in England. The judgment of the Lords of the Judicial Committee delivered on 20th January, 1925, was to the effect that the Industrial Disputes Investigation Act was not within the competence of the Dominion Parliament under the terms of section 91 of the British North America Act. Lord Haldane stated that their Lordships considered the subject-matter of the Canadian Industrial Disputes Investigation Act to be one affecting property and civil rights and therefore reserved exclusively to the provincial legislatures. The statute was accordingly declared *ultra vires* so far as the Dominion Parliament was concerned.

In consequence of this decision declaring the 1907 Act as it then stood to be invalid, two sections were added to the Act and certain amendments introduced with the object of making clearer the original intent of the Act in certain respects. The new sections are numbered 2A and 2B. The first of these (2A) states that the Act shall be restricted in application to the following disputes only:—

(1) Any dispute in relation to employment upon or in connection with any work, undertaking, or business which is within the legislative authority of the Parliament of Canada . . . .

(2) Any dispute which is not within the exclusive legislative authority of any provincial legislature to regulate in the manner provided by the Act.

(3) Any dispute which the Governor in Council may by reason of any real or apprehended national emergency declare to be subject to the provisions of the Act.

(4) Any dispute which is within the exclusive legislative jurisdiction of any province and which by the legislation of the province is made subject to the provisions of the Act.

The second section added (2B) states that the provisions of the Act shall not be so construed as to extend the meaning of the word "employer" as defined by section two, paragraph (c) of the Act.\*

## THE BASIC WAGE IN QUEENSLAND.†

### REPORT OF COMMISSION.

WHILE the main purpose of the Queensland Court of Arbitration established under the Act of 1916 is (in the words of the title to the Act constituting the Court) "to provide for the regulation of the conditions of industries by means of conciliation and arbitration," the Court is also empowered to prescribe a minimum standard of comfort for workpeople. As a means to this end the Court makes periodical declarations as to the basic wage for Queensland, the basis so adopted providing a standard by which wages in particular crafts and industries are fixed. The Economic Commission on the Basic Wage, appointed by the Court at the end of December last, considered that in effect it was invited by the Court to make recommendations which might be useful in forming an estimate of what such a wage should be.

The Commission presented its report on 21st February, 1925, the principal recommendations being as follows:—

(1) The chief guide to be followed by the Court in declaring a standard basic wage for industries of "average prosperity" should be the capacity of industry to pay wages. Cost of living should only be taken into account after capacity to pay has been ascertained.

(2) Capacity to pay should be determined from figures showing changes in income per head, past production per head, and future production per head, of Queensland.

(3) An index of capacity to pay so determined should be the principal guide, but reference should also be made to such matters as productive efficiency, unemployment, and rates of wages in neighbouring States.

(4) The method recommended for obtaining an index of capacity to pay is as follows. An index of the value of material production per head, for the year preceding the year in which the declaration of the standard basic wage is made, is added to an index of the prospective value of

\* "Employer" means any person, company or corporation employing 10 or more persons and owning or operating any mining property, agency of transportation or communication, or public service utility, including, except as hereinafter provided, railways, whether operated by steam, electricity or other motive power, steamships, telegraph and telephone lines, gas, electric light, water and power works, or any number of such persons, companies or corporations, acting together, or who in the opinion of the Minister have interests in common.

† Report of the Economic Commission on the Queensland Basic Wage, Queensland Industrial Gazette, March 24th, 1925.

material production per head for the year in which the declaration is made. The average of the two will then give the required index. If, however, a satisfactory figure of income per head can be obtained, it should be used in conjunction with the first figure of the value of material production per head.

(5) Arrangements should be made for the collection, analysis and tabulation of the necessary information upon which to base the index of capacity to pay.

(6) The time for the annual declaration of the Standard Basic Wage should preferably be August or September, when material information is best available.

(7) In varying the standard basic wage for industries of more or less than average prosperity the Court might consider whether it is practicable to fix craft wages as a percentage upon general rates in each industry.

(8) In determining the differences between industries, the income derived from particular industries might be ascertained from the income-tax returns. Such amounts should be related to the growth of the industry and the variations in the general index.

(9) Consideration should be given to piece-rates as a method of maintaining or increasing capacity to pay.

As regards the considerations which have weighed with wage-fixing authorities generally in Australia, the report states that one of these is the "cost of living" according to some assumed or ascertained standard, while the other is summed up in the phrase "capacity to pay," i.e., to pay the wage to be fixed. "Cost of living" as a principle of wage-fixing will depend primarily upon a minimum standard of comfort, and three such main standards have been put forward in Australia. The first was that laid down in 1907 by Mr. Justice Higgins, the President of the Commonwealth Arbitration Court in the Harvester Case ("the normal needs of the average employee regarded as a human being living in a civilised community"), which in application means that a minimum wage of 7s. per day was required to meet the needs of a family consisting of a wife and three children. The second standard was adopted by Mr. Justice Heydon of New South Wales, who took a man, wife and two children as a basis for the minimum living wage. This standard is followed by the New South Wales Board of Trade, which is empowered to declare periodically the "cost of living" of such a family as the basic wage for New South Wales. The third standard was that adopted by the Commonwealth Basic Wage Commission in its report of 1920,\* when the family consisting of a man, wife and three children was taken and the Commission found that the cost of living was on an average 25 per cent. above the Harvester precedent. This last standard has nowhere been adopted by wage-fixing authorities and has in fact been rejected in Queensland on the ground that it is beyond the present capacity of industry.

## HOLIDAYS FOR WORKPEOPLE IN CZECHOSLOVAKIA.†

ON 1st May a new Act came into force in Czechoslovakia making provision for annual holidays with pay for many classes of workers. Similar concessions had already been granted to commercial employees and miners under Acts dated 1910† and 1921, while in addition collective agreements in operation in the chief industries had contained provisions for annual holidays for workpeople. The new Act provides that every wage-earner in the permanent employment of an undertaking shall have the right to a holiday of six days with pay after one year's continuous employment, of seven days after ten years' service, and of eight days after fifteen years' service. Apprentices are to be entitled to a holiday of eight days after six months' service.

The wage-earner will receive payment for holidays corresponding to his average wages during the four weeks preceding the holidays.

Holidays are to be given as a general rule between 1st April and 30th September, the precise date to be fixed by the employer in agreement with the chairman of the works council, or with a representative of the workers.

The Act will not apply to workers for whom holidays have already been provided by special legislation, or to seasonal workers, day labourers in agriculture and forestry, domestic workers, or State employees.

As regards the importance of this measure it is stated, in an article by the General Secretary of the Federation of Czechoslovak Trade Unions, that the Act will benefit two-thirds of the total number of industrial workers who have hitherto had no annual holiday at all, and also those workers whose annual holiday under collective agreements was less than six days. At the last census of the population—in 1921—there were in Czechoslovakia 1,815,089 workers in industry, transport and commerce. It is estimated that the conditions of labour of about 520,000 were regulated in 1921 by collective agreements: there were thus about 1,300,000 not working under agreements and therefore not entitled to an annual holiday.

\* See this GAZETTE for April, 1921, page 183.

† Industrial and Labour Information, 27th April, 1925, and 6th July, 1925. International Labour Office, Geneva.

‡ A former Austrian Act which remains in force in Czechoslovakia.

## CHANGES IN COST OF LIVING: STATISTICS FOR 1st AUGUST.

### Summary: Average Increases since July, 1914.

|                    |     |     |     |
|--------------------|-----|-----|-----|
| All Items included | ... | ... | 73% |
| Food only          | ... | ... | 68% |

### FOOD.

At 1st August the average level of retail prices of the principal articles of food showed a slight upward movement as compared with 1st July. Eggs, butter, margarine, cheese and milk were all dearer than a month earlier, but these advances were largely counterbalanced by a seasonal decline in the prices of potatoes and by a slight reduction in the average prices of flour and of bread. The remaining articles included in the statistics showed no appreciable change in price.

As a net result of all the changes recorded, the average increase over the level of July, 1914, in the retail prices (in Great Britain and Northern Ireland) of the articles of food included in these statistics was about 68 per cent. at 1st August, as compared with about 67 per cent. at 1st July and 64 per cent. at the corresponding date in 1924.

In the following Table is given a comparison of retail prices of these articles of food in July, 1914, and at 1st July and 1st August, 1925:—

| Article.                 | Average Price (per lb. unless otherwise indicated—to the nearest $\frac{1}{4}$ d.) |                    |                    | Average Inc. (+) or Dec. (—) at 1st August, 1925, as compared with |                     |
|--------------------------|--|--------------------|--------------------|--|---------------------|
|                          | July, 1914.  | 1st July, 1925.    | 1st August, 1925.  | July, 1914.  | 1st July, 1925.     |
| Beef, British—           | s. d.  | s. d.              | s. d.              | s. d.  | s. d.               |
| Ribs                     | 0 10   | 1 6                | 1 6                | + 0 8  | ...                 |
| Thin Flank               | 0 6 $\frac{1}{2}$  | 0 10               | 0 10               | + 0 3 $\frac{1}{2}$  | ...                 |
| Beef, Chilled or Frozen— |  |                    |                    |  |                     |
| Ribs                     | 0 7 $\frac{1}{2}$  | 0 10 $\frac{1}{2}$ | 0 10 $\frac{1}{2}$ | + 0 3 $\frac{1}{2}$  | ...                 |
| Thin Flank               | 0 4 $\frac{1}{2}$  | 0 5 $\frac{1}{2}$  | 0 5 $\frac{1}{2}$  | + 0 0 $\frac{1}{2}$  | ...                 |
| Mutton, British—         |  |                    |                    |  |                     |
| Legs                     | 0 10 $\frac{1}{2}$   | 1 2 $\frac{1}{2}$  | 1 2 $\frac{1}{2}$  | + 0 10   | ...                 |
| Breast                   | 0 6 $\frac{1}{2}$  | 0 11 $\frac{1}{2}$ | 0 11 $\frac{1}{2}$ | + 0 5  | ...                 |
| Mutton, Frozen—          |  |                    |                    |  |                     |
| Legs                     | 0 6 $\frac{1}{2}$  | 1 0 $\frac{1}{2}$  | 1 0 $\frac{1}{2}$  | + 0 6  | ...                 |
| Breast                   | 0 4  | 0 5 $\frac{1}{2}$  | 0 5 $\frac{1}{2}$  | + 0 1 $\frac{1}{2}$  | ...                 |
| Bacon (streaky)*         | 0 11 $\frac{1}{2}$   | 1 6 $\frac{1}{2}$  | 1 6 $\frac{1}{2}$  | + 0 7 $\frac{1}{2}$  | ...                 |
| Flour ... per 7 lb.      | 0 10 $\frac{1}{2}$   | 1 7                | 1 6 $\frac{1}{2}$  | + 0 8 $\frac{1}{2}$  | - 0 0 $\frac{1}{2}$ |
| Bread ... per 4 lb.      | 0 5 $\frac{1}{2}$  | 0 10 $\frac{1}{2}$ | 0 10 $\frac{1}{2}$ | + 0 4 $\frac{1}{2}$  | - 0 0 $\frac{1}{2}$ |
| Tea ...                  | 1 6 $\frac{1}{2}$  | 2 5 $\frac{1}{2}$  | 2 5 $\frac{1}{2}$  | + 0 11   | ...                 |
| Sugar (granulated) ...   | 0 2  | 0 3 $\frac{1}{2}$  | 0 3 $\frac{1}{2}$  | + 0 1 $\frac{1}{2}$  | ...                 |
| Milk ... per quart       | 0 3 $\frac{1}{2}$  | 0 5 $\frac{1}{2}$  | 0 5 $\frac{1}{2}$  | + 0 2 $\frac{1}{2}$  | + 0 0 $\frac{1}{2}$ |
| Butter—                  |  |                    |                    |  |                     |
| Fresh                    | 1 2 $\frac{1}{2}$  | 1 11 $\frac{1}{2}$ | 2 1                | + 0 10 $\frac{1}{2}$   | + 0 1 $\frac{1}{2}$ |
| Salt                     | 1 2 $\frac{1}{2}$  | 1 10 $\frac{1}{2}$ | 1 11 $\frac{1}{2}$ | + 0 9 $\frac{1}{2}$  | + 0 1               |
| Cheese†                  | 0 8 $\frac{1}{2}$  | 1 1 $\frac{1}{2}$  | 1 2 $\frac{1}{2}$  | + 0 5 $\frac{1}{2}$  | + 0 0 $\frac{1}{2}$ |
| Margarine                | 0 7  | 0 7 $\frac{1}{2}$  | 0 7 $\frac{1}{2}$  | + 0 0 $\frac{1}{2}$  | + 0 0 $\frac{1}{2}$ |
| Eggs (fresh) ... each    | 0 1 $\frac{1}{2}$  | 0 2                | 0 2                | + 0 0 $\frac{1}{2}$  | + 0 0 $\frac{1}{2}$ |
| Potatoes ... per 7 lb.   | 0 4 $\frac{1}{2}$  | 0 11               | 0 9 $\frac{1}{2}$  | + 0 5  | - 0 1 $\frac{1}{2}$ |

The following Table gives a percentage comparison of the level of retail prices at the same three dates:—

| Article.   | Average Percentage Increase at 1st August 1925, as compared with July, 1914. |                           |                  | Corresponding figure for 1st July, 1925. |
|--|--|---------------------------|------------------|--|
|  | Large Towns (Populations over 50,000).                                       | Small Towns and Villages. | General Average. |  |
| Beef, British—                                     | Per cent.  | Per cent.                 | Per cent.        | Per cent.                                |
| Ribs   | 83   | 77                        | 80               | 80                                       |
| Thin Flank   | 49   | 52                        | 51               | 51                                       |
| Beef, Chilled or Frozen—                           |  |                           |                  |  |
| Ribs   | 47   | 43                        | 45               | 45                                       |
| Thin Flank   | 14   | 18                        | 16               | 16                                       |
| Mutton, British—                                   |  |                           |                  |  |
| Legs   | 96   | 96                        | 96               | 97                                       |
| Breast   | 78   | 72                        | 75               | 77                                       |
| Mutton Frozen—                                     |  |                           |                  |  |
| Legs   | 88   | 80                        | 84               | 85                                       |
| Breast   | 33   | 33                        | 33               | 33                                       |
| Bacon (streaky)*                                   | 66   | 63                        | 65               | 65                                       |
| Fish   | 126  | 99                        | 112              | 113                                      |
| Flour  | 75   | 79                        | 77               | 80                                       |
| Bread  | 80   | 76                        | 78               | 81                                       |
| Tea  | 57   | 62                        | 60               | 59                                       |
| Sugar (granulated)                                 | 84   | 74                        | 79               | 80                                       |
| Milk   | 58   | 65                        | 62               | 59                                       |
| Butter—  |  |                           |                  |  |
| Fresh  | 71   | 74                        | 72               | 63                                       |
| Salt   | 68   | 67                        | 68               | 61                                       |
| Cheese†  | 62   | 65                        | 63               | 58                                       |
| Margarine  | 14   | 6                         | 10               | 4  |
| Eggs (fresh)                                       | 74   | 68                        | 71               | 45                                       |
| Potatoes   | 106  | 92                        | 99               | 126                                      |
| All above articles of Food (Weighted Increase) ... | 69   | 67                        | 68               | 67                                       |

\* If this kind is seldom dealt with in a locality, the returns quote the price of another kind locally representative.  
† The description of cheese specified for quotation is Canadian or American, but where such cheese is seldom sold in a locality the returns quote the price of another kind locally representative.

### RENT, CLOTHING, FUEL AND LIGHT.

As regards *rents*, inquiries which have been made into the changes which have taken effect under the Rent and Mortgage Interest (Restrictions) Acts indicate that the average increase in the rents of working-class dwellings between July, 1914, and 1st August, 1925, was approximately 47 per cent. Of the total increase, about two-fifths is accounted for by increases on account of rates and water charges and about two-fifths is on account of the landlord's responsibility for repairs, increases on account of the higher level of mortgage interest permitted by the Acts falling within the remaining one-fifth.

As regards *clothing*, owing to the wide range of quotations, both now and before the war, to changes in qualities and in stocks held by retailers, and to variations in the extent to which different articles and qualities have been affected by price changes, it is impossible to make an exact calculation of the increase in prices; but information as to the movements of prices of men's suits and overcoats, underclothing and hosiery, textile materials and boots, received from retailers in the principal towns, indicates that at 1st August the level of retail prices of articles in this group, taking goods of the kinds purchased by the working classes and so far as possible the same qualities of goods at each date, averaged between 125 and 130 per cent. higher than in July, 1914.

In the *fuel and light* group the retail price of coal remained between 85 and 90 per cent. higher than in July, 1914. The retail price of gas was still between 50 and 55 per cent. above the pre-war level, and the prices of lamp oil, candles and matches also showed no appreciable change during the month. Taking the fuel and light group as a whole, the average increase at 1st August as compared with July, 1914, was about 80 per cent.

### ALL ITEMS.

If the average increases in the cost of all the foregoing items are combined in accordance with their relative importance in pre-war working-class family expenditure, allowance being also made for the increase in the prices of soap, soda, domestic ironmongery, brushware and pottery, tobacco, fares and newspapers (averaging about 80 per cent.), the resultant general average increase for 1st August is, approximately, 73 per cent.\* over the level of July, 1914, as compared with 73 per cent. at 1st July and 71 per cent. at the corresponding date in 1924.

The result of this calculation (in which the same quantities and, as far as possible, the same qualities of each item are taken in 1925 as in 1914) is to show the average increase in the cost of maintaining unchanged the pre-war standard of living of working-class families (i.e., the standard actually prevailing in working-class families before the war, irrespective of whether such standard was adequate or not). Owing to the variations in the amounts of increase in the prices of different commodities it is probable that economies or re-adjustments in expenditure have been effected in many families, especially in those cases where incomes have not increased so much as prices. On the other hand, it is probable that the standard of living has been raised in some families in which wages have been increased in greater proportion than prices. No allowance is made in the figures for any such alterations in the standard of living, as to which trustworthy statistics are not available.

### SUMMARY TABLE: 1915 TO 1925.

The following Table shows the average percentage increase as compared with July, 1914, for all items included in the statistics, at the beginning of each month since January, 1915:—

#### Average Percentage Increase since July, 1914—All Items. (Food, rent, clothing, fuel and light, etc.)

| Month (beginning of) | 1915  | 1916  | 1917  | 1918    | 1919    | 1920 | 1921 | 1922 | 1923 | 1924 | 1925 |
|----------------------|-------|-------|-------|---------|---------|------|------|------|------|------|------|
| January ...          | 10-15 | 35    | 65    | 85-90   | 120     | 125  | 165  | 92   | 78   | 77   | 80   |
| February ...         | 15    | 35    | 65-70 | 90      | 120     | 130  | 151  | 88   | 77   | 79   | 79   |
| March ...            | 15-20 | 35-40 | 70    | 90      | 115     | 130  | 141  | 86   | 76   | 78   | 79   |
| April ...            | 15-20 | 35-40 | 70-75 | 90-95   | 110     | 132  | 133  | 82   | 74   | 73   | 78   |
| May ...              | 20    | 40-45 | 75    | 95-100  | 105     | 141  | 128  | 81   | 70   | 71   | 73   |
| June ...             | 25    | 45    | 75-80 | 100     | 105     | 150  | 119  | 80   | 69   | 69   | 72   |
| July ...             | 25    | 45-50 | 80    | 100-105 | 105-110 | 152  | 119  | 84   | 69   | 70   | 73   |
| August ...           | 25    | 45-50 | 80    | 110     | 115     | 155  | 122  | 81   | 71   | 71   | 73   |
| September ...        | 25    | 50    | 80-85 | 110     | 115     | 161  | 120  | 79   | 73   | 72   | ...  |
| October ...          | 30    | 50-55 | 75-80 | 115-120 | 120     | 164  | 110  | 78   | 75   | 76   | ...  |
| November ...         | 30-35 | 60    | 85    | 120-125 | 125     | 176  | 103  | 80   | 75   | 80   | ...  |
| December ...         | 35    | 65    | 85    | 120     | 125     | 169  | 99   | 80   | 77   | 81   | ...  |

### NOTE.

A brief Statement of the method of compiling these statistics was given on page 236 of the July, 1923, issue of this GAZETTE. A more detailed account was given in the issue of February, 1921.

\* If allowance is made for the changes in taxation on commodities since July, 1914, the average increase is about 2 per cent. less.



## DETAILED REPORTS ON EMPLOYMENT IN SOME OF THE PRINCIPAL INDUSTRIES.

NOTE.—The numbers of workpeople given in the following Tables represent the numbers covered by the Returns received and (except as regards coal mining) not the total numbers employed in the various industries. The comparisons of numbers employed and wages paid at different dates relate to the same firms at each date, and cover all the wage-earners, irrespective of age, sex, or occupation, employed by these firms. In comparing the earnings in different industries, it should be remembered that any averages calculated from these figures will be affected not only by the variations in the state of employment and in rates of wages, but also by differences in the proportions of males to females, of adults to juveniles, and of skilled to unskilled workers in the respective industries.

### COAL MINING.

EMPLOYMENT during July, though still bad, showed a marked improvement in nearly every district as compared with the previous month. The decline in the Scottish districts was principally due to holidays.

The total number of wage-earners on the colliery books at 25th July, 1925, showed a decrease of 1.0 per cent., as compared with that at 27th June, and of 11.0 per cent. as compared with that at 26th July, 1924.

The average number of days worked per week in the fortnight ended 25th July was 5.05, an increase of 0.51 of a day as compared with the fortnight ended 27th June, and of 0.44 of a day as compared with the fortnight ended 26th July, 1924.

The following Table shows, for the principal coal-mining districts, the total number of wage-earners on the colliery books and the average number of days worked per week\* during the fortnight ended 25th July, 1925, as shown by returns obtained by the Mines Department. Small numbers of workpeople employed at coal mines in raising or handling minerals other than coal are included in the totals:—

| Districts.                          | Total Number of Wage Earners on Colliery Books at |   | Average Number of Days worked per Week by the Mines.* |   |           |
|-------------------------------------|---|---|---|---|-----------|
|                                     | 25th July, 1925.                                  | Inc. (+) or Dec. (-) as compared with a | Fortnight ended 25th July, 1925.                      | Inc. (+) or Dec. (-) as compared with a |           |
|                                     |   |   |   | Month ago.                              | Year ago. |
| ENGLAND AND WALES:                  |   |   |   |   |           |
| Northumberland ...                  | 46,559  | -1.6                                    | 5.35  | +1.14                                   | +0.90     |
| Durham ...                          | 137,191   | -2.2                                    | 4.76  | +0.55                                   | -0.01     |
| Cumberland and Westmorland ...      | 10,582  | -1.0                                    | 4.00  | -1.14                                   | -0.31     |
| South Yorkshire ...                 | 118,162   | -1.5                                    | 5.52  | +0.66                                   | +0.49     |
| West Yorkshire ...                  | 65,832  | -1.1                                    | 5.55  | +2.09                                   | +1.22     |
| Lancs and Cheshire ...              | 96,045  | -0.9                                    | 5.22  | +1.17                                   | +0.48     |
| Derbyshire ...                      | 65,115  | -0.9                                    | 5.46  | +1.28                                   | +0.91     |
| Notts and Leicester ...             | 66,172  | -0.7                                    | 5.47  | +1.06                                   | +0.93     |
| Warwick ...                         | 19,609  | -3.0                                    | 5.73  | +0.68                                   | 0.48      |
| North Staffordshire ...             | 34,413  | -0.9                                    | 5.38  | +1.22                                   | +0.20     |
| South Staffs,† Worcs. and Salop ... | 34,502  | -0.8                                    | 5.85  | +1.43                                   | +0.65     |
| Glos. and Somerset ...              | 13,740  | -0.8                                    | 5.71  | +1.65                                   | +0.80     |
| Kent ...                            | 1,639   | -0.5                                    | 5.04  | +0.49                                   | +5.04     |
| North Wales ...                     | 14,720  | -1.2                                    | 5.47  | +1.59                                   | +1.05     |
| South Wales and Mon. ...            | 209,731   | +0.2                                    | 5.10  | -0.21                                   | -0.26     |
| England and Wales                   | 932,012   | -1.0                                    | 5.27  | +0.76                                   | +0.40     |
| SCOTLAND:                           |   |   |   |   |           |
| Mid & East Lothians ...             | 14,525  | -0.3                                    | 4.68  | -0.16                                   | +2.09     |
| Fife and Clackmannan ...            | 26,756  | -0.9                                    | 2.78  | -1.99                                   | +0.51     |
| Rest of Scotland ...                | 74,977  | -0.6                                    | 3.28  | -1.45                                   | +0.52     |
| Scotland ...                        | 116,258   | -0.6                                    | 3.34  | -1.41                                   | +0.71     |
| GREAT BRITAIN                       | 1,048,270   | -1.0                                    | 5.05  | +0.51                                   | +0.44     |

The average number of coal-winding days lost in Great Britain during the fortnight ended 25th July, 1925, was 0.72 of a day per week, of which 0.21 was due to want of trade and transport difficulties, and 0.51 was due to holidays. The figures for the fortnight ended 27th June, 1925, were 1.23 of a day, of which 1.14 was lost through want of trade and transport difficulties; for the fortnight ended 26th July, 1924, the average time lost was 1.15 of a day per week, of which 0.71 of a day was lost through transport difficulties and 0.44 of a day was due to holidays. The average non-winding time for each of the three periods under review was about one-quarter of a day per week.

The output of coal for Great Britain for the four weeks ended 25th July, 1925, was returned to the Mines Department at 18,907,600 tons, as compared with 16,171,000 tons in the four weeks ended 27th June, 1925 (which included the Whitsun holidays), and with 19,382,400 tons in the four weeks ended 26th July, 1924.

The exports of coal, including coal shipped for the use of steamers engaged in foreign trade, and the coal-equivalent of coke and manufactured fuel, amounted to 6,151,934 tons in July, compared with 5,269,478 tons in June.

The percentage of workpeople unemployed, as indicated by the unemployment books lodged at Employment Exchanges, was 14.6 at 27th July, 1925, as compared with 25.0 at 22nd June, 1925, and 6.8 at 28th July, 1924. Details of the percentages for different areas are shown in the following Table:—

\* The figures in this and the following article show the number of days (allowance being made in all the calculations for short time) on which coal, iron, etc., were got from the mines included in the returns. It is not necessarily implied that all the persons worked every day the mines were open. Mines not working are omitted in computing the average number of days worked. † Including Cannock Chase.

| Area.                           | Percentage Unemployed at 27th July, 1925. | Increase (+) or Decrease (-) in percentage as compared with a |           |
|---------------------------------|---|---|-----------|
|                                 |   | Month ago.  | Year ago. |
|                                 |   |   |           |
| Northumberland ...              | 22.3                                      | -11.4   | +8.0      |
| Durham ...                      | 23.0                                      | -10.3   | +14.5     |
| Cumberland and Westmorland ...  | 23.1                                      | +7.5  | +7.5      |
| Yorkshire ...                   | 9.0                                       | -5.4  | +6.4      |
| Lancs and Cheshire ...          | 9.5                                       | -16.5   | +4.1      |
| Derbyshire ...                  | 6.3                                       | -25.0   | -1.6      |
| Notts and Leicester ...         | 7.6                                       | -17.7   | +0.9      |
| Warwick ...                     | 2.2                                       | -1.5  | +1.2      |
| Staffs, Worcester and Salop ... | 13.3                                      | -12.7   | +9.0      |
| Glos. and Somerset ...          | 9.0                                       | -18.4   | -5.6      |
| Kent ...                        | 3.7                                       | -10.3   | -30.3     |
| Wales and Monmouth ...          | 14.5                                      | -7.4  | +9.9      |
| England and Wales ...           | 13.7                                      | -10.9   | +7.5      |
| SCOTLAND ...                    | 21.0                                      | -6.7  | +9.4      |
| GREAT BRITAIN ...               | 14.6                                      | -10.4   | +7.8      |

### IRON AND SHALE MINING.

#### Iron Mining.

Although there was a slight improvement in the Cumberland and Lancashire district, employment on the whole continued bad.

The percentage of insured workpeople unemployed in iron ore and ironstone mining and quarrying, as indicated by the unemployment books lodged at Employment Exchanges, was 27.7 at 27th July, 1925, as compared with 25.4 at 22nd June, 1925, and 17.6 at 28th July, 1924.

The following Table summarises the information received from those employers who furnished returns:—

| Districts.                    | Number of Workpeople employed at Mines included in the Returns. |   | Average No. of Days worked per week by the Mines.* |   |           |
|-------------------------------|---|---|--|---|-----------|
|                               | Fortnight ended 25th July, 1925.                                | Inc. (+) or Dec. (-) as compared with a | Fortnight ended 25th July, 1925.                   | Inc. (+) or Dec. (-) as compared with a |           |
|                               |   |   |  | Month ago.                              | Year ago. |
|                               |   |   |  |   |           |
| Cleveland... ..               | 3,772   | +4.0                                    | 5.33   | +0.04                                   | +0.13     |
| Cumberland and Lancashire ... | 2,486   | +18.8                                   | 5.46   | -0.51                                   | -0.20     |
| Other Districts ...           | 905   | -17.5                                   | 4.74   | +0.45                                   | -1.01     |
| ALL DISTRICTS                 | 7,163   | +0.6                                    | 5.30   | -0.04                                   | -0.16     |

#### Shale Mining.

At shale mines employment continued fair on the whole. At mines employing 4,095 workpeople during the fortnight ended 25th July, 1925, there was an increase of 0.2 per cent. in the number employed compared with the previous month, but a decrease of 1.2 per cent. compared with July, 1924. The average number of days\* worked per week by the mines was 5.90 in July, 1925, compared with 5.86 in June, 1925, and 5.82 in July, 1924.

### PIG IRON INDUSTRY.

EMPLOYMENT during July showed a further decline and was bad. The percentage of workpeople unemployed, as indicated by the unemployment books lodged at Employment Exchanges, was 21.4 at 27th July, 1925, as compared with 19.4 at 22nd June, 1925, and 14.5 at 28th July, 1924. According to returns received by the National Federation of Iron and Steel Manufacturers from 83 firms, employing at the end of July 17,133 workpeople, a decrease is shown of 7.8 per cent. compared with June, and a decrease of 20.3 per cent. compared with July, 1924.

The total number of furnaces in blast at the end of the month as shown by the returns collected by the Federation was 136, a decrease of 12 since the beginning of the month and a decrease of 39 compared with July, 1924.

\* See note \* in previous column.

The following Table shows the number of furnaces in blast at the end of July, 1925, June, 1925, and July, 1924:—

| Districts.   | Total Number of Furnaces. | Number of Furnaces in Blast at end of |             |             | Inc. (+) or Dec. (-) in July, on a |           |
|--|---------------------------|---------------------------------------|-------------|-------------|------------------------------------|-----------|
|  |                           | July, 1925.                           | June, 1925. | July, 1924. | Month ago.                         | Year ago. |
|  |                           |                                       |             |             |                                    |           |
| Durham and Cleveland                                     | 111                       | 35                                    | 36          | 45          | -1                                 | -10       |
| Cumberland and W. Lancs...                               | 47                        | 4                                     | 7           | 11          | -3                                 | -7        |
| Other parts of Lancs and Yorks (including Sheffield) ... | 35                        | 15                                    | 16          | 16          | -1                                 | -1        |
| Derby, Leicester, Notts and Northants ...                | 73                        | 37                                    | 38          | 42          | -1                                 | -5        |
| Lincolnshire ...   | 23                        | 11                                    | 12          | 15          | -1                                 | -4        |
| Staffs, Shropshire, Worcester and Warwick ...            | 60                        | 10                                    | 10          | 10          | ...                                | ...       |
| South Wales ...  | 32                        | 8                                     | 8           | 7           | ...                                | +1        |
| Total, England and Wales                                 | 381                       | 120                                   | 127         | 146         | -7                                 | -26       |
| SCOTLAND ...   | 101                       | 16                                    | 21          | 29          | -5                                 | -13       |
| Total ...  | 482                       | 136                                   | 148         | 175         | -12                                | -39       |

The production of pig iron in July amounted to 492,700 tons, as compared with 510,300 tons in June, and 615,600 tons in July, 1924.

### IRON AND STEEL TRADES.

EMPLOYMENT continued bad during July and showed a further slight decline as compared with the previous month. Short time was reported to have been worked in many districts.

The percentage of workpeople unemployed, as indicated by the number of unemployment books lodged at Employment Exchanges, was 25.0 on 27th July, 1925, as compared with 24.7 on 22nd June, 1925, and 19.7 on 28th July, 1924.

According to returns received from firms employing 64,881 workpeople, the volume of employment during the week ended 25th July, 1925 (as indicated by the number of workpeople employed combined with the number of shifts during which work was carried on in each department) decreased by 2.4 per cent. as compared with the previous month, and by 6.2 per cent. as compared with a year ago. The average number of shifts during which the works were open was 5.3 in each of the three periods under review.

The following Table summarises the information from those employers who furnished returns:—

| DEPARTMENTS.                            | No. of Workpeople employed by firms making returns. |   |           | Aggregate Number of Shifts.* |   |           |
|---|---|---|-----------|------------------------------|---|-----------|
|   | Week ended 25th July, 1925.                         | Inc. (+) or Dec. (-) as compared with a |           | Week ended 25th July, 1925.  | Inc. (+) or Dec. (-) as compared with a |           |
|   |   | Month ago.                              | Year ago. |                              | Month ago.                              | Year ago. |
|   |   |   |           |                              |   |           |
| Open Hearth Melting Furnaces ...        | 7,504   | +0.1                                    | -14.0     | 41,585                       | -0.8                                    | -16.5     |
| Puddling Forges ...                     | 2,143   | +1.9                                    | -28.6     | 9,607                        | +12.9                                   | -29.6     |
| Rolling Mills ...                       | 23,745  | -3.1                                    | +0.6      | 116,731                      | -3.3                                    | -0.8      |
| Forging and Pressing ...                | 3,242   | -2.6                                    | -3.5      | 17,049                       | -2.4                                    | -1.9      |
| Founding ...                            | 7,896   | -1.2                                    | -1.8      | 43,861                       | -1.7                                    | -2.6      |
| Other Departments ...                   | 6,644   | -4.0                                    | +1.9      | 36,632                       | -4.1                                    | +2.1      |
| Mechanics, Labourers ...                | 13,707  | -3.2                                    | -9.7      | 77,072                       | -3.2                                    | -10.3     |
| TOTAL ...                               | 64,881  | -2.5                                    | -5.2      | 342,537                      | -2.4                                    | -6.2      |
| DISTRICTS.                              |   |   |           |                              |   |           |
| Northumberland, Durham and Cleveland... | 13,161  | +1.4                                    | -1.8      | 73,616                       | +1.3                                    | -2.9      |
| Sheffield and Rotherham ...             | 18,277  | -0.3                                    | -3.3      | 93,775                       | +0.4                                    | -4.9      |
| Leeds, Bradford, etc. ...               | 2,054   | +3.5                                    | -10.2     | 11,148                       | +6.1                                    | -9.5      |
| Cumberland, Lancs and Cheshire ...      | 6,729   | -13.6                                   | -4.1      | 34,436                       | -13.6                                   | +1.3      |
| Staffordshire ...                       | 6,470   | -0.9                                    | -19.3     | 34,381                       | +1.6                                    | -17.4     |
| Other Midland Counties...               | 3,793   | -3.9                                    | +3.8      | 19,771                       | -6.1                                    | -6.7      |
| Wales and Monmouth ...                  | 3,101   | +1.4                                    | -6.4      | 44,693                       | +3.2                                    | -5.5      |
| Total, England and Wales ...            | 58,585  | -1.6                                    | -5.0      | 311,820                      | -0.9                                    | -5.7      |
| Scotland ...                            | 6,296   | -9.8                                    | -7.2      | 30,717                       | -15.5                                   | -11.7     |
| TOTAL ...                               | 64,881  | -2.5                                    | -5.2      | 342,537                      | -2.4                                    | -6.2      |

The production of steel ingots and castings, as returned by the National Federation of Iron and Steel Manufacturers, amounted to 590,400 tons in July, 1925, as compared with 585,400 tons in June, 1925, and 693,300 tons in July, 1924.

\* The figures relate to the number of shifts during which the works were in operation, allowance being made for the numbers of men employed. No account is taken of the time lost by individuals owing to absenteeism, etc., and it is not intended to imply that the number of shifts shown were actually worked by all the men employed.

### TINPLATE AND STEEL SHEET TRADES.

EMPLOYMENT during July, though still bad, showed a marked improvement as compared with the previous month; a number of the mills were still idle. At the end of the month 499 tinplate and steel sheet mills were reported to be in operation at the works for which information is available, as compared with 489 at the end of June,\* and with 542 a year ago.

The following Table shows the number of mills in operation at the end of July, 1925, at the works covered by the returns received, as compared with June, 1925, and with July, 1924:—

| Works.          | Number of Works Open  |                           | Number of Mills in Operation |                           |           |
|-----------------|-----------------------|---------------------------|------------------------------|---------------------------|-----------|
|                 | At end of July, 1925. | Inc. (+) or Dec. (-) on a | At end of July, 1925.        | Inc. (+) or Dec. (-) on a |           |
|                 |                       |                           |                              | Month ago.                | Year ago. |
|                 |                       |                           |                              |                           |           |
| Tinplate ...    | 70                    | ...                       | 381                          | +11*                      | -37       |
| Steel Sheet ... | 13                    | ...                       | 118                          | -1                        | -6        |
| TOTAL ...       | 83                    | ...                       | 499                          | +10*                      | -43       |

The percentage of insured workpeople unemployed on 27th July, 1925, as indicated by the unemployment books lodged at Employment Exchanges, was 13.2, as compared with 19.0 on 22nd June, 1925, and with 2.6 on 28th July, 1924. These percentages include persons working part-time and not actually employed on the dates mentioned.

The exports of tinned and galvanised plates and sheets in July, 1925, amounted to 105,119 tons, or 13,422 tons more than in June, 1925, and 1,144 tons more than in July, 1924.

### ENGINEERING.

EMPLOYMENT during July continued bad on the whole and showed a slight decline in practically all sections. It was again very bad in the marine engineering section and bad in the heavy engineering section, whilst on railway engineering work it remained fair with a continuance of short time at some centres. Conditions remained fairly good on electrical work, but in the motor and cycle section a seasonal decline was experienced and employment was only fair. In the textile machinery section in Lancashire the improvement noted in the previous month was maintained.

The following Table shows the numbers and percentages of insured workpeople unemployed at 27th July, 1925, and the increase or decrease compared with June and with a year ago:—

| Divisions.                             | Numbers of Insured Workpeople Unemployed at 27th July, 1925. |                         |                          |                             |  |         | Increase (+) or Decrease (-) as compared with a |            |
|--|--|-------------------------|--------------------------|-----------------------------|--|---------|---|------------|
|  | Engineering, Iron and Steel and Founding.                    | Electrical Engineering. | Marine Engineering, etc. | Constructional Engineering. | Construction and Repair of Motor Vehicles, Cycles, and Aircraft. | TOTAL.  | Month ago.                                      | Year ago.† |
|  |  |                         |                          |                             |  |         |   |            |
| South-Eastern ...                      | 2,095  | 375                     | 107                      | 24                          | 888  | 3,487   | -419  | -1,187     |
| South-Western ...                      | 1,623  | 119                     | 432                      | 73                          | 756  | 3,073   | -27   | -279       |
| Midlands ...                           | 8,957  | 1,265                   | 54                       | 538                         | 6,779  | 16,703  | +1,503  | -5,374     |
| North-Eastern ...                      | 21,006   | 500                     | 8,051                    | 1,071                       | 711  | 31,339  | +1,105  | +4,526     |
| North-Western ...                      | 19,356   | 1,283                   | 273                      | 145                         | 2,024  | 23,061  | +543  | -6,445     |
| Scotland ...                           | 16,015   | 299                     | 3,174                    | 1,059                       | 808  | 21,355  | +809  | -265       |
| Wales... ..                            | 1,070  | 28                      | 32                       | 61                          | 129  | 1,299   | +119  | +345       |
| Northern Ireland                       | 2,008  | 21                      | 1,218                    | 14                          | 189  | 3,450   | +297  | -18        |
| GREAT BRITAIN AND NORTHERN IRELAND ... | 77,912   | 4,288                   | 13,450                   | 3,044                       | 14,100   | 112,794 | +3,620  | -11,225    |

#### Percentages Unemployed at 27th July, 1925.

|                   |      |     |      |      |      |      |      |      |
|-------------------|------|-----|------|------|------|------|------|------|
| London ...        | 7.5  | 4.6 | 16.0 | 4.3  | 5.5  | 6.8  | -0.3 | -1.7 |
| South-Eastern ... | 5.0  | 4.4 | 3.4  | 4.5  | 3.9  | 4.5  | -0.6 | -1.6 |
| South-Western ... | 4.9  | 4.0 | 6.6  | 12.0 | 4.0  | 4.8  | ...  | -0.7 |
| Midlands ...      | 9.1  | 5.4 | 3.5  | 8.9  | 8.0  | 8.2  | +0.8 | -2.5 |
| North-Eastern ... | 16.2 | 7.0 | 31.0 | 15.8 | 6.9  | 17.4 | +0.6 | +3.6 |
| North-Western ... | 13.6 | 7.6 | 14.4 | 8.1  | 10.0 | 12.6 | +0.3 | -2.7 |
| Scotland ...      | 18.8 | 8.8 | 15.6 | 13.8 | 8.2  | 17.2 | +0.7 | +0.3 |
| Wales... ..       | 13.3 | 8.0 | 17.8 | 5.8  | 6.9  | 11.8 | +1.1 | +    |











PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JULY, 1925 (continued).

Table with columns: Industry, Locality, Date from which change took effect, Classes of Workpeople, Particulars of change. (Decreases in italics.)

MINING AND QUARRYING (continued).

BRICK, POTTERY, GLASS, CHEMICAL, ETC., TRADES.

IRON AND STEEL SMELTING AND MANUFACTURE.

MISCELLANEOUS METAL TRADES.

\* The change took effect under an arrangement whereby wages fluctuate in correspondence with selling prices.
† The reduction in bonus took effect under a cost-of-living sliding scale, and applied to underground shiftmen, underground day-work labourers over 18 years of age, and surface workers over 18 with a shift rate of less than 6s.
‡ This is the second instalment of the reduction of 12 1/2 per cent. due under the ascertainties from October, 1924, to March, 1925. A further reduction of 4 per cent. was due under the ascertainment for April-June, but it was agreed between employers and workpeople that this should not operate during the current quarter.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JULY, 1925 (continued).

Table with columns: Industry, Locality, Date from which change took effect, Classes of Workpeople, Particulars of change. (Decreases in italics.)

MISCELLANEOUS METAL TRADES (continued).

TEXTILE TRADES.

FOOD, DRINK, AND TOBACCO TRADES.

\* This change took effect under an arrangement whereby wages fluctuate in correspondence with the Ministry of Labour index number.
† Excluding certain workpeople employed at Blackburn and Garston.
‡ The change took effect under an arrangement whereby wages fluctuate in correspondence with the Ministry of Labour index number of food prices.
§ The change applied to workers employed by firms who are members of the British Cotton and Wool Dyers' Association, Ltd. (Slubbing Section), the Leeds Dyers' and Finishers' Federation, the Yorkshire Indigo, Scarlet, and Colour Dyers, Ltd., the Leeds and District Worsted Dyers' and Finishers' Association, Ltd., the Huddersfield and District Master Dyers' Association, the Yorkshire Dyers' Federation, the West Riding of Yorkshire Master Slubbing Dyers' Association, The Bradford Dyers' Association, Ltd., and the Employers' Federation of Cotton Yarn Bleachers, Dyers and Sizers (certain firms).

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JULY, 1925 (continued).

Table with columns: Industry, Locality, Date from which change took effect, Classes of Workpeople, Particulars of change. Includes sections for Woodworking and Furniture Trades, Building and Allied Trades, Transport Trades, Public Utility Services, and Electricity Supply Undertakings.

\* The change took effect under an arrangement whereby wages fluctuate in correspondence with the Ministry of Labour cost-of-living index number. † The decrease of 1s. per week applied to all lower-rated men (porters, permanent-way men, labourers, etc.) who were in receipt of 1s. or more per week cost-of-living bonus.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JULY, 1925 (continued).

Table with columns: Industry, Locality, Date from which change took effect, Classes of Workpeople, Particulars of change. Includes sections for Public Utility Services (continued), Non-Trading Departments of Local Authorities, and Miscellaneous Trades.

\* The change took effect under an arrangement whereby wages fluctuate in correspondence with the Ministry of Labour cost-of-living index number. † The Authorities affected are those which follow the wages agreements of the Provincial Council for the South Midlands Division for Local Authorities' Non-Trading Services.

CHANGES IN WAGES TAKING EFFECT IN AUGUST, 1925.

The following groups of workpeople are among those affected by changes in wages already reported as having been arranged to take effect in August, all the changes mentioned being reductions:—Steel smelters and millmen in various districts in England and Scotland; blastfurnacemen in Scotland; iron puddlers and millmen in the Midlands; Siemens steel and tinplate workers in South Wales; seamen; men employed by electricity supply undertakings in London; workpeople employed in the non-trading services of local authorities in the West Riding of Yorkshire.







## LEGAL CASES; UNEMPLOYMENT INSURANCE ACTS; CONCILIATION AND ARBITRATION CASES; TRADE BOARDS ACTS, Etc.

### LEGAL CASES AFFECTING LABOUR.

#### Workmen's Compensation Acts, 1906—1923.

##### ACCIDENT—SUDDEN EMERGENCY—DOING SOMETHING OUTSIDE AND UNCONNECTED WITH THE EMPLOYMENT.

THIS was an appeal by the employer from an award in favour of the daughter of a workman (Jones) killed in an accident. The deceased was employed by the respondent, the owner of one of several small and shallow coal-pits in the district, to brick in the inset of a shaft about 8 yards deep. Two others were working with him on a slung scaffold—a man named Smith and a lad named Gears.

In June, 1924, when working in the shaft, Jones found that he had omitted to bring with him a "bricking hammer," one of the tools supplied by the employer; and sent Gears and Smith to an adjoining pit, belonging to one Harriman, to look for and bring back a hammer belonging to Jones's brother, which he (Jones) believed was in the pit. The hammer was seen at the bottom of a shallow shaft, and Gears was let down for it in a bucket; he got the hammer, and was being brought up again by Smith, when, being overcome with after-damp, he fell out of the bucket. Smith ran back to Jones, who returned with him, and was let down to rescue Gears; but before he could bring out Gears's body he was overcome by after-damp and was asphyxiated. Both lives were lost.

The County Court Judge was of opinion that Section 7 of the Workmen's Compensation Act, 1923, and Section 110 of the Coal Mines Act, 1911, applied, notwithstanding the action of the deceased being without orders from his employer, as the deceased was acting in sudden emergency, and acting in the interests of his employer when he sent his fellow workmen to borrow the hammer, which was done with the object of furthering his employer's business. The sections referred to above are as follows:—

(a) *Workmen's Compensation Act, 1923 (Sec. 7)*.—"For the purposes of the principal Act, an accident resulting in the death or serious and permanent disablement of a workman shall be deemed to arise out of and in the course of his employment, notwithstanding that the workman was at the time when the accident happened acting in contravention of any statutory or other regulation applicable to his employment, or of any orders given by or on behalf of his employer, or that he was acting without instructions from his employer, if such act was done by the workman for the purposes of and in connection with his employer's trade or business."

(b) *Coal Mines Act, 1911 [Sec. 110 (2)]*.—"Any workman engaged in any rescue work or ambulance work at a mine shall, for the purposes of the Workmen's Compensation Act, 1906, be deemed while so engaged to be employed by the owner of the mine."

The Master of the Rolls, in his judgment, said that Section 7 of the Act of 1923 was passed to bring back within the ambit of the Act certain cases which had been held to fall outside the sphere of the workman's employment by reason of disobedience to regulations or other statutory prohibitions or the orders of the employers. Section 7 was, in his Lordship's judgment, ancillary to Section 1 of the Act of 1906; but this case did not require the use of Section 7, because the applicant was not entitled to recover compensation under Section 1 of the Act of 1906, as the deceased by his own unauthorised act sent Gears to a place not within the scope of the employment, and, further, the doctrine of sudden emergency was not applicable, as when Gears went to Harriman's pit he passed out of his employment and was not a fellow workman of the deceased at the time of the attempted rescue; and, with regard to subsection (2) of Section 110 of the Coal Mines Act, 1911, as the rescue must be at the mine of his employer, that section was not applicable. The accident, therefore, did not arise out of and in the course of the employment, and the appeal was allowed.—*Court of Appeal.—Jones v. Tarr*, 14th and 15th July, 1925.

##### CONTRACT OF SERVICE—"WORKMAN"—GIFTS NOT THE EQUIVALENT OF WAGES.

In this case a farm labourer named Parker claimed full compensation from a farmer named Gillard for injury sustained through falling from a hay cart whilst saving hay in the latter's field. The applicant stated that he was in the employ of a Mr. Toop during the day, and worked for Mr. Gillard in the evening. In July, 1923, Mr. Gillard asked him to jump on to the top of a cart which was half loaded with hay. The applicant at first refused, but afterwards consented. When he got into the cart the horse jumped and threw him backwards to the ground, with the result that he was injured and could not go to his work. The applicant stated that the employer Gillard often went to see him, and had taken him fruit, vegetables and fowls. He also stated that when the hay harvest was on, it was customary for the villagers to help the farmers to save the hay, getting in return beer and cider to drink, and also supper. The respondent stated that after the accident he called on Parker in a friendly way, and confirmed that it was the practice for villagers to go into the harvest field in the evening and help, but that they got no pay for their work. The respondent agreed that beer, cider and supper were supplied. For the applicant, it was contended that beer,

cider, supper, etc., were the equivalent of money. His Honour said that there was no contract or obligation on the part of the respondent to the applicant, who had merely rendered service for which he did not expect payment, but only what other workmen would receive, in the shape of beer or cider. He had come to the conclusion that there had been no contract of service in any sense of the word, and found that the applicant was not a workman within the meaning of the Act, and therefore not entitled to receive any compensation. The application was refused.—*Tavistock County Court.—Parker v. Gillard*. 18th July, 1925.

### UNEMPLOYMENT INSURANCE ACTS, 1920—24.

#### DECISIONS GIVEN BY THE UMPIRE.

THE Umpire is a judicial authority, independent of the Ministry of Labour, appointed by the Crown under Section 12 of the Unemployment Insurance Act, 1920, for the purpose of determining disputed claims to benefit. His decisions\* are final and conclusive.

Appeals to the Umpire may be made by the Insurance Officer or by an Association of which the claimant is a member, or, with the permission of the Court of Referees, by the claimant himself.

The following are recent decisions of general interest:—

##### Case No. 852/25. Section 7 (1) (iv) of the Principal Act (as Amended).—Suitable Employment Unable to Obtain—

**Applicant Refused Offer of Arterial Road Work—Alleged Wages Offered Lower than the Standard Rate Applicable to Builder's Labourer and Less than Generally Observed in the District—No Particular Rate Applicable to District.**

The applicant, a navy, who had been last employed on the 19th December, 1924, failed to accept an offer of work on the 7th February, 1925, as a navy on an arterial road near London. The wages offered were 1s. 1½d. per hour, plus train fares to and from the work. The work was expected to last for several months. His claim for benefit was disallowed under the provisions of Section 7 (1) (iv) (as amended).

It appeared that the rate offered was agreed to between the Ministry of Transport and the London County Council. The applicant, however, contended that he was a public works employee and entitled to the full rate of 1s. 4½d. per hour. On the advice of his Association he refused the offer of work at the lower rate.

*Recommended* by the Court of Referees that the claim for benefit should be disallowed. The Court were of the opinion that the applicant was not entitled to claim 1s. 4½d. per hour. He had previously been employed for 19 months as a navy, and in the circumstances they considered that he was only entitled to 1s. 1½d. per hour as an ordinary navy on arterial relief work.

The applicant's Association appealed to the Umpire against the Court's disallowance of the claim. They stated that the applicant was a bona fide building trade labourer, whose rate of pay as a member of their organisation was 1s. 4½d. per hour. The Association were not parties to the Agreement relating to the rate of pay for work on arterial roads.

An Association representative subsequently attended an oral hearing of the case before the Umpire.

It was contended by the trade union that at least 1s. 2½d. per hour should be paid for civil engineering work in the district in question. It was explained by the Ministry of Transport that the rate for arterial roads round London was arranged in 1921, when it was decided to pay a uniform rate, based on grade 2 of the grading of districts by the Civil Engineering Conciliation Board. The roads would pass through districts some of which would be grade 3 or 4 and parts in grade 1, but a uniform rate was better. The men had their fares paid to the jobs, and for London men this was worth more than another penny per hour.

*Decision*.—"On the facts before me my decision is that the claim for benefit should be disallowed."

"I am of opinion that the applicant fails to show that on the 7th of February last he was unable to obtain suitable employment."

"He is a navy and was offered employment on an arterial road at Bexley at a rate of wages of 1s. 1½d. per hour with payment of railway fares daily from and to London."

"I have no doubt that the employment was suitable for the applicant unless I am bound by paragraph (c) to the Proviso to Section 7 (1) of the Act of 1920 to hold that it is unsuitable on the

\* Volumes containing the collected decisions of the Umpire are published by His Majesty's Stationery Office.

Decisions given after March, 1922, are not published in volume form, but summaries of the cases are printed in pamphlets issued at approximately fortnightly intervals. The pamphlets will be supplied post free, as and when issued, on payment of an annual subscription. All applications should be made to His Majesty's Stationery Office at any of the addresses shown on the front cover of this GAZETTE.

ground that it was at a rate of wages lower than that generally observed in the district by agreement between Associations of Employers and of Employees or, failing such agreement, than that generally recognised in the district by good employers.

"The rate offered was not an agreed rate for the district in question. It was fixed by the Ministry of Transport and the London County Council, but not by agreement with any Association of Employees. It is a rate which by agreement is payable for work of the kind in certain districts, but there was no agreement that that or any other rate should be applicable to the district in question. I cannot, therefore, say that it was lower than the rate generally observed in the district by agreement between employers and employees. Nor can I say that the rate was lower than that generally recognised by good employers in the district. The only other employer doing work of the kind in the district appears to be the Urban District Council and I am informed that they pay a lower rate."

"One firm of contractors is said to have paid a somewhat higher rate recently, but that is not sufficient to show that a higher rate is generally recognised by good employers in the district."

##### Case No. 942/25. Section 7 (1) (iv) of the Principal Act (as Amended)—Genuinely Seeking Work—

**Women Left Employment to Get Married and Subsequently Lodged Claims for Benefit—Had Registered for Day Work, but such Work Difficult to Obtain.**

A number of young women, who had been employed as factory hands, left their employment on various dates in March, 1925, in order to get married, and shortly afterwards lodged claims for benefit. Their claims were disallowed under the provisions of Section 7 (1) (iv) (as amended).

It was reported that the employers in question did not allow women to remain in employment after marriage, and the applicants were, therefore, obliged to seek other work. They contended that they were genuinely seeking daily employment, for which they had registered. They had answered advertisements in the newspapers and made personal applications at various places. Their husbands' average weekly earnings were very small, and they had, therefore, a strong incentive to find work. On the other hand, the prospects of daily work for married women in the district were very poor.

*Recommended* by the Court of Referees that the claims for benefit should be allowed. The Court were of the opinion that the applicants were genuinely seeking work and unable to obtain suitable employment.

The Insurance Officer disagreed with the Court's recommendation. He did not think that the applicants could be held to have satisfied the statutory conditions as to genuinely seeking work. He thought that where it was known that the employer did not employ married women, a woman who intended to get married should first seek other employment, and if she could not obtain such she would leave her employment without hope of being able to obtain unemployment benefit. In his opinion the unemployment fund should not be resorted to by women as a means of enabling them to get married to men whose earnings are not sufficient to support them.

*Decision*.—"On the facts before me, my decision is that the claim for benefit should be allowed."

"These applicants, by reason of their getting married, lost employment which they had had for several years. They were all willing to continue in their employment, but unable to do so after marriage, as their former employers do not employ married women. They were, therefore, in effect discharged, and the only possible ground for disallowance of their claims for benefit is that they are not genuinely seeking work. It is not disputed that they are available, and there is no ground for disqualification under Section 7."

"It is obvious that it cannot be laid down as a universal rule that recently married women are not genuinely seeking work, although it may also be the fact that some are not seeking work and are merely signing on in order to get benefit. It is well known that in some industrial circles married women expect to go to work, and do, in fact, whenever they can get employment, work as regularly as unmarried women, especially when the husbands' earnings are not large. In such cases it cannot be assumed that a recently married woman does not want work and is not trying to get it, but rather the contrary."

"There are, however, some industrial circles in which married women do not ordinarily go out to work, especially if their husbands are earning good wages. In cases of that kind a Court of Referees might reasonably require more definite evidence that an applicant is genuinely seeking work and is not merely treating the unemployment fund as a marriage endowment fund. But in every case it is a question of fact to be determined by a review of all the circumstances whether or not the applicant is genuinely seeking work."

"It may be that many employers now do not employ married women (either because they think that their husbands should support them or for some other reason), and that consequently a woman by marrying diminishes her chances of getting work. But this does not show that married women, who have before marriage worked for such employers, are not genuinely seeking work or are not available for work."

"The Chief Insurance Officer also suggests that women should remain at their employment until their prospective husbands are earning enough to support them. It may be that in some cases it

would be wiser to do so. I am not competent to express an opinion on that point. It is enough to say that, if it be so, that is a matter for the Legislature to consider. The Unemployment Insurance Acts do not impose any disqualification for unthrifty marriage."

"In the case under consideration the Court of Referees were satisfied after careful inquiry and review of all the circumstances that the applicants were genuinely seeking work, and I cannot say that their recommendation is wrong."

##### Case No. 962/25. Section 1 (4) of the No. 2 Act, 1924.—Whether Applicant Continued to Receive Wages—

**Dock Workers Employed in Gangs under Pooling Scheme Shared Earnings Weekly with Gang Idle one Week in every seven—Question as to whether Members of Idle Gang "Continued to Receive Wages, etc."**

The applicant was one of a number of dock workers who worked in seven gangs. Owing to slackness of work the employers deemed it necessary to dispense with the services of one gang, but by an arrangement made between the workers, a scheme was adopted whereby each gang in turn was idle one week in every seven. Under the scheme the total weekly earnings were shared equally amongst all gangs so that the idle gang received a pooled wage for the week during which they did not work. The applicant's claim lodged on the 16th February, 1925, was taken as a test case, and the question arose as to whether under the provisions of Section 1 (4) of the No. 2 Act, 1924, an applicant who received a pooled wage during the week he did no work, could be deemed to be unemployed.

*Recommended* by the Court of Referees that the claim for benefit should be allowed. The Court had in view the decision given on case No. 4362.

The Insurance Officer disagreed with the Court's recommendation. He was of the opinion that the applicant's employment terminated every recurrent seventh week, and that during that week he continued to receive wages or alternatively to receive payment by way of compensation for the loss of, and substantially equivalent to, the remuneration he would have obtained if the employment had not terminated.

*Decision*.—"On the facts before me my decision is that the claim for benefit should be allowed."

"I agree with the recommendation of the Court of Referees. By an arrangement between the applicant and his fellow workmen the men who were in work contributed a sum equivalent to one-sixth of their wages to the men who were out of work."

"The applicant did not, in the week when he received contributions from his fellow workmen, 'continue to receive wages.' Wages are payments made by an employer to an employee under a contract of service. The sums received by the applicant were payments made by employees to men who were out of work either voluntarily or under a contract of mutual insurance."

"Nor did the applicant 'receive payment by way of compensation for the loss of employment and substantially equivalent to the remuneration which he would have received if the employment had not terminated.' In amount the payment was only six sevenths of the remuneration he would have received if he had been at work and it was not paid 'by way of compensation for loss of employment.' That phrase means primarily a payment in the nature of damages for loss of employment paid by the person who would have been bound to pay wages if the employment had continued."

##### Case No. 1271/25. Section 7 (1) (iv) of the Principal Act (as Amended).—Suitable Employment Unable to Obtain—Proviso B.

**Miners Refused Employers' Offer for Resumption of Work—Extension of one shift from 6½ to 7 hours a Condition of Re-Employment—Shift of 7 hours Common in District.**

The applicants, who had previously been employed as hewers at a colliery which closed down in July, 1924, were offered re-engagement at the same colliery on the 11th March, 1925. They failed to accept the offer of work and their claims for benefit were disallowed under the provisions of Section 7 (1) (iv) (as amended).

It appeared that the employers had closed the mines in July, 1924, owing to slackness of trade and high cost of production. In March, 1925, they considered re-opening the mines, and with a view to the reduction of the financial loss sustained through working the mine, offered their previous employees re-employment upon the condition among others, of working 7 hours instead of 6½ in the second shift. The offer was considered by the applicants' Association, which was unable to accept it.

Representatives of the Association attended the hearing of the case before the Court of Referees. They stated that if a colliery had been closed down for any reason and subsequently re-opened, it was the custom to conform to any agreement which existed at the colliery before it was closed down. The shifts in operation at the closure of the colliery were 1st shift, 7 hours; 2nd shift, 6½ hours; and 3rd shift, 6½ hours, and the employers offer to the men on the condition of a 2nd shift of 7 hours was a violation of an agreement made under the Sankey Award in July, 1919. It was contended that the offer made was on conditions less favourable than those which the applicants might reasonably have expected to obtain having regard to those which they had habitually obtained at the colliery.

*Recommended* by the Court of Referees that the claims for benefit should be allowed. The Court were of the opinion that the offer of work was not suitable in view of the changed conditions of employ-

ment entailed by the alteration of the hours fixed by a previous agreement.

The Insurance Officer disagreed with the Court's recommendation. He was of the opinion that the offer made by the employers for a resumption of work was an offer of suitable employment within the meaning of the Act.

The applicants' Association appealed to the Umpire, but no fresh facts were adduced on appeal.

A hearing subsequently took place before the Umpire, and both the Association and the employers were represented. It was suggested that as the men were only in receipt of the County average wages they would, in effect, have to work longer hours for the same pay, but it was pointed out that the proposed change would only apply to pieceworkers and there was no justification for the Association's fear that any increase in earnings would be followed by a demand for a downward revision of piece prices.

*Decision.*—"On the facts before me my decision is that the claims for benefit should be disallowed.

"The applicants do not satisfy me that they were unable to find suitable employment.

"The colliery company for which they had previously worked offered them re-employment upon the condition of working 7 hours instead of 6½ in the second shift, but it is contended that this was an offer of employment upon conditions less favourable than those which they might reasonably expect to have obtained having regard to the conditions which they habitually obtained in the district, or would have obtained had they continued to be so employed.

"It is stated that a second shift of seven hours is not uncommonly worked in the district, and this must be taken into account in considering what conditions it may reasonably be supposed that the applicants would have obtained had they continued to be employed as hewers in the district. They might have been employed in a colliery which worked a 7 hours second shift or on one which worked a 6½ hours second shift. I am bound to have regard to the usual conditions of employment in the district and not merely to the practice at the colliery at which the applicants had been last employed."

### BANKING INDUSTRY SPECIAL SCHEME (VARIATION AND AMENDMENT) SPECIAL ORDER, 1925.

**The Unemployment Insurance (Banking Industry Special Scheme) (Variation and Amendment) Special Order, 1925, dated July 8, 1925, made by the Minister of Labour under the Unemployment Insurance Act, 1920 (10 & 11 Geo. 5, c. 30).\***

WHEREAS the Minister of Labour (hereinafter referred to as "the Minister") by the Unemployment Insurance (Banking Industry Special Scheme) Order, 1924, approved for the purposes of Section 13 of the Unemployment Insurance Act, 1920, a Special Scheme for the Banking Industry:

And whereas the Minister has, by the Unemployment Insurance (Banking Industry Special Scheme) (Amendment) Order, 1925, varied and amended the said Scheme:

And whereas application has been made to the Minister for the further variation and amendment of the provisions of the said Scheme:

Now, therefore, the Minister, by virtue of the powers conferred on him by the said Section 13 and of all other powers enabling him in that behalf, hereby makes the following Special Order:—

1. The following amendment shall be made in the Second Schedule to the said Scheme:—

In Paragraph 1, after the words "or such other weekly rates as may be prescribed by the Board with the approval of the Minister" there shall be inserted the words "Provided that where a person is in receipt of a pension, annuity, or retiring allowance amounting to, or in excess of, 25 shillings a week in the case of a man or 20 shillings a week in the case of a woman, derived wholly or partly from the Banking Industry (whether such pension, annuity, or retiring allowance is, or has been, paid in pursuance of a legal obligation or not) such person shall not be entitled to unemployment benefit, and where the amount of any such pension, annuity, or retiring allowance is less than 25 shillings a week in the case of a man or 20 shillings a week in the case of a woman the weekly rate of unemployment benefit payable to such person shall be reduced by the amount by which the weekly amount of such pension, annuity or retiring allowance exceeds five shillings."

2. This Order may be cited as the Unemployment Insurance (Banking Industry Special Scheme) (Variation and Amendment) Special Order, 1925.

Signed by order of the Minister of Labour this eighth day of July, 1925.

H. J. WILSON,  
Secretary to the Ministry of Labour.

\* This Order having lain before both Houses of Parliament for 20 days in accordance with Section 36 (2) of the Unemployment Insurance Act, 1920, came into force on 30th July, 1925.

## INDUSTRIAL COURTS ACT, 1919, AND CONCILIATION ACT, 1896.

### Recent Proceedings.

#### (A.)—INDUSTRIAL COURT DECISIONS.

**RAILWAY SHOPMEN—MEN ON OUTSIDE MACHINERY, AND ON DOCKS AT HULL AND MIDDLESBROUGH.**—The National Union of Railwaymen *v.* The London and North Eastern Railway. *Difference.*—Claim for differential payment for dirty or dangerous work. *Decision.*—The work as a whole does not come within the category of "exceptionally dirty or dangerous work," regard being had to the ordinary and customary duties of the men concerned, nor are the exceptionally dirty or dangerous jobs of such frequent occurrence as to render it impracticable or inconvenient to assess the extra payment on each exceptional or dangerous job as it occurs. The question of extra payment on any job on which any of the men concerned may be employed at Hull or Middlesbrough is one which may properly be dealt with by assessing the amount of the extra payment according to the merits of the job as and when it is undertaken. Issued 8th July, 1925. (1097.)

**ROYAL NAVAL ARMAMENT SUPPLY DEPOTS.**—The Trade Union Side of the Shipbuilding Trade Joint Council for Government Departments *v.* The Official Side. *Difference.*—Claim for an increase in wages of 5s. per week after twelve months' service in the laboratories, R.A.S. Depot, Priddy's Hard. *Decision.*—The nature of the work of the men covered by the application is not in general of such a character as to warrant the payment of higher rates than those prevailing for similar classes of workpeople in other sections or departments of Admiralty establishments. In so far, however, as any section of the work upon which the men concerned are employed is of an exceptional character, the Court take the view that the question of the payment of an extra rate for such work is one for consideration on the merits of each particular case. Issued 24th July, 1925. (1103.)

**PAINT, COLOUR AND VARNISH TRADE—LONDON.**—The Trade Union Side of the National Joint Industrial Council for the Paint, Colour and Varnish Industry *v.* The Employers' Side. *Difference.*—Claim for a differential rate for London. *Decision.*—The Court decide that having regard to the conditions of trade at present existing and to other considerations, no alteration in wages in the London district as compared with those outside London should be made for the time being. Issued 24th July, 1925. (1104.)

**SHORTHAND TYPISTS.**—Civil Service Clerical Association *v.* The Treasury. *Difference.*—Temporary officers recruited to established posts—initial salaries. *Decision.*—A temporary officer who was or is, at the date of her appointment as an established shorthand typist, in receipt of a salary in excess of the commencing rate (inclusive of cost-of-living bonus) for the established shorthand typist class shall, subject to certain specified conditions, receive the higher salary paid to her as a temporary officer at the date of her appointment to the established class until such time as she would become entitled to that salary in the established shorthand typists' scale, assuming that on appointment she entered at the commencing rate. Thereafter she will receive the normal advances applicable under the established shorthand typists' scale. The Decision shall become operative as on and after 1st July, 1925. (1105.)

**EX-REGISTRY ASSISTANTS, POST OFFICE—CIVIL SERVICE CLERICAL ASSOCIATION *v.* POST OFFICE.** *Difference.*—That Ex-Registry Assistants transferred to the clerical class shall receive the same initial salary as the normal Lytton entrants, ex-temporary clerks, Grade III, of the same amount of established service in the clerical class. *Decision.*—The Court find that the claim has not been established. (1106.)

**EXTRA AND ACCOUNTANT CLERKS, ADMIRALTY.**—Civil Service Clerical Association *v.* Admiralty. *Difference.*—Assimilation into clerical class—initial salaries. *Decision.*—Extra and Accountant Clerks transferred to the clerical class shall, subject to certain specified conditions, receive an advance of £20 per annum on basic salaries. The Decision shall become operative as on and after 1st July, 1925. (1107.)

**AUDIT CLERKS AND CLERKS TO GENERAL INSPECTORS, MINISTRY OF HEALTH.**—Civil Service Clerical Association *v.* Ministry of Health. *Difference.*—Assimilation into clerical class—initial salaries. *Decision.*—The Audit Clerks shall receive an advance of £10 per annum on basic salaries and Clerks to General Inspectors an advance of £20 per annum on basic salaries. This Decision shall become operative as on and after 1st July, 1925. (1108.)

**AUDIT CLERKS, NATIONAL INSURANCE AUDIT DEPARTMENT.**—Civil Service Clerical Association *v.* National Insurance Audit Department. *Difference.*—Assimilation into clerical class—initial salaries. *Decision.*—In the opinion of the Court the Agreement of the Departmental Whitley Council in August, 1921, was subject to the conditions that the question might be re-opened should similar classes be more favourably dealt with on assimilation, but no case was brought forward where any similar class had been more favourably dealt with on assimilation since that date. The Court find that

in the absence of such case, the application has not been established. (1109.)

**WRITING ASSISTANTS.**—Civil Service Clerical Association *v.* Treasury. *Difference.*—Basic rates—application for increase—temporary officers appointed to established posts—initial salaries. *Decision.*—

(1) That the claim for an increase in the scale had not been established.

(2) That the claim that existing Writing Assistants be given an increase of 7s. per week basic had not been established, but a temporary officer who, at the date of her appointment was or is in receipt of a salary in excess of the rate (inclusive of cost-of-living bonus) payable in accordance with the Treasury Circular E. 7526 of the 27th March, 1924, shall, subject to certain specified conditions, receive the higher salary which was paid to her as a temporary officer at the date of her appointment to the established class, until such time as she would become entitled to that salary in the scale, assuming that on appointment she entered at the rate payable under the above mentioned circular. Thereafter she shall receive the normal advances applicable under the scale. This Decision shall become operative on and after the 1st July, 1925. (1110.)

#### (B.)—CONCILIATORS, SINGLE ARBITRATORS, AND AD HOC BOARDS OF ARBITRATION APPOINTED BY THE MINISTER OF LABOUR.

**QUARRYING INDUSTRY: YORKSHIRE.**—Trade Union Side *v.* Employers' Side of the Freestone Section of the Yorkshire Area Joint Industrial Council for the Quarrying Industry. *Difference.*—Claim for advance in wages. Mr. W. Addington Willis, C.B.E., appointed under Section 2(1)(b) of the Conciliation Act, 1896 to act as Independent Chairman of a Panel of Arbitration set up in accordance with the Constitution of the National Joint Industrial Council for the Quarrying Industry. *Award.*—Certain specified fully skilled operatives granted increases to bring wages up to local building trade rates. Claims not established in respect of all other grades or classes of operatives or workmen. Issued 18th July, 1925.

#### (C.)—OTHER SETTLEMENTS.

**LOCKMAKERS: WILLENHALL.**—National Amalgamated Lock-makers' and Metal Workers' Society *v.* Fergusson Secure Lock Company. *Difference.*—As to distribution of work during slack period. *Agreement.*—Certain measures agreed upon. Agreed 8th July, 1925.

**FOUNDRY WORKERS: THORNABY-ON-TEES.**—Central Iron Moulders' Association *v.* Messrs. C. P. Kinnell and Company. *Difference.*—As to payment for faulty castings. *Agreement.*—One half the piecework prices to be paid, without prejudice to future cases. Agreed 11th July, 1925.

**BRICKWORK CONSTRUCTION: PONTNIR.**—Altogether Builders' Labourers' and Constructional Workers' Society and the National Union of General and Municipal Workers *v.* Star Brick and Tile Company, Limited, Cwmbran. *Difference.*—Claim for building trade rates. *Agreement.*—Boiler fireman, mortar mill man and stone crusher to receive building trade rate; the remainder to receive civil engineering rate. Signed 14th July, 1925.

**COTTON OPERATIVES: SKIPTON.**—Skipton and District Weavers and Winders' Association *v.* Messrs. Firth and Moorhouse, Limited, Sackville Mills, Skipton. *Difference.*—Alleged refusal of firm to receive a deputation to discuss certain grievances. *Agreement.*—Joint conference arranged to consider grievances and formulate agreement for the prevention and settlement of disputes. Agreed 31st July, 1925.

## NATIONAL WAGES BOARD (RAILWAYS ACT, 1921).

### RECENT DECISIONS.

The National Wages Board, under the Chairmanship of Sir William Mackenzie, K.C., have recently issued a series of decisions dated the 31st July, 1925, on cases submitted to them by the National Union of Railwaymen, viz.:—

**Signalmen: Special Duty.**—The question submitted was in respect to certain signalmen employed by the London and North Eastern Railway in the Malton and Scarborough district, who are rostered to book off duty at 10 p.m., but are, on occasions, required to return to their cabins later for about twenty minutes for the purpose of passing an excursion train. The Company have treated this additional turn of duty as a "special" turn, and have accordingly paid the men under the "Emergency" clause of the National Agreement.

The Board's decision was that if a man is required to return to duty within a period not exceeding two hours of the completion of his rostered turn, the additional duty shall be treated as continuous with the rostered turn. If required to return beyond this period, the additional duty shall be treated as "special duty" under the "Emergency" clause.

**Leading Cloak-Room Attendants, King's Cross: Application for Re-Grading.**—The Union submitted that the leading cloak-room attendants employed at King's Cross by the London and North Eastern Railway should be dealt with under the agreement for male supervisory staff.

The Board's decision was that a case had not been made out for placing these men under the agreement for male supervisory staff.

**Fish and Parcels Foremen, York, and Parcels Foremen, Leeds: Application to be Re-Graded as Inspectors.**—The question submitted was that fish and parcels foremen at York and parcels foremen at Leeds New Station, should be re-graded as inspectors. As it appeared from the evidence that the major portion of the men's time was taken up with manual duties, the Board decided that the claim had not been made out.

**Rostering of Guards up to Nine Hours: Short Trips.**—The Union submitted a question of interpretation of the Board's finding dated 24th January, 1922, arising out of the rostering of certain guards by the Southern Railway.

The Board's finding is that it appears that the turns of duty of the men concerned have from time to time been rearranged, and that at the present time the turns in excess of 8 hours are one of 8 hours and 7 minutes, one of 8 hours and 11 minutes and one of 8 hours and 5 minutes. These turns do not contravene the Board's finding of the 24th January, 1922, as applied to the English railways;

**Cost of Living Bonus: Signalmen.**—The Union raised the question of the cost-of-living bonus of certain signalmen.

The Board's decision was that the men concerned should have restored to them as on and from 1st January, 1925, the amount of the bonus which was deducted under the cost-of-living sliding scale on 1st July, 1923.

**Guaranteed Day: Guaranteed Week: Goods Porter.**—This case concerned the guaranteed week of a goods porter at Truro.

The finding of the Board was that they had a somewhat similar case under consideration in July, 1923. In that case the Board came to the conclusion that a strict construction of the Agreement relative to the Guaranteed Day which should at the same time be reasonable, appeared to be impossible, and they took the view that the matter should be taken into consideration by the parties and that in the meantime the existing practice should remain undisturbed. The parties do not appear to have considered the matter, and pending such consideration the Court are of opinion that in the present case the existing practice should remain undisturbed.

**Goods Guards, Great Western Railway: Payment for Good Friday.**—The Union requested a ruling upon a claim for payment for Good Friday, made on behalf of certain goods guards employed by the Great Western Railway.

The Board's decision was that the Agreement in regard to the guaranteed day provides that trainmen are to be granted a standard day's pay for each time of signing on duty. The Board find on the evidence that there has been no violation of this Agreement in the case before them.

**Meal Times for Carters and Motormen.**—The Union, with the approval of the Board, withdrew their claim in respect to meal times for carters and motormen at the hearing on the 28th July, as the Companies' representative drew attention to the fact that the claim as presented had not in terms been before the Central Wages Board.

**Electrical Examiners, Great Western Railway. Alteration of grading or classification of posts: Conciliation grades.**—The Board have reserved their decision in both these cases for further consideration.

**Hull West Shunting Yard.**—The Board resumed consideration of the claim by the Associated Society of Locomotive Engineers and Firemen which had been before them in December, 1924, and was left over pending inquiries by the representatives of the Society and of the Company concerned into the facts. The Board appointed certain of their number to visit Hull at an early date and inspect the shunting area, the method of train working, and generally, and report to the Board.

## TRADE BOARDS ACTS.

### Orders, Notices, etc., Recently Issued.

#### I.—NOTICES OF PROPOSAL.

##### Rope, Twine and Net Trade Board (Great Britain).

Proposal No. R.41, dated 17th July, 1925, to fix and vary minimum rates of wages for certain classes of male and female workers.

##### Dressmaking and Women's Light Clothing Trade Board (Northern Ireland).

Proposal N.I.W.D. (N.13), dated 16th July, 1925, to vary general minimum time-rates, piecework basis time-rates, and general overtime rates for female workers engaged in the retail bespoke dressmaking branch of the trade.

##### Brush and Broom Trade Board (Northern Ireland).

Proposals N.I.B.B. (N.34) and (N.35), dated 18th July, 1925, to vary general minimum time-rates, piecework basis time-rates, certain general minimum piece-rates, and general overtime rates for male and female workers, and to cancel certain general minimum piece-rates for male and female workers.

## II.—CHANGES IN MINIMUM RATES OF WAGES DUE TO AN ALTERATION IN THE COST-OF-LIVING FIGURE.

### Chain Trade Board.

Higher wage rates have become operative in this trade as from 1st August, 1925. The minimum rates now applicable are those appropriate to the cost-of-living figure of 73 and are set out in Schedule II (without reduction or addition) of Confirming Orders Nos. C17 and C19.

## III.—SPECIAL ORDER.

### ROPE, TWINE AND NET TRADE BOARD.

The Trade Boards (Rope, Twine and Net and Drift Nets) Order, 1925, Special Order, dated 27th July, 1925, made by the Minister of Labour under Sections 1 and 2 of the Trade Boards Act, 1918 (8 & 9 Geo. 5. c. 32) altering the description of the Rope, Twine and Net Trade contained in the Appendix to the Trade Boards (Rope, Twine and Net) Order, 1919.

Whereas the Minister of Labour (hereinafter referred to as "the Minister") by a Special Order called the Trade Board (Rope, Twine and Net) Order, 1919, dated the 11th day of July, 1919, applied the Trade Boards Acts, 1909 and 1918, to the trade specified in the Appendix to the said Special Order:

And whereas it is provided by Subsection 1 of Section 2 of the Trade Boards Act, 1918, that every Special Order may be varied or revoked by a subsequent Special Order:

And whereas the Minister is of opinion that it is desirable to vary the said Special Order by altering the description of the trade specified in the Appendix thereto:

Now, therefore, the Minister, by virtue of the powers conferred on him by the Trade Boards Acts, 1909 and 1918, and of any other powers enabling him in that behalf, hereby makes a Special Order varying the said Special Order:—

1. The following new paragraph shall be inserted in the Appendix to the Trade Boards (Rope, Twine and Net) Order, 1919, after paragraph 4 and immediately preceding paragraph 5, that is to say—

"4. (a) The mending, refitting and reconditioning of drift seine or similar nets, including all processes (whether similar to the foregoing or not) incidental thereto."

2. This Order may be cited as the Trade Boards (Rope, Twine and Net and Drift Nets) Order, 1925.

Given under the Official Seal of the Minister of Labour this twenty-seventh day of July in the year one thousand nine hundred and twenty-five.

H. J. WILSON,  
Secretary, Ministry of Labour.

## IV.—REGULATIONS.

Regulations, dated 28th July, 1925, have been made by the Minister of Labour under Section 11 of the Trade Boards Act, 1909, amending the Regulations dated 20th November, 1919, with respect to the constitution and proceedings of the Trade Board for the Rope Twine and Net Trade (Great Britain) and establishing the Drift Nets Mending Trade Board (Great Britain).

## TEMPORARY EMPLOYMENT IN FARM WORK.

The following notice has been issued by the Minister of Agriculture and Fisheries, at the suggestion of the Minister of Labour:—

### EMPLOYMENT IN FARM WORK.

Farmers requiring additional temporary labour for any type of work for which no great skill or experience is required are urged to apply to the nearest Employment Exchange in cases where no local men are available. It frequently happens that men on the register of an Employment Exchange, though not skilled agricultural labourers, have at one time or another had some agricultural experience and should be quite able to do unskilled work on a farm.

It is essential that full particulars of the labour required should be given, and that the wages and conditions of work and the accommodation available should be stated. As long notice as possible should be given to the Exchange.

It is sometimes thought that temporary employment on farm work makes a man ineligible for benefit under the Unemployment Insurance Act when the work comes to an end, but this is not the case. Indeed, the acceptance of work on a farm for a short period is a definite indication that a man is genuinely seeking work, and would be regarded as such by the Ministry of Labour when next he makes a claim to benefit.

## HOME OFFICE WELFARE ORDER.

### CLEANING AND REPAIRING OF SACKS.

The Home Secretary has issued a notice, dated 28th July, 1925, that, in pursuance of the powers conferred on him by Section 7 of the Police, Factories, etc. (Miscellaneous Provisions) Act, 1916, he proposes to make an Order, to apply to all factories and workshops, or parts thereof, in which the cleaning or repairing of sacks is carried on.

Copies of the draft Order and of the notice may be obtained on application to the Home Office, Whitehall, London, S.W.1.

## FACTORY AND WORKSHOP ACT, 1901.

### Regulations for the Grinding or Glazing of Metals and the Cleaning of Castings.

The Home Secretary has issued a notice, dated 21st July, 1925, that he has amended the draft Regulations for the grinding or glazing of metals and the cleaning of castings, issued on the 8th February, 1924,\* to which numerous objections were made; and that he proposes to make Regulations in accordance with the revised draft. The revised draft embodies the substance of an agreement which has been reached after prolonged negotiations with the associations of employers and workpeople concerned, and has been accepted by the Engineering and Allied Employers' National Federation and by the various other organisations affected.

Copies of the revised draft Regulations may be obtained on application to the Chief Inspector of Factories, Home Office, Whitehall, London, S.W.1.

### Woolen and Worsted Textiles (Lifting of Heavy Weights) Regulations.

The Home Secretary has made Regulations† dated 27th July, 1925, under Section 79 of the Factory and Workshop Act, 1901, fixing the maximum weights of yarn, cloth, tool, or appliance, which may be lifted by hand by any person employed in the manufacture, dyeing or finishing of woolen or worsted textiles, or in any process ancillary or incidental thereto. The Regulations, which may be cited as the Woolen and Worsted Textiles (Lifting of Heavy Weights) Regulations, 1925, come into force on 1st October, 1925.

## OFFICIAL PUBLICATIONS RECEIVED.

**ALIENS.**—*Aliens Order, 1920. A return of alien passengers, excluding transmigrants, landed, embarked, and refused leave to land, in the United Kingdom during the three months ending 30th June, 1925.* Home Office. (Cmd. 2410-1; price 1d.)

**CENSUS.**—*Census of England and Wales, 1921. Workplaces.* (S.O. publication; price 16s.) (See page 273.)

**FRIENDLY SOCIETIES.**—(1) *Friendly Societies, Orders and Branches: statistical summaries showing the operations of friendly societies in the years 1914-1923, and of orders and branches in the years 1910, 1916-1918, 1920 and 1922.* (2) *Registered provident societies in Great Britain. General summary, 1922-1923.* Registry of Friendly Societies. (S.O. publications; price 6d. and 4d. respectively.)

**HEALTH SERVICES.**—*Sixth Annual Report of the Ministry of Health, 1924-1925.* (Cmd. 2450; price 3s. 6d.) (See page 268.)

**INDUSTRIAL ASSURANCE.**—*Report of the Industrial Assurance Commissioner for the year ended 31st December, 1924.* (H.C. 106; price 2s.)

**MINING.**—(1) *Industrial Courts Act, 1919. Report by a Court of Inquiry concerning the coal mining industry dispute, 1925.* Ministry of Labour. (Cmd. 2478; price 6d.) (See page 266.) (2) *Explanatory memorandum of the terms of settlement of the dispute in the coal mining industry.* (Cmd. 2488; price 2d.) (See page 266.) (3) *Output and employment at metalliferous mines, quarries, etc., during the quarter ended 31st March, 1925.* Board of Trade, Mines Department. (S.O. publication; price 4d.) (4) *Safety in Mines Research Board. Third Annual Report, 1924.* (S.O. publication; price 1s.) (5) *The lag on ignition of firedamp. Firedamp explosions within closed vessels: the effects of turbulence.* Safety in Mines Research Board. Papers No. 9 and 10, respectively. (S.O. publications; price 6d. and 4d., respectively.)

\* See the March, 1924, issue of this GAZETTE, page 112.

† *Statutory Rules and Orders, 1925, No. 752.* H.M. Stationery Office; price 1d. net.

## GOVERNMENT CONTRACTS.

### LIST OF NEW CONTRACTS, JULY, 1925.

#### ADMIRALTY.

##### (Civil Engineer-in-Chief's Department.)

**Devonport: Portland Stone Dressings:** Ham, Hill & Douling Stone Co., Ltd., Yeovil.—**Bulk Timber:** Plymouth & Oreston Timber Co., Ltd., Plymouth.—**Steel Rails, etc.:** The Ebbw Vale Steel Iron & Coal Co., Ltd., London, S.W.—**Steel Material:** Cammell, Laird & Co., Ltd., Cyclops Works, Sheffield. **Pembroke: Crushed Limestone:** T. W. Colley & Sons, Pembroke.—**Portland Cement:** Smeed, Dean & Co., Ltd., Sittingbourne, Kent. **Portsmouth: Roofing Slates:** Manod Slate Quarries, Ltd., Portmadoc, North Wales.—**Bricks:** Light Bros. & Flowers, Ltd., Portsmouth. **Creosoted Timber (R.N. Barracks, Warrant Officers' Mess):** W. Crundall & Co., Ltd., Dover.—**Oak Panelling, etc.:** John Croad, Portsea. **Shotley: Re-surfacing Roads:** E. J. Edwards, Norwich. **H.M. Naval Establishments Abroad: Rails, etc.:** Isca Foundry Co., Ltd., Newport, Mon.—**Electric Cable:** British Insulated and Helsby Cables, Ltd., London, W.C.

##### (Contract and Purchase Department.)

**Anchors, Mooring:** John Rogerson & Co., Ltd., Wolsingham.—**Anchors, Stockless:** W. L. Byers & Co., Ltd., Sunderland; R. Sykes & Sons, Ltd., Cradley Heath.—**Bacon (in tins):** C. & T. Harris (Calne), Ltd., Calne.—**Bags, Kit:** Cranfield & Carter, Burnham-on-Crouch; Gowen & Co., West Mersea, Essex; S. B. Sadler & Sons, Burnham-on-Crouch.—**Batteries:** Chloride Electrical Storage Co., Ltd., Manchester; D. P. Battery Co., Ltd., Bakewell; Tudor Accumulator Co., Ltd., Dukinfield.—**Boards, Distributing:** Dorman & Smith, Ltd., Manchester.—**Boats, 35-ft. Motor:** The Rowhedge Ironworks, Ltd., Rowhedge; Thomas White, Itchen, Southampton; Short Bros. (Rochester & Bedford), Ltd., Rochester; Wm. Hill, Ltd., Tyne Dock.—**Bolts and Nuts, Wrought Iron:** Wilkes, Ltd., Darlaston; Stones Bros., Ltd., West Bromwich; C. Richards & Sons, Ltd., Darlaston.—**Bolts, Holding down:** C. Richards & Sons, Ltd., Darlaston; J. C. Prestwich, Ltd., Manchester.—**Boxes, Ammunition:** D. M. Davies, London, N.—**Brass Tubes:** J. Wilkes, Sons & Mapplebeck, Ltd., Birmingham.—**Brushes, Rammer and Sponge, Staves End, Cleaners Piasaba, and Spindle Cleaners:** Chadwick & Shapcott, Ltd., London, W.C.; S. D. Warren & Co., London, N.W.—**Calico:** Fothergill & Harvey, Ltd., Manchester; G. I. Sidebottom & Co., Manchester; Hugh Spencer & Co., Manchester.—**Chain, Cable and Gear:** J. G. Walker & Son, Ltd., Old Hill, Staffs; Brown, Lenox & Co., Ltd., Pontypridd; Laird & Son, Ltd., Irvine.—**Chain, Mooring and Shackles:** H. Wood & Co., Ltd., Saltney; Brown, Lenox & Co., Ltd., Pontypridd.—**Clasp Knives:** Harrison Bros. & Howson, Sheffield.—**Cloth, Blue:** John Halliday & Co., Ltd., Pudsey; Wm. Lupton & Co., Leeds; Samuel Salter & Co., Ltd., Trowbridge.—**Conduits:** Talbot Stead Tube Co., Ltd., Birchills, Walsall.—**CO, Plant:** J. & E. Hall, Ltd., Dartford.—**Coolers, Air:** Reavell & Co., Ltd., Ipswich.—**Cooling Tower:** Davenport Engineering Co., Ltd., Bradford.—**Copper Tubes:** J. Wilkes, Sons & Mapplebeck, Ltd., Birmingham; Birmingham Battery & Metal Co., Ltd., Birmingham.—**Doors, Watertight:** Mechans, Ltd., Glasgow.—**Files:** Thos. Firth & Sons, Ltd., Sheffield; Sanderson Bros. & Newbould, Ltd., Sheffield.—**Flour:** R. T. Smyth & Co., Ltd., London, E.C.; J. Rank, Ltd., London, E.C.; J. Herdman & Sons, Ltd., Edinburgh; E. Marriage & Son, Ltd., Felixstowe; Spillers & Bakers, Ltd., Bristol.—**Forging Press, 300 tons Hydraulic:** Fielding & Platt, Ltd., Gloucester.—**Frames, Wall, Cast Steel:** The Carntyne Steel Castings Co., Renfrew.—**Glycerine, Dynamite:** Lever Bros., Ltd., London, E.C.; J. Crosfield & Sons, Ltd., London, E.C.—**Gowns, Operation:** Hobson & Sons (London), Ltd., London, S.E.—**Jam (Blackcurrant and Gooseberry):** Barnes & Co., Ltd., London, E.C.; Chivers & Sons, Ltd., Cambridge; C. Southwell & Co., Ltd., London, S.E.; E. & T. Pink Ltd., London, S.E.—**Jam (Raspberry and Red Currant):** Chivers & Sons, Ltd., Cambridge.—**Keys, Morse:** Baird & Tatlock, Ltd., London, E.C.—**Lanyards, Knife:** Wm. Edwards & Son, Bridport.—**Lard:** C. & T. Harris (Calne), Ltd., Calne.—**Lift, Electric:** W. Wadsworth & Sons, Ltd., Bolton.—**Linen, Black:** Ulster Weaving Co., Ltd., Belfast.—**Linen, Table:** William Ewart & Son, Ltd., Belfast.—**M'Crum, Watson & Merser, Ltd., Belfast; Ulster Weaving Co., Ltd., Belfast.—Liners, Cast Steel:** Barrow Hematite Steel Co., Ltd., Barrow-in-Furness; F. H. Lloyd & Co., Ltd., Wednesbury.—**Machine, Band Re-sawing:** T. Robinson & Son, Ltd., Rochdale.—**Machine, Drilling, Surfacing, Boring and Milling:** H. W. Kearns & Co., Ltd., Broadheath, Manchester.—**Machine, Internal Cylinder Grinding:** Churchill Machine Tool Co., Ltd., Manchester.—**Machine, Milling:** Cunliffe & Croom, Ltd., Manchester.—**Monel Metal Rod:** G. & J. Weir, Ltd., Cathcart.—**Motors, Control Gear and Spares:** Laurence Scott & Co., Ltd., Norwich.—**Oil, Linseed:** Dixon & Cardus, Ltd., Southampton; Younghusband, Barnes & Co., London, S.E.; G. Armstrong & Co., Ltd., London, E.; Smith Bros. & Co., London, E.—**Oil, Mineral Vaporising:** British Petroleum Co., Ltd., London, E.C.—**Oil, Scotch Power:** The Scottish Oil Agency, Ltd., Glasgow.—**Panels, Transmitting:** H. W. Sullivan, Ltd., London, E.C.—**Plates, Chequered Steel:** South Durham Steel & Iron Co., Ltd., West Hartlepool; The Park Gate Iron & Steel Co., Ltd., Rotherham; The Port Talbot Steel Co., Ltd., Port Talbot.—**Pump and Casing:** W. H. Allen, Sons & Co., Ltd., Bedford.—**Radio Goniometers:** Gambrell Bros., Ltd., London, S.W.—**Riveter, Hydraulic:** Henry Berry & Co., Ltd.,

Leeds.—**Screws and Slips:** Carron Co., Falkirk; Douglass Bros., Ltd., Blyden-on-Tyne.—**Shoes, Gymnasium:** North British Rubber Co., Ltd., Edinburgh.—**Steel, Bar:** Dorman, Long & Co., Ltd., Middlesbrough; The Frodingham Iron & Steel Co., Ltd., Scunthorpe; The Park Gate Iron & Steel Co., Ltd., Rotherham; United Strip & Bar Mills, Ltd., Sheffield.—**Steel, High Speed Tool:** Henry Rossell & Co., Ltd., Sheffield; Thos. Firth & Sons, Ltd., Sheffield; Sir W. G. Armstrong Whitworth & Co., Ltd., Openshaw.—**Steel Sections:** The Frodingham Iron & Steel Co., Ltd., Scunthorpe.—**Steel Sheets:** Wm. Beardmore & Co., Ltd., Glasgow.—**Steel Wire Hawers:** Binks Bros., Ltd., London, E.; Edwin Ellis & Co., Ltd., London, E.; Craven & Speeding Bros., Sunderland.—**Switches, D.P.—5 and 15 amp.:** Hawkers, Ltd., Birmingham; Barr & Stroud, Ltd., Glasgow.—**Tape:** The Bole Hall Mill Co., Tamworth; E. B. Hamel & Son, Tamworth; G. H. Wheatcroft & Co., Wirksworth.—**Travelling Cranes (2 tons and 3 tons, Electric Overhead):** T. Smith & Sons (Rodley), Ltd., Leeds.—**Trousers, Fearnought:** Redman Bros., Hebden Bridge.—**Tubing, Canvas Hose:** Richards, Ltd., Aberdeen.—**Voice Pipes and Fittings:** The Power Flexible Tubing Co., Ltd., London, N.—**Watchcoats:** Milnes, Cartwright, Reynolds, Ltd., London, S.W.—**Winches, Loading:** MacTaggart, Scott & Co., Ltd., Loanhead, Edinburgh.—**Wire Line and Strand:** Warrington Wire Rope Works, Ltd., Liverpool; Edwin Ellis & Co., Ltd., London, E.; R. S. Newall & Son, Ltd., Liverpool.

#### WAR OFFICE.

**Barrows, Stable, and parts:** East & Son, Ltd., Berkhamsted.—**Bicycles and parts:** The B.S.A. Cycles, Ltd., Birmingham.—**Boilers:** National Radiator Co., Ltd., Hull; Smith & Wellstead, Ltd., Bonnybridge.—**Boots, Mosquito:** R. Coggins & Sons, Raunds.—**Brass Sheet:** Allen, Everitt & Co., Ltd., Birmingham; The British Copper Mfrs., Ltd., Swansea; D. F. Taylor & Co., Ltd., Birmingham.—**Brushes, Brass:** Beechwood, Ltd., Chesham.—**Cable, Electric:** W. T. Henleys Telegraph Works, Ltd., London, E.C.; Pirelli General Cable Works, Ltd., Southampton; Western Electric Co., Ltd., London, W.C.—**Caps, Forage:** L. Silberston, London, E.—**Caps, R.T.C.:** M. & A. Currie, Ltd., Kilmarnock.—**Casks, Vat:** Edwards & Co., London, S.E.—**Chairs, Arm, Oak:** Atkinson & Co., Ltd., London, S.E.; Maple & Co., Ltd., London, W.C.—**Chassis, 30 cwt.:** The Albion Motor Car Co., Ltd., Glasgow; Halleys Industrial Motors, Ltd., Glasgow; J. I. Thornycroft & Co., Ltd., London, S.W.; The Vulcan & Engineering Co., Ltd., Southampton.—**Cloth, Blue-Grey:** J. Hainsworth & Sons, Farsley, nr. Leeds; J. Watkinson & Sons, Ltd., Holmfirth, nr. Huddersfield.—**Clutch Rings:** Weybridge Motor Eng. Co., Ltd., Weybridge.—**Collars, Head, Stable and Girths, Leather:** Barrow, Hepburn & Gale, London, S.E.—**Cylinders, Iron:** F. Francis & Sons, Ltd., London, S.E.—**Drawers, Cotton:** J. Clarke & Co., Ltd., Arnold, Notts.—**Feltwork:** F. McNeill & Co., Ltd., London, E.C.—**Flaps, Universal and Seats, Saddlery:** Barrow, Hepburn & Gale, Ltd., London, S.E.; D. Mason & Sons, Birmingham.—**Foundation, Block and Anvil:** Davy Bros., Ltd., Sheffield.—**Frames, Aerial, Windings:** Fullers United Electric Co., Ltd., Chadwell Heath.—**Gas Holder—Repair of:** Samuel Cutler & Sons, Ltd., London, S.W.—**Generators:** The Small Electric Motors, Ltd., Beckenham.—**Helmet Bodies:** Helmets, Ltd., St. Albans.—**Lead alloyed with Antimony:** Locke, Lancaster and W. W. & R. Johnson & Sons, Ltd., London, E.—**Lead, Sheet:** Stock, Sons & Taylors, Ltd., Birmingham.—**Linseed Oil, Raw:** Union Oil & Cake Mills, Branch of the British Oil & Cake Mills, Ltd., Rotherhithe.—**Liquor, Cresoli Saponatus Fortis:** Newton Chambers & Co., Ltd., Sheffield.—**Lockers, Metal:** Waddell & Wilson, London, E.—**Nickel:** Mond Nickel Co., Ltd., Clydach, Mon.—**Oil, Extra Heavy:** Liberty Oils, Ltd., London, E.—**Pig Iron:** The Ebbw Vale Steel Iron & Coal Co., Ltd., Ebbw Vale.—**Power Units, Pipes and Couplings:** Douglas Motors, Ltd., Kingswood.—**Presses, Hydraulic, Various:** The Leeds Engineering & Hydraulic Co., Ltd., Leeds; The West Hydraulic Engineering Co., Ltd., Luton.—**Rags, Cotton:** A. Armistage, Dewsbury.—**Rope, Tarred:** The Belfast Ropework Co., Ltd., Belfast.—**Salt Cellars and Basins (Enamelled):** Welsh Tinplate & Metal Stamping Co., Ltd., Llanelly.—**Sheets, Barrack:** J. Gunning & Son, Ltd., Belfast; T. McLaren & Sons, Kirkcaldy.—**Springs:** West Bromwich Spring Co., West Bromwich.—**Steel Billets:** Darlington Forge, Ltd., Darlington.—**Steel, Nickel Billets:** The Darlington Forge, Ltd., Darlington.—**Steel Sheds:** W. Bain & Co., Ltd., Coatbridge.—**Stoves, Sovers:** Orme, Evans & Co., Ltd., Wolverhampton.—**Tinplates, Various:** Brooker, Dore & Co., Ltd., London, E.C.—**Transformers, Rotary:** W. Mackie & Co., London, S.E.—**Tweed, Blue, No. 2:** Colbeck Bros., Ltd., Wakefield.—**Wheels, Grinding, Various:** McEwen, Denby & Hart Briggs, Ltd., London.—**Wire, Steel, Flat:** Latch & Batchelor, Ltd., Birmingham.—**Works Services: Building Works and Services:** Blackdown (Reconstruction and New Work); Ashford Builders Co., Ltd., London, W.C. Southsea Castle (Repairs to Piling on Foreshore); F. Bevis, Ltd., Portsmouth. Canterbury (Single Storey Barrack Block); G. Browning, Canterbury. Londonderry (Erection of Married Officers' Quarters); R. Colhoun, Londonderry. Lower Chatham Barracks (Alterations to Roofs of Soldiers' Quarters); Geo. Gates & Sons, Rochester, Kent. Beverley (Construction of Miniature Range); Jaram & Son, Scarborough. Feltham (Erection of Two W.O.'s Quarters); R. Mansell, Croydon. York Cavalry Barracks (Repair to Mangers); J. W. Maw & Sons, Ltd., York. Blenheim Barracks, Aldershot (Detached W.O.'s

Quarters): C. Morgan & Son, Ash Vale, Surrey. Ashton-under-Lyne (Gymnasium Extension): J. Ridyard & Sons, Ltd., Ashton-under-Lyne. Beachley Camp (Erection of Married Officers' W.O.'s and Married Soldiers' Quarters): J. Stephens, Cardiff. Catterick Camp (Reconditioning of Roads): Tarslag (1923), Ltd., Stockton-on-Tees. Colchester (Repair of Roads): J. Tovell, Ltd., Colchester. Topsham Barracks, Exeter (Erection of Married Soldiers' Quarters): Woodman & Son, Exeter. Redford Barracks, Edinburgh (Erection of Married Officers' Quarters): W. & E. R. Watson, Ltd., Edinburgh. **Maintenance Works:** South Aldershot: A. Bagnall & Sons, Ltd., Shipley. Lichfield (Whittington Barracks): C. J. Else & Co., Matlock. Bordon: A. A. McDermott, Bradford. Devonport, Stonehouse, Plymouth, etc.: F. J. Stanbury, Plymouth. **Painting:** Sheerness and Isle of Grain: C. J. Else & Co., Matlock. Hounslow Barracks: S. Lupton & Sons, Bradford, Yorks. Longmoor Camp: C. Morgan & Son, Ash Vale, Surrey. **Installations:** Royal Army Ordnance General and Mob. Stores, Chatham (of Hot Water): E. Dean & Beal, Ltd., London, E.C.

## AIR MINISTRY.

**Air Bottles and Tanks:** Armstrong Whitworth & Co., Ltd., Newcastle-on-Tyne. **Aircraft:** Bristol Aeroplane Co., Ltd., Bristol; Supermarine Aviation Works, Ltd., Southampton. **Aircraft Floats:** Short Bros., Rochester. **Aircraft, Metal Wings:** Steel Wing Co., London, S.E. **Aircraft, Reconditioning of:** A. V. Roe & Co., Ltd., Manchester; Blackburn Aeroplane & Motor Co., Ltd., Leeds; Fairey Aviation Co., Ltd., Hayes; Gloucestershire Aircraft Co., Ltd., Cheltenham. **Aircraft, Repairs to:** Gloucestershire Aircraft Co., Ltd., Cheltenham. **Aircraft Spares:** Blackburn Aeroplane & Motor Co., Ltd., Leeds; De Havilland Aircraft Co., Ltd., Edgware; Fairey Aviation Co., Ltd., Hayes; H. G. Hawker Engineering Co., Ltd., Kingston-on-Thames; Short Bros. (Rochester and Bedford), Ltd., Rochester; Vickers, Ltd., Weybridge. **Aircraft Wheels, Inner Tubes:** Dunlop Rubber Co., Ltd., Birmingham. **Aircraft Wheels and Tyres:** Palmer Tyres, Ltd., London, E.C. **Airscrews:** D. M. Davies, London, N.; Airscrew Co., Weybridge; Metal Propellers, Ltd., Croydon. **Airscrew Metal Boss Spares:** Metal Propellers, Ltd., Croydon. **Ash:** C. R. Claridge, Exeter. **Bombs, Practice:** Trojan, Ltd., Croydon. **Buildings and Works Services:** Artificers' Work (Donibristle): A. Kinneer, Lundin Links, Fife. (Milton): W. E. Chivers & Son, Ltd., Devozes, Fans, Ceiling (Palestine): Veritys, Ltd., London, W.C. Fans, Desk (Palestine): Metro Vick Supplies, Ltd., London, S.W. Filter, Rain Water (Ismaia): Kestner Evaporator & Engineering Co., London, S.W. Hair Belting (Hinaidi): Turner Bros., Asbestos Co., London, E.C. Machinery House, etc. (Egypt and Cardington): Braithwaite & Co. (Engineers), Ltd., London, S.W. Officers' Mess, Quarters, etc. (Spittlegate): J. Laing & Sons, London, W.C. Plates for D.H. Type Cells (Malta): Pritchett & Gold, London, S.W. Portland Cement (Middle East): Cement Marketing Co., Ltd., London, S.W. Pump House, etc. (Felixstowe): F. R. Hipperson, London, E.C. (Martlesham Heath): Bennett & Snare, Ipswich. Sewage Ejectors, etc. (Wittering): Adams Hydraulics, Ltd., London, S.W. Sheets, Galvanised Corrugated (Iraq): F. Braby & Co., Ltd., Glasgow. **Buttons, Push:** Pinnacle Switchgear, Ltd., Weybridge. **Caps, Blue:** L. Silberston, London, E. **Carriers, Bomb:** Vickers, Ltd., Dartford; Trojan, Ltd., Croydon. **Cartridges, Signal, 1½ in.:** Nobel Industries, Ltd., London, S.W. **Coal, House:** (Birchen Newton and Calshot): J. H. Gilman & Co., Ltd., London, E.C. (Digby): A. Blackman & Co., London, E.C. (Duxford): Peake, Oliver & Peake, Ltd., London, E.C. (Eastchurch): J. H. Gilman & Co., Ltd., London, E.C. (Flowerdown, Henlow, Kenley, and Northolt): Peake, Oliver & Peake, Ltd., London, E.C. (Old Sarum): F. Bird & Co., Salisbury. (Ruislip): J. H. Gilman & Co., Ltd., London, E.C. (Upavon and Netheravon, Uxbridge, and Worthy Down): Peake, Oliver & Peake, Ltd., London, E.C. **Crossley Spares:** Crossley Motors, Ltd., Gorton, Manchester. **Desks, School, Single:** North of England School Furnishing Co., Darlington. **Drives, Flexible:** Flexible Shaft Manufacturing Co., London, E.; S. Smith & Sons (M.A.), Ltd., London, N.W. **Duralumin:** James Booth & Co. (1915), Ltd., Nechells, Birmingham. **Engines, Aircraft:** Bristol Aeroplane Co., Ltd., Bristol; D. Napier & Son, Ltd., London, W.; Ricardo & Co., Ltd., London, S.W.; Rolls-Royce, Ltd., Derby; W. Beardmore & Co., Ltd., London, S.W. **Engine, Aircraft (Accessories for Bonding and Screening):** Birkbys, Liversedge, Yorks; D. H. Bonnella & Sons, Ltd., London, S.W.; The Pyne Manufacturing Co., Ltd., Teddington. **Engine, Aircraft, Ignition Spares:** Delco, Remy & Hyatt, Ltd., London, S.W. **Engine, Aircraft, Jigs and Tools for:** Armstrong Siddeley Motors, Ltd., Coventry; Rolls-Royce, Ltd., Derby. **Engine, Aircraft, Overhaul of:** Rolls-Royce, Ltd., Derby. **Engines, Aircraft, Rectification of:** D. Napier & Son, Ltd., London, W. **Engines, Aircraft, Repair of:** Rolls-Royce, Ltd., Derby. **Engines, Aircraft, Spares:** Armstrong Siddeley Motors, Ltd., Coventry; D. Napier & Son, Ltd., London, W.; Gillett, Stephen & Co., Ltd., Bookham, Surrey. **Engines, Aircraft, Spares, Repair of:** Rolls-Royce, Ltd., Derby. **Engine, Aircraft, Superchargers:** D. Napier & Son, Ltd., London, W. **Film:** Wellington & Ward, Ltd., Elstree. **Forms and Tables, Airmen's:** Educational Supply Association, London, W.C. **Gardner Marine Spares:** Norris, Henty & Gardner, Ltd., Patricroft. **Gas, Acetylene:** Allen Liversidge, Ltd., London, S.W. **Generators, Motor:** Small Electric Motors, Ltd., Beckenham. **Generators and Spares:** W. Mackie & Co., Ltd., London, W.C. **Jackets, Blue:** H. Lotery & Co., Ltd., London, E. **Lamps, Identification:** Howes-Burley, Ltd., Birmingham. **Leathers, Chamois:** Pavlova Leather Co., Ltd., Abingdon. **Magnetos and Spares:** British Thomson-Houston Co., Ltd., Coventry. **Mahogany, Aircraft:** R. M. Turner & Hunters, Ltd., London, E.; W. Oliver & Sons, Ltd., London, E.C.

**Metal, White:** Phosphor Bronze Co., Ltd., London, S.E.; Hoyt Metal Co. of Great Britain, Ltd., London, S.W. **Observer's Gun, 5 in.:** B.S.A. Guns, Ltd., Birmingham. **Oil, Lined:** Young-husband, Barnes & Co., London, S.E. **Plates, Enamelled:** McFarlane & Robinson, Ltd., Bushbury, Wolverhampton. **Radiators:** Excelsior Motor Radiator Co., Ltd., Elstree; Serck Radiators, Ltd., Birmingham. **Soap, Soft:** Peter Lunt & Co., Aintree, Liverpool. **Soda, Caustic:** Electro Bleach and By-Products, Ltd., Middlewich. **Solder, Soft:** G. A. Harvey & Co. (London), Ltd., London, S.E. **Training Arms:** Adamant Engineering Co., Ltd., Luton. **Tops, Table, Repair of:** East & Son, Ltd., Great Berkhamsted. **Tubes, Deflector:** Rapson Tyre & Jack Co., Ltd., New Malden. **Valves, W/T:** Edison Swan Electric Co., Ltd., London, E.C.; General Electric Co., Ltd., London, W.C.; Mullard Radio Valve Co., Ltd., London, S.W.; British Thomson-Houston Co., Ltd., Coventry. **Voltmeters, Thermo-Ammeters and Milliammeters:** Ernest Turner, High Wycombe. **Wheels, Aircraft, Inner Tubes:** D. Moseley & Sons, Ltd., London, E.C.

## POST OFFICE.

**Apparatus, Telephonic:** Bonnella Brothers, Ltd., London, W.C.; British Insulated & Helsby Cables, Ltd., Helsby; British L. M. Ericsson Manufacturing Co., Ltd., Beeston, Notts; General Electric Co., Ltd., London, W., and Coventry; Houghton Butcher Mfg. Co., Ltd., London, E.; B. W. Johnson, Nailsworth; London Electric Wire Co. & Smiths, Ltd., London, E.; Phoenix Telephone and Electric Works, Ltd., London, N.W.; Siemens Brothers & Co., Ltd., London, S.E.; Sterling Telephone and Electric Co., Ltd., Dagenham; Telephone Manufacturing Co., Ltd., London, S.E.; Thomas Watson, Luton; Western Electric Co., Ltd., London, N. **Apparatus, Testing and Protective:** Automatic Telephone Mfg. Co., Ltd., Liverpool; British L. M. Ericsson Manufacturing Co., Ltd., Beeston; W. Jones & Co., London, S.E.; Phoenix Telephone and Electric Works, Ltd., London, N.W.; Power Equipment Co., Ltd., London, N.W.; Siemens Brothers & Co., Ltd., London, S.E.; Western Electric Co., Ltd., London, N. **Arms, Wood:** J. Cadman & Co., Ltd., Newcastle, Staffs.; Millar's Timber & Trading Co., Ltd., Purfleet. **Battery parts:** Chloride Electrical Storage Co., Ltd., Clifton Junction, Manchester; Pritchett & Gold and E.P.S. Co., Ltd., Dagenham Dock. **Belts, Safety:** Barrow, Hepburn & Gale, Ltd., London, S.E. **Blocks for Covers, Manhole:** A. Bailey, Stone, Staffs.; Waltham Cross Joinery Co., Waltham Cross. **Boxes, Letter, and parts:** James Ludlow, Birmingham. **Cabinets, Telephone:** Siemens Brothers & Co., Ltd., London, S.E. **Cable, various:** British Insulated & Helsby Cables, Ltd., Prescot; Connolly's (Blackley), Ltd., Blackley; Enfield Cable Works, Ltd., Brimsdown; Fullers United Electric Works, Ltd., Chadwell Heath, Essex; W. T. Glover & Co., Ltd., Trafford Park, Manchester; W. T. Henley's Telegraph Works Co., Ltd., Gravesend; Johnson & Phillips, Ltd., London, S.E.; Pirelli General Cable Works, Ltd., Southampton. **Calico:** Woods, Sons & Co., London, E.C. **Caps:** E. Altman, Ltd., Aldershot; J. Compton, Sons and Webb, Ltd., London, S.E.; L. Silberston, London, E. **Castings, Joint Box:** Britannia Lathe & Oil Engine Co., Ltd., Colchester; Jones & Attwood, Ltd., Stourbridge; United Steel Companies, Ltd. (Thos. Butlin & Co.), Wellingborough. **Coils, Loading:** Siemens Brothers & Co., Ltd., London, S.E.; Western Electric Co., Ltd., London, E. **Combinations, Motor Cycle:** B.S.A. Cycles, Ltd., Redditch and Birmingham. **Cords for Telephones:** British Insulated & Helsby Cables, Ltd., Helsby; London Electric Wire Co. & Smiths, Ltd., London, E.; Phoenix Telephone and Electric Works, Ltd., London, N.W.; Siemens Brothers & Co., Ltd., London, E.; Ward & Goldstone, Ltd., Pendleton, Manchester; Western Electric Co., Ltd., London, E. **Cotton:** A. & S. Henry & Co., Ltd., Manchester. **Drill:** D. Gurteen & Son, Haverhill. **Fittings, Electric Light:** Josiah Lane & Sons, Ltd., Dudley. **Insulators:** Bullers, Ltd., Hanley and/or Milton, Staffs.; Thomas De La Rue & Co., Ltd., London, E.; Doulton & Co., Ltd., Burslem; Taylor Tunnicliffe & Co., Ltd., Hanley, Stone or Longton. **Irons, Anchor:** Bullers, Ltd., Tipton, Staffs. **Locks:** H. Mitchell, London, N.W., and Willenhall. **Machines, Stamp Vending, parts for:** Coalbrookdale Co., Ltd., Coalbrookdale, Shropshire. **Pipe:** Edwin Lewis & Sons, Ltd., Wolverhampton; Russell Brothers (Walsall), Ltd., Walsall. **Rope, Hemp:** Belfast Ropework Co., Ltd., Belfast. **Screws, Coach:** Bullers, Ltd., Tipton, Staffs.; T. W. Lench, Ltd., Blackheath. **Sleeves, Lead:** Geo. Farmiloe & Sons, Ltd., London, E. **Sleeves, Jointing:** Dugard Brothers, Ltd., Birmingham. **Thread:** John Holmes & Son, Wakefield; H. P. King & Son, London, E.C.; J. & E. Wright, Ltd., Birmingham. **Tubes, Air:** D. Moseley & Sons, Ltd., Manchester. **Tyres, Motor Car and Motor Cycle:** Dunlop Rubber Co., Ltd., Birmingham. **Vans, Delivery:** H. G. Burford & Co., Ltd., London, W.; Maudsley Motor Co., Ltd., Coventry; W. H. Perry, London, N. **Wire, Copper annealed:** T. Bolton & Sons, Ltd., Oakamoor. **Wire, copper, enamelled:** Concordia Electric Wire Co., New Sawley. **Wire, copper, hard drawn:** Nevill, Druce & Co., Ltd., Llanely. **Wire, copper, soft:** Enfield Cable Works, Ltd., Brimsdown. **Wire, G.I.:** Lancashire Wire Co., Ltd., Trafford Park, Manchester; Shropshire Iron Co., Ltd., Hadley, Salop; Dorman Long & Co., Ltd., Middlesbrough. **Bag Cleaning Plant:** Mount Pleasant Letter Office (New Building): A. E. Harris, London, W.C. **Cable—Manufacture, Supply, Drawing-in and Jointing:** Bristol-Weston-super-Mare: Pirelli-General Cable Works, Ltd., Southampton. Bo'ness Junction-Bo'ness; Liverpool-St. Helens; Manchester-Bolton: B.I. & Helsby Cables, Ltd., London, W.C. Birmingham-Walsall; Leicester-Rothley: Siemens Bros. & Co., Ltd., London, S.E. **Conduits—Laying:** Hayes (Cranford Area); Hayes (Harlington Area); Coolfin Road-Beckton Road, E. (Holborn-Albert Docks Junction): G. J. Anderson, London, E. Tottenham (White Hart Lane); Kennington,

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