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CONTENTS

<i>Special Articles:</i>	<i>Page</i>	<i>Special Articles—continued:</i>	<i>Page</i>
Payment of Wages for Holidays	89	Organisation for European Economic Co-operation: European Productivity Agency: Joint Management— Labour Mission to the United States of America ..	99
Summary of Monthly Statistics	94	Labour Overseas: France, Average Hours of Work, Rates of Wages, etc., in Glass, Pottery and Building Materials Industry; Belgium, Hours of Work, Earnings, etc., in China and Glass Industries; Germany, Average Hours of Work, Earnings, etc., in Clothing Industry; Nether- lands, Average Hours of Work, Earnings, etc., in Clothing Industry	99
Efficient Use of Man-Power	94	EMPLOYMENT, UNEMPLOYMENT, ETC.	101
Earnings and Hours of Manual Workers	95	WAGES, DISPUTES, RETAIL PRICES	111
Recent Collective Agreements: Guaranteed Week Agree- ment in Biscuit Industry; Guaranteed Weekly Payments in Port Transport Industry	95	ARBITRATION AWARDS, NOTICES, ORDERS, ETC.	119
The Employee Population, End-May, 1958: Regional Analysis	96	STATUTORY INSTRUMENTS	123
Report on Defence and Estimates for 1959-60	96	OFFICIAL PUBLICATIONS RECEIVED	123
Earnings in British Transport Services	97		
End of Call-up for National Service	98		
Navy, Army and Air Force Reserves Act, 1959	98		
Disabled Persons in Government Employment	98		
Industrial Disputes Tribunal	98		
National Insurance: Long-Term Hospital Patients; Employers' Contributions for Mariners; Collection and Payment of Contributions	98		

Where appropriate, lists of items under the headings shown in CAPITALS will be found on the pages indicated.

Payment of Wages for Holidays

IN general, manual wage-earners (including shop assistants) whose conditions of employment are covered by collective agreements or statutory orders are entitled to payment of wages for holidays. Usually after a qualifying period of service has been completed the annual holiday period for which payment is made is twelve days (or two weeks), together with public holidays or days in lieu.

Holidays with pay have been a feature of employment for a long time and during recent years there has been an extension of the holiday period up to twelve days (or two weeks) in those industries not previously enjoying that amount. It will be seen from the Tables given overleaf that in very few industries are wage-earners entitled to only six days (or one week) of paid holidays and again in very few are they entitled to more than two weeks. In individual cases, however, some employers may grant longer periods than the minimum prescribed by the appropriate collective agreement or regulation.

In the issue of this GAZETTE for April, 1951, particulars were given of the terms of collective agreements and statutory orders, in operation at that date, which provided for the payment of wages for holidays to manual wage-earners. Particulars were also given in a Table of the number of paid holidays in a large selection of industries, and of the length of service required to qualify the workers for the holiday payment. In the issue for May, 1952, particulars were given of changes in the provisions that had occurred up to that date.

Since May, 1952, the principal industries affected by the extension of holidays with pay referred to above are: various branches of mining and quarrying, including ironstone and iron ore mining, limestone and freestone quarrying; wool textiles; building and civil engineering construction; and industrial and staff canteens. In the coal mining industry the additional week's holiday which had been agreed in principle but for which payment in lieu was made in 1952 is now taken as holiday.

In certain other industries the qualifying period of service for attaining the paid holiday of two weeks has been reduced to twelve months, e.g., company-owned omnibus undertakings where previously provision was made for eight days' annual holiday after one year's service, rising to two weeks after three years' service; wood box, packing case and wooden container manufacture in England and Wales, one week's annual holiday after twelve months' service, rising to two weeks after three years' service. In laundering, where previously six-day week workers had nine days' holiday after 48 weeks' qualifying period, rising to twelve days after two

years' service, the entitlement is now twelve days after 48 weeks' service.

The statutory holiday entitlement of certain agricultural workers in England and Wales has been amended and now workers who are required to work seven days a week in 16 or more weeks during the holiday year are allowed one Sunday holiday and if in 33 or more weeks two Sunday holidays.

In general, in industries covered by collective agreements and statutory regulations provision is made for annual holidays to be taken between specified dates in the summer months, e.g., between 1st May and 30th September. Between 1954 and 1957 inclusive the building and civil engineering construction industries were exceptions, the employers having the option of granting the second week of holiday during the winter. As a result of an award of the Industrial Disputes Tribunal, from the 1958 holiday period provision was made for the second week's holiday to be taken during the summer period, not necessarily in continuity with the first week's holiday. Modifications recently agreed provide that, where circumstances prevent the week or weeks of holiday being taken within the summer period, the holiday shall be granted before the following 31st March, by mutual agreement between the employer and the worker.

The majority of workers are now entitled to payment for, usually, six public holidays (or days in lieu thereof) each year. There has been an increase in the number of paid public holidays in forestry (from 6 to 8½ days), in pottery (from 4 to 5 days), and in building and civil engineering construction (from generally 4 days, to 6 days). In jute preparing, spinning and weaving the increase has been from 99 hours' holiday including public holidays, to two weeks' annual holiday and 4 days' public holidays. In the case of British Railways the previous arrangements provided that staff required to work on Christmas Day and Boxing Day (1st and 2nd January, in Scotland) were granted days in lieu. The present agreement provides for six days' public holidays for all employees, and where staff are required to work on any of these days an additional day's leave is granted. In the agreement of the National Maritime Board, Christmas Day, New Year's Day and Good Friday are now treated as Sundays with the consequent extra day's holiday (or pay in lieu thereof) if spent at sea.

The Tables on pages 90 to 93 give for most of the principal industries and services and for a selection of the smaller industries and services the present position regarding the number of paid holidays granted and the length of qualifying service as provided under the terms of collective agreements or statutory orders.

NUMBER OF PAID HOLIDAYS GRANTED AND LENGTH OF QUALIFYING SERVICE AS PROVIDED UNDER THE TERMS OF COLLECTIVE AGREEMENTS OR STATUTORY ORDERS

(The particulars cover most of the principal industries and services and a selection of the smaller industries and services. It should not, therefore, be assumed that holidays with pay agreements or orders are in operation only in the industries, or in the particular districts, specified in the Table. Explanatory notes (a), (b), (c), etc., are given on page 93.)

Table with 5 columns: Industry, Class of Worker and Locality; Holidays paid for per annum (P.H. = Public Holidays); Qualifying Service (a) for Holidays other than Public Holidays; Industry, Class of Worker and Locality; Holidays paid for per annum (P.H. = Public Holidays); Qualifying Service (a) for Holidays other than Public Holidays. Rows include Agriculture, Forestry, Fishing; Mining and Quarrying; Food, Drink and Tobacco; Chemicals and Allied Industries; Metal Manufacture; etc.

For explanatory notes, see page 93.

Payment of Wages for Holidays—continued

Table with 5 columns: Industry, Class of Worker and Locality; Holidays paid for per annum (P.H. = Public Holidays); Qualifying Service (a) for Holidays other than Public Holidays; Industry, Class of Worker and Locality; Holidays paid for per annum (P.H. = Public Holidays); Qualifying Service (a) for Holidays other than Public Holidays. Rows include Textiles; Clothing and Footwear—contd.; Hosiery manufacture; Carpet manufacture; etc.

For explanatory notes, see page 93.

Payment of Wages for Holidays—continued

Industry, Class of Worker and Locality	Holidays paid for per annum (P.H. = Public Holidays)	Qualifying Service (a) for Holidays other than Public Holidays	Industry, Class of Worker and Locality	Holidays paid for per annum (P.H. = Public Holidays)	Qualifying Service (a) for Holidays other than Public Holidays
Other Manufacturing Industries—contd.			Distributive Trades—contd.		
Pianoforte manufacture (Great Britain)	2 weeks and 6 P.H.	40 weeks	Petroleum distribution: England, Wales and Northern Ireland	2 weeks and 6 P.H.	12 months
Organ building (United Kingdom)	2 weeks and 6 P.H.	42 weeks	Scotland	2 weeks and New Year's Day and the local Spring and Autumn holidays	12 months
Match manufacture (United Kingdom)	2 weeks and 6 P.H. and Xmas Eve (New Year's Eve in Scotland)	12 months	Retail food trades (England and Wales and Scotland) (b)	12 days (or twice the normal working week) and 6 P.H.	12 months
Button manufacture (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks	Milk distribution: England and Wales (b)	14 days (or twice the normal working week) and 6 P.H.	50 weeks
Construction			Scotland (b)	12 days (or twice the normal working week)	48 weeks
Building industry (England and Wales and Scotland)	2 weeks and 6 P.H.	(r)	Retail meat trade: England and Wales	12 days and 6 P.H.	12 months
Civil engineering construction (Great Britain)	2 weeks and 6 P.H.	(r)	Scotland	12 days (or twice the normal working week) and 6 P.H.	12 months
Building and civil engineering construction (Northern Ireland)	2 weeks and 4 P.H.	(r)	Retail bread and flour confectionery trade (England and Wales and Scotland) (b)	12 days (or twice the normal working week) and 6 P.H.	12 months
Demolition contracting (Great Britain)	2 weeks and 6 P.H.	(r)	Retail Co-operative Societies (Great Britain)	12 days (or 2 weeks) and 6 P.H.	12 months
Constructional engineering (outside steelwork erection)	2 weeks (k) and 6 P.H.	(k)	Retail newsagency, tobacco and confectionery trades (England and Wales and Scotland) (b)	12 days (or twice the normal working week) and 6 P.H.	12 months
Heating, ventilating and domestic engineering—installation and maintenance (Great Britain)	2 weeks and 6 P.H.	(e)	Retail drapery, outfitting and footwear trades (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	12 months
Electrical contracting industry: England, Wales and Northern Ireland	2 weeks and 6 P.H.	(e)	Retail bespoke tailoring (England and Wales, Scotland and Northern Ireland) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks
Scotland	2 weeks and first 3 days in the year and the recognised spring and autumn holidays	(e)	Retail furnishing and allied trades (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	12 months
Mastic asphalt laying (Great Britain)	2 weeks and 6 P.H.	(cc)	Retail bookselling and stationery trades (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	12 months
Gas, Electricity and Water			Retail pharmacy: England and Wales	12 days and P.H.	12 months
Gas supply (Great Britain)	2 weeks and 6 P.H.	12 months	Scotland	2 weeks and P.H.	12 months
Electricity supply (Great Britain): Day workers	2 weeks and 6 P.H.	10 months	Coal and coke distribution: London, Eastern	12 days and 6 P.H.	48 weeks
Shift workers	3 weeks plus an additional shift of 8 hours	10 months	Northern, Midlands, South Eastern, South and West Wales—		
Water supply (England and Wales): Day workers	2 weeks and 6 P.H.	12 months	6-day workers	12 days and 6 P.H.	48 weeks
Shift workers	3 weeks	12 months	5-day workers	10 days and 6 P.H.	48 weeks
Transport and Communication			Yorkshire	2 weeks (88 hours) and 6 P.H.	12 months
Railway service (British Railways) (Great Britain)	2 weeks and 6 P.H. (dd)	12 months	Lancashire and Cheshire, Southern North Midlands	12 days and 6 P.H.	12 months
Road passenger transport: London Transport Executive	2 weeks and 6 days in lieu of P.H.	12 months	South Western	2 weeks and 6 P.H.	12 months
Municipal undertakings (Great Britain)	2 weeks and 6 P.H. (ee)	12 months	General waste materials reclamation (Great Britain and Northern Ireland) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks
Company-owned omnibus undertakings (Great Britain)	12 days and 6 P.H.	1 year	Cotton waste reclamation (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks
Goods transport by road: Wages Regulation Orders (Great Britain and Northern Ireland)—			Professional and Scientific Services		
6-day workers	12 days and 6 P.H.	48 weeks	Health services (Great Britain)	2 calendar weeks and 6 P.H.	12 months
5-day workers	10 days and 6 P.H.	48 weeks	Miscellaneous Services		
British Road Services (Great Britain)—			Cinema theatres:		
6-day workers	12 days and 6 P.H.	12 months	England and Wales	2 weeks (gg)	12 months
5-day workers	10 days and 6 P.H.	12 months	Scotland	2 weeks and 3 P.H. in lieu of P.H. (hh)	12 months
Merchant Navy (ratings): Foreign-going vessels—			Unlicensed places of refreshment (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks
Established employees	14 calendar days (ff)	11 months 18 days on articles	Industrial and staff canteens (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks
Unestablished employees	8 calendar days (ff)	11 months 8 days on articles	School meals service and civic restaurants (England and Wales)	12 days (or twice the normal working week) and 6 P.H.	12 months
Home trade vessels—			Licensed residential establishments and licensed restaurants (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks
Established employees	12 calendar days (ff)	12 months on articles	Licensed non-residential establishments (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks
Unestablished employees	8 calendar days (ff)	11 months 8 days on articles	Laundering (b): Great Britain	12 days (or twice the normal working week) and 6 P.H.	48 weeks (o)
Dock labour (Great Britain)	2 weeks and P.H.	Entered on books on or before 31st March	Northern Ireland	12 days (or twice the normal working week) and 6 P.H.	48 weeks
Civil air transport (Great Britain): 6-day workers	12 days and 6 P.H.	1 year	Motor vehicle retail and repairing trade (United Kingdom)	2 weeks and 6 P.H.	12 months
5-day workers	10 days and 6 P.H.	1 year	Boot and shoe repairing and bespoke footwear manufacture (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	48 weeks
Post Office (United Kingdom): Manipulative grades—			Boot and shoe repairing (Northern Ireland) (b)	6 days (or one normal working week) and 6 P.H.	40 weeks
Postmen	2 weeks 3 days and P.H.	12 months	Hairdressing (Great Britain) (b)	12 days (or twice the normal working week) and 6 P.H.	12 months
Postmen (higher grade), telegraphists and telephonists, postal and telegraph officers	3 weeks and P.H.	10 years	Public Administration and Defence		
Engineering grades—			United Kingdom Atomic Energy Authority:		
Labourers	2 weeks 3 days and P.H.	12 months	Industrial employees	2 weeks and 8½ P.H.	12 months
Technicians, Class IIB	2 weeks 3 days and P.H.	12 months	Government Industrial Establishments	2 weeks and 8½ P.H.	12 months
Technicians, Class IIA	3 weeks and P.H.	10 years	Police (England and Wales and Scotland) (b):		
Technicians, Class I	3 weeks 3 days and P.H.	12 months	Constables	17 days and 6 P.H.	12 months
Technical Officers	3 weeks 3 days and P.H.	12 months	Sergeants	19 days and 6 P.H.	12 months
Cold storage (Great Britain)	4 weeks and P.H.	5 years as a technical officer	Station sergeants (Metropolitan Police) and first class sergeants (C.I.D.) (Metropolitan Police)	21 days and 6 P.H.	12 months
Distributive Trades			Fire services—firemen, leading firemen and sub-officers (England and Scotland) (b)	21 days and 6 P.H.	Not stated
Wholesale grocery and provision trade:			Local Authorities' services:		
England and Wales	2 weeks and 6 P.H.	12 months	England and Wales (excl. Glamorgan and Monmouthshire)	2 weeks and 6 P.H.	12 months
Scotland	Not stated	Not stated	Glamorgan and Monmouthshire	2 weeks and P.H.	12 months
Northern Ireland	12 days and 6 P.H.	12 months	Scotland	3 weeks including P.H.	12 months
Slaughtering:			County Council roadmen (regional agreements in England and Wales)	12 days and P.H. (usually 6)	12 months
England and Wales	12 days and 6 P.H.	12 months	River authorities (England and Wales)	12 days and 6 P.H.	12 months
Scotland	2 weeks and 6 P.H.	Not specified			
Wholesale newspaper distribution:					
London	2 weeks and P.H.	12 months			
Outside London	2 weeks and 6 P.H.	12 months			

For explanatory notes, see page 93.

Payment of Wages for Holidays—continued

EXPLANATORY NOTES

- (a) Most agreements and orders provide for a shorter holiday or reduced holiday payments for workpeople with less than the full qualifying period of service stated in this column.
- (b) The conditions are as specified in statutory orders.
- (c) One Sunday holiday is allowed if the worker is required to work 7 days a week for 16 or more weeks during the holiday year. Two Sundays are allowed if 33 or more such weeks are worked.
- (d) Workers other than shepherds, milkers or workers paid by the hour, who are required to work on 6 specified days during the year, are entitled to overtime payment for such work.
- (e) Payment for holidays other than public holidays is provided by the accumulation of a weekly "credit" for each week's work done during the 12 months preceding the holiday.
- (f) Payment for holidays other than public holidays is provided by a weekly "credit" of 2 hours at a worker's normal time rate for every week or part thereof he has been employed up to a maximum of 88 hours' credit.
- (g) All employees, except packeting plant employees, remaining in the employ of the British Sugar Corporation Ltd. after the end of the campaign break are granted 2 days' holiday at off-season rates of pay. Saturdays are not counted as part of the 2 days' holiday.
- (h) 6 months for workers who are under 18 years of age when they enter employment and who are under 19 years of age at the commencement of their first annual holiday.
- (i) An employee 30 years of age or over, who has 5 or more years' service with the employer, receives one extra day's holiday for each 5 years' service, with a maximum of 5 extra days.
- (j) In addition to the 18 days' holiday pay a maximum payment of 3 extra shifts is made to men called upon to work on certain agreed days.
- (k) The payment for holidays other than public holidays amounts to one twenty-fifth of the appropriate time rate for each full week's work performed in the year.
- (l) Payment for holidays including public holidays is calculated on the basis of 6 per cent. of each employee's earnings in the period from the pay day before the preceding annual summer holiday up to and including the pay day but one preceding the current holiday.
- (m) Payment for holidays other than public holidays is calculated on the basis of one fiftieth of the total number of hours worked in ordinary time during the year ending 30th June, with a maximum of a full work week. The rate of payment is that earned in the last week in June.
- (n) The payment for holidays other than public holidays amounts to one twenty-fifth of the appropriate time rate for each full week's work performed in the year plus 16½ per cent.
- (o) 24 weeks for workers who are under 17 years of age when they enter employment and who are under 18 years of age at the commencement of their first annual holiday.
- (p) Payment for holidays other than public holidays to male adult piece-workers is calculated on the basis of a percentage of each man's actual earnings for the year, subject to prescribed maximum amounts according to occupation.
- (q) The basic wages of each worker are increased by 4 per cent., this amount being retained to cover the summer holiday payment. The calculation excludes bonus and overtime payments.
- (r) Payment for holidays including public holidays is provided by the accumulation of a weekly "credit" for each week's work done during a period of 12 months preceding the holiday.
- (s) In this industry there are alternative methods of providing payment for holidays:
- (1) Payment at normal time rates for one week's annual holiday, subject to a qualifying period of 48 weeks, and for statutory

- holidays (the method of payment for annual holidays in excess of one week to be agreed locally), or
- (2) Payment for holidays including public holidays by the accumulation of a weekly "credit" equal to 6½ per cent. of the worker's gross wages including overtime.
- (f) One fiftieth of an agreed holiday payment accumulates weekly to each worker during the period from conclusion of one annual holiday to the commencement of the next.
- (u) Payment for holidays other than public holidays is one twenty-fifth of wages earned between the end of the holiday in one year and the beginning of the holiday period in the next year.
- (v) The amount payable at the summer holiday period is to be 4.06 per cent. of gross wages including overtime, earned during the year.
- (w) Payment for the annual summer holiday is calculated on the basis of 4 per cent. of the worker's gross earnings in the year. Payment for public holidays is calculated on the basis of 2 per cent. of the worker's gross earnings.
- (x) Payment for holidays including public holidays is provided by a "credit" of 6½ per cent. of the worker's gross earnings over the year.
- (y) 24 weeks for workers who are under 18 years of age when they enter employment and who are under 19 years of age at the commencement of their first annual holiday.
- (z) Payment for holidays other than public holidays is calculated on the basis of one twenty-fifth of the worker's earnings in the 12 months preceding the holiday.
- (aa) Payment for holidays other than public holidays is to be one twenty-fifth of the worker's earnings in the year ending in the last pay week in the preceding March.
- (bb) Payment for holidays other than public holidays is calculated by multiplying the number of weeks not exceeding 50 in which the worker has been employed during the 12 months immediately preceding the last Saturday in June by 1.8 times the basic time rate for a worker with less than 12 months' service and 1.8 times the average hourly rate for a worker with 10 years' service; workers with 12 months' but less than 10 years' service receiving scaled proportions at basic time rate and average hourly rate.
- (cc) In this industry there are alternative methods of providing payment for holidays:
- (1) Payment in respect of annual and public holidays is provided by the accumulation of a weekly "credit" for each week's work done during a period of 12 months preceding the holiday, or
 - (2) Payment is made at the standard rate of wages on the basis of one day's pay for each complete month of service with a maximum of 2 normal working weeks. In addition, 8 hours' pay is given for each public holiday.
- (dd) A considerable proportion of the staff are required to work on Bank or public holidays and, for each such day worked, receive an additional day's leave with pay at ordinary rates.
- (ee) Where the exigencies of the service do not permit of the public (or local) holidays being arranged, days off in lieu are substituted. Where such substitution takes place, these days are aggregated wherever possible and taken as one week's holiday of 44 hours with pay.
- (ff) One extra day is granted (or pay in lieu thereof) for every Sunday spent at sea, Christmas Day, New Year's Day and Good Friday being treated as Sundays.
- (gg) Workers receive one extra day's pay for each of 6 public holidays on which they are required to work.
- (hh) In addition to the 3 days in lieu of public holidays, double time rate is paid for work done on the Spring and Autumn holidays and New Year's Day.

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SUMMARY OF THE MONTHLY STATISTICS

NOTE.—An article on page 55 of the February, 1959, issue of this GAZETTE gave the dates on which the new (1958) edition of the Standard Industrial Classification is being brought into use for the purposes of the statistics compiled by the Ministry of Labour and National Service. Except where otherwise stated, the industrial analyses published in this GAZETTE have been prepared on the basis of the 1948 edition of the Standard Industrial Classification.

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 101 to 118.

Employment

It is estimated that the number of persons in civil employment in Great Britain fell during January by 51,000 (— 25,000 males and — 26,000 females), the number at the end of the month being 22,820,000. There were decreases of 20,000 in the building and contracting industries, 18,000 in the distributive trades and 10,000 in agriculture. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who have not taken up employment, is estimated to have decreased by 22,000 from 23,987,000 to 23,965,000.

Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain fell from 549,961 to 549,137 between 12th January and 9th February, 1959, and the numbers registered as temporarily stopped fell from 70,825 to 59,526. In the two classes combined there was a fall of 10,356 among males and 1,767 among females.

Rates of Wages

The index of weekly rates of wages, based on January, 1956

(taken as 100), was 117 at the end of February, compared with 116 at the end of January. The changes in rates of wages reported to the Department during February resulted in an increase estimated at approximately £305,000 in the weekly full-time wages of about 1,628,000 workpeople. The principal increases affected workpeople employed in building and civil engineering construction, licensed non-residential establishments, industrial and staff canteens, and biscuit manufacture.

Retail Prices

At 17th February, 1959, the retail prices index was 110 (prices at 17th January, 1956 = 100), the same figure as at 13th January, compared with 108 at 18th February, 1958.

Stoppages of Work

The number of workers involved during February in stoppages of work due to industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was nearly 66,800. The aggregate time lost during the month at the establishments where the stoppages occurred was about 168,000 working days. The number of stoppages which began in the month was 189, and, in addition, 22 stoppages which began before February were still in progress at the beginning of the month.

EFFICIENT USE OF MAN-POWER

The results of an enquiry undertaken by the National Joint Advisory Council into practices impeding the full and efficient use of man-power are contained in a Report* made to the Minister of Labour and National Service which has been published by H.M. Stationery Office, price 1s. 0d. net (1s. 2d. including postage). The detailed work of the enquiry was undertaken by the Joint Consultative Committee, which is an executive committee of the Council, sitting under the Chairmanship of successive Parliamentary Secretaries to the Ministry.

Introduction

The National Joint Advisory Council, composed of representatives of the British Employers' Confederation, the Trades Union Congress, and the Management Boards of the Nationalised Industries, meet under the Chairmanship of the Minister of Labour and National Service. The function of the Council is to advise the Minister on matters of common concern to employers and workers. In April, 1956, the Minister asked the Council to carry out an enquiry into certain practices in industry which were alleged to be impeding the full and efficient use of man-power (see the issue of this GAZETTE for August, 1956, page 294). There were two main reasons for holding such an enquiry. First, in order that the national economy should achieve increased production it was important to examine the use being made of the available man-power. Secondly, action had been taken in the Restrictive Trade Practices Act to deal with restrictive trade practices: it therefore seemed appropriate to enquire into the analogous question of restrictive labour practices.

Definition

The term "restrictive labour practices" is difficult to define. It was considered, however, that it covered those practices which go beyond what is necessary for the reasonable protection of workers, for example in matters of safety and health and in accepted standards of work. The definition includes not only identifiable practices but also those attitudes which are restrictive in their effects. The Council considered that certain practices may have been reasonable enough when they were introduced, but that they were no longer in keeping with the circumstances now obtaining in industry.

Procedure

The Council considered that specific problems of individual industries could not be dealt with by propounding general principles for application to the whole of industry, and that the Council's role should be to encourage industries not already doing so to examine jointly any problems they might have and to inform the Council of the progress made. Accordingly approaches were made through the British Employers' Confederation, the Trades Union Congress, and the Nationalised Industries; these approaches covered the great majority of employees in British industry. On the basis of replies received from employers' organisations or from joint industrial councils where these exist, the Joint Consultative Committee classified individual industries into three broad categories:— Category I—Industries which had reported that they had no problems in regard to the efficient use of man-power. Category II—Industries which had set up machinery to deal with any problems or which appeared to be in the process of doing so. Category III—Industries which needed more time, including those which, because of various difficulties, had been unable to undertake a joint examination. In addition, there remained a number of industries which

* "Practices Impeding the Full and Efficient Use of Manpower. Report of an Inquiry undertaken by the National Joint Advisory Council".

had not yet responded to the Council's request or which had not given a definitive reply. These were placed in a separate category, Category IV.

Progress of the Enquiry

As replies came in rather slowly a good deal of follow-up work had to be undertaken, and it was not until January, 1957, that the Joint Consultative Committee were able to begin their examination. Thereafter the Committee decided to follow up the Category III industries individually and to make a further approach, six months later, to the Category II industries to see if their joint machinery was functioning satisfactorily. At the meeting of the Council in July, 1958, it was decided that, although the enquiry was not complete, a report should be prepared on the basis of the replies received.

Results of the Enquiry

By July, 1958, the Council had received information in respect of 112 industries and these industries were classified as follows:— 64 industries were placed in Category I, 42 in Category II, and 6 in Category III. It was impossible to find any entirely satisfactory method of correlating these categories with the numbers of workpeople employed. The available statistics of industrial employment relate to industries as defined in the Standard Industrial Classification and are not compiled on the basis of the organisations through which the Council's enquiries were made. Nevertheless, the following percentages give a rough indication of the proportions of workpeople in the various categories:—29 per cent. in Category I, 39 per cent. in Category II, 7 per cent. in Category III. Of the remaining 25 per cent., a large proportion were not covered by the enquiry. These include national and local government, the National Health Service, and banking, insurance and finance, which alone would account for about 16 per cent. of the employed population. The industries remaining in Category IV would therefore seem to cover less than 10 per cent. of the workpeople in civilian employment.

More than three-fifths of all workers are employed in industries in Categories I and II. While industries in Category II may still have serious problems they appeared to have joint machinery for tackling them.

With regard to the industries which were included in Category III, the enquiry made clear that deep-seated difficulties exist in these industries. There are only six, but some of them are very large and the Council express their serious concern about the situation in this group of industries. The industries are those with which the following organisations are concerned:— the National Federated Electrical Association; the Association of Heating, Ventilating and Domestic Engineering Employers; the National Federation of Master Painters and Decorators in Scotland; the British Paper Bag Federation; the Road Haulage Association, Limited; and the shipbuilding and ship-repairing industry.

Conclusion

The Council think that the existence of joint machinery over a wide area of industry gives some cause for encouragement. Nevertheless, the mere existence of joint machinery is by no means enough; much depends on the use which is made of it and the success of its operation. The Council found disquieting the existence of unresolved problems in a number of important industries and strongly emphasise the need for further joint efforts to tackle and dispose of them. The Council intend to ask for further reports about the progress which industries have made in this field.

EARNINGS AND HOURS OF MANUAL WORKERS

Each April and October an enquiry is held into the earnings and hours of manual workers, and in the past the results have appeared in the issue of this GAZETTE for the following September and March, respectively. The results of the October, 1958, enquiry, which would normally have been published in this issue of the GAZETTE, were obtained earlier than usual, owing to some internal reorganisation within the Statistics Department of this Ministry and to the whole-hearted co-operation of employers. In consequence the article on earnings and hours in October, 1958, was published in the February, 1959, issue of this GAZETTE (pages 45-53). It is hoped to publish the results of future enquiries each August and February.

RECENT COLLECTIVE AGREEMENTS

Guaranteed Week Agreement in the Biscuit Industry

At a recent meeting the National Joint Wages Council for the Biscuit Industry approved the recommendation of the Sub-Committee which had been appointed to consider the proposal of the Workers' Side that a Guaranteed Week should be introduced into the biscuit industry.

The terms of the agreement, which became operative from the week commencing 4th January, 1959, are as follows:—

1. Where in any week a worker other than a part-time worker is required to work for less than 44 hours, he or she shall, subject to the conditions and qualifications mentioned below, be paid for not less than 44 hours at his or her appropriate time rate.

2. Payment for the guaranteed week in any week is subject to the condition that the worker is:—

(a) Willing, capable of and available for work,

(b) Willing to perform any service outside his or her usual employment as may be reasonably required by the employer when the work is not available in his or her usual occupation in the undertaking.

3. Any day or days allowed and taken as holidays by the worker under the Agreement dealing with Annual Holidays and Statutory and Proclaimed Holidays shall be treated as a day or days on which the worker worked for the number of hours usually worked by him or her on that day of the week or those days of the week as the case may be.

4. The guaranteed payment shall be subject to the condition that if the employer is unable to provide the worker with work during the worker's normal working hours by reason of a strike, failure of supplies, recession of trade, or any cause beyond the employer's control and, after consultation with the workers' representatives, gives the worker one clear week's notice that work will not be available, guaranteed weekly remuneration shall not be payable after the expiry of such notice in any week during which, or part of which, the employer continues to be unable to provide work as aforesaid.

5. Where by mutual agreement between employers and workers an establishment is closed for a customary or local holiday, the Guaranteed Week shall be reduced by the number of hours normally worked on that day.

Guaranteed Weekly Payments in the Port Transport Industry

The National Joint Council for the Port Transport Industry recently amended the National Docks Agreement dated 3rd July, 1947 (as amended by subsequent agreements), affecting the guaranteed weekly payments clauses. (See the article on pages 393 to 397 of the November, 1956, issue of this GAZETTE with regard to guaranteed weekly wage arrangements in the principal industries in Great Britain, including, on page 397, particulars for the port transport industry).

The terms of the amended agreement, which became operative from 16th February, 1959, provide that attendance money at the rate of 6s. per turn will remain unchanged and will continue to be payable, subject to certain conditions, in respect of each of the normal turns in the week for which a dock worker reports and is available for work but is not allocated to work.

A dock worker under 65 years of age who is required to report for work for eleven turns in a week will be guaranteed a weekly payment of 132s., and 86s. in the case of a worker who is required to report for work for six turns in the week. The amount guaranteed to a dock worker aged 65 and under 70 years of age who is required to report for work eleven turns in a week is 115s. 6d. (this amount may be increased to 132s. if the worker is passed medically fit each year to undertake all forms of dock work); if required to report for work for six turns in a week, the weekly guaranteed payment is 71s.

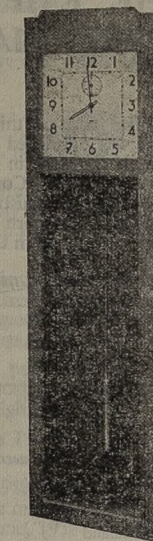
In the case of dock workers regulated by a joint industrial body other than the National Joint Council for the Port Transport Industry provision is made for guaranteed weekly payments not to exceed 132s. The conditions limiting (1) attendance money to 6s. a turn, and (2) the number of turns in respect of which attendance money may be paid to eleven in any one week, remain unchanged.

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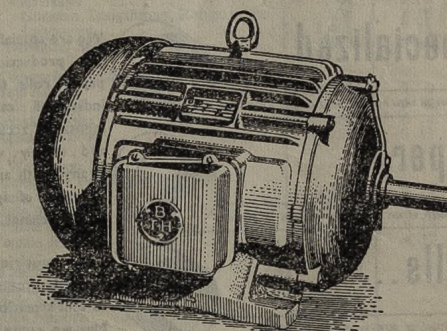
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NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS

The statistics given below show, industry by industry, the numbers of persons who were registered as unemployed in Great Britain and in the United Kingdom, respectively, at 9th February, 1959. For Great Britain the wholly unemployed (i.e., persons out of a situation) are distinguished from those temporarily stopped

(i.e., persons suspended from work on the understanding that they were shortly to return to their former employment).

The industrial analysis is based on the Standard Industrial Classification (1948). The figures for each industry represent the numbers whose last employment was in that industry.

Table with columns for Industry, Great Britain (Wholly unemployed, Temporarily stopped, Total), and United Kingdom (all classes). Rows include Agriculture, Mining, Manufacturing, Engineering, etc.

* The figures for coal mining exclude all the unemployed who, although previously employed in coal mining, are known to be unfit for employment in that industry. These men are included with "Other persons not classified by industry" on the next page.

Numbers Unemployed: Industrial Analysis—continued

Table with columns for Industry, Great Britain (Wholly unemployed, Temporarily stopped, Total), and United Kingdom (all classes). Rows include Leather, Clothing, Food, Paper, Transport, etc.

* The totals include unemployed casual workers (6,573 males and 394 females in Great Britain and 7,103 males and 420 females in the United Kingdom).

Professional and Executive Register

The Professional and Executive Register, which is held at certain Employment Exchanges, operates a specialised placing and information service for persons seeking professional or senior executive posts...

At 4th February the total number of persons on the Professional and Executive Register was 15,641, consisting of 14,629 men and 1,012 women. During the period 8th January to 4th February, 1959, the number of vacancies filled was 333. The number of vacancies unfilled at 4th February was 2,465.

Fatal Industrial Accidents

The number of workpeople (other than seamen) in Great Britain whose deaths from accidents in the course of their employment were reported in February was 108, compared with 82 in the previous month and 121 (revised figure) in February, 1958. In the case of seamen employed in ships registered in the United Kingdom, 11 fatal accidents were reported in February, compared with 14 in the previous month and 5 in February, 1958.

Table with 3 columns: Category, Count, and Total. Includes 'Mines and Quarries' and 'Factories' with sub-categories like Coal Mines, Cotton, etc.

Table with 3 columns: Category, Count, and Total. Includes 'Seamen' and 'Other Processes' with sub-categories like Trading Vessels, Fishing Vessels, etc.

Industrial Diseases

The number of cases in Great Britain reported during February under the Factories Act, 1937, or the Lead Paint (Protection against Poisoning) Act, 1926, are shown below. The figures in this article are provisional.

Table with 3 columns: Disease, I. Cases, II. Deaths. Includes 'Lead Poisoning', 'Aniline Poisoning', 'Anthrax', 'Epidemiomatous Ulceration', etc.

* For mines and quarries, weekly returns are obtained and the figures cover the 4 weeks ended 28th February, 1959.

Industrial Rehabilitation

The statistics below show the numbers of men and women admitted to courses at the Industrial Rehabilitation Units operated by the Ministry of Labour and National Service during the four weeks ended 2nd February, 1959, the numbers in attendance at the end of, and the numbers who completed courses during, the period.

Table with 4 columns: Category, Men, Women, Total. Shows statistics for persons admitted to courses, attendance, and completions.

From the starting of these Units by the Ministry of Labour and National Service up to 2nd February, 1959, the total number of persons admitted to industrial rehabilitation courses was 98,871.

Employment Overseas

CANADA

Returns received by the Dominion Bureau of Statistics from employers in industries other than agriculture and private domestic service indicate that the total number of workpeople in employment at 1st November, 1958, in the establishments covered by the returns, was 1.6 per cent. lower than at the beginning of the previous month...

UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in January is estimated by the Department of Labor to have been approximately 50,266,000. This was about 3.2 per cent. lower than the (revised) figure for the previous month...

The Bureau of the Census estimated that the total number of unemployed persons at the middle of January was about 4,724,000, compared with 4,108,000 at the middle of the previous month and 4,494,000 at the middle of January, 1958.

BELGIUM

The average daily number of persons recorded as wholly unemployed during December, 1958, was 151,470, compared with 128,362 in the previous month and 98,282 in December, 1957. Partial unemployment accounted in addition for a daily average loss of 101,209 working days.

FRANCE

The number of persons registered as applicants for employment at the beginning of December, 1958, was 117,833, of whom 21,875 were wholly unemployed persons in receipt of assistance. The corresponding figures were 101,974 and 17,551 at the beginning of the previous month and 81,822 and 15,626 at the beginning of December, 1957.

GERMANY

In the Federal Republic (not including the Saarland) the number unemployed at the end of January was 1,343,507, compared with 931,131 at the end of the previous month and 1,432,067 at the end of January, 1958. In the Western Sectors of Berlin the corresponding figures at the same dates were 94,939, 91,503 and 101,490.

IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 14th February was 81,233, compared with 83,172 at 17th January and 84,959 at 15th February, 1958.

NETHERLANDS

Provisional figures show that the number of persons wholly unemployed at the end of December, 1958, including persons who are relief workers as well as those in receipt of unemployment benefit, was 123,312, compared with 88,001 at the end of the previous month and 111,449 at the end of December, 1957.

SWEDEN

Preliminary information from the Employment Exchanges showed that, at the middle of November, 1958, the total number of persons registered as unemployed was 47,145, compared with 36,907 in October and 30,206 in November, 1957.

WAGES, DISPUTES, RETAIL PRICES

Contents of this Section

Table listing sections: Changes in Rates of Wages and Hours of Labour (111), Index of Rates of Wages (116), Stoppages of Work due to Industrial Disputes (117), Index of Retail Prices (118), Retail Prices Overseas (118).

Changes in Rates of Wages and Hours of Labour

RATES OF WAGES

Changes in February

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation in the United Kingdom during February resulted in an aggregate increase estimated at approximately £305,000 in the weekly full-time wages of about 1,628,000 workpeople.

The principal increases affected workpeople employed in building and civil engineering construction, licensed non-residential establishments, industrial and staff canteens, and biscuit manufacture. Others receiving increases included iron and steel workers and workers engaged in flax preparing and spinning in Northern Ireland.

In building and civil engineering construction adult workers received an increase of 1d. an hour under sliding-scale arrangements based on the official index of retail prices. The statutory minimum rates fixed under the Catering Wages Act for workers in licensed non-residential establishments were increased by 7s. a week for men and 5s. 6d. for barmaids 21 or over and other female workers 18 or over...

Small increases, also resulting from sliding-scale arrangements, became payable to workers in the iron and steel industry. Workpeople engaged in flax preparing and spinning in Northern Ireland were awarded an increase of 5 per cent. on basic rates.

Of the total increase of £305,000, about £182,000 resulted from sliding-scale arrangements based on the official index of retail prices; about £70,000 was the result of Orders made under the Wages Councils Acts and the Catering Wages Act; about £35,000 resulted from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; about £10,000 resulted from direct negotiations between employers and workpeople or their representatives; and the remainder was the result of arbitration awards.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING FEBRUARY

(NOTE.—The figure in brackets below an item in the column headed "District" relates to the page in the volume "TIME RATES OF WAGES AND HOURS OF LABOUR, 1ST APRIL, 1958," on which details for that date are given.)

Table with 5 columns: Industry, District, Date from which Change took effect, Classes of Workpeople, Particulars of Change. Includes industries like Mining and Quarrying, Biscuit Manufacture, etc.

* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting clerical workers, for whom the information available is not sufficient to form a basis for statistics. The estimates of the effect of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect either of short-time or of overtime.

Index of Retail Prices

INDEX FOR 17th FEBRUARY, 1959

ALL ITEMS (17th January, 1956 = 100) ... 110

At 17th February, 1959, the retail prices index was 110 (prices at 17th January, 1956 = 100), the same figure as at 13th January, compared with 108 at 18th February, 1958.

The index of retail prices measures the change from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, i.e., by practically all wage earners and most small and medium salary earners. As with most indices of this kind it is based on the price movements of a large and representative selection of goods and services. The index is a measurement of price changes only and does not reflect changes in expenditure resulting from variations in the nature and quantities of goods purchased from time to time.

The index is not calculated in terms of money but in percentage form, the average level of prices at the base date being represented by 100. Some goods and services are relatively much more important than others and the percentage changes in the price levels of the various items since the base date are combined by the use of "weights". The weights now in use have been computed from information provided by a large-scale household expenditure enquiry made in 1953-54, adjusted to correspond with the level of prices ruling in January, 1956.

DETAILED FIGURES FOR 17th FEBRUARY, 1959

(Prices at 17th January, 1956 = 100)

The following Table shows, for the 10 main groups, the indices at 17th February, on the basis of prices at 17th January, 1956 = 100, together with the relative weights which are used in combining the separate group figures into a single "all items" index.

Table with columns: GROUP, INDEX FIGURE FOR 17th FEBRUARY, 1959 (17th January, 1956 = 100), and WEIGHT. Rows include Food (350), Alcoholic drink (71), Tobacco (80), Housing (87), Fuel and light (55), Durable household goods (66), Clothing and footwear (106), Transport and vehicles (68), Miscellaneous goods (59), and Services (58). Total All items: 110.3.

The "all items" index figure at 17th February was therefore 110.3, taken as 110.

PRINCIPAL CHANGES IN THE INDEX DURING THE MONTH

Food Reductions in the average prices of eggs, tomatoes and fish were partly offset by increases in the average prices of potatoes, beef and sugar. For the food group as a whole the average level of prices fell by rather more than one-half of one per cent., and the group index figure, expressed to the nearest whole number, was 109, compared with 110 for the previous month.

Housing The main change in this group was a rise in the average level of rents of privately-owned dwellings let unfurnished. The average level of housing costs rose by rather less than one-half of one per cent., but the group index figure, expressed to the nearest whole number, remained unchanged at 126.

Transport and Vehicles As a result of increases in the prices of second-hand cars and in car maintenance charges, the average level of prices and charges for the transport and vehicles group rose by rather less than one-half of one per cent., and the group index figure, expressed to the nearest whole number, was 114 compared with 113 for the previous month.

Other Groups

In the seven remaining groups, covering alcoholic drink, tobacco, fuel and light, durable household goods, clothing and footwear, miscellaneous goods, and services, there was little change in the general level of prices. The index figures for these groups, expressed to the nearest whole number, were 106, 108, 117, 100, 102, 114 and 115, respectively.

ALL ITEMS INDICES, JANUARY, 1956, TO FEBRUARY, 1959

The following Table shows the index figure for "all items" for each month from January, 1956, onwards, taking the level of prices at 17th January, 1956, as 100. The figure normally relates to the Tuesday nearest to the 15th of the month.

Table showing the index figure for "all items" from January 1956 to December 1959. The index starts at 100 in Jan 1956 and reaches 110 in Feb 1959.

Retail Prices Overseas

In the Table below a summary is given of the latest information relating to changes in retail prices in overseas countries contained in official publications received since last month's issue of this GAZETTE was prepared.

Table of Retail Prices Overseas showing index figures for various countries from 1956 to 1959. Columns include Country, Base of Index* and Month for which Index Figure is given, Index Figure, and Rise (+) or Fall (-) of Index Figure (in Index Points) compared with Month before and Year before.

* The items of expenditure on which the "all items" figures are based are food, clothing, house-rent, fuel and light, and other or miscellaneous items, except in the case of Austria (food, clothing, fuel and light, and miscellaneous items) and Belgium (food, clothing, fuel and light, services and household, etc., items). † The index is quarterly and comparison is with the previous quarter. ‡ New index introduced from January, 1958; figures not available for earlier months.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

Contents of this Section. Table listing sections like Arbitration Awards, Notices and Orders, and their corresponding page numbers.

Industrial Disputes Order, 1951, and Conditions of Employment and National Arbitration (Northern Ireland) Orders, 1940 to 1945

Industrial Disputes Tribunal Awards

During February the Industrial Disputes Tribunal issued fifty-six awards, Nos. 1215 to 1270*. Thirteen of these are summarised below; the others related to individual employers.

Under the Industrial Disputes (Amendment and Revocation) Order, 1958 (see the issue of this GAZETTE for November, 1958, page 414), the Industrial Disputes Order, 1951, ceased to have effect on 1st March, 1959, and the Industrial Disputes Tribunal therefore came to an end on 28th February.

Award No. 1219 (4th February).—Parties: Members of the Clyde Shipbuilders' Association and members of the National Union of General and Municipal Workers employed by them as cranemen. Claim: For a favourable review of the present compensatory payment of 26s. 5d. Award: The Tribunal found that the claim had not been established.

Award No. 1226 (9th February).—Parties: Members of the Shipbuilding Employers' Federation and members of the trade unions affiliated to the Confederation of Shipbuilding and Engineering Unions in their employment. Claim: For an upward revision of an offer made by the employers to increase holiday payments by a 10 per cent. addition to credits and payments calculated under current agreements on the basis of the plain time rate. Award: The Tribunal awarded that the holiday credits under the Annual Summer Holidays with Pay Agreement and the payments for paid holidays under the Paid Holidays Agreement should be calculated on the basis of the plain time rate plus 16 1/2 per cent., and referred back to the parties the question of the date from which the new basis of calculation should operate.

Award No. 1232 (12th February).—Parties: Employers represented by the Employers' Side of the National Joint Wages Board for the Refractories Industry and members of the trade unions represented on the Trade Union Side of the Board in their employment. Claim: For the same flat increases per hour for each clock hour worked to adult male pieceworkers as were payable under the agreement to adult male timeworkers, and proportionate flat increases per hour to other pieceworkers. Award: The Tribunal found in favour of the claim.

Award No. 1240 (16th February).—Parties: Members of the Sunderland Branch of the National Federation of Master Painters and Decorators of England and Wales and members of the National Society of Painters in their employment. Claim: For the adoption of the apprenticeship scheme of the National Joint Council for the Building Industry. Award: The Tribunal found in favour of the claim.

Award No. 1258 (23rd February).—Parties: Members of Associations affiliated to the Cotton Spinners' and Manufacturers' Association and members of Associations affiliated to the Federation of Master Cotton Spinners' Associations Limited, and members of the Amalgamated Engineering Union and members of the Electrical Trades Union in their employment. Claim: For an increase of 3d. an hour for maintenance mechanics and electricians. Award: The Tribunal awarded an increase of 7s. 6d. a week in the wages of the workers concerned.

Award No. 1259 (23rd February).—Parties: Members of the Iron and Steel Trades Employers' Association and members of trade unions represented by the National Craftsmen's Co-ordinating Committee for the Iron and Steel Industry in their employment. Claim: For a substantial increase in wages for maintenance craftsmen. Award: The Tribunal awarded an increase of 5s. 6d. in the consolidated minimum rate for a normal week of 44 hours.

Award No. 1260 (23rd February).—Parties: Members of the Scottish Bobbin and Shuttle Manufacturers' Association and members of the National Union of General and Municipal Workers in their employment as semi-skilled and lesser skilled bobbin workers. Claim: For a substantial increase in wages. Award: The Tribunal awarded increases in the wages of the workers concerned of 7s. a week for adult males and 6s. a week for adult females, with proportionate increases for juveniles.

Award No. 1263 (26th February).—Parties: Employers represented by the Employers' Side of the Southern Counties Brick and Tile Joint Industrial Council and members of the trade unions represented on the Operatives' Side of the Council in their employment. Claim: For an increase in the wages of pieceworkers equivalent to that awarded to dayworkers by the Tribunal under Award No. 1146 (see the issue of this GAZETTE for October, 1958, page 401). Award: The Tribunal found in favour of the claim.

* See footnote * in second column on page 123.

Award No. 1265 (27th February).—Parties: Multiple Tailors' Association and members of the Union of Shop, Distributive and Allied Workers in their employment. Claim: For an agreement between the parties on rates of pay and conditions of employment. Award: The Tribunal awarded, for Provincial "A" Area:—a minimum average weekly remuneration (including basic wages, commission, bonus, etc.) for shop managers ranging from 200s. in shops where the average weekly takings were under £150 to 415s. where they were £1,500 and over; a basic weekly wage (excluding commission and/or bonus) of 170s. for male sales assistants aged 22 and over and a minimum weekly remuneration (including basic wage, commission and/or bonus) of 173s. in shops with average weekly takings of under £300 or 177s. 6d. where they were £300 and over; a minimum weekly wage of 117s. 6d. for female cashiers aged 22 and over; a minimum weekly wage of 120s. 6d. for female Grade 1 clerks aged 22 and over engaged mainly on clerical work of certain types; and a minimum weekly wage of 165s. for shop porters aged 22 and over. The Tribunal also awarded differential rates for the London area of Provincial "A" Area rates plus 5s. and for Provincial "B" Area of Provincial "A" Area rates less 5s.; the assessment of minimum average weekly remuneration to take place at quarterly intervals, calculated on the basis of weekly takings averaged over the twelve months immediately preceding the commencement of each quarter; overtime to be computed on a weekly basis and paid at the rate of time-and-a-quarter for the first two hours and time-and-a-half thereafter; and sickness absence payments ranging from 6 days after 6 months' service to 48 days after 7 years' service. The question of the rates of wages appropriate to employees under 22 years of age was referred back to the parties for settlement by negotiation.

Award No. 1266 (27th February).—Parties: Members of the Hinckley and District Hosiery Manufacturers' Association and members of the Hinckley and District Hosiery Warehousemen's Association in their employment. Matter in dispute: The wage rates for countering certain special types of nylon hose. Award: The Tribunal awarded that the rates of wages laid down by them in Award No. 476 dated 7th January, 1954, for countering bare-leg nylon hose and crimp or crepe nylon hose resultant denier 40 or heavier should cease to have effect as from 31st March, 1959, and referred back to the parties for settlement by negotiation the question of the rates of wages appropriate thereto after that date.

Award No. 1267 (27th February).—Parties: Employers represented by the Employers' Side of the Regional Joint Council for the Clay Industries and members of the trade unions represented on the Trade Union Side of the Council in their employment. Claim: For an adjustment in pieceworkers' rates so as to produce an increase of 1 1/2d. an hour in earnings. Award: The Tribunal awarded that the wages of the pieceworkers concerned should be increased, by the adjustment of piecework rates, by an amount corresponding to the 1 1/2d. an hour granted to timeworkers in September, 1958.

Award No. 1269 (27th February).—Parties: Employers represented by the Employers' Side of the National Joint Committee for the Salt-Glazed Ware Industry and members of the trade unions represented on the Trade Union Side of the Committee in their employment. Claim: For a flat rate payment of the same amount an hour, not exceeding 1 1/2d. for each clock hour worked, as would be payable under the amended Agreement of the National Joint Committee dated 28th October, 1958, to adult male timeworkers. Award: The Tribunal found in favour of the claim.

Award No. 1270 (27th February).—Parties: Employers represented by the Employers' Side of the National Joint Industrial Councils for Local Authority Services (Scotland) Administrative, Clerical and Technical Staffs and members of the trade unions represented on the Employees' Side of the Councils in their employment. Claim: For certain specified salary scales for assistant solicitors, engineering and surveying assistants, architectural assistants, planning assistants and finance staffs. Award: The Tribunal found that the claim had not been established.

National Arbitration Tribunal (Northern Ireland) Awards

During February the National Arbitration Tribunal (Northern Ireland) issued thirteen awards, one of which is summarised below. The other awards did not relate to a substantial part of an industry.

Award No. 1251 (3rd February).—Parties: The member firms of the Flax Spinners Association Limited, and certain members of the Amalgamated Transport and General Workers' Union in their employment. Claim: For a substantial increase in time rates and in bonus piece rate earnings, with proportionate increases for juveniles. Award: The Tribunal awarded that the basic time rates of all workers, including juvenile workers, to whom the claim relates shall be increased by 5 per cent. The award to have effect as from the beginning of the first full pay period following the date of the award.

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"The only difference in the claimant's terms of service before 1st July, 1957, as compared with the terms after that date is said to have been that where the days of leave due to employees had not been taken, they were held to the employee's credit (subject to a maximum of accumulation) if he wished to take them or until such time as he was leaving their employment. The effective difference between the two agreements was that until 30th June, 1957, the claimant could accumulate his leave entitlement from year to year, but after that date he forfeited any leave entitlement if he did not take his leave within the fiscal year.

"It is provided by the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277], regulation 6(1)(d), as amended by the National Insurance (Unemployment and Sickness Benefit) Amendment Regulations, 1954 [S.I. 1954 No. 117], that 'for the purposes of unemployment . . . benefit . . . (d) a day shall not be treated as a day of unemployment if it is a day in respect of which a person, notwithstanding that his employment has terminated, continues to receive wages . . .'

"In cases where on the termination of employment payments of holiday pay are made to a person leaving employment the principles to be applied in determining whether or not the holiday pay should be treated as wages which the claimant continued to receive, notwithstanding that his employment had terminated, were considered by a tribunal of three Commissioners and are to be found in Decision R(U) 42/52. In paragraph 10 (D) of that decision it is stated that 'If a claimant's employment terminates within twelve weekdays of the commencement of a holiday period, but there is no evidence that the claimant would have taken his holiday when the holiday period commenced . . . the holiday pay cannot be attributed either to the days immediately following the termination of employment or to the first days of the holiday period . . .'. The Commissioners then referred to a previous decision to that effect—Decision C.U.401/49 (reported)—and they added this explanation: 'Where on the termination of his employment a claimant receives a payment in excess of his wages for the period up to the date of termination the burden is upon the claimant to show that this excess payment is neither wages in respect of the days immediately following the termination nor a payment by way of compensation for the loss of remuneration which he would have received for those days. If, however, the claimant shows (as did the claimant whose appeal formed the subject of Decision C.U. 401/49) that the payment in question was holiday pay and that the holiday period had not begun when his employment terminated, benefit cannot be disallowed by virtue of regulation 6(1)(d) referred to above, unless there is evidence to prove that, if the employment had not been terminated, the claimant would have taken his holiday within twelve weekdays of the date on which the employment was in fact terminated.'

"The insurance officer now concerned with this case concedes that by the application of that paragraph the 6½ days of holiday pay due to the claimant in respect of the then current fiscal year at the date of the termination of his employment are not days of pay which can be attributed to the days following the termination of his employment because there is no evidence that the claimant would have taken his holiday within twelve weekdays of the date on which the employment was in fact terminated. He submits, however, that in respect of the balance of 13½ days of holiday pay which the claimant received in respect of holidays not taken before 1st July, 1957, those days of pay should be treated as wages in respect of the days immediately following the termination of the claimant's employment. He makes this submission on the basis that on a true construction of the agreement in force before 1st July, 1957, the claimant, having failed to take his holidays, had no option but to wait until the termination of his employment before obtaining the payments to which he was entitled in lieu of the holidays not taken. On the premise that that was what the old agreement provided, he drew my attention to a decision of the Umpire under the former Unemployment Insurance Acts during the course of which, while allowing the claim of a claimant on the particular facts with which he was concerned, the Umpire stated 'Where the applicant is not entitled to receive any payment in lieu of holidays until the termination of the employment, it has been held that a payment falling due and made on the date of the applicant leaving the employment may be held to be a continuation of the receipt of wages after the employment has terminated.' (Umpire's Decision 754/28 (reported).)

"The insurance officer now concerned with this case brought this appeal for the purpose of obtaining guidance as to whether the Commissioner approved that statement of the law or not.

"On the particular facts of the present case I do not think that the statement by the claimant's employers, which reads 'The difference the claimant mentions' (the writer is apparently referring to a statement by the claimant that the leave not taken in the period ending on 30th June, 1957, had been left in 'deep freeze' by mutual agreement) 'results from the former annual leave policy, which was suspended on 30th June, 1957, where the hours of leave due to employees which had not been taken were held to the employees' credit if they wished to take them, or until such time as they were leaving' their employment, means that the claimant was precluded from claiming the sums with which he was credited before the termination of his employment. As it is stated elsewhere that the only difference between the new and the old agreement was the inability of the claimant to accumulate the leave entitlement from year to year, I do not think that any different inference can be drawn in respect of the payments in respect of holidays not taken before 1st July, 1957, and the payments in respect of holidays not taken after that date.

"The claimant, it is true, had the employment not terminated, could have taken the thirteen odd days' holiday which he had to his credit from past years, but it seems that the normal holiday period was from 1st February to 30th September under both agreements and, although leave in exceptional circumstances could be obtained at other times, the same considerations apply to the attribution of

the holiday pay received in respect of the earlier and the later years. Applying the principles set out in paragraph 10 (D) of Decision R(U) 42/52 referred to above, there is no sufficient ground for attributing any of the days of pay received to the days following the termination of employment.

"As, however, the object of bringing this appeal has been to determine the view of the Commissioner on the footing that the claimant had no choice but to wait until his employment terminated before receiving the holiday pay in respect of the earlier years, I think it right to add that, in my view, if that had been so, it would have been immaterial. Under both agreements there was a holiday period, and, if his employment had not been terminated and he had chosen to take a holiday, he would, *prima facie*, have had to take it in that period. There is no evidence that he intended to take it as early in the year as February and the fact that he could not obtain money until he left does not seem to me to assist in the determination of the days to which the money should be attributed.

"I do not find the passage from Umpire's Decision 754/28 (reported) compatible with the principles laid down in Decision R(U) 42/52 and it is to those principles that I think I may properly turn.

"I may add this. The Umpire, when giving Decision 754/28, referred in support of the principle stated to certain earlier decisions, but on examination of them I find them all to be, so far as they are relevant to the attribution of pay received to days following the termination of employment, applications of principles which were later enunciated and applied in Decision R(U) 42/52 and the decisions do not appear to me to support the paragraph which I have quoted in Umpire's Decision 754/28—they were not dealing with such a position.

"In view of certain offensive comments that the claimant has made about the insurance officer for bringing this appeal, I think it right to say that it was perfectly proper that the insurance officer should seek guidance on a question of this character which was likely to apply to numerous other cases. There was no question of requiring the claimant to repay the benefit which he had received as a consequence of the decision of the local tribunal, but it was necessary to determine whether in future cases, where the facts were comparable, a similar decision could properly be reached.

"I dismiss the insurance officer's appeal."

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments*, relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain regulations, published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The prices shown are net; those in brackets include postage. Where no price is shown, the Instrument costs 3d. net (5d. including postage).

The Wages Regulation (Retail Food) (England and Wales) Order, 1959 (S.I. 1959 No. 288; price 11d. (1s. 1d.)), dated 19th February; The Wages Regulation (Retail Drapery, Outfitting and Footwear) Order, 1959 (S.I. 1959 No. 330; price 10d. (1s.)), dated 26th February. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 120.

The National Insurance and Industrial Injuries (Collection of Contributions) Amendment Regulations, 1959 (S.I. 1959 No. 207), made on 5th February by the Minister of Pensions and National Insurance under the National Insurance Act, 1946, and the National Insurance (Industrial Injuries) Act, 1946.—See page 98.

(i) *The Family Allowances, National Insurance and Industrial Injuries (European Interim Agreement) Order, 1959 (S.I. 1959 No. 292; price 9d. (11d.)); (ii) The National Insurance (European Interim Agreement) Order, 1959 (S.I. 1959 No. 293; price 7d. (9d.)). These Orders were made on 20th February by Her Majesty in Council (i) under the National Insurance Act, 1946, as extended by subsequent legislation, and the National Insurance (Industrial Injuries) Act, 1946, and (ii) under the National Insurance Act, 1946. They give effect in England, Wales and Scotland to the European Interim Agreement on social security, and to a Protocol supplementing that Agreement, made between Member Governments of the Council of Europe, and modify certain Acts in their application to cases affected by provisions of the Agreement and Protocol.*

The Road Haulage Wages Regulation (Amendment) Order (Northern Ireland), 1959 (S.R. & O. of Northern Ireland 1959 No. 4), made on 13th January by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland), 1945 (see last month's issue of this GAZETTE, page 84).

The Special Schools (Salaries and Allowances of Teachers) Amending Regulations (Northern Ireland), 1959 (S.R. & O. 1959 No. 15; price 2d. (4d.)); The Primary Schools (Salaries and Allowances) Amending Regulations (N.I.), 1959 (S.R. & O. 1959

* See footnote * in next column.

No. 16); *The Institutions of Further Education (Salaries and Allowances of Teachers) Amending Regulations, 1959 (S.R. & O. 1959 No. 17; price 2d. (4d.)); The Intermediate School (Salaries and Allowances of Teachers) Amending Regulations, 1959 (S.R. & O. 1959 No. 18; price 2d. (4d.)); The Grammar School (Salaries and Allowances of Teachers) Amending Regulations, 1959 (S.R. & O. 1959 No. 19; price 2d. (4d.)). These Regulations were made on 30th January by the Ministry of Education under the Education Acts (Northern Ireland), 1947 to 1958, after consultation with the Ministry of Finance. Their purpose is to increase the salaries and allowances of teachers in special schools, primary schools, institutions of further education, secondary intermediate schools and secondary grammar schools, respectively, by five per cent. from 1st February, 1959.*

OFFICIAL PUBLICATIONS RECEIVED*

(Note:—The prices shown are net; those in brackets include postage.)

Careers.—*Choice of Careers*. (i) No. 7. *Wall and Floor Tiles*. Second Edition, January, 1959. Price 1s. (1s. 2d.). (ii) No. 45. *Printing*. 2nd Edition, October, 1958. Price 1s. 9d. (2s. 1d.). (iii) No. 53. *Occupational Therapist*. Second Edition, January, 1959. Price 6d. (8d.). Ministry of Labour and National Service.

Defence.—(i) *Defence Statistics 1959-60*. Cmnd. 661. (ii) *Progress of the Five-Year Defence Plan*. Cmnd. 662. Price 9d. each (11d.). Ministry of Defence.—See page 96.

Disabled Persons.—*Disabled Persons in Government Employment. Statement showing the Numbers of Registered Disabled Persons in Government Employment in Great Britain on 1st October, 1958, compiled from Returns furnished to the Treasury*. Cmnd. 664. H.M. Treasury. Price 3d. (5d.).—See page 98.

Efficient Use of Man-Power.—*Practices Impeding the Full and Efficient Use of Manpower. Report of an Inquiry undertaken by the National Joint Advisory Council*. Ministry of Labour and National Service. Price 1s. (1s. 2d.).—See page 94.

National Insurance.—*National Insurance and Industrial Injuries (Collection of Contributions) Amendment Regulations, 1959. Report of the National Insurance Advisory Committee in accordance with Section 77(4) of the National Insurance Act, 1946, preceded by a Statement made by the Minister of Pensions and National Insurance in accordance with Section 77(5) of that Act*. H.C. 74. Price 4d. (6d.).—See page 98.

Standard Industrial Classification.—*Standard Industrial Classification. Alphabetical List of Industries*, October, 1958. Price 5s. (5s. 6d.). Central Statistical Office.

* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from H.M. Stationery Office at any of the addresses shown below or through any bookseller.

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