



# Ministry of Labour

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## Guaranteed Weekly Wage Arrangements in Industry

BEFORE the operation of the Essential Work Orders in 1941 the payment to manual workers of a guaranteed weekly wage in weeks when a full week's work was not available was exceptional, very few collective agreements or statutory orders making provision for such guarantees. These included agreements for flour milling, for the railway service (conciliation grades but not workshop staff), and for tramways and omnibus services, and statutory orders relating to agricultural workers and road haulage workers.

Under the Essential Work Orders persons employed in a scheduled undertaking at time rates were entitled to receive as a minimum for each week the normal wage for a normal week at the time rate applicable to them ; those employed at piece rates were entitled to receive as a minimum for each day (whatever might have been earned on other days) the time rate applicable to them in respect of that day. In order to be entitled to a guaranteed minimum wage the person concerned must have been, during the normal working hours, capable of and available for work, and willing to perform any services outside his usual occupation which in the circumstances he could reasonably be asked to perform during any period when work was not available for him in his usual occupation in the undertaking. The application of these principles was varied slightly in some of the Orders affecting particular industries. The guarantee operated in conjunction with a restriction of the employer's right to discharge and the worker's right to leave. These rights were strictly controlled by the Orders, being in general subject to the permission of a National Service Officer and to at least one week's notice.

Following the termination of hostilities the Minister of Labour and National Service announced that the operation of the Essential Work Orders would be reviewed and the control retained only where necessary, and that it was intended to give three months' notice of the withdrawal of any industry from the scope of the Orders. He also pointed out that certain features of the Essential Work Orders might have proved themselves to be of mutual advantage to employers and workers and might also have affected the industrial agreements of the industry. The object of the three months' notice of withdrawal was to give the two sides of the industries an opportunity of considering jointly any re-adjustments in these industrial agreements which might be necessary to

meet the changed circumstances when the Orders were withdrawn.

During the process of de-scheduling undertakings covered by the Essential Work Orders negotiations were carried on in many industries with a view to establishing some form of guaranteed payment to apply under normal conditions, and these negotiations resulted in settlements in a considerable number of industries. Moreover, the Wages Councils Act of 1945 extended the existing powers of Trade Boards so as to enable the Wages Councils, which succeeded the Trade Boards, to recommend the fixing of "statutory minimum remuneration" instead of "minimum rates of wages". As a result of the exercise of these extended powers the Wages Regulation Orders in operation in some of the industries at present within the scope of the Wages Councils Acts contain provisions as to "guaranteed weekly remuneration". The Wages Regulation Orders of the Boards set up under the Catering Wages Act contain similar provisions.

The basic principles of the agreements and Orders are, broadly speaking, similar to the principles embodied in the Essential Work Orders, but there are important differences. For instance, in many cases the weekly amount guaranteed does not amount to a full normal week's wages but only to a proportion thereof ; the pieceworker's guarantee which, under the Essential Work Orders, was on a daily basis, is, under the agreements and Orders, on a weekly basis ; and provision is made in many cases for the suspension of the guarantee in certain circumstances such as dislocation of work caused by trade disputes, absenteeism, shortage of raw materials, fuel or power or by circumstances outside the control of the employer.

The Tables on pages 396 and 397 give brief particulars of the extent of the guarantee for the more important industries and services in which collective agreements or Wages Regulation Orders make provision in specific terms for payment for a guaranteed week. It should be noted that in some industries not included in the list the standard conditions of employment in respect of payment of weekly as opposed to hourly wage rates and of periods of notice required for termination of engagements, etc., are claimed to be such as to afford benefits virtually equivalent to those provided under agreements in which specific reference to a guaranteed week is made. Furthermore, no account is taken, in this article, of



guarantees that extend over periods shorter than a week (e.g., a day or half-day), or of numerous provisions that occur in collective agreements on the subject of payment during short casual spells of interruptions in the day's work known variously as "waiting-time", "broken time", "standing-by", etc.

The provisions of the agreements and Orders exhibit some divergence over such matters as the extent of the guarantee, the methods of computing the payments due, the qualifications entitling the worker to the benefit of the guarantee, and the conditions in which the guarantee may be suspended. The agreements and Orders regulate these matters in different ways and with varying degrees of precision, and in the following paragraphs an attempt is made to give an outline of the general lines on which the provisions are framed.

**The extent of the guarantee.**—The guarantee is usually expressed in one or other of two ways: either as a guarantee of a minimum amount of employment (or failing employment, payment of wages on a defined basis) for a certain number of days, shifts or hours in the week or as a guarantee of a proportion of the employee's weekly time rate of wages. It will be seen from the Tables that the number of hours (or days) guaranteed in the week or the proportion of weekly wages guaranteed varies in different industries. The full normal weekly hours are guaranteed in less than half of the industries concerned and in other cases the guarantee ranges generally from two-thirds to four-fifths of the full weekly hours or of the ordinary weekly wages.

In forestry and freestone quarrying the guarantee extends only to interruption of work caused by inclement weather. In the building industry, although the guarantee applied originally only to loss of time due to inclement weather, time lost by reason of plant breakdown, non-arrival of materials and other similar causes beyond the control of the parties is now covered. In agriculture, the guarantee is expressed in a special form. Minimum weekly rates of wages are fixed by Orders issued under the Agricultural Wages Acts, and weekly hours of employment are also fixed in respect of which these minimum weekly rates apply and beyond which overtime rates become payable. The guarantee of a week's wage exists by virtue of two provisions in the Orders. One of these states that the hours as fixed include any time during the hours agreed between the employer and the worker in which the worker is present at the place of employment and ready to work but the employer is unable to provide the worker with work under reasonable conditions having regard to the weather; the other provides that a whole-time worker employed by the week or longer period is to be paid the full weekly wage when, by agreement with his employer, he works shorter hours than the full number of hours specified in the Orders.\*

**Method of computation of payment.**—Most of the agreements or Orders define the rate of payment to be made for the hours in the week which, in the event of shortage of work, are paid for as part of the guarantee. This rate is usually the normal time rate, or the appropriate proportion thereof, and applies in most cases irrespective of whether the worker is a timeworker or a pieceworker. Thus the engineering agreement provides that workers "are guaranteed 4 days' employment in any pay week such as will enable them to earn during such period the equivalent of their consolidated time rate for 34 hours". In industries for which the guarantee is prescribed by Orders issued under the Wages Councils Acts, the guaranteed weekly remuneration is to be calculated at the general minimum time rate ordinarily applicable to the worker, the pieceworker being entitled to the sum to which he would be entitled if he were a timeworker.

In a few cases, the appropriate rate is fixed by reference to the average earnings calculated over a stated period. In cotton spinning, for example, the rate is based on the appropriate proportion (75 per cent.) of the average weekly wages (excluding overtime) during the preceding four full weeks. In cotton manufacture, an hourly rate is calculated for each class of worker other than weavers by dividing the total net normal weekly wages (i.e., the gross weekly wages less the flat-rate payments), averaged over the last four full weeks, of all workers in the class concerned by the number of such workers, and then by the normal weekly hours of work of that class; but where individual workers in the same class at a mill earn substantially different wages a separate calculation may be made for each individual. Three-quarters of this rate is then paid to each worker in respect of each hour when work is not available in his or her usual occupation. For weavers paid by a piece price list an hourly rate per loom is calculated for each weaver, and three-quarters of this rate is paid in respect of every stopped loom out of the weaver's normal full complement. For weavers on the Cotton Manufacturing Commission system an hourly rate is calculated for each weaver and three-quarters of this rate is paid during periods of total unemployment (i.e., periods during which all the looms in a weaver's complement are stopped), in certain circumstances. In all cases the flat-rate additional payments are made in full to workers in cotton manufacture. For pieceworkers in the wool textile industry in Yorkshire the guarantee of 75 per cent. is based on the agreed weekly time rate for the job or, where there is no agreed rate, on the workers' average weekly earnings (excluding overtime) for the normal eight weeks immediately preceding the guaranteed week. In boot and shoe manufacture the guarantee for the dayworker is 75 per cent. of the "contract weekly wage rate" and for the pieceworker 75 per cent. of the "basic weekly wage". The latter is assessed on the basis of four full weeks of normal productive employment by taking the four consecutive pay weeks ending on or immediately preceding Saturday, 28th February, 1948; each pieceworker operative is informed of the basic weekly wage so assessed for a 45-hour week exclusive of overtime; alternative periods of four full weeks may be taken where the employer or the operatives consider that the standard period is unsuitable in particular cases; and reassessment at quarterly intervals may be made, if required, to take account of changes in an operative's earning capacity.

\* The provisions referred to apply to the Orders for England and Wales; the Orders for Scotland are slightly different in form.

In the building and civil engineering construction industries the worker receives payment at his hourly rate for half the time lost during normal working hours with a proviso that his total payments in respect of normal working hours worked in that week and any payments for time lost are not less than 32 times his hourly rate.

The total payment made to a worker in a week in which the guarantee is called into operation may be made up of (a) the amount earned for work performed and (b) the balance (if any) required to yield a total of not less than the amount of the guaranteed weekly minimum. In assessing the amount of balance under (b) some agreements (e.g., those relating to vehicle building and Government industrial establishments) stipulate that no account should be taken under (a) of premium payments for overtime worked on weekdays and premium payments for work done on Sundays and holidays. This implies that such work should be taken into account as if it had been paid at ordinary rates only when ascertaining whether the obligation in regard to the guaranteed wage has been fulfilled. Some other agreements (e.g., those relating to roadstone quarrying, civil engineering construction and the railway service) stipulate that no part of earnings in respect of work done outside normal working hours should be taken into account for this purpose, and consequently in such cases time worked over the standard hours on one day cannot be reckoned as making up time worked short on another day. In other industries (e.g., narrow fabrics industry), where the guarantee takes the form of a stipulated period of employment during the normal working week, the worker is paid his earnings or appropriate time rate, whichever is the greater, for that part of the guaranteed period during which work is available and for the remainder of the guaranteed period when work is not available the appropriate time rate.

When a worker is put on alternative work if no work is available in his ordinary occupation, some of the agreements contain directions as to the rate of wages to be paid for such alternative work. Generally this rate must be either the worker's normal rate or the rate for the job, whichever is the higher, but in some cases a rate is specified which is slightly lower than the worker's normal rate.

**Qualifications and conditions entitling the worker to the guarantee.**—The main qualification required by a worker to entitle him to the guaranteed payment during any week is that he should be capable of and available for work during the normal working hours. This is usually coupled with a requirement that he should also be willing to perform any reasonable alternative work when work in his usual occupation is not available. The consequences of failure on the part of the worker to keep himself available for work on each day of the week differ to some extent. A few agreements or Orders definitely lay down that absence on one day only of a week involves forfeiture of any claim to the guaranteed wage in respect of that week. For instance, the Wages Regulation Order for the stamped or pressed metal-ware industry stipulates that the guaranteed weekly remuneration of 34 hours' pay shall not be payable to a worker who is absent from work at any time in the week by reason of sickness or otherwise absent without the leave of the employer. In contrast, various other agreements provide that under such circumstances the guarantee shall still be operative although reduced in proportion to the period of absence.\* Thus in the boot and shoe manufacturing industry the guarantee of 75 per cent. of weekly wage rates does not apply "in respect of all time lost by the operative on his own responsibility, through sickness or any other cause, and the week under the guarantee shall be reduced correspondingly". Absence during the week on recognised holidays usually involves a reduction in the guaranteed period either corresponding to the length of the holiday or by the same proportion as the normal working hours have been reduced or a reduction in the guaranteed remuneration by the amount of any holiday remuneration paid.

Under the terms of a few agreements a worker is disqualified from claiming the guarantee if he has been absent on any occasion without just cause during a specified antecedent period (usually one to four weeks), or if he is an habitual absentee, or bad time-keeper. In heavy steel manufacture, for example, the guarantee does not apply to a worker absent without satisfactory cause during the three preceding working weeks. In the wool textile industry in Yorkshire the benefits of the agreement are not to apply to any worker who has been repeatedly late or repeatedly absent without reasonable cause, but the worker can re-qualify for benefit as soon as he has worked without default for two consecutive normal weeks. In the general stoneware industry the guaranteed period of four shifts is subject to reduction by the number of days or part-days lost by an operative through absence from work during the preceding six months. In this case absence comprises late arrival or cessation of work before normal stopping time on any day, absence due to sickness or for any other reason without the consent of the employer but does not include absence on recognised holidays. Many of the agreements or Orders do not require any qualifications as to length of service on the part of the worker, but in a number of important industries, including amongst others building brick manufacture, pottery, chemicals manufacture, iron and steel manufacture, light castings, engineering and allied trades and electrical cable making, the worker does not become entitled to the guarantee until after four weeks' continuous employment by the same firm. In gypsum mining, roofing felt manufacture and unlicensed places of refreshment the qualifying period is three calendar months.

Usually the title to the guarantee is not specifically limited to particular occupational classes and is not restricted to workers of a particular age or sex. Thus in the engineering industry the guarantee

\* The Essential Work (General Provisions) Order, as amended in July, 1941, provided that a timeworker absent through sickness during part of a week should, nevertheless, have a proportionate guaranteed payment for the remainder of the week if, should he be so required, he submitted satisfactory evidence of sickness. No similar provision was necessary in the case of pieceworkers because their guaranteed minimum wage was based on each day separately.

is payable to "hourly-rated manual workers" whether men, women or juveniles and whether employed on timework or systems of payment by results, but does not apply to clerical workers or staff workers. By the terms of some agreements and the majority of Orders part-time or casual workers are excluded from the scope of the schemes. Thus in the case of Government industrial establishments the guarantee applies only to employees whose conditions of service provide for at least one week's notice of discharge and therefore does not apply to workers casually employed, whilst in the case of cement and tobacco manufacture the guarantee is applicable to full-time workers only. The guaranteed weekly remuneration contained in the Wages Regulation Orders applying to stamped or pressed metal-ware, pin, hook and eye and snap fastener, or coffin furniture and cément making is payable only to a worker who ordinarily works for the employer at least 34 hours a week. In the Orders covering baking, retail distribution and catering, the guarantee is applicable only to full-time workers (i.e., workers who ordinarily work for at least 36 hours each week (34 in the case of licensed non-residential establishments)). On the other hand, part-time or temporary workers are expressly included within the scope of the scheme in a few cases. In cotton spinning, for example, temporary staff are entitled to the benefit of the agreement while employed, and part-time workers benefit to the extent and in the ratio that their normal weekly hours bear to the full normal working week. Similarly, in the agreement and Wages Regulation Order for rubber manufacture part-time workers are to be paid "pro rata to full-time workers".

**Provisions for suspension of guarantee.**—A considerable proportion of the agreements or Orders provide that the guarantee shall not apply when work is not available or is curtailed on account of (a) strikes or (b) certain other circumstances outside the control of the employer, such as shortage of raw materials, fuel or power, or breakdowns of machinery. While the former provision is of fairly general application, the latter, though of frequent occurrence, is not included in some of the more important agreements (e.g., those for engineering, the railway service, and Government industrial establishments).

With regard to strikes, it is sometimes stipulated that the guarantee should be automatically suspended, as in the engineering industry, the agreement for which provides that "in the event of a dislocation of production as a result of strike action the guarantee shall be automatically suspended in respect of workpeople affected in the establishment where the strike is taking place". By the terms of some other agreements or Orders the suspension does not come into effect until after the expiration of a period of notice (generally of four days) given by the employer to the workers. In the boot and shoe manufacturing industry notification of the strike must be given both to the general secretary of the trade union and to the secretary of the branch where the strike takes place, and immediately upon this notification the guarantee ceases to apply to all operatives employed in the factory or factories where the strike is taking place. Not all the agreements or Orders specify, as in engineering, that the strike which justifies the suspension of the guarantee must be one which is taking place within the particular establishment; accordingly, in some instances the guarantee may be suspended in respect of workpeople indirectly affected through dislocation arising from the strike. Indeed, in a few cases it is made clear that the strike in question may be one not only in the particular establishment but also in other establishments in the same industry or even in other industries. Thus, according to the agreement for the pottery industry, the guarantee is suspended if there is a stoppage of work caused directly or indirectly by any persons whether employed in the particular undertaking or elsewhere, taking part in a dispute, strike or lock-out. The agreement for the heating, ventilating and domestic engineering industry provides that in the event of a dislocation of production caused by strike action the guarantee shall be automatically suspended in respect of operatives affected on the site or sites where the strike is taking place, but, if the dislocation is caused by operatives working under other agreements and the operatives covered by the agreement are not parties to the dislocation, the employers are to endeavour to provide other work, and, if not able to do so, are to provide for the return of their operatives to the shop or office from which they were sent. Only a minority of the agreements make specific mention of lock-outs as distinct from strikes in this connection.

Of the circumstances or events, other than strikes, outside the control of the employer which entitle him to suspend the guarantee, those to which reference is most frequently made are shortage of fuel, power or raw materials and breakdown of plant or machinery. Other circumstances of which occasional mention is made include shortage of water supply, stoppages occasioned by a necessity to adjust output to trade circumstances, repairs, closing of works to allow for large-scale alterations to machinery or plant, stoppages

through work necessarily involved in improving working conditions or amenities, stocktaking, plant laid idle by avoidable absenteeism, fire, flood, climatic conditions (road haulage) and shortage of orders. In many cases, however, the circumstances which permit suspension of the guarantee are not separately enumerated, but are covered by such phrases as "strikes or other circumstances outside the employer's control". As in the case of strikes, some of the agreements or Orders require a period of notice from the employer before the suspension operates. This period is generally either four or seven days, but in the road haulage industry notice of 24 hours is sufficient in the case of climatic conditions being of such a nature as to preclude the operation of the vehicle and of the employer's inability to operate vehicles owing to restriction of his fuel supply under any enactment or regulation.

As a rule there is no limit imposed on the continuance of the guaranteed payments during prolonged periods of short-time working extending over successive weeks, apart from the termination of engagements after due notice. There are, however, some exceptions to this rule. In the roadstone and freestone quarrying and civil engineering construction industries the agreements provide for the guarantee to cease to operate if bad weather continues after one complete pay-week has been lost and it is then the duty of the worker to register for unemployment benefit. In the building industry the guarantee is for only one week of 32 hours, each week to stand on its own, and the employer has power to terminate employment on any Friday regardless of the circumstances.

The agreement in the Cumberland iron ore trade contains the following provision:—

"After the payment of the guarantee for three consecutive weeks a short working week or a state of suspension of contract shall be in force; the payment of the guarantee for the before mentioned period being agreed to be a notice of intention to work a short week or to bring about a state of suspension of contract of employment and an acceptance of such notice and position".

In the case of cotton spinning and weaving and the hosiery trade the guarantee may be suspended provided one week's notice has been given, whilst in the West of England wool textile trade in the event of short-time working caused by lack of orders workers are entitled to compensation under the terms of the guaranteed week agreement only for the first week of such working provided that a notice has been posted stating that short-time is unavoidable.

**Notice to terminate contracts of service.**—In conjunction with the introduction of the guaranteed week, the period of notice to terminate engagements has been fixed at seven days or one week in a considerable number of industries (e.g., heavy steel manufacture, light castings, engineering, electrical cable making, cotton spinning and weaving, and hosiery), thus preserving the condition embodied in the Essential Work Orders. In the building and civil engineering construction industries the period of notice is two hours, such notice to expire at the normal finishing time on Friday. On termination of the particular operation for which the operative has been engaged, however, or when work is stopped on the instructions of a recognised competent authority, the notice may expire at the end of any day. Save as regards payment for time lost through inclement weather and in respect of the guaranteed minimum payment of 32 hours, the employer's liability for payment is limited to payment for time actually worked. During the first six working days of employment the period of notice is two hours to expire at the end of the normal working day. A few agreements emphasise the fact that nothing in the guaranteed week provision is to be construed as limiting the legal right of the employer or worker to terminate the contract of service of a worker.

**Special Scheme for Dock Workers.**—Before the introduction of the Essential Work Order the majority of dock workers were casual workers employed on a day-to-day basis and there was general agreement to maintain after the war the guaranteed week which the workers had enjoyed for the first time under the Order. Under an agreement made in pursuance of Clause 14(1) of the Dock Workers' (Regulation of Employment) Scheme, 1947, dock workers are paid attendance money at the rate of 6s. a turn in respect of each of the normal turns in a week for which they report and are available for work but are not allocated to work. Furthermore, workers under 65 years of age are guaranteed a weekly payment of 12s. 0d. if required to report for work on eleven turns a week; workers 65 and under 70 years of age are guaranteed 92s. 7d. if required to report on eleven turns and 50s. 6d. if only required to report on six turns; workers who are 70 years of age or over are not entitled to any guaranteed weekly payment. All earnings for work, whether piecework or timework, including overtime, performed between midnight Sunday (or the commencement of the Sunday night shift) and normal finishing time on Saturday together with any attendance money and payments in respect of holidays are counted against the guaranteed weekly payment.

## Ministry of Labour and National Service—Factory Department

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## Particulars of the extent of the guaranteed week in the principal industries in Great Britain, as agreed upon between organisations of employers and workpeople or embodied in statutory orders

Industry, etc.	Extent of Guarantee (where the guarantee is for less than a normal week, the figures in brackets indicate the length of the normal week in shifts or hours)	Industry, etc.	Extent of Guarantee (where the guarantee is for less than a normal week, the figures in brackets indicate the length of the normal week in shifts or hours)
<b>Agriculture, Forestry and Fishing</b>		<b>Engineering, Shipbuilding and Electrical Goods</b>	
Agriculture (a) . . . . .	Full normal week for regular workers	General engineering . . . . .	4 days' employment such as will enable workers to earn their consolidated time rate for 34 hours (44 hours)
Forestry . . . . .	Full day at plain time rates in case of bad weather only (No guaranteed payment to pieceworkers if idle time is less than 2 hours)	Engineering (South Wales) . . . . .	4 days or shifts at inclusive hourly plain time rates (44 hours)
<b>Mining and Quarrying</b>		Constructional engineering (outside steelwork erection) . . . . .	As for general engineering (see above)
Coal mining . . . . .	Full normal week	Electrical cable making . . . . .	34 hours at normal day time rate (44 hours)
Ironstone and iron-ore mining:—		<b>Vehicles</b>	
West Cumberland . . . . .	3 shifts at ordinary day or shift rate (5 shifts)	Motor vehicle retail and repairing . . . . .	80 per cent. of normal weekly wage
Other areas except Glamorgan . . . . .	34 hours at daywork rate (44 hours)	Vehicle building . . . . .	34 hours at plain time rate (44 hours)
Limestone quarrying:—		Railway workshops (British Railways) . . . . .	A week's wages on basis of timeworker's rate (c)
West Cumberland . . . . .	4 shifts at ordinary day or shift rate and 3/4ths of time lost due to inclement weather at ordinary rate (44 hours)	Railway wagon repairing . . . . .	As for general engineering (see above)
Weardale . . . . .	Half normal time rate for time not worked within normal hours with minimum of 32 hours at day work rate (44 hours)	<b>Other Metal Industries</b>	
Roadstone quarrying . . . . .	Half normal time rate for time not worked within normal hours with minimum of 32 hours at normal rate (44 hours)	Heavy edge tool manufacture (Sheffield) . . . . .	34 hours at datal rate (44 hours)
Freestone quarrying . . . . .	Half normal time rate for time not worked within normal hours with minimum of 32 hours at normal rate (44 hours)	Engineers' small tools manufacture (Sheffield) . . . . .	34 hours at datal rate (44 hours)
Silica and moulding sands quarrying . . . . .	4 shifts or days at normal daywork rate but period not to exceed two-thirds of normal week (44 hours)	Brass working and founding (Great Britain) . . . . .	34 hours at datal rate (44 hours)
Ballast and sand production . . . . .	40 hours at ordinary plain day-time rate (44 hours)	Spring manufacture (Birmingham) . . . . .	As for general engineering (see above)
Ball clay industry (Cornwall, Devon and Dorset) . . . . .	Full normal week	Laminated spring manufacture (Sheffield) . . . . .	34 hours at datal rate (44 hours)
China clay industry (Cornwall and Devon) . . . . .	Full normal week at basic rate	Heavy coil spring manufacture (Sheffield) . . . . .	34 hours at plain time rate
Gypsum mining . . . . .	33 hours at normal rates (44 hours)	Stamped or pressed metal-ware industry (Great Britain) (d) . . . . .	34 hours at general minimum time rate (44 hours) (b)
Slate quarrying (North Wales) . . . . .	Full normal week	Pin, hook and eye and snap fastener manufacture (Great Britain) (d) . . . . .	34 hours at general minimum time rate (44 hours) (b)
<b>Treatment of Non-Metalliferous Mining Products other than Coal</b>		Rivet, bolt and nut manufacture (Scotland) . . . . .	As for general engineering (see above)
Building brick manufacture:—		Iron, steel and non-ferrous scrap industry . . . . .	34 hours at plain time rate (44 hours)
England and Wales (National Joint Council) . . . . .	4 shifts or days at normal daywork rate but period not to exceed two-thirds of normal week (44 hours; 56 for kilnburners and boilerfitters)	Coffin furniture and cerement making (Great Britain) (d) . . . . .	34 hours at general minimum time rate (45 hours) (b)
Scotland . . . . .	Two-thirds of normal working week with minimum of 32 hours at normal daywork rate (44; 56 for continuous shift workers)	<b>Precision Instruments, Jewellery, etc.</b>	
Fletton brick manufacture . . . . .	Full week at normal daywork rate	Metal finishing . . . . .	36 hours at time rate for dayworkers and 41 hours at time rate for pieceworkers (44 hours)
Refractory goods manufacture:—		Gold, silver and jewellery trades (Birmingham) . . . . .	35 hours' work and pay (45 hours)
England and Wales . . . . .	36 hours at time rates for dayworkers, pieceworkers and shift workers (44 hours) and 42 for continuous shift workers (56 hours)	<b>Textiles</b>	
Scotland . . . . .	As for building brick manufacture (Scotland) (see above)	Cotton spinning . . . . .	75 per cent. of average weekly earnings (excluding overtime) during preceding four full weeks
Silica brick manufacture . . . . .	As for refractory goods manufacture (England and Wales) (see above)	Cotton manufacturing . . . . .	75 per cent. of net normal wages averaged over last four full weeks (i.e., gross wages less the flat-rate addition) plus flat-rate addition in full (37s. 10d. a week for workers normally engaged on full complement of work)
Salt glazed ware industry . . . . .	As for building brick manufacture (England and Wales) (see above)	Wool textile industry:—	
Pottery manufacture . . . . .	4 days' employment at normal time rate (44 hours)	Yorkshire . . . . .	75 per cent. of ordinary timework rate excluding overtime (e)
General stoneware manufacture . . . . .	4 shifts' employment (44; 56 for continuous shift workers)	West of England . . . . .	Full normal week at timework rate
Cement manufacture . . . . .	44 times the normal hourly rate (exclusive of bonuses, piece earnings above time rates, shift allowances, etc.) (b)	Scotland . . . . .	75 per cent. of ordinary timework rate excluding overtime
Pre-cast concrete products industry (Scotland) . . . . .	Half normal time rate for time not worked within normal hours with minimum of 32 hours (44 hours)	Silk spinning, throwing and weaving . . . . .	80 per cent. of the hours constituting normal week at appropriate time rate (45 hours)
Monumental masonry industry (England and Wales) . . . . .	As for building (see below on page 397)	Rayon yarn production . . . . .	Employment for 4 shifts or days at current minimum rate plus job differential (44 hours)
Slag industry . . . . .	4 normal shifts' or days' employment (44 hours)	Surgical dressings manufacture . . . . .	For each day amount of earnings or appropriate time rate whichever is higher
Roofing felt manufacture . . . . .	34 hours at normal plain time rate (44 hours)	Narrow fabrics industry . . . . .	75 per cent. of normal hours at appropriate time rate (b)
Asbestos cement manufacture . . . . .	4 shifts' or days' employment, each of 8 hours' duration at basic rate (44 or 45 hours)	<b>Hosiery manufacture:—</b>	
<b>Chemicals and Allied Trades</b>		Midlands . . . . .	Employment at the rate of 4/5ths of the actual normally contracted hours with minimum of 4/5ths of the actual normally contracted hours at the overriding minimum rate (45 hours) (b)
Heavy chemicals manufacture:—		Scotland (except Hawick) . . . . .	Attendance for employment on any one day entitles worker to a full day's wage
Joint Industrial Council . . . . .	Full week at plain time rate (b)	Hawick . . . . .	36 hours at minimum hourly rate for time-workers and 4/5ths of average hourly earnings for pieceworkers (45 hours)
I.C.I. Ltd. . . . .	Full week at plain time rate (b)	Carpet manufacture . . . . .	Full week's work (f)
Fertiliser manufacture . . . . .	Full week at plain time rate (b)	Textile making up and packing (Manchester) . . . . .	4 days' work for hydraulic packers (5 days)
Plastics manufacture . . . . .	Full week at plain time rate (b)	Asbestos textile manufacture . . . . .	4 shifts' or days' employment, each of 8 hours' duration at basic rate (43 1/2 hours)
Glue and gelatine manufacture . . . . .	3/4ths of normal week at basic timework rate (44 hours) (b)	<b>Clothing</b>	
<b>Metal Manufacture</b>		Waterproof garment manufacture (Lancashire and Cheshire) . . . . .	80 per cent. of the minimum time rate for adults and full minimum weekly rate for juveniles
Pig iron manufacture:—		Boot and shoe manufacture and ancillary industries . . . . .	75 per cent. of the contract weekly wage rate for dayworkers and of the basic weekly wage for pieceworkers, the latter being assessed on 4 full weeks' normal work
England and Wales . . . . .	4 normal shifts' or days' employment (44 hours)	Boot and shoe repairing and bespoke footwear manufacture (d) . . . . .	32 hours at general minimum time rate or 32/45ths of amount normally payable if less than 45 hours are ordinarily worked (45 hours) (b)
Scotland . . . . .	A full week's work		
Heavy steel manufacture (N.E. Coast, etc.) . . . . .	4 normal shifts' or days' employment (44 hours)		
Iron puddling and iron and steel rolling (Midlands) . . . . .	4 normal shifts' or days' employment (44 hours)		
Steel sheet rolling (Staffs., Cheshire, Tees-side, etc.) . . . . .	4 shifts' or days' employment (44 hours)		
Siemens steel manufacture (S.W. Wales) . . . . .	4 normal shifts' or days' employment (44 hours)		
Iron puddling forges and mills and sheet mills (West of Scotland) . . . . .	4 normal shifts' or days' employment (44 hours)		
Steel rolling mills (South Wales and Monmouthshire) . . . . .	4 normal shifts' or days' employment (44 hours)		
Timplate manufacture (South Wales and Monmouthshire) . . . . .	4 normal shifts' or days' employment (44 hours)		
Steel trade (Sheffield) . . . . .	4 consecutive shifts' employment (44 hours)		
Light castings manufacture . . . . .	4 days' or shifts' employment at plain time rates with a maximum of 34 hours (b)		
Brass and copper rolling and casting (Birmingham) . . . . .	As for general engineering (see below)		

For Explanatory Notes, see page opposite.

## Particulars of the extent of the guaranteed week in the principal industries in Great Britain, as agreed upon between organisations of employers and workpeople or embodied in statutory orders—continued

Industry, etc.	Extent of Guarantee (where the guarantee is for less than a normal week, the figures in brackets indicate the length of the normal week in shifts or hours)	Industry, etc.	Extent of Guarantee (where the guarantee is for less than a normal week, the figures in brackets indicate the length of the normal week in shifts or hours)
<b>Food, Drink and Tobacco</b>		<b>Transport and Communication—continued</b>	
Flour milling . . . . .	Full normal week	Goods transport by road:—	
Baking:—		Road Haulage Wages Council (Great Britain) (d) . . . . .	Full normal week
England and Wales (d) . . . . .	Remuneration for full working week (46 hours)	British Road Services . . . . .	Full normal week at standard rate
Scotland (d) . . . . .	Remuneration for full working week (44 to 45 hours)	Civil air transport . . . . .	Employment for 5/6ths of normal working week for engineering and building trade workers and for full normal working week for motor transport drivers, marine employees and goods-handling employees
Animal gut industry . . . . .	Full normal week	Inland waterways . . . . .	Full normal week for maintenance staff and shore workers
Slaughtering . . . . .	Three-quarters of time rate for pieceworkers provided available for three-quarters of weekly hours	Tugboats (London, Medway, Southampton and Swansea) . . . . .	Full normal week
Beet sugar manufacture . . . . .	Full normal week at plain time rate	Pleasure steamers (Thames) . . . . .	Full normal week
Cocoa, chocolate and confectionery manufacture . . . . .	Minimum payments of 2s. 4d. an hour for men and 1s. 8d. for women, when time amounting to not less than 1 hour is lost through hot weather or temporary defects in or breakdowns of machinery	Port transport . . . . .	6s. per half-day turn for which a worker reports and is available for work but is not allocated with a guaranteed weekly payment of 12s. 0d. to workers under 65, and to workers 65 and under 70 a weekly payment of 92s. 7d. if required to report on 11 turns and of 50s. 6d. if required to report for 6 turns. There is no weekly guarantee for workers over 70. (The minimum rate is 14s. 0d. a half-day turn)
Brewing (Birmingham, North Midlands, Northumberland and Durham, South Lancashire and East Cheshire, South Wales and Yorkshire (West Riding)) . . . . .	Full normal week	Cold storage . . . . .	Full normal week
Tobacco . . . . .	Half time rate for hours lost through short-time with guarantee of 80 per cent. of full basic weekly remuneration	Buffer food depots . . . . .	Full normal week
<b>Manufactures of Wood and Cork</b>		<b>Distribution</b>	
Pitwood trade (Bo'ness and Grangemouth) . . . . .	33 hours including any overtime (46 hours)	Coal and coke distribution . . . . .	Full normal week
<b>Paper and Printing</b>		Retail food trades (England and Wales and Scotland) (d) . . . . .	Remuneration for normal number of hours (generally 46 hours)
Paper making and board making . . . . .	Worker not to be stood off for more than 2 days or shifts in any pay week unless due warning (at least one week) has been given	Retail bread and flour confectionery trade (England and Wales and Scotland) (d) . . . . .	Remuneration for normal number of hours (generally 46 hours)
Wallpaper manufacture . . . . .	Full week's wages	Retail furnishing and allied trades (Great Britain) (d) . . . . .	Remuneration for normal number of hours (46 hours)
<b>Other Manufacturing Industries</b>		Retail drapery, outfitting and footwear trades (Great Britain) (d) . . . . .	Remuneration for normal number of hours (46 hours)
Rubber manufacture . . . . .	4 shifts' employment at appropriate basic time rate (45 hours)	Retail bookselling and stationery trades (Great Britain) (d) . . . . .	Remuneration for normal number of hours (46 hours)
Film production . . . . .	Full normal week	Retail newsagency, tobacco and confectionery trades (England and Wales and Scotland) (d) . . . . .	Remuneration for normal number of hours (48 hours in England and Wales and 46 in Scotland)
<b>Building and Construction</b>		Hide and skin market trade (England and Wales) . . . . .	Full normal week
Building . . . . .	Half hourly rate for time lost with minimum payment of not less than 32 times hourly rate (41 1/2 to 46 1/2 depending on area and time of year)	Petroleum distribution . . . . .	Full normal week
Demolition contracting . . . . .	As for building (46 1/2 hours summer and 44 1/2 winter)	<b>Public Administration</b>	
Civil engineering construction . . . . .	Half hourly rate for time lost with minimum payment of not less than 32 times hourly rate including any plus rate for skill, but excluding any plus rate for working conditions (44 hours)	Government industrial establishments . . . . .	Full normal week at plain time rate
Mastic asphalt laying . . . . .	32 hours at ordinary time rates on "town" work and full normal week on "country" work (44 hours)	River authorities . . . . .	Full week's wages
Heating, ventilating and domestic engineering—installation and maintenance . . . . .	34 hours at normal rate (44 hours)	<b>Miscellaneous Services</b>	
Glazing trade (England and Wales) . . . . .	34 hours at plain time rate (44 hours)	Unlicensed places of refreshment (g) . . . . .	Remuneration for normal number of hours including hours for which special time is payable but excluding hours of overtime (47 hours)
Steeple jacking and lightning conductor engineering . . . . .	Full normal week	Industrial and staff canteens (g) . . . . .	Remuneration for 45 hours (normal week) if worker normally works for 40 hours or more, or for 40 hours if he normally works for more than 36 but less than 40 hours a week
Road roller hire service . . . . .	Full normal week	Licensed residential establishments and licensed restaurants (g) . . . . .	Remuneration for hours normally worked subject to a minimum of 44 hours and a maximum of 48 hours a week (48 hours) (88 and 96 in case of fortnightly workers)
<b>Transport and communication</b>		Licensed non-residential establishments (g) . . . . .	Remuneration for normal number of hours (48 hours)
Railway service . . . . .	Standard week's wage (c)	Laundrying:—	
Road passenger transport:—		Wages Council (Great Britain) (d) . . . . .	40 hours' pay at general minimum time rate generally and 35 hours in case of laundries affected to a specified extent by seasonal work (45 hours) (b)
London Transport Executive . . . . .	Full normal week	Co-operative laundries . . . . .	Full normal week
Municipal undertakings . . . . .	Full normal week	Hairdressing undertakings (Great Britain) (d) . . . . .	Remuneration for normal number of hours (46 hours)
Company-owned undertakings . . . . .	Full normal week		

## Explanatory Notes

- (a) In this case the guarantee is embodied in Orders issued under the Agricultural Wages Acts.  
 (b) Piecework earnings in excess of plain time rates are not taken into account.  
 (c) In this case a guaranteed day is also in operation.  
 (d) In this case the guarantee is embodied in Orders issued under the Wages Councils Acts.  
 (e) In the case of pieceworkers for whom there is no agreed time rate, 75 per cent. of the average weekly earnings based on average earnings (excluding overtime) for the previous eight normal weeks.  
 (f) Where organised short-time is in operation, the guarantee is for the shortened week only.  
 (g) In this case the guarantee is embodied in Orders issued under the Catering Wages Act.

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## SUMMARY OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 409 to 426.

### Employment

It is estimated that the number of persons in civil employment in Great Britain fell during September by 14,000 (— 9,000 males and — 5,000 females), the number at the end of the month being 23,085,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed a decrease of 8,000, manufacturing industries an increase of 23,000 and other industries and services a decrease of 29,000. 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 remained unchanged at 24,101,000.

### Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain rose from 225,195 to 239,341 between 17th September and 15th October, 1956, and the numbers registered as temporarily stopped fell from 22,445 to 14,732. In the two classes combined there was a rise of 1,255 among males and 5,178 among females.

### Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 100) remained unchanged in October at 165. The changes in

the rates of wages reported to the Department during October resulted in an increase estimated at approximately £53,000 in the weekly full-time wages of about 313,000 workpeople and in a decrease of £13,000 for 144,000 workpeople. The principal increases affected workpeople employed in shirt, collar and tie making and in corset making, certain building trade operatives, workers employed in silk manufacture, and qualified pharmacists and unqualified assistants in the retail pharmacy trade in England and Wales.

### Retail Prices

At 16th October, 1956, the retail prices index was 103 (prices at 17th January, 1956 = 100), compared with 102 at 18th September. The rise in the index during the month was due mainly to higher prices for bread, together with some increases in rents and rates and in the average price of beer. These increases were partly offset by lower prices for eggs.

### Industrial Disputes

The number of workers involved during October in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was about 60,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 191,000 working days. The number of stoppages which began in the month was 294, and, in addition, 16 stoppages which began before October were still in progress at the beginning of the month.

## MEMBERSHIP OF TRADE UNIONS IN 1955

The aggregate membership of trade unions in the United Kingdom at the end of 1955 was about 9,662,000. This number was about 172,000 more than the total at the end of 1954, and about 201,000 more than the total at the end of 1953.

The statistics given in this article have been compiled by the Ministry of Labour and National Service from data supplied by the Chief Registrar of Friendly Societies and by the Registrar of Friendly Societies for Northern Ireland in respect of trade unions registered under the Trade Union Acts, and from returns supplied direct to the Ministry by unregistered organisations. They relate to all organisations of employees—including those of salaried and professional workers, as well as those of manual wage-earners—which are known to include among their functions that of negotiating with employers with the object of regulating conditions of employment. The figures cover the total membership (including members serving with H.M. Forces and members in branches overseas) of all such organisations known to the Ministry to have their head offices situated in the United Kingdom. They do not include members of organisations the head offices of which are outside the United Kingdom.

It should be noted that all figures for 1955 given in this article are provisional and subject to revision. The figures previously published in respect of earlier years have been revised as necessary, in accordance with the latest information.

### Number of Trade Unions

On the basis indicated above, the total number of trade unions known to have been in existence at the end of 1955 was 666, including 25 unions with headquarters in Northern Ireland. This total represented a reduction of eleven compared with the total at the end of 1954. The reduction was the net result of fifteen small unions being absorbed by larger unions or otherwise ceasing to function, and the formation of four new unions.

### Aggregate Membership of Trade Unions

At the end of 1955 the total membership of all unions included in the statistics was approximately 9,662,000, as compared with 9,490,000 at the end of 1954, an increase of 1.8 per cent. The number of males at the end of 1955 was 7,818,000, an increase of 117,000, or 1.5 per cent, as compared with the previous year, and the number of females was 1,844,000, an increase of 55,000 or 3.1 per cent.

The total of 9,662,000 included 51,000 members in branches in the Irish Republic and 104,000 in other branches outside the United Kingdom. Excluding the members of these overseas branches, the total membership (inclusive of members serving with H.M. Forces) was thus about 9,507,000 at the end of 1955, as compared with 9,342,000 at the end of 1954; of these totals, the membership in Northern Ireland accounted for 188,000 in 1955 and 189,000 in 1954.

The total memberships given above represent the aggregate of the memberships of the individual unions, and persons who are members of more than one union are therefore counted more than once in the totals. The precise extent of this duplication is not known, but it is believed to be relatively insignificant.

### Break-up of Trade Unions

Table in the next column the unions are grouped their total membership at the end of 1955:—

Number of Members	Number of Unions	Total Membership	Percentage of	
			Total Number of all Unions	Total Membership of all Unions
Under 100	129	6,000	19.4	0.1
100 and under 500	173	44,000	26.0	0.5
500 " "	66	45,000	9.9	0.5
1,000 " "	101	159,000	15.2	1.7
2,500 " "	66	222,000	9.9	2.3
5,000 " "	39	255,000	5.9	2.6
10,000 " "	20	243,000	3.0	2.5
15,000 " "	22	410,000	3.3	4.2
25,000 " "	16	582,000	2.4	6.0
50,000 " "	17	1,202,000	2.5	12.4
100,000 or more	17	6,494,000	2.5	67.2
Totals	666	9,662,000	100.0	100.0

Although the tendency towards amalgamation has resulted in a progressive fall in the numbers of separate unions, there were still 368 unions (out of the total of 666) with fewer than 1,000 members each, and 302 of these had fewer than 500 members. These 368 small unions, however, accounted for only about one per cent. of the aggregate trade union membership; about two-thirds of the aggregate membership at the end of 1955 was accounted for by the 17 largest unions, and about 92 per cent. by 92 unions with memberships of 10,000 or more.

### Industrial Distribution of Membership

In the first Table on the next page, some information is given regarding the industrial distribution of trade union membership at the end of 1955 with comparative figures for a year earlier. The memberships of the individual unions have been grouped, as far as possible, in accordance with the "Standard Industrial Classification", which is designed to secure uniformity and comparability in the statistics published by various Government Departments in the United Kingdom.

Many unions have members in a number of industries and, for the purpose of these statistics, the total membership of each union has been included in the group with which the majority of its members are believed to be connected. In particular, the membership of the Transport and General Workers' Union and the National Union of General and Municipal Workers, each of which has members in a wide variety of industries, has been included in the group "General Labour Organisations". It should be noted that national and local government employees in specific industrial employment are usually members of the appropriate craft or industrial unions and have therefore been included in groups other than the National and Local Government Service groups. The figure of trade union membership in National Government Service also excludes the majority of Post Office employees, who are classified in the Other Transport and Communication group. It is necessary to have regard to these qualifications when using these figures as evidence of the total numbers of trade union members in each of the industry groups shown in the first column.

The sub-division of the total membership into males and females is not exact, as estimates have been made in respect of some trade unions which were unable to state precisely the numbers of males and females among their members.

It may be noted that, although the female membership accounts

for less than one-fifth of the membership of trade unions taken as a whole, female membership greatly outnumbers male membership in certain industry groups, notably cotton, clothing, and education.

### Industrial Distribution of Union Membership

Group of Unions	Membership at end of 1955			Membership at end of 1954		
	Males	Females	Total	Males	Females	Total
General Labour Organisations	1,814,290	320,350	2,134,640	1,767,750	310,250	2,078,000
Agriculture, Forestry and Fishing	140,110	7,750	147,860	140,170	7,750	147,920
Coal Mining	819,730	20,460	840,190	819,380	19,970	839,350
Other Mining and Quarrying	6,060	490	6,550	6,300	480	6,780
Treatment of Non-Metalliferous Mining Products other than Coal	14,070	15,940	30,010	14,610	16,260	30,870
Chemicals and Allied Trades	13,710	6,390	20,100	13,710	6,400	20,110
Metal Manufacture, Engineering, Shipbuilding, Electrical Goods, Vehicles and Other Metal Trades	1,759,040	95,500	1,854,540	1,717,050	85,870	1,802,920
Cotton	66,690	135,260	201,950	69,140	149,650	218,790
Other Textiles and Textile Finishing	85,460	83,370	168,830	86,560	86,380	172,940
Leather, Leather Goods and Fur	12,490	3,960	16,450	12,490	4,320	16,810
Clothing (except Boots and Shoes)	30,050	105,500	135,550	30,050	104,560	134,590
Boots, Shoes, Slippers, etc.	51,100	37,930	89,030	52,310	38,240	90,550
Food, Drink and Tobacco Manufacture	42,510	20,130	62,640	42,510	20,050	62,560
Manufactures of Wood and Cork	108,930	14,420	123,350	111,610	13,350	124,960
Paper and Printing	249,350	79,550	328,900	240,270	75,250	315,520
Other Manufacturing Industries	10,260	3,220	13,480	10,290	3,330	13,620
Building and Contracting	488,170	1,320	489,490	486,910	1,050	487,960
Gas, Electricity and Water	37,390	4,770	42,160	36,380	4,340	40,720
Railways	508,710	29,010	537,720	509,130	30,350	539,480
Other Transport and Communication (excluding General Labour Unions)	399,620	56,720	456,340	381,040	57,890	438,930
Distributive Trades	234,670	159,170	393,840	238,630	153,940	392,570
Insurance, Banking and Finance	83,000	24,740	107,740	74,310	19,350	93,660
National Government Service	239,170	124,960	364,130	238,070	120,800	358,870
Local Government Service	304,300	153,330	457,630	310,380	131,040	441,420
Education	149,440	202,020	351,460	144,390	197,870	342,260
Other Professional and Business Services	90,080	114,230	204,310	86,870	105,960	192,830
Theatres, Cinemas, Sports, etc.	58,090	22,940	81,030	59,620	24,090	83,710
Other Services	1,930	60	1,990	1,910	60	1,970
Totals	7,818,420	1,843,490	9,661,910	7,701,460	1,788,850	9,490,310

### Totals for 1941-1955

The following Table shows the total numbers of trade unions and their aggregate memberships at the end of each of the past 15 years:—

Year	Number of Unions at end of Year	Membership at end of Year			Percentage Inc. (+) or Dec. (-) on Membership of Previous Year
		Males	Females	Total	
		000's	000's	000's	Per cent.
1941	996	5,753	1,412	7,165	+ 8.3
1942	991	6,151	1,716	7,867	+ 9.8
1943	987	6,258	1,916	8,174	+ 3.9
1944	963	6,239	1,848	8,087	- 1.1
1945	781	6,237	1,638	7,875	- 2.6
1946	757	7,186	1,617	8,803	+ 11.8
1947	734	7,483	1,662	9,145	+ 3.9
1948	735	7,648	1,672	9,320	+ 1.9
1949	726	7,613	1,661	9,274	- 0.5
1950	715	7,573	1,670	9,243	- 0.3
1951	711	7,707	1,775	9,482	+ 2.6
1952	695	7,752	1,774	9,526	+ 0.5
1953	690	7,701	1,760	9,461	- 0.7
1954	677	7,701	1,789	9,490	+ 0.3
1955	666	7,818	1,844	9,662	+ 1.8

The reduction in the number of unions at the end of 1945, as compared with 1944, was due partly to the amalgamation of the majority of the coal mining unions into the National Union of

Mineworkers, while a large proportion of the remainder was due to constitutional changes in a group of associated organisations in the Civil Service, as a result of which they ceased to function independently of each other.

In 1892 (the earliest year for which statistics are available) the total membership of trade unions was a little over 1½ million, and by 1910 it had reached a total of only 2½ million. The total increased, year by year, with a few exceptions, until 1920, when it reached nearly 8,350,000. Subsequently the total declined almost continuously until 1933, when it was just under 4,400,000. It began to rise again in 1934 and has tended to rise in most years since.

### Federations of Trade Unions

At the end of 1955 the number of federations of trade unions in the United Kingdom was 46, the same number as at the end of 1954. Although a large proportion of trade unions are affiliated to federations, some are not affiliated and others are affiliated in respect of only a part of their total membership. On the other hand, many trade unions, or branches of trade unions, are affiliated to more than one federation.

### Affiliated Membership of Trade Unions represented at the Trades Union Congress

A Table, extracted from the Statistical Statements relating to the 1955 and 1956 Annual Trades Union Congresses, and showing the affiliated membership of unions, appeared on page 365 of this GAZETTE for October, 1956.

## MEMBERSHIP, INCOME, EXPENDITURE AND FUNDS OF REGISTERED TRADE UNIONS

The Chief Registrar of Friendly Societies has issued a Report\* relating to the membership and finances of trade unions registered under the Trade Union Acts, 1871-1940. The Report includes a summary which covers the period 1945-1955 and for the years 1954 and 1955 shows an analysis of unions of employees by industry groups.

In the Table opposite, a summary of the figures relating to unions of employees is given for the year 1955, together with comparative figures for the years 1954 and 1945. It should be noted that the figures given in this Table relate only to registered trade unions in Great Britain, whereas the figures given in the preceding article in this GAZETTE relate to the United Kingdom and include both registered and unregistered trade unions.

In addition there were 105 registered associations of employers in 1955, with an aggregate membership of 116,330.

\* Report of the Chief Registrar of Friendly Societies for the year 1955, Part 4, Trade Unions. H.M. Stationery Office; price 3s. 0d. net. (3s. 2d. including postage).

	1955	1954	1945
Number of Unions on Register	405	411	427
Number of Members	8,516,525	8,356,617	6,535,938
Income—	£	£	£
From Members	19,347,000	18,380,000	11,423,000
From other sources	2,746,000	2,518,000	1,458,000
Expenditure—			
Unemployment, etc. Benefit	136,000	128,000	108,000*
Dispute Benefit	649,000	483,000	43,000
Sick and Accident Benefit	1,203,000	1,169,000	1,003,000
Federal Benefit	716,000	686,000	430,000
Superannuation Benefit	2,289,000	2,189,000	1,404,000
Other Benefits	1,070,000	1,035,000	416,000
From Political Fund	611,000	394,000	346,000
Working Expenses	11,319,000	10,540,000	5,093,000
Other Outgoings	1,397,000	1,129,000	632,000
Funds at end of year	76,565,000	73,887,000	42,417,000

\* Excluding £223,668 State unemployment benefit paid by the Unions and recovered from the Unemployment Fund.

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## NUMBERS, MEMBERSHIP, TRANSACTIONS, ETC., OF CO-OPERATIVE SOCIETIES IN 1955

The particulars given in this article in respect of the numbers, membership, transactions, etc., of co-operative societies in 1955 have been compiled by the Chief Registrar of Friendly Societies from statutory returns furnished to his Department, and relate, in general, to those societies registered under the Industrial and Provident Societies Acts that operate on a co-operative basis.

In the Tables given in this article many figures, including totals, are rounded up or down to the nearest thousand, and in certain cases, therefore, the total shown may appear to differ slightly from the sum of the constituent items.

### Retail Societies

The Table below shows the principal transactions of co-operative societies mainly engaged in retail distribution, including general supply stores and others, for the years 1955, 1954 and 1953, and their financial position at the end of those years. The figures cover the productive and the distributive activities of the societies.

	1955	1954	1953
Number of Societies .. .. .	1,077	1,094	1,101
Membership .. .. .	12,143	11,316	11,065
Sales .. .. .	£200's 825,418	£200's 774,447	£200's 747,910
Salaries and Wages .. .. .	98,166	90,441	86,139
Surplus .. .. .	56,348	51,972	47,966
Allocated from Surplus—			
Share Interest .. .. .	6,444	6,294	6,121
Dividends on Sales .. .. .	43,639	39,496	37,099
Liabilities—			
Share Capital .. .. .	238,978	231,919	227,202
Due to Depositors and Loanholders .. .. .	60,042	61,560	63,878
Other .. .. .	74,396	67,952	62,458
Net Balance Disposable and Reserves .. .. .	52,943	48,873	45,541
Assets—			
Stocks .. .. .	70,888	67,151	65,431
Investments .. .. .	225,773	223,867	220,027
Other .. .. .	129,699	119,287	113,622
Total Assets .. .. .	426,360	410,305	399,080

The number of employees engaged in retail distribution in 1955 was 233,903 (111,586 males aged 18 years and over, 87,451 females aged 18 years and over and 34,866 persons under 18 years of age), and the amount paid to them in salaries and wages was £80,801,000.

### Wholesale Societies

The Table which follows shows the principal transactions and the financial position, in the years 1955, 1954, and 1953, of the societies mainly engaged in wholesale distribution and production. The figures cover both the distributive and the productive activities.

	1955	1954	1953
Number of Societies .. .. .	183	187	182
Membership .. .. .	60	60	59
Sales .. .. .	£200's 540,015	£200's 519,787	£200's 539,325
Salaries and Wages .. .. .	34,542	31,530	29,231
Surplus .. .. .	17,171	16,773	14,904
Allocated from Surplus—			
Share Interest .. .. .	1,461	1,372	1,273
Dividends on Sales .. .. .	9,295	8,826	8,527
Liabilities—			
Share Capital .. .. .	38,377	37,363	33,955
Due to Depositors and Loanholders .. .. .	114,562	114,776	113,243
Other .. .. .	33,989	34,256	26,945
Net Balance Disposable and Reserves .. .. .	26,956	24,322	21,902
Assets—			
Stocks .. .. .	40,270	37,778	36,029
Investments .. .. .	13,660	12,718	11,317
Other .. .. .	159,954	160,221	148,700
Total Assets .. .. .	213,884	210,717	196,045

The bulk of the business was conducted by three societies, the Co-operative Wholesale Society Limited, the Scottish Co-operative Wholesale Society Limited, and the English and Scottish Joint Co-operative Wholesale Society Limited.

In considering the sales figures for both the retail and wholesale productive societies, it should be borne in mind that the sales of the wholesale societies, in the main, are made to the retail societies for resale to their members and that, in consequence, any aggregation of the figures would be misleading.

The number of employees engaged in wholesale distribution in 1955 was 20,718 (13,331 males aged 18 years and over, 5,282 females aged 18 years and over and 2,105 persons under 18 years of age), and the amount paid to them in salaries and wages was £8,345,000.

### Production

Both retail and wholesale societies are engaged in production, and during 1955 there were 798 such societies whose activities included the production of commodities.

The number of persons employed in production was 95,799, of whom 59,361 were males aged 18 years and over, 28,056 were females aged 18 years and over, and 8,382 were persons under 18 years of age; the amount paid as salaries and wages was £39,205,000 and the value of productions (including materials) was £295,689,000. The figures do not include those relating to the tea estates in India and Ceylon of the English and Scottish Joint Co-operative Wholesale Society Limited. In 1955 the gross value

of goods produced on these plantations was £2,658,000; the number of employees (including natives) was 15,903, and they were remunerated partly in cash and partly by the provision of housing accommodation and other services.

In the Table below, the productive work undertaken by co-operative societies in 1955 is analysed by industry, the value of the productions being given gross, i.e., including the cost of materials used. Totals are also given for the years 1954 and 1953.

Industry	Number Of Employees	Salaries and Wages	Gross Value of Productions			
			Retail Societies	Wholesale and Productive Societies		
				C.W.S., S.C.W.S., E. & S.J. C.W.S.*	Other Societies	All Societies
Food and Tobacco	30,646	£200's 12,554	£200's 53,333	£200's 76,673	£200's 15,121	£200's 145,127
Farming and Dairy- ing .. .. .	8,901	4,026	28,777	41,728	7,103	77,608
Clothing .. .. .	18,635	6,084	3,335	10,620	4,227	18,183
Textiles .. .. .	4,734	1,608	—	8,861	249	9,110
Building and Wood- working .. .. .	16,471	7,721	9,148	10,822	336	20,306
Papermaking, Print- ing, etc. .. .. .	4,990	2,277	15	4,146	2,579	6,740
Metal and Engineer- ing .. .. .	4,260	1,918	1,551	4,348	498	6,398
Miscellaneous (in- cluding Transport for Productive De- partments) .. .. .	7,162	3,017	251	11,606	360	12,217
Totals for 1955 .. .. .	95,799	39,205	96,411	168,804	30,474	295,689
Corresponding Totals for: 1954 .. .. .	97,152	36,633	92,193	157,706	28,968	278,867
1953 .. .. .	97,100	34,778	93,685	152,849	26,921	273,454

The following is an analysis of the net value of productions in 1955, i.e., the value after the cost of materials used has been deducted.

Industry	Retail Societies	Wholesale and Productive Societies				All Societies
		C.W.S.*	S.C.W.S.*	E. & S.J. C.W.S.*	Other Societies	
Food and Tobacco	£200's 11,927	£200's 14,638	£200's 2,054	£200's 181	£200's 3,428	£200's 32,228
Farming and Dairy- ing .. .. .	4,055	3,518	430	—	1,007	9,009
Clothing .. .. .	1,888	3,736	567	—	1,899	8,091
Textiles .. .. .	—	1,818	689	—	76	2,582
Building and Wood- working .. .. .	4,454	4,081	550	—	180	9,264
Papermaking, Print- ing, etc. .. .. .	6	1,420	502	—	1,554	3,483
Metal and Engineer- ing .. .. .	711	1,368	456	—	266	2,801
Miscellaneous .. .. .	79	2,372	521	—	70	3,042
Totals for 1955 .. .. .	23,121	32,951	5,768	181	8,480	70,501
Corresponding Totals for: 1954 .. .. .	22,790	27,576	4,641	212	8,233	63,453
1953 .. .. .	22,163	25,008	4,676	317	8,130	60,294

### Services

In addition to the production and distribution of commodities, services of a varied character are provided by the distributive societies and also by societies separately registered for these purposes, the principal of these services being banking, insurance and laundering.

#### Banking

The Co-operative Wholesale Society Limited has a banking department that provides all banking services and conducts the banking business of a considerable number of the societies in the co-operative movement in England and Wales. Figures relating to the society's banking activities in the years 1955, 1954, and 1953 are given in the next Table.

	1955	1954	1953
Number of Accounts—			
Co-operative Societies .. .. .	1,090	1,102	1,098
Trade Unions .. .. .	17,162	16,976	16,775
Clubs .. .. .	2,400	2,318	2,240
Miscellaneous Organisations .. .. .	27,149	26,442	26,125
Individuals .. .. .	106,512	104,376	104,667
Total .. .. .	154,313	151,214	150,905
Deposit Balances—	£	£	£
C.W.S. Trade Department .. .. .	77,924,790	79,433,305	74,201,926
Other Accounts .. .. .	55,508,740	60,547,330	61,398,121
Current Account Balances—			
C.W.S. Trade Department .. .. .	2,272,327	7,089,171	6,587,574
Other Accounts .. .. .	51,071,337	41,735,768	38,687,292
Investments .. .. .	141,071,279	147,527,309	140,663,727
Total Assets .. .. .	203,272,953	205,935,089	196,451,183

\*The initials represent the Co-operative Wholesale Society Limited; the Scottish Co-operative Wholesale Society Limited; and the English and Scottish Joint Co-operative Wholesale Society Limited, respectively.

The Scottish Co-operative Wholesale Society Limited established a separate banking department in 1948. Figures for the years 1955, 1954, and 1953 are given in the next Table.

	1955	1954	1953
Deposit Balances—			
C.W.S. Trade Department .. .. .	8,552,035	9,052,035	8,593,387
Other Accounts .. .. .	8,148,980	8,365,392	6,855,234
Current Account Balances—			
C.W.S. Trade Department .. .. .	1,023,195	848,716	717,833
Other Accounts .. .. .	1,127,135	1,268,090	1,239,006
Investments .. .. .	19,066,180	19,018,599	16,468,600
Total Assets .. .. .	20,065,589	20,344,207	17,798,521

#### Insurance

The Co-operative Insurance Society Limited is owned by the Co-operative Wholesale Society Limited and the Scottish Co-operative Wholesale Society Limited. The Society does extensive business in all the main branches of insurance, with the exception of marine risks. Figures of the work of this society in 1955, 1954, and 1953 are shown in the next Table.

	1955	1954	1953
Premiums—	£	£	£
Industrial Branch .. .. .	21,111,614	19,723,588	18,450,254
Collective Life Branch .. .. .	1,294,968	1,254,111	1,213,741
Other Branches .. .. .	15,701,787	14,193,010	13,125,925
Total .. .. .	38,108,369	35,170,709	32,789,920
Interest on Shares .. .. .	2,625	2,625	2,625
Dividends on Premiums .. .. .	160,452	153,598	118,471
Salaries and Wages .. .. .	1,855,209	1,719,009	1,607,114
Commission .. .. .	6,033,354	5,604,888	5,294,456

#### Laundering

Many retail and wholesale societies themselves undertake laundering, whilst others have combined to form separately registered federal laundry societies. Total figures for this service, including those of the retail and wholesale societies and the federal societies, are given in the following Table.

	1955	1954	1953
Number of Employees .. .. .	11,410	11,643	11,556
Salaries and Wages .. .. .	£ 3,236,880	£ 3,116,767	£ 3,047,588
Charges for Work Done .. .. .	6,010,368	5,709,678	5,517,021

#### Miscellaneous

The retail and wholesale societies also provide various additional services (e.g., hairdressing and catering). The number of employees, salaries and wages, and revenue of these departments are given in the first Table in the next column.

## REHABILITATION, TRAINING AND RESETTLEMENT OF DISABLED PERSONS

The Committee of Inquiry on the Rehabilitation, Training and Resettlement of Disabled Persons, under the Chairmanship of Lord Piercy, C.B.E., was set up in 1953 jointly by the Minister of Labour and National Service, the Minister of Health and the Secretary of State for Scotland (see the issue of this GAZETTE for April, 1953, page 120). The Report of the Committee has now been published as a Command Paper (Cmd. 9883) by H.M. Stationery Office, price 5s. 6d. net (5s. 9d. including postage).

The Committee have undertaken a thorough review of the existing provision for the disabled, and in the course of their investigations they received evidence from a great number of individuals and organisations. The Report contains a summary of the existing facilities for the disabled, together with the Committee's conclusions and recommendations.

#### The Size of the Problem

The Report states that no national figures of disabled persons are available except for those in the employment field, and even these figures are incomplete because of the voluntary nature of registration. Even less is known of the numbers of disabled needing rehabilitation. Ministry of Pensions and National Insurance statistics relating to certificates of incapacity suggest, however, that the number of people who might benefit from rehabilitation is considerable. For this reason the Committee recommend that enquiry be made to find out how many persons in receipt of sickness benefit for more than six months could be assisted to return to work if suitable rehabilitation facilities were available.

#### Medical Rehabilitation

After emphasising the importance of the medical contribution to rehabilitation and describing the hospital services available, the Report accepts the view of the British Medical Association that "consultants are still slow to consider the rehabilitation needs of their patients" and that further education of the medical profession, including medical students, is much needed. The growing provision in occupational therapy of more realistic occupations is commended, including the development of advice and help to disabled housewives. The Committee recommend that hospital boards should review and reorganise their present arrangements, so as to secure a purposeful graduated programme of activity

	1955	1954	1953
Number of Employees .. .. .	6,801	8,503	8,499
Salaries and Wages .. .. .	£ 2,344,404	£ 2,939,494	£ 2,840,010
Charges for Work Done .. .. .	8,913,026	7,935,575	7,515,210

### Agriculture and Fishing

The next Table gives particulars of the transactions of trading societies in agriculture and fishing for the years 1955, 1954, and 1953. The trading societies, all of which are registered under the Industrial and Provident Societies Acts, are divided into three groups: (i) Requirements and produce societies, whose principal functions are to supply their members with seeds, manures, utensils or other requirements for the carrying on of agriculture, and/or to market their members' agricultural produce; (ii) farming and growing societies, which themselves undertake growing operations; and (iii) fishermen's societies, which supply fishing gear to, and market fish on behalf of, their members.

	1955	1954	1953
Requirements and Produce Societies—			
Number of Societies .. .. .	381	377	373
Number of Members .. .. .	284,035	266,416	254,139
Sales .. .. .	£200's 138,485	£200's 125,488	£200's 112,227
Surplus on Year .. .. .	3,156	3,075	2,305
Farming and Growing Societies—			
Number of Societies .. .. .	27	29	33
Number of Members .. .. .	1,106	1,512	1,509
Sales .. .. .	£200's 258	£200's 271	£200's 267
Surplus on Year .. .. .	1	9	12
Fishermen's Societies—			
Number of Societies .. .. .	49	54	54
Number of Members .. .. .	2,315	2,284	2,222
Sales .. .. .	£200's 596	£200's 561	£200's 511
Surplus on Year .. .. .	19	20	15
All Trading Societies—			
Number of Societies .. .. .	457	460	460
Number of Members .. .. .	287,456	270,212	257,870
Sales .. .. .	£200's 139,339	£200's 126,320	£200's 113,006
Surplus on Year .. .. .	3,176	3,104	2,332

At the end of 1955, there were also 679 service societies, which supplied their members with some service connected with agriculture, such as the provision of smallholdings and allotments, credit, threshing and crop drying facilities and cattle insurance. The majority of societies were registered under the Industrial and Provident Societies Acts, but some were registered under the Friendly Societies Acts. The total membership was 190,208, compared with 198,005 members of 685 societies at the end of 1954. The most important of the service societies are the smallholdings and allotment societies. At the end of 1955, tenants of these societies numbered 72,318.

designed to restore full activity and to re-orient the patient's outlook from that of an invalid to that of a responsible worker.

The Report stresses the importance of the careful assessment of a disabled person's incapacity, of ensuring that he is put in touch with those outside the hospital best able to help him, and of securing close consultation between the doctor and Disablement Resettlement Officer or Welfare Officer where written medical information is insufficient. The Committee recommend that for specially difficult cases resettlement clinics, already successfully working in some hospitals, should be established at every major hospital to give advice and guidance to disabled persons. It is also recommended that Hospital Boards should be invited to set up a rehabilitation committee to further the recommendations in this Report. The Committee consider that when incapacitated persons are assessed on their capacity for work by the Regional Medical Service of the Health Departments it would be proper to consider whether the patient would benefit from rehabilitation of any kind. The Committee recommend that medical officers and referees should have this in mind and make a recommendation in their reports.

Of the general practitioner, the Report says that patients will be served most effectively if the practitioner takes on a fuller responsibility for rehabilitation than he does now. The Committee think that many general practitioners are insufficiently informed about the rehabilitation facilities available to them locally and recommend that by various means they should be encouraged to play their full part in rehabilitation.

#### Industrial Rehabilitation

In this part of the Report the conclusion is reached that existing Industrial Rehabilitation Units perform a useful and necessary service. The stage of recovery from illness at which Industrial Rehabilitation Units are likely to be most effective is discussed and the relationship of the hospital to industrial rehabilitation is considered, particularly having regard to the conception of rehabilitation as a single and continuous process. The Committee note that rehabilitation is most in need of development on the hospital side and recommend that the larger share of the national resources available for rehabilitation should be given to this. Some



additional Industrial Rehabilitation Units should also be established in important areas where these facilities do not exist.

The need for a closer link between Industrial Rehabilitation Units and hospitals is recognised and it is thought that rehabilitees should be admitted to the Units at an earlier stage of recovery. The Committee recommend that the medical content of courses at Industrial Rehabilitation Units should be higher and that specialist advice from Hospital Boards should be made more freely available.

Consideration is given to the question whether a centre combining the rehabilitation services of hospital and Industrial Rehabilitation Unit would be more effective and economical and the Committee recommend that as an experiment two or three comprehensive centres of this kind should be provided.

The Committee commend existing schemes of rehabilitation in industry itself and hope that these can be extended. They resist the suggestion that a form of part-time employment with proportionate wages and sickness benefit would be of practical help.

#### Welfare Services, etc., for the Disabled

In describing the welfare services of local authorities the Report says that it is clear that only the fringes of the field have yet been touched. The Committee believe that there should be closer co-operation between welfare and medical services, particularly to help patients discharged from hospitals. They recommend the provision of further hostel accommodation (both for long-term residence and for short stays) for the disabled and of day clubs or centres for occupational and social purposes. The Committee did not accept the suggestion that registers of disabled persons kept by the Ministry of Labour and National Service and local authorities should be combined, although they regarded close co-operation as essential. The more radical suggestion that all disabled persons should be compelled to register was rejected.

The conclusion is reached that more would have been done in the development of welfare services since 1951 if help from central funds had been available, and the Committee, whilst appreciating that developments can only take place gradually and having regard to the nation's ability to pay, therefore recommend that local authorities should be grant aided by the Exchequer in respect of welfare services provided for the disabled under the National Assistance Act. It is tentatively estimated that the cost might be about £6,600,000 annually.

The provision and use of aids and gadgets in work and home is discussed. Work aids would normally be the responsibility of the employer; personal aids, where they cannot be provided by the disabled themselves, should be the responsibility of the local authorities.

#### Vocational Training and Resettlement in Employment

The Report accepts the present arrangements for vocational training as satisfactory. It disposes of certain criticisms—that training is not readily available or is out of reach; that the range of training is limited; that employers should do more training and training establishments less; that there is delay in providing training; and that allowances paid to trainees are inadequate.

On the conditions for registration on the Disabled Persons Register the Report concludes that the principal conditions need no amendment but ought to be interpreted strictly. The suggestion that registration should depend on a percentage degree of disability is rejected because it is the effect of disability on employment which is to be determined. The Committee do not think it practicable to purge the register of so-called unemployables but recommend that a stricter line should be taken on the occasion of renewals of registration and full use made of medical and other evidence. Some minor amendments in the registration regulations are recommended.

There was no evidence to suggest that the Quota Scheme ought to be abolished, and positive reasons were given for its continuance. The suggestions that there should be higher, or lower, standard percentages or different percentages for men and women are examined, but the Committee conclude that present legislation is flexible enough. The weighting of disabilities for quota purposes is regarded as impracticable; and it is considered that persons whose registrations have lapsed should continue to be counted for quota purposes whilst remaining with the same employer.

The Report recommends that the two occupations now designated under the Designated Employment Scheme—car park attendant and passenger electric lift attendant—continue to be designated, but it is considered that if any more pressure on employers should be needed it should be operated through the Quota Scheme and not by further designation.

In connection with the placing of disabled persons in employment, the Report discusses the role of the Disablement Resettlement Officers and the suggestion that these Officers should be drawn from the ranks of social workers. The Committee believe that this suggestion arises from a misconception of the work to be done and accept the view that, as the Disablement Resettlement Officer is primarily an employment officer, the present basis of appointment from the ranks of Ministry of Labour staff is right. They also consider that the disablement resettlement service should not be a self-contained specialist service. The Committee are less happy about the selection and training of the Officers and make recommendations for improvement. The Committee consider that the present organisation of local Disablement Resettlement Officers is right and that the service provided would be less effective if they specialised by disability over a wider area.

After examining some other matters affecting employment opportunities, the Report concludes that superannuation schemes do not in general, and need not, operate to the disadvantage of the disabled person. The suggestion that employers should be encouraged to employ severely disabled persons by a form of wages subsidy is rejected as undesirable and impracticable.

#### Remunerative Employment under Sheltered Conditions

The view of the Committee is that sheltered employment can only be second best to employment in ordinary conditions and that those who take up sheltered work should be encouraged to go into ordinary work as soon as possible, whilst those remaining in sheltered work should be willing and able to make a "significant contribution to production". It is thought that a clear distinction should be drawn between the disabled capable of employment and those only able to engage in work to keep them occupied. Whilst occupations not carried on for a livelihood should be provided as a welfare service, the Committee recommend that local authorities' powers in respect of sheltered employment should be transferred from the National Assistance Act to the Disabled Persons (Employment) Act. It is recommended that local authorities should continue to have a duty to provide work under sheltered conditions for the blind but under powers derived from the Disabled Persons (Employment) Act; in the case of the tuberculous, the Committee recommend that this power should similarly be derived from the Disabled Persons (Employment) Act and not as at present from the National Assistance and National Health Service Acts.

The provision of sheltered employment by voluntary organisations is commended, particularly as they incur heavy charges only partially borne by grants from the Ministry of Labour and National Service.

A full statement is made in the Report on the circumstances of the establishment of Remploy, the difficulties it has met and its present trading position. Criticisms about the selection and retention of disabled persons in factories are discussed. Reference is made to the examination of the organisation by the Organisation and Methods Division of the Treasury. The conclusion is reached that the success of Remploy cannot be measured solely in monetary terms but even on this basis the loss at present is not excessive. The Committee consider that as Remploy provides the only means of employment for a large number of severely disabled persons the present scheme should be continued.

The Report refers to the limited volume of Government contract work forthcoming for sheltered workshops for the disabled (£2,300,000 in 1954-55) and comments upon the difficulties met by these workshops in competing with outside industries. The Departments concerned are asked to examine again the basis on which work is offered with a view to increasing the flow of orders.

With regard to homeworking schemes, the Report draws a distinction between "occupational homework" largely therapeutic in value and "remunerative home employment". The Committee recommend that local authorities should exercise their powers to provide the first more freely and suggest that extension of grant aid as recommended for welfare services generally should enable them to do this. The Committee hope that schemes of "remunerative home employment" will be continued and developed but consider that there is little hope of much extension. They suggest that more attention should be given to providing means of transport to take workers to places of work, rather than taking work to the homes of the disabled and incurring very expensive overheads. On the question of earnings allowances for those in receipt of national assistance or sickness benefit, the Committee suggest no change but ask that the subject should be kept under review.

#### Special Categories of Disabled Persons

The Committee were generally satisfied with the present arrangements for identification of disabled children and also, subject to some tightening up of procedure, with the provision of education in hospitals and elsewhere. The criticism that many disabled young persons take up employment which is either unsuitable or without much future is examined in the Report. It was noted by the Committee that in present conditions work can often be secured without recourse to the Youth Employment Service, but the Committee were averse to disabled school-leavers being compelled to use it, preferring to rely on the schools, parents and others being made aware of the advantages of the service offered. The Report refers to the need for close co-operation between the Youth Employment Service and the schools and between this Service and the Disablement Resettlement Officers. The suggestion that the Youth Employment Service might have specialist officers to deal with the disabled is not supported by the Committee. Reference is made also to the small number of young people taking training courses. No change in the training facilities is suggested, but the Committee recommend that the minimum age of 16 for the provision of vocational training and industrial rehabilitation under the Disabled Persons (Employment) Act should be brought down to the school-leaving age.

The Committee endorse generally the conclusions of the Report of the Working Party on the Employment of Blind Persons of 1951. The value of social and industrial rehabilitation in residential centres is recognised, and a recommendation is made that expenditure incurred by local authorities on social rehabilitation should rank for grant. The Committee refer to the present unsatisfactory patchwork of placing services for the blind. They recommend that the Ministry of Labour and National Service should take over the responsibility for the placing service, although for the time being they would not wish to disturb any existing satisfactory arrangements.

With regard to the tuberculous, the Committee recommend that educational facilities should be made fully available to tuberculous patients in hospitals and that enquiries should be made to ascertain whether part-time training of those discharged from sanatoria might be provided on a wider scale than at present. They consider that the present procedure for the employment of infectious tuberculous persons in industry should continue. The work done by village settlements is discussed and commended in the Report; at the same time the suggestion is made that in many cases the provision of hostels for those in work would be a satisfactory alternative. The Committee recommend that some enquiry should be made, on the basis of chest clinic registrations, to ascertain if tuberculous persons return to work as early as practicable.

The Report examines also the special considerations applying to ex-Service disabled persons, paraplegics, the mentally ill, spastics, epileptics and the deaf.

#### Administrative Arrangements

The Report examines various suggestions aimed at the avoidance of overlapping and the assignment of responsibility among central and local government agencies, including one for the establishment of a National Corporation to assume responsibility throughout for the rehabilitation of disabled persons. The conclusion is that such a body would not serve the purpose in mind and would be much more expensive. The present legislative provision is considered adequate but its implementation, especially at local level, could be improved and the facilities made more generally known.

Reference is made to the various central and local advisory bodies and no changes are suggested. An extended use of the present Standing Committee for co-ordinating the work of Government Departments concerned is suggested.

The Report recognises that voluntary effort, which expresses itself in varied forms and with varying success, is still necessary in spite of the widening of the statutory concern for the disabled. Voluntary effort cannot be commanded and it will best serve as supplementing existing services and pioneering new ventures. Where the work of voluntary organisations is supported from public funds there should be the right of inspection and the voluntary organisations must bear part of the cost. The Committee suggest that the time is ripe for a close examination of the nature of the contribution which might best be made by voluntary organisations.

#### Finance

In paying regard to the need for the "utmost economy in the Government's financial contribution" to rehabilitation the Committee say that it is impracticable for various reasons to estimate the present cost of rehabilitation, which is not a separate technique but "a constituent part of the thought and action" of those concerned with restoring disabled persons to their utmost capacity. Improved methods in rehabilitation should lead to savings both financially and in terms of human well-being. The Committee warn against the danger of believing that services are made more effective solely or mainly by spending more on them; personal enthusiasm and intelligent adaptation of available material have contributed much in the past. Even if more money were available there would remain the difficulty of getting trained staff in the social field. Only in the suggested grant aiding of local authority welfare services have the Committee suggested any major item of additional expenditure.

## REPORT OF CATERING WAGES COMMISSION, 1955

The Twelfth Annual Report of the Catering Wages Commission has been submitted to the Minister of Labour and National Service and published by H.M. Stationery Office as House of Commons Paper No. 409, price 3d. net (5d. including postage).

In the Report the Commission refer to an enquiry which they made under section 2(1)(a) of the Catering Wages Act, 1943, into the extent to which the conditions of employment and the health and welfare of workers in the catering industry have been affected by the growth of social legislation since the Act was passed. The Commission wished particularly to discover whether existing legislation adequately protected the workers in the catering industry. A report on their enquiry was presented to the Minister during 1955. The main conclusion of that report was that existing legislation, mainly through the National Health Service and National Insurance, may now be said to provide for these workers a measure of protection against the incidence of illness and disability not less favourable than that provided for workers in other industries. The report stated, however, that only if the projected legislation on health, welfare and safety in non-industrial employment confirms the findings of the Gowers Committee would it provide the necessary industrial counterpart to the National Health Service. The combined services might then be held to provide reasonable protection for catering trade workers.

The Commission also point out in their Twelfth Annual Report that although the Catering Wages Act, 1943, applies to all persons who are employed in any undertaking which is concerned, wholly or mainly, with the provision of living accommodation for guests or lodgers, workers in unlicensed residential establishments providing such accommodation are still without the protection to which they are entitled under the Act. The Commission urge that this position should be remedied without delay.

## CENSUS OF PRODUCTION FOR 1956

On 22nd October the Board of Trade made the Census of Production (1957) (Returns and Exempted Persons) Order, 1956, under the Statistics of Trade Act, 1947. The Order, which comes into operation on 31st December, 1956, prescribes the matters about which persons may be required to furnish returns for the purposes of the Census of Production to be taken in 1957 in respect of the year 1956. It exempts from the obligation to furnish such returns any person carrying on an undertaking in the production of coal, gas, electricity, oil-shale, crude or refined petroleum or shale oil products, to the extent to which, with certain qualifications, they supply the necessary information to the Minister of Fuel and Power or to the Secretary of State for Scotland.

The Census of Production to be taken in 1957 for the year 1956 will be a simplified census on a sample basis, similar to that for 1955.

Copies of the Order (S.I. 1956, No. 1648) can be purchased from H.M. Stationery Office, price 3d. net (5d. including postage).

## PRODUCTION COSTS

The use of International Superelectric Job Time Recorders results in

- ◀ Accuracy of information
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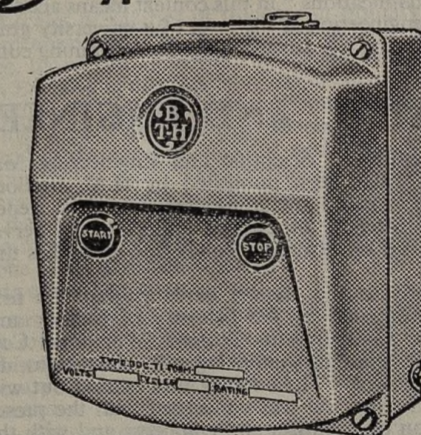
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## STAFFING AND ORGANISATION OF THE FACTORY INSPECTORATE

The Minister of Labour and National Service arranged in January, 1955, for a survey to be made of the Factory Inspectorate "to examine in the light of anticipated developments of policy and industrial organisation, the organisation, methods and staffing of the Outstationed and Technical Inspectorate, bearing in mind the scarcity of suitable technical and scientific man-power and the need in the national interest to minimise the call on such man-power, and to make recommendations". The survey was made by three senior officers of the Ministry, the Under-Secretary in charge of the Safety, Health and Welfare Department, the Director of Organisation and Establishments and H.M. Chief Inspector of Factories, who were assisted by a Departmental Working Party which included representatives of the Factory Inspectorate at various levels. The report prepared by these three officers and submitted to the Minister gave a factual survey of the work, staffing and organisation of the Factory Inspectorate and made certain recommendations on some of the problems arising in the light of future developments. The Minister has presented to Parliament a Command Paper embodying the results of the survey and a statement of the decisions reached by the Minister which are now in process of being carried out. The Command Paper (Cmd. 9879) has been published by H.M. Stationery Office, price 2s. net (2s. 2d. including postage).

The factual survey contained in Part 1 of the Command Paper includes sections on the work of the Factory Inspectorate, a comparison of the work done today with that done in 1928 when the last full-scale review was made, and an examination of changes likely to affect the work of the Inspectorate in the future. Other sections are devoted to establishment matters, the recruitment and training of Inspectors, and the organisation of the staff and of the work, including the work of the Specialist Branches. Part 2 of the Command Paper consists of an analysis of the problems and a statement of the conclusions reached.

The Command Paper refers to many changes in the period since the last review in 1928 which have greatly affected the work of the Factory Inspectorate. These changes included new legislation, in particular the Factories Act of 1937, which extended the coverage of the Factories Acts to many industrial establishments not previously covered and introduced many new provisions. During the period of 28 years there have been widespread industrial developments affecting problems of health and safety in workplaces, and these developments have, on balance, the survey says, increased the volume and complexity of the Inspectors' work. There has also been over the years a steadily growing spirit of co-operation in industry which has tended to shift the emphasis from the enforcement to the advisory function of the Inspectorate. Another change during this period was the transfer of the Inspectorate from the Home Office to the Ministry of Labour and National Service. The Command Paper notes also that, in contrast to the Report of the Departmental Committee appointed in 1928, it has not been necessary in the present survey to make a distinction at any point between men and women Inspectors, full equality having now been reached in the position of men and women in the Inspectorate.

Among the many reasons for making a further thorough review at this time, the principal one was the difficulty encountered since the war in recruiting to the General Inspectorate as many men and women with technical qualifications as was normal in the past. "Technical qualifications" in this context means academic training in science or engineering at the level of a university graduate or its equivalent, or some less advanced academic training combined with

appropriate practical experience in industry. This difficulty in recruitment results from the general shortage of professionally qualified scientists and engineers. It was concluded that the shortage requires that no Government Department should compete for such persons save to the extent that this can be shown to be essential for the prosecution of its work; this is so especially where the work is such that scientists and engineers do not make full use of their special skills. Within the limits of this policy, however, every effort should be made to increase interest in the Inspectorate among technically qualified persons. As in the past the General Inspectorate should comprise both persons with and persons without special technical qualifications in the specific sense as above defined.

As a result of the survey it was concluded that the general structure of the Factory Inspectorate is satisfactory and few changes are necessary. It has, however, been decided that the Engineering and Chemical Branch, which is at present wholly centralised in London, should be approximately trebled in size and partly decentralised. In principle, there should, in future, be one Engineering and one Chemical Inspector in each of the Divisions into which the country is divided for the purpose of the Factory Inspectorate. In addition, the Engineering and Chemical Branch at Headquarters is to be strengthened. These decisions will mean that the technical resources of the Inspectorate will be maintained and developed in the way that makes the most economical call on the scarce category of professionally qualified scientists and engineers. This should help to overtake the existing arrears of work, in particular the preparation of advisory leaflets and other publications, the importance of which has increased as managements have become more co-operative in matters of safety, health and welfare. Following the survey a number of matters of organisation are receiving detailed examination. These include staff training arrangements; opportunities to "stream-line" administration resulting from the fact that the Inspectorate is now part of a Ministry with a nation-wide organisation of Regional and Local Offices; and the possibility of reorganising the work of enforcement of the provisions in the Factories Acts relating to hours of work so as to reduce substantially the burden of work falling on the Inspectorate.

With regard to the size of the Factory Inspectorate, it was found that no change was necessary in the Electrical Branch and it was decided to make no change in the Medical Branch until policy decisions have been taken regarding the development of industrial health services. In the General Inspectorate, however, staffing was found to be inadequate to make frequent and thorough inspections of the large amount of building work in progress at building sites and works of engineering construction. It has, therefore, been decided to add to the General Inspectorate an average of two new Inspectors to each Division, making a total altogether of 26 new Inspectors. They will be added to the general strength and will not be "specialists" in building and civil engineering. The Command Paper says also that a small overall increase in the size of the General Inspectorate appears to be necessary in order to cope with increased work. A final decision on this point, however, cannot be reached without taking account of the effect on the work of the Inspectorate of other changes which have been decided on or are under consideration. These are the decision partially to decentralise the work of the Engineering and Chemical Branch, the proposals now under consideration for relieving the General Inspectorate of routine or other duties which could be handled satisfactorily elsewhere, and the decision to make a thorough review of staff training arrangements.

## SCIENTIFIC AND ENGINEERING MAN-POWER IN GREAT BRITAIN

A Report entitled "Scientific and Engineering Manpower in Great Britain" has been published by H.M. Stationery Office, price 1s. 6d. net (1s. 8d. including postage). The Report is issued jointly by the Ministry of Labour and National Service and the Advisory Council on Scientific Policy and embodies the results of two enquiries.

The foreword to the Report explains that the first of these enquiries was initiated by the Ministry of Labour and National Service, which, advised by its Technical Personnel Committee, is responsible for questions affecting the short-term demand for scientific man-power. The enquiry was carried out with the help of the Social Survey and was concerned with the present number and distribution of scientists and engineers and with the demands of industry and the other main users of scientific man-power in three years' time (see the issue of this GAZETTE for December, 1955, page 426). The second enquiry was made by the Committee on Scientific Man-power of the Advisory Council on Scientific Policy. It was based partly on the results of the first enquiry and partly on other sources of information and was concerned with the likely trend in the long-term demand for scientists and engineers. The results of the enquiry initiated by the Ministry of Labour and National Service are set out in Part II of the Report and the conclusions reached by the Committee on Scientific Man-power are given in Part III. The introductory notes contained in Part I of the Report summarise briefly the recommendations made by earlier committees commencing with the Barlow Committee appointed in 1945 and refer to the various steps taken to implement their recommendations, including the programme recently announced by the Government for the development of the technical colleges of the country (see the issue of this GAZETTE for March, 1956, page 93). The new data, on which the analyses made by the Committee on Scientific Man-power have been based and which were provided by the enquiry initiated by the Ministry of Labour and National Service, constitute, the Report says, the most reliable

information that has yet become available about the number of persons employed as scientists and engineers in Great Britain. The introduction notes that the term "scientist" as used in the Report covers the basic sciences, including biology (all branches), chemistry (other than pharmacy), geology, mathematics, physics, and general science; the term "engineer" in the Report covers applied sciences in engineering, including chemical engineering, civil and structural engineering, electrical engineering, mining engineering, mechanical, aeronautical and other engineering, and metallurgy. Both terms refer only to persons with defined qualifications in these subjects, the term "engineer" being applied in this context only to those with a degree or other professional qualification. Some details from Parts II and III of the Report are given below.

### Present Distribution and Demand in Next Three Years

The enquiry covered the manufacturing and building and contracting industries (excluding establishments with less than 100 workers), the nationalised industries, central Government Departments, local authorities, industrial research associations, and educational establishments. In the employments covered the number of qualified scientists and engineers was 119,700, which included 51,230 scientists and 68,470 engineers. It was estimated that there were a further 15,000 in other employments. The total of 134,700 qualified scientists and engineers (56,230 scientists and 78,470 engineers) employed in Great Britain at the present time represented approximately 0.6 per cent. of the total working population.

Of the total of nearly 135,000 qualified scientists and engineers, about 43 per cent. were employed in manufacturing industry, 12½ per cent. in the nationalised industries, 21 per cent. in teaching, 10 per cent. in central Government, 5 per cent. in local government and 8 per cent. in miscellaneous occupations. Nearly half of the qualified scientists were engaged in teaching and three-quarters of the qualified engineers were in industry. The enquiry found also

that there were slightly over 30,000 engineers lacking the qualifications specified but having Higher National Certificate, Higher National Diploma or the equivalent, and nearly all of these were employed in industry.

The Report says that the striking feature of the distribution of qualified scientists and engineers in industry both publicly and privately owned was their concentration in relatively few industrial groups. Nearly two-thirds of the total of 48,800 qualified scientists and engineers in employment in the manufacturing industries were in four groups which together account for only three-tenths of the total number of workers employed in the manufacturing industries. These industry groups and the numbers of scientists and engineers employed were: chemicals 8,300; non-agricultural plant and machinery (except electrical) 6,700; electrical engineering 12,200; and aircraft manufacture 4,300. Of nearly 14,000 qualified scientists and engineers in Government employment, just over one-half were in the Defence Departments, just over one-quarter in the Civil Departments, and one-sixth in the Research Departments (the Department of Scientific and Industrial Research, the Agricultural Research Council, the Medical Research Council and the Nature Conservancy). The great majority of qualified scientists and engineers employed by local authorities, other than teachers, were civil engineers.

A section of the Report dealing with the type of work done in industry by qualified scientists and engineers shows that of the total employed in manufacturing industry about 45 per cent. were engaged in research and development, 47 per cent. in production, maintenance and installation, and 8 per cent. in other work.

The demand for scientists and engineers in 1959 in the industries covered by the enquiry was estimated at 150,000, compared with the 119,700 employed at present, an increase of 30,300 or 26 per cent. It was estimated that the demand would increase, for scientists by 18.5 per cent. from 51,200 to 60,700, and for engineers by 30 per cent. from 68,500 to 89,300. The greatest numerical demand was for chemists and mechanical and electrical engineers, but an increase of 47 per cent. was required in the number of chemical engineers and of 38 per cent. in that of metallurgists. The percentage increase required in the number of scientists and engineers in the various employments was 37 per cent. for manufacturing industry, 32 per cent. for building and contracting, 24 per cent. for research associations, 22 per cent. for nationalised industries (including the Atomic Energy Authority), 14.5 per cent. for central Government, 27 per cent. for local authorities and 11 per cent. for teaching.

### Long-Term Demand for Scientists and Engineers

The Committee on Scientific Man-power have attempted to assess the total number of qualified scientists and engineers that will be needed in industry, teaching and administration in ten years' time and also to work out the implications of this estimate in terms of the required annual output of engineers and scientists in 1966 and 1970.

The Committee concluded that, if an annual rate of growth of 4 per cent. in total industrial output was to be maintained, the numbers of qualified scientists and engineers would have to be increased by over 60 per cent., from the present figure of about 135,000 to about 220,000 in 1966. The increase in the requirements of engineers was estimated at about 70 per cent. between 1956 and 1966 and of scientists at about 50 per cent.

The Report notes that at present the number taking first degrees or equivalent qualifications at universities or technical colleges is a little over 10,000 each year, about half of whom are scientists and half are engineers. There are signs, the Committee say, that this annual gross flow of scientists and engineers will rise to 12,000 by 1958-59. Making reasonable allowances for emigration, overseas students, etc., the average annual flow for the following five years would have to reach 16,000 if the stock of scientists and engineers were to increase to 220,000 by 1966. The Committee say that this would represent a remarkable educational achievement. The Committee's further calculations suggest that the number of persons qualifying each year in science and engineering would need to increase from 10,000 in 1954-55 to about 20,000 in 1970.

The Report says that, if the required rate of flow is to materialise, higher education in science and engineering will have to continue to develop at least as vigorously in the second post-war decade as it has done in the first. Provided secondary education facilities are adequate, there seems no doubt that enough talented boys and girls will be available if they choose to take up careers in science and engineering. The proportion of each age-group who stay on at school until the pre-university year is at present about 9 per cent., and on the assumption that present trends continue it will rise to about 15 per cent. by 1966 or 1967. The expansion which has already taken place in the technical colleges, coupled with the five-year programme initiated this year, should produce a substantial increase in the number of professional engineers educated at technical colleges. The Committee say that these are welcome developments, but they are of the opinion that provided no lowering of standards is involved the universities should attempt to carry as much as possible of the burden of expansion required to meet the estimate of likely minimum demands for professional scientists and engineers. There is little risk that the greatest possible combined efforts of the universities and technical colleges will result in any over-production of professional scientists and engineers in the 1960's.

The Committee conclude that their estimates are essentially a guide to action and not a form of prophecy about the scientific content of British industry ten years hence. They cannot foretell what scientific or technological developments are likely to transform industry in the future, but an increase in the number of technologists is an essential condition to the healthy growth of industry, now and in the future. Adequate numbers of properly trained men are critical for the maintenance and improvement of Britain's present position in the face of increasing technological and business competition from abroad.



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## SALARIES OF SCHOOL TEACHERS IN ENGLAND AND WALES

Revised scales of salaries of teachers in primary and secondary schools, recommended in a Report\* of the Burnham Main Committee, have been approved† by the Minister of Education to operate in England and Wales from 1st October, 1956.

For qualified assistant teachers in primary and secondary schools there are increases of £25 a year in the minimum of the basic scales for men and women and of £175 for men and £140 for women in the maximum of the scales. The revised basic scales are as follows: men—a minimum of £475 a year, rising by annual increments of £25 to a maximum of £900 after 17 completed years of service; women—a minimum of £430 a year, rising by annual increments of £20 and one final increment of £10 to a maximum of £720 after 15 completed years of service.

The provisions for the payment of salary additions to graduates have been revised and each of the additions has been increased. The revised salary scales for unqualified assistant teachers and for temporary teachers provide in all cases for increases over the previous scales.

Head teachers continue to receive the appropriate salary payable to an assistant teacher, together with a head teacher's allowance calculated on the "review average" or "unit total" for the school. There has also been an upward revision of this allowance by amounts ranging from £25 for small schools to £195 for the largest schools, and the maximum annual allowance now payable is £1,115 for a man and £1,005 for a woman.

Under the arrangements made for the introduction of equal pay for teachers the salary of a woman until 31st March, 1957, is subject to an addition of two-sevenths of the difference between the salary for a woman and that for a man with equivalent qualifications, training and service, employed in a similar capacity. This addition increases by one-seventh each succeeding 1st April until full equality in pay is reached on 1st April, 1961 (see page 274 of the August, 1955, issue of this GAZETTE).

\* Report of the Burnham Committee on Scales of Salaries for Teachers in Primary and Secondary Schools, England and Wales, 1956. H.M. Stationery Office; price 3s. 6d. net (3s. 8d. including postage).  
† The Remuneration of Teachers (Primary and Secondary Schools) Order, 1956; S.I. 1956 No. 1440. H.M. Stationery Office; price 3d. net (5d. including postage).



## NATIONAL SERVICE: CALL-UP AND DEFERMENT OF 1931-1938 CLASSES

An article is published in this GAZETTE at six-monthly intervals giving information about the age-classes which have been required to register under the National Service Acts (see, for example, page 174 of the May, 1956, issue). Similar information is now available for 1st October, 1956, in respect of men born between 1st January, 1931, and 30th June, 1938, and a summary of that information is given below.

Men in the classes in question were registered under the National Service Acts at various dates between 26th February, 1949, and 21st July, 1956. Each man was informed by means of a leaflet issued to him when he registered of the conditions which govern the grant of deferment of call-up to apprentices, learners, articulated pupils, etc., to enable them to complete their industrial training or their training for professional qualifications before call-up. He was also informed that there are arrangements under which deferment may be granted to enable a student to remain in full-time attendance at school to sit external examinations, such as the General Certificate of Education, or to undertake a University course of study. Arrangements for deferment of call-up on the ground of industrial need continued to operate in regard to men employed in coal mining and agriculture.

It should be noted that the men whose call-up for the Forces has been deferred have not yet been medically examined, and consequently it is not known how many of them are in fact unfit for service. The figures on the second line of the Table represent the "unfits" among those who have already been medically examined, and for all age-classes taken together they represent approximately 20 per cent. of the total number in that category.

In view of the shortage of labour in the coal mining industry, men employed in certain occupations in that industry will continue to have their call-up suspended. Men born in 1932 or earlier whose call-up has been suspended because of employment in agriculture are, in present circumstances, not normally regarded as available for call-up while they remain in that employment.

Numbers of men registered under National Service Acts\*

	1931 Class	1932 Class	1933 Class	1934 Class	1935 Class	1936 Class	1937 Class	1938 Class First Half
Posted to H.M. Forces or entered as volunteers .. .. .	218,700	210,100	203,500	203,700	176,400	147,800	124,800	22,400
Found unfit for service in H.M. Forces .. .. .	50,300	58,700	49,500	46,500	47,300	44,100	40,600	12,500
Available for H.M. Forces or awaiting medical examination .. .	500	700	1,000	1,700	9,800	3,100	3,600	43,600
Application for deferment of call-up under consideration :-								
Agricultural cases .. .. .	—	—	300	400	500	600	1,100	2,300
Others .. .. .	—	100	200	500	1,100	600	800	11,300
Call-up deferred :-								
Apprentices .. .. .	—	100	200	1,400	10,600	56,300	70,200	31,400
Post-apprenticeship deferments .. .. .	—	200	500	1,000	1,100	—	—	—
Articled pupils and others training for professional qualifications .. .	200	1,000	2,200	4,000	5,900	7,300	8,700	3,000
Agricultural workers .. .. .	14,200	14,200	4,000	4,600	5,500	5,900	8,100	3,800
Coal mining workers .. .. .	7,600	8,300	9,000	10,100	10,900	11,700	12,400	6,000
Seamen .. .. .	5,400	5,500	5,800	6,500	6,200	5,000	4,400	2,100
Scientific Research workers on high priority work .. .. .	900	700	600	400	200	—	—	—
Boys at school granted deferment to 31st July, 1957 (to take General Certificate of Education, etc.) .. .. .	—	—	—	—	—	—	1,700	4,500
University students, etc. .. .. .	1,000	2,100	3,400	5,600	9,100	11,700	12,500	5,200
Emigrants and others gone abroad, including seamen who left ship abroad .. .. .	2,400	2,300	1,800	1,500	1,100	700	500	100
All others (including hardship postponements, "approved school" cases, conscientious objectors, etc.) .. .. .	800	1,000	1,000	1,100	1,300	1,200	2,600	2,800
<b>Total .. .. .</b>	<b>302,000</b>	<b>305,000</b>	<b>283,000</b>	<b>289,000</b>	<b>287,000</b>	<b>296,000</b>	<b>292,000</b>	<b>151,000</b>

## INDUSTRIAL SAFETY, HEALTH AND WELFARE

### Administration of the Factories Acts in Northern Ireland during 1955

A Report on the administration of the Factories Acts in Northern Ireland during 1955 has been presented by the Chief Inspector and published as a Command Paper (Cmd. 357. H.M. Stationery Office, Belfast; price 1s. 4d. net, 1s. 6d. including postage). The introductory section of the Report refers to the Iron and Steel Foundries Regulations (Northern Ireland), 1955, which were made for the purpose of promoting safety and cleanliness in foundries. The Regulations were made on 21st December, 1955, and came into operation on 2nd April, 1956 (see the issue of this GAZETTE for February, page 48). The Minister of Labour and National Insurance for Northern Ireland continued during the year to have the power under Defence Regulations to grant exemptions from those sections of the Factories Act (Northern Ireland), 1938, which deal with hours of employment in factories of women and young girls and from those sections relating to the periodical examination of steam boilers. These powers were retained when Regulation 59(1) was revoked (see the issue of this GAZETTE for July, 1954, page 228) and have now been continued in force for a further period until 10th December, 1956, following an Order in Council of December, 1955, which continued certain emergency legislation (see the issue of this GAZETTE for January, 1956, page 9).

### Numbers of Factories and Inspections

At 31st December, 1955, the number of factories and other places registered under the Factories Acts (Northern Ireland), 1938 and 1949, with the Factory Branch of the Ministry of Labour and National Insurance was 8,443, including 5,586 factories with power and 1,019 factories without power. Other places within the scope

Agricultural workers born after 1932 will be regarded as available for call-up except that deferment may be allowed in individual cases subject to the satisfaction of certain specific conditions. Details of the agricultural deferment arrangements can be obtained from any Local Office of the Ministry.

The men included in the Table who are shown as having been granted deferment to 31st July, 1957, to take the General Certificate of Education or an examination of similar or higher standard, will normally become available for call-up after termination of their deferment on 31st July, unless granted further deferment to continue their full-time studies or to enter into an apprenticeship or to train for a professional qualification.

The figures relating to the deferment of University students, etc., include men pursuing, or under consideration for, full-time courses for University degrees and qualifications of a similar standard, (including medicine and dentistry); men taking Higher National Diploma Courses and other full-time higher technical courses at Technical Colleges; men pursuing courses at Teachers' Training Colleges in Scotland, and men undertaking theological and missionary training. The deferment position of students taking full-time courses for University degrees or qualifications of similar standard and medical, dental, etc., or full-time higher technical courses is determined by Joint Recruiting Boards which have been established at all University Centres, and the majority (about 47,000) of the men in the above categories were students dealt with by these Boards. Applications for the deferment of students in full-time attendance at technical classes (other than those whose cases are considered by Joint Recruiting Boards) are dealt with by National Service Deferment Boards.

The statistics for 9th April which were published in the May issue of this GAZETTE included an occupational analysis of the apprentices who had been granted deferment, but an analysis on those lines was not obtained on this occasion.

numbered 52, and, in addition, 61 permissions were given under the Factories (Hours of Employment of Women and Young Persons) (Northern Ireland), Order, 1942.

### Accidents

Accidents which occur in all branches of industry within the scope of the Factories Acts are required to be reported when they disable persons for at least three days from earning full wages at the work at which they were employed. The number of persons injured in reported accidents in 1955 was 3,334, an increase of 76 compared with the figure for 1954. The total for 1955 included eleven who were killed; the corresponding figure for 1954 was six. The accident rate per 1,000 persons employed within the scope of the Factories Acts also increased, from 15.1 in 1954 to 15.6 in 1955. The Report says that the increase in the number of reported accidents is not large and need not necessarily be taken to indicate a definite upward trend. Since the war years the annual figures have shown a reduction, at first pronounced and later gradual, with fluctuations. In factories only, persons injured in reported accidents in 1955 numbered 2,686, which represented an accident rate of 14.6 per 1,000 persons employed in factories. The corresponding figures for 1954 were 2,633 and 14.1 respectively. The Report sets out the numbers of reported accidents and the accident rates by sex and age groups for all factory industries taken together, and separately for some of the more important industries. The total of 2,686 for all factory industries in 1955 included 1,917 males, of whom 273 were under 18 years of age, and 769 females, of whom 166 were under 18 years of age. These figures represent accident rates of 19.2 for males and 9.1 for females. For boys under 18 years of age the accident rate was 23.2, compared with 18.6 for men over 18, and for girls under 18 years of age it was 10.3, compared with 9.0 for women over 18. An analysis of the principal causes of the 2,686 accidents in factories during 1955 shows that 579 persons were injured in accidents arising from the handling of goods or materials, and 546 in accidents connected with power-driven machinery (other than lifting machinery), 484 accidents were caused by persons falling, 305 persons were injured by stepping on, or striking, an object, and 278 by blows from falling bodies. Statistics contained in the Report show that among men the chief single cause of accidents was the handling of goods or materials. Also, in certain industries, the proportion of boys' accidents caused by power-driven machinery is higher than the proportion of men's accidents so caused, and in all factory industries taken together more accidents to boys arose in connection with power-driven machinery than in any other way.

At building operations and works of engineering construction, the number of persons injured in reported accidents decreased from 459 in 1954 to 440 in 1955. The accident rate per 1,000 employed also decreased from 15.2 to 14.6. The total of 440 accidents in 1955 included six fatal accidents. More injuries (115) occurred in the handling of goods or materials than in any other way. There were 99 accidents (including three fatal) caused by persons falling, 66 (two fatal) by blows from falling bodies, and 48 by persons stepping on, or striking, objects.

The Report contains brief details of all fatal accidents which occurred in 1955 and also some particulars about non-fatal accidents

## NATIONAL INSURANCE

### Chairman of National Insurance Advisory Committee

The Minister of Pensions and National Insurance has appointed Sir Ifor Evans to be Chairman of the National Insurance Advisory Committee from 1st January, 1957, in place of Sir Will Spens, whose term of office recently expired but who agreed, at the Minister's request, to continue as Chairman until the end of the year.

The National Insurance Advisory Committee is an independent body set up under the National Insurance Act, 1946, to give advice and assistance to the Minister on matters relating to the operation of the National Insurance Scheme and to report upon regulations that the Minister proposes to make (see the issue of this GAZETTE for November, 1947, page 373). Sir Will Spens has been Chairman since the Committee's inception in October, 1947. The Committee have reported on 84 sets of draft regulations and on 16 questions, some of a very comprehensive character, referred to them by the Minister for advice.

### Late Paid Contributions

The Minister of Pensions and National Insurance has asked the National Insurance Advisory Committee to report on the preliminary drafts of the National Insurance (Contributions) Amendment Regulations, 1956, and the National Insurance (Residence and Persons Abroad) Amendment Regulations, 1956. The proposed Regulations extend the periods within which contributions in Class 2 (as a self-employed person) or in Class 3

of special interest, dangerous occurrences and industrial diseases reported during 1955.

### Health and Welfare

The Report says that, generally, where there had been recent expansion of premises and installation of new machinery there was a noticeable effort to create and maintain better standards of cleanliness. Painting was kept up to date and in many workplaces the application of colour to the machines had a brightening effect. More factory managements coupled tidiness with better utilisation of floor space and overcrowding was rarely encountered. Washing facilities were provided on a wider scale during the year. The standard of lighting was good in most factories, but some cases were noted of inadequate lighting of stairs, passages and store-rooms.

### Medical Supervision

The number of young persons between 14 and 18 years of age who, during 1955, were examined for certificates of fitness for employment in factories under the Factories Acts was 22,345, including 8,311 boys and 14,034 girls. Of those examined, 97.5 per cent. of the boys and 96.5 per cent. of the girls were certified unconditionally as fit for their employment. The number of conditional or provisional certificates granted was 338 and there were 402 rejections (55 boys and 347 girls). The Report says that the proportion of girls rejected was substantially the same in 1955 as in 1954, while the proportion of boys rejected was somewhat lower. Defects and diseases of the throat, skin, mouth and teeth, and refractive errors of the eyes were responsible for most of the rejections among both boys and girls. Among the girls also many were rejected on account of anaemia.

Appendices to the Report contain a list of current Regulations and Orders under the Factories Acts and certain other Acts, statistics of the accidents reported during 1955 analysed by their cause and by industries, and statistics of the results of inspections made by Health Authorities during the year.

### Mines and Quarries Act, 1954 (Commencement) Order

The provisions of the Mines and Quarries Act, 1954, which received the Royal Assent on 25th November, 1954, were due under the terms of the Act to come into force on a day to be appointed by the Minister of Fuel and Power (see the issue of this GAZETTE for January, 1955, page 9). On 28th September the Minister made the Mines and Quarries Act, 1954 (Commencement) Order, 1956, which provides that the appointed day for the commencement of the Act shall be 1st January, 1957, except for sections 172 and 190. These sections, which came into operation on the passing of the Act itself, related to the power of the Minister and inspectors to grant exemptions for a limited period from the commencement of the Act and to the power of the Minister to provide for the continuance in force of certain regulations and enactments.

Copies of the Order (S.I. 1956 No. 1530 (C.11)) can be purchased from H.M. Stationery Office, price 2d. net (4d. including postage).

(as a non-employed person) may, although paid late, count in certain cases for retirement pension, widow's benefit or death grant. They would extend the period, in the ordinary case, to six years from the end of the contribution year in which the contributions were due. This period would also be applied, with suitable modifications, to certain special classes, e.g., to persons abroad paying contributions as self-employed or non-employed persons. Copies of the draft Regulations can be purchased from H.M. Stationery Office, price 4d. net each (6d. including postage).

### Family Allowances, National Insurance and Industrial Injuries (Refugees) Order, 1956

On 31st October Her Majesty in Council made the Family Allowances, National Insurance and Industrial Injuries (Refugees) Order, 1956. This Order gives effect in England, Wales and Scotland to certain provisions of the Convention relating to the Status of Refugees made between Governments at Geneva on 28th July, 1951, in so far as these provisions provide for reciprocity with the Governments of other countries which have ratified or acceded to the Convention in relation to the Family Allowances Acts, 1945 to 1956, the National Insurance Acts, 1946 to 1956, and the National Insurance (Industrial Injuries) Acts, 1946 to 1956, and modifies those Acts in their application to cases affected by any such provisions of the Convention.

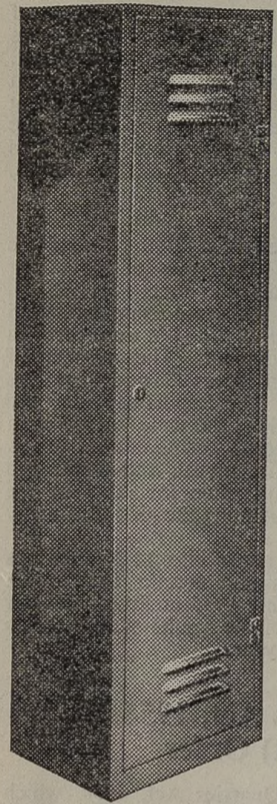
Copies of the Order (S.I. 1956 No. 1698) can be purchased from H.M. Stationery Office, price 4d. net (6d. including postage).

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required by customers in Northern Ireland may be obtained quickly from  
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\* The great majority of men born in 1929 and 1930 have ceased to be liable to be called for National Service. Figures for each of these two classes were given in a Table on page 174 of the May, 1956, issue of this GAZETTE.



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BRITAIN'S THIRD PORT

### ADVANTAGES FOR THE LOCATION OF NEW INDUSTRY—

**RAW MATERIAL**—Direct services with all world ports. River access for inland supplies.

**LOCAL INDUSTRIES SUPPLY**—Solvents and plasticisers, oils (mineral and vegetable), pigments, adhesives, leather, coal tar products, chalk, cement, engineering and millwright services, fish meal and fertilizers, grain products, woodware, packing materials.

**LABOUR**—Immediately available. Examination of the vital statistics reveals reasonable prospects for future labour supply for several large new industries. (Ask for details.)

**MARKETS**—Hull serves an inland area with 14,000,000 population, and exports to all parts of the world.

FOR DETAILS OF SITES & FACILITIES—APPLY—  
DEVELOPMENT COMMITTEE—GUILDHALL—KINGSTON UPON HULL

## LABOUR OVERSEAS Earnings and Working Hours in Germany

A survey of earnings and working hours of manual wage-earners in the principal industries in the German Federal Republic is carried out at quarterly intervals by the Federal Statistical Office. Summaries of the data obtained are published in the monthly journal of the Federal Statistical Office, *Wirtschaft und Statistik*, and a full report is also published separately. The latest reports, relating to the surveys for February, 1956, and May, 1956, give details separately for building, for each of five main branches of the mining industry including coal mining, and for 23 other industry groups, together with general averages for all industries exclusive of mining and for all industries including mining.

The Table below sets out the general averages for all industries, exclusive of mining, from February, 1955, to May, 1956, together with separate figures for May, 1956, for the 24 industry groups, including building, covered by the survey. The earnings quoted are gross earnings, i.e., before deductions on account of taxes, etc. The averages for building workers take account of amounts credited, though not paid, to workers for the purpose of later adjustments to earnings when bad weather conditions cause interruption of work. A total of about 5,930,600 workers, including 4,387,800 males and 1,542,700 females, were employed in May, 1956, in the industries shown in the Table.

Date or Industry	Males			Females		
	Average Hourly Earnings	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings	Average Weekly Earnings	Average Weekly Hours
	Pf.	DM.		Pf.	DM.	
All Industries:						
February, 1955 ..	190.5	92.79	48.7	120.3	54.23	45.1
May, 1955 ..	193.7	96.97	50.1	121.7	56.13	46.1
August, 1955 ..	196.7	98.49	50.1	122.9	56.45	45.9
November, 1955 ..	202.9	101.70	50.1	126.5	59.44	47.0
February, 1956 ..	208.1	101.47	48.8	131.1	59.28	45.2
May, 1956 ..	211.7	104.83	49.5	134.8	61.57	45.7
May, 1956:						
Iron and Steel ..	261.3	129.30	49.5	183.4	84.95	46.3
Non-Ferrous Metals ..	220.6	109.56	49.7	145.1	69.01	47.6
Foundries ..	232.1	115.36	49.7	157.0	72.75	46.3
Metal Working ..	215.1	106.14	49.3	142.5	66.41	46.6
Chemicals ..	225.4	110.62	49.1	144.7	66.88	46.2
Quarrying, Stone-working, Lime, etc. ..	202.3	104.48	51.6	146.5	69.01	47.1
Ceramics ..	196.5	96.97	49.3	133.5	62.20	46.6
Glass ..	203.4	101.24	49.8	121.2	57.21	47.2
Building ..	212.2	104.78	49.4	145.8	65.29	44.8
Sawmills ..	164.6	81.50	49.5	125.7	58.80	46.8
Furniture, Wood-working ..	183.2	89.17	48.7	124.9	57.89	46.4
Paper Production ..	198.2	101.93	51.4	130.7	62.05	47.5
Paper Processing ..	182.1	91.61	50.3	114.3	53.74	47.0
Book Printing ..	231.8	118.39	51.1	121.5	58.64	48.3
Flat Printing ..	224.7	113.61	50.6	121.5	58.99	48.6
Textiles ..	178.6	86.82	48.6	138.0	61.55	44.6
Clothing ..	194.4	91.89	47.3	133.8	60.28	45.0
Leather Production ..	196.8	92.42	47.0	134.9	61.00	45.2
Leather Processing ..	184.8	87.53	47.4	118.2	54.49	46.1
Shoes ..	187.1	83.66	44.7	139.1	60.96	43.8
Food, Drink, Confectionery, Tobacco, etc. ..	185.5	95.57	51.5	116.2	51.84	44.6
Brewing ..	207.0	115.30	55.7	151.0	76.82	50.9
Musical Instruments and Toys ..	182.3	90.43	49.6	125.6	57.61	45.9
Plastics Processing ..	195.1	95.18	48.8	123.4	56.94	46.2

The average hourly earnings of all workers (males and females) in the industries covered by the survey, except mining, rose from 171.8 Pfennigs in February, 1955, to 176.4 Pfennigs in May, 1955, and 192.9 Pfennigs in May, 1956. Average weekly earnings rose from 81.92 Deutsche Marks in February, 1955, to 86.52 Deutsche Marks in May, 1955, and 93.58 Deutsche Marks in May, 1956. Average weekly hours worked, which were 47.7 in February, 1955, rose to 49.1 in May, 1955, but declined to 48.5 in May, 1956.

Of the industries covered by the survey the largest in numbers of workers was the metal working group, in which 1,519,200 males and 386,000 females were employed in May, 1956. Separate data are given in the report for each of seven main sections of this industry. The Table below shows the figures in respect of all male workers and of all female workers for this industry and its seven main sections in May, 1956.

Industry Group	Males			Females		
	Average Hourly Earnings	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings	Average Weekly Earnings	Average Weekly Hours
	Pf.	DM.		Pf.	DM.	
Metal Working:						
Steel Construction ..	215.1	106.14	49.3	142.5	66.41	46.6
Mechanical Engineering ..	212.8	105.65	49.7	165.7	79.66	48.1
Shipbuilding ..	216.1	108.36	50.2	150.2	71.56	47.6
Road Vehicles and Aircraft ..	214.0	112.32	52.5	164.9	77.02	46.7
Electrical Engineering ..	231.4	109.58	47.4	164.8	77.47	47.0
Optical and Precision Instruments ..	206.4	100.64	48.8	145.2	66.85	46.0
Iron, Steel, Sheet Metal and Metal Goods Processing ..	202.9	98.35	48.5	141.2	65.67	46.5
	211.9	104.20	49.2	132.9	62.26	46.8

## EMPLOYMENT, UNEMPLOYMENT, ETC.

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## Employment\* in Great Britain in September

### GENERAL SUMMARY

The number in civil employment at the end of September was 23,085,000, which was 15,000 less than at the end of August. The main changes during the month were an increase of 20,000 in the manufacturing industries and a seasonal decrease of 30,000 in miscellaneous services (hotels, catering, etc.).

The Employment Exchanges filled 177,000 vacancies in the four weeks ended 19th September. The number of vacancies notified to the Exchanges but unfilled on 19th September was 334,000. This was 27,000 less than on 22nd August and 90,000 less than a year previously.

There were 254,000 persons registered as unemployed on 15th October, of whom 239,000 were wholly unemployed and 15,000 were temporarily stopped from work. Between 17th September and 15th October there was an increase of 6,000, made up of an increase of 14,000 among the wholly unemployed and a decrease of 8,000 among the temporarily stopped.

Expressed as a proportion of the estimated number of employees, unemployment in October was 1.2 per cent., compared with 1.1 per cent. in September and 1.0 per cent. in October, 1955. There were 91,000 persons who had been unemployed more than 8 weeks, 38 per cent. of the wholly unemployed.

The strength of the Forces at the end of September was 780,000.

It is estimated that the total working population† at the end of September was 24,100,000, the same as at the end of August.

### GENERAL MAN-POWER POSITION

The broad changes in the man-power situation between end-August and end-September, 1956, are shown in the following Table, together with the figures for recent months and end-September, 1955.

	Thousands				
	End-Sept., 1955	End-July, 1956	End-August, 1956	End-Sept., 1956	Change during Sept., 1956
Number in Civil Employment ..	23,063	23,055	23,099‡	23,085	- 14
Men ..	15,241	15,266	15,282‡	15,273	- 9
Women ..	7,822	7,789	7,817‡	7,812	- 5
Wholly Unemployed§ ..	192	194	219	230	+ 11
Temporarily Stopped§ ..	16	45	45	18	- 27
Total Registered Unemployed§ ..	208	239	264	248	- 16
H.M. Forces and Women's Services ..	790	757	777	780	+ 3
Men ..	772	741	761	764	+ 3
Women ..	18	16	16	16	..
Ex-Service men and women on release leave who have not taken up employment ..	6	6	6	6	..
Total Working Population† ..	24,051	24,012	24,101‡	24,101	..
Men ..	16,141	16,143	16,194‡	16,191	- 3
Women ..	7,910	7,869	7,907‡	7,910	+ 3

\* The figures of employment are provisional and subject to revision in the light of more complete information to be obtained on the basis of the count of national insurance cards in mid-1956.

† The total working population represents the estimated total number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. The total comprises the Forces, men and women on release leave not yet in employment, all persons—employers and workers on their own account as well as employees—in civil employment (including persons temporarily laid off but still on the employers' pay-rolls) and wholly unemployed persons registered for employment. Part-time workers are counted as full units.

‡ Revised figure.

§ End of month estimates. Persons classed as temporarily stopped are included in the totals of persons in civil employment. (See footnote † above.)

## EMPLOYMENT, UNEMPLOYMENT, ETC.

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‡ Revised figure.

§ End of month estimates. Persons classed as temporarily stopped are included in the totals of persons in civil employment. (See footnote † above.)

### ANALYSIS OF NUMBERS IN CIVIL EMPLOYMENT

An analysis of the total numbers in civil employment by broad industrial groups is given in the Table below.

	Thousands				
Industry or Service	End-Sept., 1955	End-July, 1956	End-August, 1956	End-Sept., 1956	Change during Sept., 1956
Basic Industries					
Mining and Quarrying ..	858	860	861	861	..
(Wage-earners on Colliery Books)	(700)	(702)	(703)	(703)	(..)
Gas, Electricity and Water ..	379	376	376	377	+ 1
Transport and Communication ..	1,712	1,728	1,728	1,724	- 4
Agriculture and Fishing ..	1,072	1,052	1,057	1,052	- 5
Number in Basic Industries ..	4,021	4,016	4,022	4,014	- 8
Manufacturing Industries					
Chemicals and Allied Trades ..	526	529	529		



NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Industry	Males				Females				Total			
	End-Sept., 1955	End-July, 1956	End-August, 1956	End-Sept., 1956	End-Sept., 1955	End-July, 1956	End-August, 1956	End-Sept., 1956	End-Sept., 1955	End-July, 1956	End-August, 1956	End-Sept., 1956
Mining, etc.												
Coal Mining .. .. .	762.7	764.6	765.7	765.4	15.8	15.8	15.8	15.8	778.5	780.4	781.5	781.2
Non-Metalliferous Mining Products .. .	260.1	258.8	259.2	258.2	86.3	80.4	80.1	80.1	346.4	339.2	339.3	338.3
Bricks and Fireclay Goods .. .	75.4	74.7	74.9	74.4	8.7	8.9	9.0	8.9	84.1	83.6	83.9	83.3
China and Earthenware .. .	33.4	31.7	31.6	31.6	43.5	39.0	38.6	38.7	76.9	70.7	70.2	70.3
Glass (other than containers) .. .	34.1	34.4	34.4	34.4	13.6	13.0	13.0	13.1	47.7	47.4	47.4	47.5
Glass Containers .. .	21.0	21.7	21.7	21.6	6.4	6.0	6.0	6.0	27.4	27.7	27.7	27.6
Cement .. .	14.5	14.6	14.6	14.6	1.3	1.3	1.3	1.3	15.9	15.9	15.9	15.9
Other Non-Metallif. Mining Manufactures ..	81.7	81.7	82.0	81.6	12.8	12.2	12.2	12.1	94.5	93.9	94.2	93.7
Chemicals and Allied Trades .. .	371.5	375.9	376.3	376.8	152.4	150.6	151.0	151.2	523.9	526.5	527.3	528.0
Coke Ovens and By-Product Works .. .	19.9	21.1	21.2	21.2	0.6	0.6	0.6	0.6	20.5	21.7	21.8	21.8
Chemicals and Dyes .. .	177.1	180.7	181.1	181.6	47.7	47.7	49.0	49.3	224.8	229.4	230.1	230.9
Pharmaceutical Preparations, Perfumery, etc.	26.2	26.4	26.3	26.2	36.4	35.7	35.7	35.5	62.6	62.0	61.7	61.7
Explosives and Fireworks .. .	33.0	31.9	31.7	31.6	19.8	19.0	18.9	18.8	52.8	50.9	50.6	50.6
Paint and Varnish .. .	29.2	29.7	29.8	29.7	12.5	12.8	12.9	12.8	41.7	42.5	42.7	42.5
Soap, Candles, Polishes, Ink, Matches, etc..	29.8	29.2	29.2	29.2	20.8	19.5	19.5	19.6	50.6	48.7	48.7	48.8
Mineral Oil Refining .. .	31.1	31.9	32.0	32.2	6.4	6.3	6.3	6.4	37.5	38.2	38.3	38.6
Other Oils, Greases, Glue, etc. .. .	25.2	25.0	25.0	25.1	8.2	8.0	8.1	8.2	33.4	33.0	33.1	33.3
Metal Manufacture .. .	503.5	507.6	508.7	510.6	70.1	69.4	69.3	69.1	573.6	577.0	578.0	579.7
Blast Furnaces .. .	20.9	21.8	21.9	21.9	0.5	0.5	0.5	0.5	21.4	22.3	22.4	22.4
Iron and Steel Melting, Rolling, etc. .. .	204.7	209.2	209.9	211.0	19.1	19.3	19.4	19.4	223.8	228.5	229.3	230.4
Iron Foundries .. .	109.2	105.8	105.9	105.9	17.0	16.2	16.2	16.2	126.2	122.0	122.1	122.1
Tinplate Manufacture .. .	11.9	12.3	12.3	12.5	1.9	2.0	2.0	2.0	13.8	14.3	14.3	14.5
Steel Sheet Manufacture .. .	20.3	20.6	20.7	20.7	1.3	1.3	1.3	1.3	21.6	21.9	22.0	22.0
Iron and Steel Tubes .. .	41.0	43.8	44.0	44.3	8.5	8.8	8.7	8.7	49.5	52.6	52.7	53.0
Non-Ferrous Metals Smelting, Rolling, etc..	95.5	94.1	94.0	94.3	21.8	21.3	21.2	21.0	117.3	115.4	115.2	115.3
Engineering, Shipbuilding and Electrical Goods ..	1,610.3	1,621.5	1,627.6	1,633.2	484.3	459.8	461.0	465.4	2,094.6	2,081.3	2,088.6	2,098.6
Shipbuilding and Ship Repairing .. .	199.7	202.6	203.5	203.8	8.7	8.6	8.9	9.0	208.4	211.2	212.4	212.8
Marine Engineering .. .	76.7	76.3	76.3	76.4	4.5	4.4	4.4	4.4	81.2	80.7	80.7	80.8
Agricultural Machinery (exc. tractors) .. .	36.3	35.0	34.7	34.5	5.7	5.8	5.8	5.7	42.0	40.8	40.5	40.2
Boilers and Boilerhouse Plant .. .	28.6	28.6	28.8	29.0	3.0	3.0	3.0	3.0	31.6	31.6	31.8	32.0
Machine Tools and Engineers' Small Tools ..	93.0	95.2	95.8	96.2	21.8	22.2	22.3	22.3	114.8	117.4	118.1	118.5
Stationary Engines .. .	24.0	24.6	24.7	24.9	3.8	3.8	3.8	3.8	27.8	28.4	28.5	28.5
Textile Machinery and Accessories .. .	55.3	52.9	52.7	52.3	9.6	9.5	9.5	9.4	64.9	62.4	62.4	61.7
Ordnance and Small Arms .. .	49.8	48.4	48.3	48.4	14.6	14.2	14.0	13.8	64.4	62.6	62.3	62.2
Constructional Engineering .. .	78.3	79.0	79.7	79.8	7.0	7.1	7.1	7.1	85.3	86.1	86.8	86.9
Other Non-Electrical Engineering .. .	538.7	549.3	551.5	552.7	126.6	127.7	128.0	128.3	665.3	677.0	679.5	681.0
Electrical Machinery .. .	140.9	144.9	145.4	146.9	49.9	49.3	49.1	49.2	190.8	194.2	194.5	196.1
Electrical Wires and Cables .. .	41.6	41.2	41.3	41.4	23.7	23.0	23.0	23.1	65.3	64.2	64.3	64.5
Telegraph and Telephone Apparatus .. .	34.0	34.0	35.2	35.2	2.8	2.8	2.8	2.8	36.8	36.8	37.0	37.0
Wireless Apparatus and Gramophones .. .	74.8	70.4	71.0	72.0	71.2	56.2	57.3	60.5	146.0	126.6	128.3	132.5
Wireless Valves and Electric Lamps .. .	25.1	23.6	23.9	24.2	29.1	24.3	24.1	24.2	54.2	47.9	48.0	48.0
Batteries and Accumulators .. .	11.6	11.2	11.1	11.1	9.2	8.7	8.8	8.9	20.8	19.9	19.9	20.0
Other Electrical Goods .. .	101.9	103.1	103.6	104.0	73.4	67.7	67.5	68.1	175.3	170.8	171.1	172.1
Vehicles .. .	1,029.1	1,014.4	1,013.3	1,010.7	182.9	177.4	177.0	176.4	1,212.0	1,191.8	1,190.3	1,187.1
Manufacture of Motor Vehicles and Cycles ..	286.9	268.7	267.0	264.0	48.1	44.1	43.9	43.5	335.0	313.0	310.9	307.5
Motor Repairs and Garages .. .	247.1	246.7	247.0	247.0	40.9	40.9	40.9	40.9	288.0	289.3	290.8	290.7
Manufacture and Repair of Aircraft .. .	210.6	217.8	218.6	220.8	35.0	35.9	36.2	36.5	245.6	253.7	254.8	257.3
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft .. .	128.2	125.5	124.3	122.5	47.1	43.2	42.4	41.8	175.3	168.7	166.7	164.3
Locomotive Manufacture .. .	72.0	70.7	70.7	70.7	4.8	4.7	4.7	4.7	76.8	75.4	75.4	75.4
Manufacture and Repair of Railway Carriages and Wagons and Trams .. .	79.5	80.1	80.1	80.3	4.1	4.1	4.1	4.1	83.6	84.2	84.2	84.4
Carts, Perambulators, etc. .. .	4.8	4.7	4.7	4.7	2.9	2.8	2.8	2.8	7.7	7.5	7.5	7.5
Metal Goods not Elsewhere Specified .. .	325.3	328.8	329.5	329.4	193.1	185.3	185.1	185.4	518.4	514.1	514.6	514.8
Tools and Cutlery .. .	26.7	26.7	26.6	26.5	19.0	18.2	18.1	18.1	45.7	44.9	44.7	44.6
Bolts, Nuts, Screws, Rivets, Nails, etc. ..	24.2	24.9	24.9	24.9	19.4	18.8	18.8	18.7	43.6	43.7	43.7	43.6
Iron and Steel Forgings .. .	34.0	35.3	35.3	35.2	5.7	5.8	5.8	5.8	39.7	41.1	41.1	41.0
Wire and Wire Manufactures .. .	29.8	30.2	30.4	30.3	10.7	10.5	10.5	10.5	40.5	40.7	40.9	40.8
Hollow-ware .. .	27.5	27.2	27.4	27.4	33.5	30.7	30.8	31.1	61.0	57.9	58.1	58.5
Brass Manufactures .. .	31.8	31.8	31.9	31.8	17.8	17.8	17.8	17.8	50.4	49.6	49.7	49.8
Metal Industries not elsewhere specified ..	151.3	152.7	153.1	153.1	86.2	83.3	83.4	83.4	237.5	236.2	236.4	236.5
Precision Instruments, Jewellery, etc. .. .	89.6	90.3	90.6	90.6	57.6	55.8	55.8	55.8	147.2	146.1	146.4	146.4
Scientific, Surgical, Photographic Instruments	57.3	58.6	59.0	59.0	32.6	32.9	32.9	32.9	89.9	91.5	91.9	91.9
Watches and Clocks .. .	9.6	9.3	9.2	9.1	8.8	7.9	7.7	7.6	18.4	17.2	16.9	16.7
Jewellery, Plate, Refining of Precious Metals	15.4	15.3	15.3	15.3	14.1	12.9	13.1	13.2	29.5	28.2	28.4	28.5
Musical Instruments .. .	7.3	7.1	7.1	7.2	2.1	2.1	2.1	2.1	9.4	9.2	9.2	9.3
Textiles .. .	397.2	390.6	390.6	390.4	541.8	527.1	527.6	529.8	939.0	917.7	918.2	920.2
Cotton Spinning, Doubling, etc. .. .	50.5	49.3	49.1	49.0	95.5	93.4	93.2	93.6	146.0	142.7	142.3	142.6
Cotton Weaving, etc. .. .	37.9	35.8	35.7	35.5	75.6	70.4	70.1	69.8	113.5	106.2	105.8	105.3
Woolen and Worsted .. .	90.9	90.0	90.0	90.2	115.1	113.1	113.2	114.1	206.0	203.1	203.2	204.3
Rayon, Nylon, etc., Production .. .	28.9	29.0	29.0	28.9	9.8	10.6	10.5	10.4	38.7	39.6	39.5	39.3
Rayon, Nylon, etc., Weaving and Silk .. .	21.5	21.4	21.5	21.4	30.7	29.5	29.6	29.4	52.2	50.9	51.1	50.8
Linen and Soft Hemp .. .	4.2	3.7	3.7	3.6	10.0	9.9	9.9	9.9	10.7	9.8	9.9	9.8
Jute .. .	8.8	8.3	8.3	8.3	11.0	10.0	10.0	10.0	18.3	18.2	18.2	18.3
Rope, Twine and Net .. .	5.6	5.7	5.7	5.6	9.4	8.5	8.4	8.5	15.0	14.2	14.1	14.1
Hosiery and other Knitted Goods .. .	35.1	35.0	35.1	35.1	88.6	89.7	90.3	91.0	123.7	124.7	125.4	126.1
Lace .. .	4.7	4.6	4.6	4.6	5.8	5.4	5.4	5.4	10.5	10.0	10.0	10.0
Carpets .. .	14.7	14.2	14.3	14.5	15.2	13.8	14.0	14.1	29.9	28.0	28.3	28.6
Narrow Fabrics .. .	7.0	7.1	7.1	7.1	15.2	15.3	15.4	15.5	22.2	22.4	22.5	22.6
Made-up Textiles .. .	9.1	9.2	9.0	8.9	20.9	19.5	19.6	19.7	30.0	28.7	28.6	28.6
Textile Finishing, etc. .. .	58.7	58.0	58.1	58.3	29.8	29.8	29.8	29.8	88.5	87.1	87.3	87.8
Other Textile Industries .. .	19.6	19.3	19.4	19.4	12.7	12.7	12.6	12.6	32.3	32.0	32.0	32.0
Leather, Leather Goods and Fur .. .	41.1	39.2	39.2	39.1	30.5	28.5	28.4	28.7	71.6	67.7	67.6	67.8
Leather (Tanning, Dressing), Feltmongery ..	27.3	26.0	26.0	25.9	7.8	7.5	7.5	7.5	35.1	33.5	33.5	33.4
Leather Goods .. .	9.0	8.3	8.3	8.4	17.4	15.9	15.8	16.0	26.4	24.2	24.1	24.4
Fur .. .	4.8	4.9	4.9	4.8	5.3	5.1	5.1	5.2	10.1	10.0	10.0	10.0
Clothing .. .	178.4	175.7	176.8	177.2	447.1	442.3	445.4	446.9	625.5	618.0	622.2	624.1
Tailoring .. .	71.0	69.2	69.7	69.9	187.5	184.4	185.8	188.5	265.4	256.7	258.2	259.7
Dressmaking .. .	10.0	10.2	10.2	10.2	77.6	79.3	79.9	79.7	87.6	89.5	90.1	89.9
Overalls, Shirts, Underwear, etc. .. .	8.6	8.7	8.8	8.8	64.9	66.2	67.1	67.2	73.5	74.9	75.9	76.0
Hats, Caps and Millinery .. .	7.1	6.6	6.6	6.6	12.7	11.6	11.5	11.6	19.8	18.2	18.1	18.2
Dress Industries not elsewhere specified ..	9.0	8.8	8.8	8.8	33.2	32.9	33.1</					



# Unemployment at 15th October, 1956

## SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 17th September and 15th October, 1956, were as follows:—

—	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
17th September ..	150,415	8,411	81,339	7,475	247,640
15th October ..	154,074	6,007	87,957	6,035	254,073
Inc. (+) or Dec. (-)	+ 3,659	- 2,404	+ 6,618	- 1,440	+ 6,433

It is estimated that the number of persons registered as unemployed at 15th October represented 1.2 per cent. of the total number of employees. The corresponding percentage at 17th September was 1.1.

An analysis of the figures for 15th October according to duration of unemployment is given in the following Table:—

—	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
Men 18 and over	41,594	39,855	64,034	145,483	8,591	154,074
Boys under 18	3,173	1,910	773	5,856	151	6,007
Women 18 and over	25,581	30,950	25,813	82,344	5,613	87,957
Girls under 18	3,012	1,943	703	5,658	377	6,035
Total ..	73,360	74,658	91,323	239,341	14,732	254,073

The total of 254,073 includes 48,833 married women.

The numbers of wholly unemployed persons in each Region at 15th October, 1956, analysed according to duration of unemployment, and also the numbers temporarily stopped, are given in the Table below. Separate figures are given for males and females. The changes, compared with 17th September, 1956, in the total numbers unemployed in each Region are shown in the first Table on the next page.

Region	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
<b>Males</b>						
London and South-Eastern ..	10,380	8,053	8,983	27,416	362	27,778
Eastern ..	2,111	1,937	2,711	6,759	60	6,819
Southern ..	2,068	2,046	2,270	6,384	43	6,427
South-Western ..	2,814	2,827	3,834	9,475	112	9,587
Midland ..	3,887	3,249	3,864	11,000	2,548	13,548
North-Midland ..	1,696	1,267	2,001	4,964	220	5,184
E. and W. Ridings ..	2,667	2,353	3,740	8,760	778	9,538
North-Western ..	6,749	6,054	10,187	22,990	1,481	24,471
Northern ..	3,010	3,139	5,911	12,060	199	12,259
Scotland ..	6,609	7,550	14,986	29,145	2,129	31,274
Wales ..	2,776	3,290	6,320	12,386	810	13,196
Great Britain ..	44,767	41,765	64,807	151,339	8,742	160,081
<b>Females</b>						
London and South-Eastern ..	7,767	6,740	1,827	16,334	152	16,486
Eastern ..	1,262	1,189	831	3,282	91	3,373
Southern ..	1,616	1,599	799	4,014	43	4,057
South-Western ..	1,927	2,244	1,226	5,397	101	5,498
Midland ..	2,429	2,885	2,008	7,322	1,165	8,487
North-Midland ..	1,081	1,417	834	3,332	315	3,647
E. and W. Ridings ..	1,308	1,498	1,158	3,964	715	4,679
North-Western ..	4,069	5,060	4,598	13,727	2,014	15,741
Northern ..	1,836	2,590	2,340	6,766	198	6,964
Scotland ..	3,748	5,174	8,093	17,015	563	17,578
Wales ..	1,550	2,497	2,802	6,849	633	7,482
Great Britain ..	28,593	32,893	26,516	88,002	5,990	93,992
<b>Total</b>						
London and South-Eastern ..	18,147	14,793	10,810	43,750	514	44,264
Eastern ..	3,373	3,126	3,542	10,041	151	10,192
Southern ..	3,684	3,645	3,069	10,398	86	10,484
South-Western ..	4,741	5,071	5,060	14,872	213	15,085
Midland ..	6,316	6,134	5,872	18,322	3,713	22,035
North-Midland ..	2,777	2,684	2,835	8,296	535	8,831
E. and W. Ridings ..	3,975	3,851	4,898	12,724	1,493	14,217
North-Western ..	10,818	11,114	14,785	36,717	3,495	40,212
Northern ..	4,846	5,729	8,251	18,826	397	19,223
Scotland ..	10,357	12,724	23,079	46,160	2,692	48,852
Wales ..	4,326	5,787	9,122	19,235	1,443	20,678
Great Britain ..	73,360	74,658	91,323	239,341	14,732	254,073

The following Table gives the numbers of persons registered as unemployed at 15th October, 1956, and the percentage rates of unemployment in each Region:—

Region	Numbers of persons registered as unemployed at 15th October, 1956			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern ..	27,778	16,486	44,264	0.8	0.8	0.8
Eastern ..	6,819	3,373	10,192	0.8	0.8	0.8
Southern ..	6,427	4,057	10,484	0.9	1.2	1.0
South-Western ..	9,587	5,498	15,085	1.3	1.5	1.3
Midland ..	13,548	8,487	22,035	1.0	1.1	1.0
North-Midland ..	5,184	3,647	8,831	0.5	0.8	0.6
East and West Ridings ..	9,538	4,679	14,217	0.8	0.7	0.8
North-Western ..	24,471	15,741	40,212	1.3	1.4	1.3
Northern ..	12,259	6,964	19,223	1.4	1.8	1.5
Scotland ..	31,274	17,578	48,852	2.2	2.3	2.2
Wales ..	13,196	7,482	20,678	1.9	2.8	2.2
Great Britain ..	160,081	93,992	254,073	1.1	1.2	1.2

## NUMBERS UNEMPLOYED IN THE UNITED KINGDOM: REGIONAL ANALYSIS

The total number of unemployed persons on the registers of Employment Exchanges in the United Kingdom at 15th October, 1956, was 279,382, including 171,040 men, 6,960 boys, 94,689 women and 6,693 girls. Of the total, 263,559 (including 3,279 casual workers) were wholly unemployed and 15,823 temporarily stopped. The temporarily stopped are persons suspended from work on the understanding that they are shortly to return to their former employment.

The numbers of unemployed persons on the registers in each Region at 15th October, 1956, are shown below.

Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
London and South-Eastern ..	26,323	1,093	15,448	886	43,750
Eastern ..	6,516	243	3,038	244	10,041
Southern ..	6,061	323	3,687	327	10,398
South-Western ..	9,103	372	4,913	484	14,872
Midland ..	10,690	310	7,030	292	18,322
North-Midland ..	4,771	193	3,123	209	8,296
E. and W. Ridings ..	8,471	289	3,659	305	12,724
North-Western ..	21,868	1,122	12,997	730	36,717
Northern ..	11,589	471	6,292	474	18,826
Scotland ..	28,151	994	16,091	924	46,160
Wales ..	11,940	446	6,066	783	19,235
Great Britain ..	145,483	5,856	82,344	5,658	239,341
Northern Ireland ..	16,572	938	6,171	537	24,218
United Kingdom ..	162,055	6,794	88,515	6,195	263,559
Temporarily Stopped					
London and South-Eastern ..	57	5	144	8	514
Eastern ..	359	—	62	29	151
Southern ..	43	—	43	—	86
South-Western ..	110	2	91	10	213
Midland ..	2,503	45	1,100	65	3,713
North-Midland ..	215	5	296	19	535
E. and W. Ridings ..	773	5	650	65	1,493
North-Western ..	1,469	12	1,976	38	3,495
Northern ..	199	—	192	6	397
Scotland ..	2,079	50	529	34	2,692
Wales ..	784	26	530	103	1,443
Great Britain ..	8,591	151	5,613	377	14,732
Northern Ireland ..	394	15	561	121	1,091
United Kingdom ..	9,885	166	6,174	498	15,823
Total Registered as Unemployed					
London and South-Eastern ..	26,680	1,098	15,592	894	44,264
Eastern ..	6,575	244	3,100	273	10,192
Southern ..	6,104	323	3,730	327	10,484
South-Western ..	9,213	374	5,004	494	15,085
Midland ..	13,193	355	8,130	357	22,035
North-Midland ..	4,986	198	3,419	228	8,831
E. and W. Ridings ..	9,244	294	4,309	370	14,217
North-Western ..	23,337	1,134	14,973	768	40,212
Northern ..	11,788	471	6,484	480	19,223
Scotland ..	30,230	1,044	16,620	958	48,852
Wales ..	12,724	472	6,596	886	20,678
Great Britain ..	154,074	6,007	87,957	6,035	254,073
Northern Ireland ..	16,966	953	6,732	658	25,309
United Kingdom ..	171,040	6,960	94,689	6,693	279,382

\* Number registered as unemployed expressed as percentage of the estimated total number of employees.

## NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed persons on the registers of the Employment Exchanges and Youth Employment Offices in each administrative Region of England, and in Scotland, Wales and Northern Ireland at 15th October, 1956, and the numbers of persons on the registers of the Exchanges and Offices situated in some of the principal towns in each Region, together with the increase or decrease compared with 17th September, 1956.

Regions and Principal Towns	Numbers of Persons on Registers at 15th October, 1956					Inc. (+) or Dec. (-) in Totals as compared with 17th Sept., 1956
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total 15 and over	
London and South-Eastern ..	26,680	1,098	15,592	894	44,264	+ 6,048
London (Administrative County) ..	11,609	277	6,808	189	18,883	+ 2,261
Acton ..	92	5	169	5	271	- 2
Brentford and Chiswick ..	95	8	51	2	156	+ 14
Brighton and Hove ..	1,561	41	654	49	2,305	+ 542
Chatham ..	283	37	283	27	630	+ 52
Croydon ..	475	7	309	20	811	+ 42
Dagenham ..	268	22	181	13	484	+ 64
Ealing ..	183	11	191	9	394	+ 106
East Ham ..	211	12	180	17	420	+ 96
Enfield ..	171	10	164	3	348	+ 14
Harrow and Wembley ..	317	45	243	21	626	+ 50
Hayes and Harlington ..	65	5	40	7	117	+ 11
Hendon ..	251	23	99	12	385	+ 44
Iford ..	335	17	67	9	428	+ 71
Leyton and Walthamstow ..	600	24	280	25	929	+ 171
Tottenham ..	521	16	430	13	980	+ 35
West Ham ..	615	21	234	26	896	+ 150
Williden ..	320	17	303	17	657	+ 14
Eastern ..	6,575	244	3,100	273	10,192	+ 365
Bedford ..	84	4	123	6	217	- 4
Cambridge ..	112	9	50	11	182	- 40
Ipswich ..	147	12	126	8	293	+ 54
Luton ..	342	8	216	9	567	+ 36
Norwich ..	771	3	224	3	1,001	+ 36
Southend-on-Sea ..	714	12	219	8	953	+ 216
Watford ..	135	12	90	4	241	- 9
Southern ..	6,104	323	3,730	327	10,484	+ 1,349
Bournemouth ..	625	35	300	21	981	+ 306
Oxford ..	137	1	131	10	279	+ 259
Portsmouth (inc. Gosport) ..	1,062	31	601	32	1,806	+ 313
Reading ..	190	22	155	13	380	+ 19
Slough ..	153	8	80	7	248	- 30
Southampton ..	1,106	33	562	23	1,724	+ 80
South-Western ..	9,213	374	5,004	494	15,085	+ 2,640
Bristol (inc. Kingswood) ..	1,552	49	701	39	2,341	+ 232
Exeter ..	398	8	249	4	659	+ 50
Gloucester ..	179	7	116	16	318	+ 53



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 15th October, 1956. 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. The figures for each industry represent the numbers whose last employment was in that industry.

Industry	Great Britain						United Kingdom (all classes)			
	Wholly unemployed (including casuals)		Temporarily stopped		Total		Males	Females	Total	
	Males	Females	Males	Females	Males	Females				
Agriculture, Forestry, Fishing	6,287	815	1,336	20	7,623	835	8,458	9,747	899	10,646
Agriculture and Horticulture	4,064	775	14	19	4,078	794	4,872	6,012	858	6,870
Forestry	245	27	—	—	245	27	274	274	27	301
Fishing	1,978	13	1,322	1	3,300	14	3,314	3,461	14	3,475
Mining and Quarrying	1,835	190	3	—	1,838	190	2,028	2,110	195	2,305
Coal Mining*	1,222	128	1	—	1,223	128	1,351	1,354	128	1,482
Iron Ore Mining and Quarrying	22	1	—	—	22	1	23	23	1	24
Stone Quarrying and Mining	292	14	2	—	294	14	308	520	17	537
Slate Quarrying and Mining	67	1	—	—	68	1	69	67	2	69
Clay, Sand, Gravel and Chalk Pits	135	5	—	—	135	5	140	173	5	178
Other Mining and Quarrying	97	41	—	—	97	41	138	101	42	143
Treatment of Non-Metalliferous Mining Products other than Coal	2,379	1,033	259	737	2,638	1,770	4,408	2,826	1,787	4,613
Bricks and Fireclay Goods	884	182	—	6	886	188	874	756	189	945
China and Earthenware (inc. glazed tiles)	259	402	212	718	596	1,120	1,716	609	1,126	1,735
Glass (other than containers)	243	209	39	11	298	220	312	228	540	540
Glass Containers	243	118	1	—	244	118	362	245	118	363
Cement	38	2	—	—	38	3	41	40	3	43
Other Non-Metalliferous Mining Manufactures	771	120	5	1	776	121	897	864	123	987
Chemicals and Allied Trades	2,176	1,424	7	7	2,183	1,431	3,614	2,306	1,449	3,755
Coke Ovens and By-Product Works	95	3	—	—	95	3	98	95	3	98
Chemicals and Dyes	936	385	4	2	940	387	1,327	1,039	391	1,430
Pharmaceutical Preparations, Toilet Preparations, Perfumery	76	217	1	1	77	218	295	79	220	299
Explosives and Fireworks	298	435	—	—	298	435	733	298	435	733
Paint and Varnish	211	84	1	1	212	85	297	218	85	303
Soap, Candles, Glycerine, Polishes, Ink and Matches	135	217	—	2	135	219	354	142	226	368
Mineral Oil Refining	185	31	—	—	185	31	216	192	32	224
Other Oils, Greases, Glue, etc.	240	52	1	1	241	53	294	243	53	296
Metal Manufacture	2,745	647	1,031	100	3,776	747	4,523	3,890	751	4,641
Blast Furnaces	78	11	3	—	81	11	92	91	11	102
Iron and Steel Melting, Rolling, etc., not elsewhere specified	836	179	267	—	1,103	179	1,282	1,151	180	1,331
Iron Foundries	841	206	137	27	978	233	1,211	1,007	234	1,241
Tinplate Manufacture	58	44	253	50	311	94	405	311	94	405
Steel Sheet Manufacture	44	20	233	16	277	36	313	277	36	313
Iron and Steel Tubes (inc. melting and rolling in integrated works)	249	58	57	—	306	58	364	312	59	371
Non-Ferrous Metals Smelting, Rolling, etc.	639	129	81	7	720	136	856	741	137	878
Engineering, Shipbuilding and Electrical Goods	12,918	4,506	378	68	13,296	4,574	17,870	14,723	4,706	19,429
Shipbuilding and Ship Repairing	4,798	152	166	4	4,964	156	5,120	5,752	166	5,918
Marine Engineering	356	51	2	—	358	51	409	367	51	418
Agricultural Machinery (exc. tractors)	233	38	6	—	239	38	277	248	40	288
Boilers and Boilerhouse Plant	99	6	—	—	99	6	105	114	6	120
Machine Tools and Engineers' Small Tools	297	92	2	—	299	92	391	302	93	395
Stationary Engines	57	21	—	—	57	21	64	64	21	85
Textile Machinery and Accessories	284	72	18	38	302	110	412	446	155	601
Ordinance and Small Arms	250	156	—	1	250	157	407	255	157	412
Constructional Engineering	713	37	2	—	715	37	752	731	37	768
Other Non-Electrical Engineering	3,945	1,418	178	19	4,123	1,437	5,560	4,451	1,457	5,908
Electrical Machinery	414	343	2	—	416	343	759	450	349	799
Electrical Wires and Cables	183	183	1	—	184	183	362	188	186	374
Telegraph and Telephone Apparatus	179	192	—	—	179	192	371	193	193	374
Wireless Apparatus (exc. valves) and Gramophones	351	611	—	1	351	612	963	389	640	1,029
Wireless Valves and Electric Lamps	102	232	—	2	102	234	336	103	237	340
Batteries and Accumulators	79	120	—	—	79	120	199	82	121	203
Other Electrical Goods	583	782	1	3	584	785	1,369	600	797	1,397
Vehicles	5,696	1,547	1,844	163	7,540	1,710	9,250	7,937	1,767	9,704
Manufacture of Motor Vehicles and Cycles	2,434	464	1,561	142	3,995	606	4,601	4,083	615	4,698
Motor Repairs and Garages	1,579	310	12	1	1,591	311	1,902	1,812	328	2,140
Manufacture and Repair of Aircraft	501	246	46	7	547	253	800	597	267	864
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft	800	469	224	5	1,024	474	1,498	1,048	475	1,523
Locomotive Manufacture	181	19	—	—	181	19	200	181	19	200
Manufacture and Repair of Railway Carriages and Wagons and Trains	153	10	1	—	154	10	164	157	10	167
Carts, Perambulators, etc.	48	29	8	—	48	37	85	59	53	112
Metal Goods Not Elsewhere Specified	2,668	2,070	569	151	3,237	2,221	5,458	3,336	2,248	5,584
Tools and Cutlery	167	120	6	1	173	121	294	174	123	297
Bolts, Nuts, Screws, Rivets, Nails, etc.	109	159	—	10	109	169	278	109	170	279
Iron and Steel Forgings not elsewhere specified	185	31	7	—	192	31	223	212	31	243
Wire and Wire Manufactures	229	124	112	3	341	127	468	344	127	471
Hollow-ware	214	327	2	10	216	337	553	223	341	564
Brass Manufactures	162	172	23	3	185	175	360	196	176	372
Metal Industries not elsewhere specified	1,602	1,137	419	124	2,021	1,261	3,282	2,078	1,280	3,358
Precision Instruments, Jewellery, etc.	448	502	16	5	464	507	971	479	545	1,024
Scientific, Surgical and Photographic Instruments, etc.	250	241	2	1	252	242	494	260	271	531
Manufacture and Repair of Watches and Clocks	83	119	1	1	84	120	204	90	122	212
Jewellery, Plate and Refining of Precious Metals	70	128	13	3	83	131	214	84	135	219
Musical Instruments	45	14	—	—	45	14	59	45	17	62
Textiles	2,851	4,252	1,601	2,530	4,452	6,782	11,234	5,433	8,437	13,870
Cotton Spinning, Doubling, etc.	470	626	254	658	724	1,284	2,008	766	1,396	2,162
Cotton Weaving, etc.	289	683	136	539	425	1,222	1,647	447	1,301	1,748
Woolen and Worsted	481	600	192	168	673	768	1,441	692	820	1,512
Rayon, Nylon, etc., Production	100	96	5	34	105	130	235	125	156	281
Rayon, Nylon, etc., Weaving and Silk	109	227	79	332	188	559	747	212	569	781
Linen and Soft Hemp	90	158	3	73	93	231	324	697	1,072	1,769
Jute	338	236	7	338	243	581	340	245	585	829
Rope, Twine and Net	69	185	42	5	111	191	302	149	438	587
Hosiery and other Knitted Goods	151	447	177	306	328	753	1,081	357	801	1,158
Lace	33	47	6	5	39	52	91	42	35	77
Carpets	53	156	304	175	357	331	688	357	801	1,158
Narrow Fabrics	19	90	1	12	20	102	122	21	102	123
Made-up Textiles	99	286	—	10	99	296	395	123	422	545
Textile Finishing, etc.	405	293	358	185	763	478	1,241	902	560	1,462
Other Textile Industries	145	121	44	21	189	142	331	196	143	339

\* 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

Industry	Great Britain							United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total			Males	Females	Total
	Males	Females	Males	Females	Males	Females	Total			
Leather, Leather Goods and Fur	323	306	65	11	388	317	705	396	333	729
Leather (Tanning and Dressing) and Feltmongery	205	102	60	3	265	105	370	268	112	380
Leather Goods	88	185	4	7	92	192	284	97	201	298
Fur	30	19	1	1	31	20	51	31	20	51
Clothing	1,482	3,321	282	1,145	1,764	4,466	6,230	1,949	5,560	7,509
Tailoring	780	1,586	113	841	893	2,427	3,320	955	2,571	3,526
Dressmaking	66	611	2	75	68	686	754	70	759	829
Overalls, Shirts, Underwear, etc.	45	393	26	39	71	432	503	82	1,115	1,197
Hats, Caps and Millinery	44	89	77	107	121	196	317	121	317	438
Dress Industries not elsewhere specified	63	257	14	39	77	296	373	99	449	548
Manufacture of Boots, Shoes, Slippers and Clogs (exc. rubber)	242	359	44	44	286	403	689	332	435	767
Repair of Boots and Shoes	242	26	6	—	248	26	274	290	30	320
Food, Drink and Tobacco	5,549	5,457	21	136	5,570	5,593	11,163	6,157	6,200	12,357
Bread and Flour Confectionery	1,542	984	3	8	1,545	992	2,537	1,762	1,087	2,849
Biscuits	250	547	—	—	250	547	797	258	589	847



## Placing Work of the Employment Exchanges

The Table below shows, for the four-week periods ended 22nd August and 19th September, 1956, the numbers of vacancies filled by the Employment Exchanges of the Ministry of Labour and National Service in Great Britain, together with the numbers remaining unfilled at the end of each period. The figures include placings, etc., by the Youth Employment Offices of certain Local Authorities.

	Four weeks ended 22nd August, 1956		Four weeks ended 19th September, 1956		Total Number of Placings, 15th Dec., 1955, to 19th Sept., 1956 (40 weeks)
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	
Men aged 18 and over	70,961	147,287	83,020	139,520	1,033,339
Boys under 18	29,781	51,239	22,030	44,714	170,685
Women aged 18 and over	43,819	96,509	53,171	89,596	541,122
Girls under 18	31,778	66,399	19,023	60,607	168,363
Total	176,339	361,434	177,244	334,437	1,913,509

The figures of vacancies filled relate only to those vacancies which were filled by applicants submitted by Employment Exchanges, i.e., they do not include engagements of workpeople by employers that were made without the assistance of Employment Exchanges. The figures are therefore not comparable with the

Industry Group	Placings during four weeks ended 19th September, 1956					Number of notified Vacancies remaining unfilled at 19th September, 1956				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Agriculture, Forestry, Fishing	2,113	607	3,451	130	6,301	20,376	1,616	808	320	23,120
Mining and Quarrying	984	1,217	34	32	2,267	4,844	1,024	37	34	5,939
Coal Mining	693	1,179	13	15	1,900	3,864	918	19	14	4,815
Treatment of Non-Metalliferous Mining Products other than Coal	1,856	423	585	176	3,040	1,878	1,159	739	893	4,669
Chemicals and Allied Trades	2,221	531	990	471	4,213	2,671	593	1,299	1,226	5,789
Metal Manufacture	2,488	613	1,128	322	4,551	3,422	321	250	1,546	5,546
Engineering, Shipbuilding and Electrical Goods	10,066	3,401	4,544	1,213	19,224	18,719	4,188	5,392	2,582	30,881
Shipbuilding and Ship Repairing	2,881	272	64	19	3,236	1,878	159	34	20	2,091
Engineering	5,494	2,594	1,692	681	10,461	13,508	3,408	2,135	1,711	20,762
Electrical Goods	1,691	535	2,788	513	5,527	3,333	621	3,223	851	8,028
Vehicles	3,094	1,638	914	423	6,069	12,701	1,719	1,487	815	16,722
Metal Goods not Elsewhere Specified	2,245	783	1,642	461	5,131	2,596	1,722	1,608	1,263	7,189
Precision Instruments, Jewellery, etc.	322	415	1,128	452	2,327	699	287	655	237	1,678
Textiles	2,128	515	2,317	1,215	6,175	1,845	2,576	8,216	6,881	19,518
Cotton	444	110	735	226	1,515	498	789	2,946	1,941	6,174
Wool	531	81	406	170	1,188	569	848	2,563	1,736	5,716
Leather, Leather Goods and Fur	179	91	216	97	583	271	377	540	665	1,853
Clothing (including Footwear)	598	404	2,246	1,947	5,195	1,133	1,952	12,624	8,828	24,537
Food, Drink and Tobacco	3,688	874	5,942	1,302	11,806	2,633	1,428	4,174	2,786	11,021
Manufactures of Wood and Cork	1,771	945	526	226	3,468	2,120	1,516	787	815	5,238
Paper and Printing	776	555	905	820	3,056	1,232	946	1,438	2,810	6,426
Paper, Paper and Cardboard Goods	544	187	619	393	1,743	575	343	880	1,100	2,898
Printing	232	368	286	427	1,313	657	603	558	1,710	3,528
Other Manufacturing Industries	1,323	313	1,523	384	3,543	931	1,412	1,004	3,848	11,719
Building and Contracting	24,676	2,346	204	176	27,402	18,839	2,992	263	478	22,572
Building	17,713	1,786	127	113	19,739	14,823	2,429	149	318	17,719
Gas, Electricity and Water	1,182	302	47	68	1,599	1,280	353	95	100	1,828
Transport and Communication	5,608	1,155	867	497	8,127	19,843	2,561	1,124	783	25,311
Distributive Trades	6,133	2,997	6,459	5,117	20,706	6,599	10,438	11,454	15,655	44,146
Insurance, Banking and Finance	261	313	347	779	1,700	998	929	961	1,517	4,405
Public Administration	3,878	541	1,455	612	6,486	7,426	657	2,743	676	11,502
National Government Service	1,607	247	979	335	3,168	4,546	215	1,947	349	7,057
Local Government Service	2,271	294	476	277	3,318	2,880	442	796	327	4,445
Professional Services	980	500	2,859	1,066	5,405	1,997	2,141	6,423	3,253	13,814
Miscellaneous Services	4,453	712	14,424	1,512	21,101	3,741	1,715	23,996	6,274	35,726
Entertainments, Sports, etc.	500	122	521	93	1,236	319	400	830	323	1,872
Catering	3,081	240	10,045	433	13,799	1,997	553	12,228	1,590	16,368
Laundries, Dry Cleaning, etc.	383	199	1,012	371	1,965	294	272	2,010	1,554	4,130
Grand Total	83,020	22,030	53,171	19,023	177,244	139,520	44,714	89,596	60,607	334,437

The following Table gives a Regional analysis of the numbers of vacancies filled during the four weeks ended 19th September, 1956, and of the numbers of notified vacancies remaining unfilled at the end of the period:

Region	Men 18 and over		Boys under 18		Women 18 and over		Girls under 18		Total	
	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled	Placings	Vacancies Unfilled
London and South-Eastern	22,563	30,435	5,812	12,880	17,329	36,021	4,505	20,646	50,209	99,982
Eastern	4,510	11,856	1,260	2,826	2,896	6,742	1,149	3,617	9,815	25,041
Southern	4,136	10,850	1,123	2,001	2,539	4,680	892	2,435	8,690	19,966
South-Western	4,543	10,996	1,074	1,751	2,584	3,833	1,199	2,413	9,400	18,993
Midland	5,955	14,298	1,857	5,803	3,088	4,218	1,737	4,430	12,637	28,749
North-Midland	5,290	13,851	1,403	4,806	2,758	5,882	1,530	6,100	10,981	30,639
East and West Ridings	6,382	11,251	1,626	5,382	3,488	7,383	1,259	6,665	12,755	30,681
North-Western	12,119	14,209	2,945	4,424	7,768	12,160	2,559	6,969	25,391	37,762
Northern	5,506	6,977	1,888	1,648	2,810	2,472	1,484	2,262	11,688	13,359
Scotland	7,900	7,501	1,717	2,195	5,754	4,555	1,611	4,073	16,982	18,324
Wales	4,116	7,296	1,325	998	2,157	1,650	1,098	997	8,696	10,941
Great Britain	83,020	139,520	22,030	44,714	53,171	89,596	19,023	60,607	177,244	334,437

percentage rates of engagements given in the "Labour Turnover" Table on the next page, which relate to engagements of all kinds during the period in question.

The figures of vacancies unfilled represent the numbers of vacancies notified by employers to Employment Exchanges and remaining unfilled at the specified dates. They do not purport to represent the total number of vacancies which require to be filled, and they probably fall short of the total number for several reasons. In the first place, it is probable that some employers do not notify their vacancies to Employment Exchanges and prefer to rely on other methods for finding the workpeople whom they require. (The Notification of Vacancies Order, 1952, which made it obligatory to notify the majority of vacancies to Employment Exchanges, was revoked on 7th May, 1956.) Secondly, employers who do use the Employment Exchange system may, in certain circumstances (e.g., when they require large numbers of additional workpeople, or where labour of the kind they require is scarce), have a "Standing Order" with the Employment Exchange to submit all suitable applicants to them without "notifying" any specific number of vacancies, and the vacancies remaining unfilled in such cases will not be included in the figures. Nevertheless, comparison of the figures for various dates provides some indication of the change in the demand for labour.

The next Table shows the numbers of vacancies filled during the four weeks ended 19th September, 1956, in each of the industry "Orders" of the Standard Industrial Classification and in certain selected industries within the Orders, together with the number of vacancies remaining unfilled at 19th September, 1956.

## Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week period ended 25th August, 1956, with separate figures for males and females. The figures are based on information given by employers with more than 10 employees on returns which they render every month to the Ministry of Labour and National Service. Each return shows the numbers of males and females on the pay-roll at the date of the return and also at the date of the previous return, and an additional item shows the numbers on the pay-roll at the later of the two dates who were not on the pay-roll at the earlier date. The figures in the last item are adopted as representing engagements during the period, and the figures of discharges and other losses are obtained by adding the numbers engaged during the period to the numbers on the pay-roll at the beginning of the period and deducting from the figures thus obtained the numbers on the pay-roll at the end of the period. It must be borne in mind, however, that the figures of engagements obtained in the way indicated above do not

include persons engaged during the period who were discharged or otherwise left their employment before the end of the same period, and the percentage rates both of engagements and of discharges, etc., in the Table below accordingly understate, to some extent, the total intake and wastage during the period. In spite of this limitation, however, the figures enable comparisons to be made between the turnover rates of different industries and also between the figures for consecutive months for the same industry, in the latter case after allowance is made for any difference in the length of period covered.

It is also important to note that the figures for any industry represent the aggregated totals of the numbers engaged and discharged by all firms rendering returns in the industry. Some of the persons who were discharged or left their employment during the period were probably engaged by other firms in the same industry, and the net numbers of engagements and losses of an industry, considered as one unit, will be less in every case than the sum of the figures for the individual firms.

Labour Turnover Rates in Manufacturing Industries: 4 weeks ended 25th August, 1956

Industry	Number of Engagements per 100 employed at beginning of period			Number of Discharges and other Losses per 100 employed at beginning of period		
	M.	F.	T.	M.	F.	T.
Treatment of Non-Metalliferous Mining Products other than Coal	2.9	2.6	2.8	2.7	3.2	2.8
Bricks and Fireclay Goods	3.0	3.9	3.1	2.7	3.4	2.8
China and Earthenware (including Glazed Tiles)	1.9	1.8	1.8	2.3	2.7	2.6
Glass (other than Containers)	2.1	3.3	2.4	1.9	2.9	2.2
Glass Containers	3.8	3.6	3.7	3.9	6.1	4.3
Cement	1.4	3.8	1.5	1.4	2.0	1.5
Other Non-Metalliferous Mining Manufactures	3.5	3.5	3.5	3.1	3.5	3.2
Chemicals and Allied Trades	1.9	3.3	2.2	1.7	3.0	2.1
Coke Ovens and By-Product Works	1.7	0.3	1.6	1.3	—	1.3
Chemicals and Dyes	1.9	3.1	2.1	1.7	2.4	1.8
Pharmaceutical Preparations, etc.	2.5	4.0	3.3	2.7	3.3	3.4
Explosives and Fireworks	0.7	1.2	0.9	1.3	1.7	1.5
Paint and Varnish	2.6	3.8	3.0	2.4	3.3	2.7
Soap, Candles, Polishes, etc.	1.5	4.2	2.6	1.5	4.0	2.5
Mineral Oil Refining	1.4	2.0	1.5	1.2	2.4	1.3
Other Oils, Greases, Glue, etc.	2.3	4.3	2.7	2.1	2.7	2.3
Metal Manufacture	2.0	2.2	2.0	1.8	2.3	1.9
Blast Furnaces	2.4	1.5	2.3	1.8	—	1.7
Iron and Steel Melting, Rolling, etc.	1.9	2.0	1.9	1.5	1.4	1.5
Iron Foundries	2.3	2.5	2.3	2.3	2.4	2.3
Tinplate Manufacture	1.8	2.8	1.9	2.0	4.7	2.3
Steel Sheet Manufacture	1.6	0.6	1.6	1.1	1.1	1.1
Iron and Steel Tubes	2.4	1.9	2.3	2.0	2.8	2.1
Non-Ferrous Metals Smelting, etc.	1.8	2.3	1.9	1.9	2.8	2.1
Engineering and Electrical Goods	2.1	3.1	2.4	1.8	2.8	2.0
Marine Engineering	2.0	1.8	2.0	2.0	2.1	2.0
Agricultural Machinery	1.8	2.7	1.9	2.6	3.0	2.6
Boilers and Boilerhouse Plant	2.5	3.0	2.6	1.9	2.0	1.9
Machine Tools and Engineers' Small Tools	2.1	2.8	2.2	1.5	2.4	1.6
Stationary Engines	1.7	3.3	1.9	1.3	2.1	1.4
Textile Machinery and Accessories	1.7	2.5	1.8	2.0	2.7	2.1
Ordnance and Small Arms	1.3	1.2	1.3	1.6	2.4	1.8
Constructional Engineering	3.2	2.1	3.1	2.3	2.2	2.3
Other Non-Electrical Engineering	2.2	3.0	2.3	1.8	2.8	1.9
Electrical Machinery	1.9	2.7	2.1	1.6	3.1	2.0
Electrical Wires and Cables	2.0	2.4	2.1	1.7	2.2	1.9
Telegraph and Telephone Apparatus	1.6	2.7	2.0	1.3	2.1	1.6
Wireless Apparatus	2.6	4.9	3.6	1.8	2.9	2.3
Wireless Valves and Electric Lamps	2.7	2.6	2.7	1.4	3.5	2.5
Batteries and Accumulators	1.4	4.3	2.7	1.9	2.7	2.3
Other Electrical Goods	2.4	3.1	2.7	2.0	3.4	2.5
Vehicles	1.5	2.5	1.7	1.7	2.8	1.8
Manufacture of Motor Vehicles, etc.	1.2	1.8	1.3	1.9	2.4	1.9
Motor Repairs and Garages	2.4	3.8	2.6	1.9	2.9	2.1
Manufacture and Repair of Aircraft	1.6	2.8	1.8	1.3	2.0	1.4
Manufacture of Motor Vehicle and Aircraft Accessories	1.5	2.0	1.6	2.4		



## Insured Persons Absent from Work owing to Sickness or Industrial Injury

The Table below shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 16th October, 1956, and the corresponding figures for 18th September, 1956, and 18th October, 1955. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims to sickness or industrial injury benefit under the National Insurance Acts, and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (i) a large proportion of those whose incapacity lasts less than four days, (ii) civil servants receiving full pay during incapacity, and (iii) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

A relatively small number of claims do not result in the payment of benefit, but, because they indicate certified incapacity for work, such claims are included in the Table. Injury benefit is payable in respect of both industrial accidents and prescribed industrial diseases.

Region	Thousands					
	Numbers of Insured Persons Absent from Work owing to					
	Sickness			Industrial Injury		
	16th Oct. 1956	18th Sept. 1956	18th Oct. 1955	16th Oct. 1956	18th Sept. 1956	18th Oct. 1955
London and S. Eastern : London and Middlesex ..	89.7	81.1	91.4	3.7	3.4	3.8
Remainder .. .. .	72.9	66.5	73.6	3.3	3.1	3.5
Eastern .. .. .	42.9	38.8	42.7	2.1	2.0	2.0
Southern .. .. .	33.9	31.7	34.3	1.5	1.5	1.7
South-Western .. ..	47.9	45.0	48.4	2.2	2.1	2.2
Midland .. .. .	74.6	71.5	77.3	4.2	4.2	4.7
North Midland .. ..	53.1	50.3	53.3	5.0	4.9	5.3
East and West Ridings ..	80.4	77.7	83.2	8.0	7.9	8.1
North-Western .. ..	146.4	143.5	150.5	7.4	7.1	7.4
Northern .. .. .	63.2	61.3	65.2	7.7	7.0	7.6
Scotland .. .. .	106.8	108.2	113.1	7.6	7.2	7.8
Wales .. .. .	61.9	60.2	63.5	6.9	6.7	7.1
Total, Great Britain ..	873.8	835.9	896.5	59.5	57.0	61.1

The proportion of males included in the total (Great Britain) figures of persons absent from work owing to sickness remains fairly constant at between 65 and 66 per cent., except in epidemic periods, when it may rise to about 69 per cent. In the totals for industrial injury the proportion remains constant throughout the year at about 88 per cent.

The total number of persons shown in the Table above as absent owing to sickness on 16th October, 1956, represented 4.4 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

## Work of Appointments Services

The particulars given below relate to the work of the Appointments Services of the Ministry of Labour and National Service.

### Technical and Scientific Register

The Technical and Scientific Register operates centrally on a national basis from Almack House, 26-28 King Street, St. James's Square, London, S.W.1 (Telephone number, Whitehall 6200), but it also has a representative at the Scottish Appointments Office, 450 Sauchiehall Street, Glasgow, C.2 (Telephone number, Glasgow Douglas 7161).

The Register, which is assisted by Advisory Committees composed of members of the professions concerned, provides a placing and advisory service for physicists, mathematicians, chemists (other than pharmacists), metallurgists, agriculturists, biologists and other scientists, professional engineers, architects, surveyors, town planners, estate agents and valuers. The normal qualification for enrolment is a university degree in science or engineering or membership of a recognised professional institution. A Higher National Certificate in engineering subjects, applied physics, chemistry or metallurgy is also an acceptable qualification. A register of vacancies is maintained, which includes a wide range of overseas vacancies.

The total number of persons enrolled on the Technical and Scientific Register at 13th October was 3,698\* ; this figure included 2,781 registrants who were already in work but desired a change of employment, and 917 registrants who were unemployed.

\* This figure includes 258 registrants who were also registered at Appointments Offices and 124 unemployed registrants who were also registered at Employment Exchanges.

The numbers of vacancies notified, filled, etc., between 18th September and 13th October (4 weeks) are shown below.

Vacancies outstanding at 18th September .. .. .	4,977
.. notified during period .. .. .	373
.. filled during period .. .. .	164
.. cancelled or withdrawn .. .. .	425
.. unfilled at 13th October .. .. .	4,761

### Appointments Register

The Appointments Register is concerned with the placing of other professional workers and persons with administrative, managerial or senior executive experience or qualifications. The registers are maintained at three offices : the London Appointments Office, which serves the South of England and the Midlands and South Wales ; the Northern Appointments Office in Manchester, which serves the North of England broadly as far as the southern borders of Yorkshire and Cheshire, and North Wales ; and the Scottish Appointments Office in Glasgow, which covers the whole of Scotland.

The total number of persons on the registers of the Appointments Offices at 15th October was 13,148\*, consisting of 12,001 men and 1,147 women. The registrants included 4,930 men and 573 women who were wholly unemployed. The remaining 7,071 men and 574 women were, at the time of their registration, in employment but requiring other posts ; in the majority of cases the employment was of a temporary nature or was unsuitable having regard to their qualifications and experience or the personal circumstances of the registrant.

The following Table shows the numbers\* of registrations at each of the Offices :—

Appointments Office	Wholly Unemployed		In Employment		Total
	Men	Women	Men	Women	
London .. .. .	3,681	437	4,315	422	8,855
Northern .. .. .	881	97	2,033	92	3,103
Scottish .. .. .	368	39	723	60	1,190
Total .. .. .	4,930	573	7,071	574	13,148

The registrants included 1,735 ex-Regular personnel of H.M. Forces, of whom 1,110 were wholly unemployed and 625 were in employment.

During the period 18th September to 15th October, 1956, there were new registrations by 1,066 men and 174 women, and in the same period the registrations of 1,205 men and 210 women were withdrawn.

The Table below shows the numbers of vacancies (other than those for nurses and midwives), notified, filled, etc., between 18th September and 15th October.

	Men†	Women
Vacancies outstanding at 18th September .. .. .	1,890	207
.. notified during period .. .. .	385	60
.. cancelled or withdrawn during period .. .. .	467	60
.. filled during period .. .. .	178	27
.. unfilled at 15th October .. .. .	1,630	180

### Nursing Appointments Service

As indicated above, the numbers of vacancies notified and filled in the nursing and midwifery professions are not included in the statistics relating to the Appointments Register. The placing of men and women in nursing and midwifery vacancies and in vacancies for medical auxiliary and allied occupations notified by hospitals and other employers is carried out by the Nursing Services Branch of Employment Services Department through the Nursing Appointments Offices. These Offices also provide a Careers Advice Service for the above-mentioned professions both for potential students and for qualified persons seeking other posts.

Statistics of vacancies for nurses, midwives, and medical auxiliary and allied occupations, in respect of the period from 1st July to 30th September, 1956, are given below.

	Men	Women
Vacancies outstanding at 1st July .. .. .	4,356	21,885
.. filled during period .. .. .	260†	2,467‡
.. outstanding at 30th September .. .. .	4,322	21,398

The total of 25,720 vacancies outstanding at 30th September included 3,696 vacancies for nursery nurses, nursing assistants, nursing auxiliaries and medical auxiliaries. An analysis of the remaining 22,024 vacancies, by grade of nurse, etc., is given below.

Trained Nurses .. .. .	6,533	Pupil Midwives .. .. .	921
Student Nurses .. .. .	9,490	Assistant Nurses .. .. .	2,732
Midwives .. .. .	750	Pupil Assistant Nurses .. .. .	1,598

\* These figures include 1,652 persons who were also registered at Employment Exchanges for the purpose of claiming unemployment benefit but exclude 82 persons registered for overseas employment only. Registrations of nurses and midwives are also excluded.

† This column includes vacancies for which employers were willing to accept either men or women.

‡ These figures include 394 vacancies filled by part-time workers.

## Employment in the Coal Mining Industry in September

The statistics given below in respect of employment, etc., in the coal mining industry in September have been compiled by the Ministry of Fuel and Power from information provided by the National Coal Board.

The average weekly number of wage-earners on the colliery books in Great Britain during the five weeks ended 29th September was 703,000, compared with 702,200 for the four weeks ended 25th August and 700,800 for the five weeks ended 1st October, 1955. The total numbers who were effectively employed\* were 610,000 in September, 493,800 in August, 1956, and 610,400 in September, 1955 ; these figures exclude wage-earners who were absent for any reason (including holidays) for the whole of any week.

The Table below shows the numbers of wage-earners on the colliery books in the various Divisions in September, together with the increase or decrease† in each case compared with August, 1956, and September, 1955. The figures for the latest month are provisional and figures for earlier months have been revised, where necessary.

### Average Numbers of Wage-earners on Colliery Books—Analysis by Divisions

Division‡	Average numbers of wage-earners on colliery books during 5 weeks ended 29th September, 1956	Increase (+) or decrease (—) compared with the average for	
		4 weeks ended 25th August, 1956	5 weeks ended 1st October, 1955
Northern (Northumberland and Cumberland) .. .. .	47,500	+ 200	+ 500
Durham .. .. .	102,000	— 200	— 1,400
North Eastern .. .. .	137,100	— 200	— 1,400
North Western .. .. .	58,700	— 200	+ 200
East Midlands .. .. .	102,300	+ 300	+ 500
West Midlands .. .. .	57,600	+ 400	+ 700
South Western .. .. .	105,600	— 300	— 300
South Eastern .. .. .	7,200	+ 100	+ 500
England and Wales .. .. .	618,000	+ 600	+ 700
Scotland .. .. .	85,000	+ 200	+ 1,500
Great Britain .. .. .	703,000	+ 800	+ 2,200

It is provisionally estimated that, during the five weeks of September, about 7,140 persons were recruited to the industry, while the total number of persons who left the industry was about 7,030 ; the numbers on the colliery books thus showed a net increase of 110. During the four weeks of August there was a net increase of 630.

The average number of shifts worked per week by coal-face workers who were effectively employed was 4.89 in September, 4.69 (revised figure) in August and 4.94 in September, 1955. The corresponding figures for all workers who were effectively employed were 5.40, 5.22 and 5.44.

Information is given in the Table below regarding absenteeism in the coal mining industry in September, and in August, 1956, and September, 1955. Separate figures are compiled in respect of (a) voluntary absenteeism (absences for which no satisfactory reason is given) and (b) involuntary absenteeism (absences due mainly to sickness). The figures represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances.

### Absence Percentage (five-day week)

	September, 1956	August, 1956	September, 1955
Coal-face Workers :			
Voluntary .. .. .	5.62	6.43	5.60
Involuntary .. .. .	9.42	9.07	9.49
All workers :			
Voluntary .. .. .	4.39	4.90	4.31
Involuntary .. .. .	8.43	7.96	8.45

For face-workers the output per man-shift worked was 3.26 tons in September, compared with 3.14 tons in the previous month and 3.26 tons in September, 1955.

The output per man-shift calculated on the basis of all workers was 1.21 tons in September ; for August, 1956, and September, 1955, the figures were 1.14 and 1.22 tons, respectively.

\* Excluding wage-earners employed at mines not operated by the National Coal Board. These number approximately 5,400.

† "No change" is indicated by three dots.

‡ The divisions shown conform to the organisation of the National Coal Board.

## Employment Overseas

### AUSTRALIA

The Commonwealth Bureau of Census and Statistics estimate that the total number of civilians in employment as wage and salary earners, other than those engaged in rural industries and private domestic service, was about 2,785,000 in June, a decrease of 0.1 per cent. compared with the previous month but an increase of 1.7 per cent. compared with June, 1955.

### 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 July, in the establishments covered by the returns, was 3.4 per cent. higher than at the beginning of the previous month and 7.4 per cent. higher than at 1st July, 1955. The number of persons employed in manufacturing industries at 1st July was 2.1 per cent. higher than at the beginning of the previous month and 5.6 per cent. higher than at 1st July, 1955.

### UNION OF SOUTH AFRICA

The interim index of employment, published by the Bureau of Census and Statistics, indicates that the numbers employed in manufacturing industries in June were 0.8 per cent. lower than in the previous month but 0.8 per cent. higher than in June, 1955. Figures compiled by the Department of Mines showed that the numbers employed in the mining industry, excluding quarries, were 553,505 in June, compared with 556,594 in the previous month and 536,837 in June, 1955. The numbers of persons (all occupations) registered at Government Employment Exchanges as unemployed were 13,389 at the end of June, compared with 12,633 at the end of the previous month and 13,450 at the end of June, 1955.

### UNITED STATES OF AMERICA

The number of civilians in employment as wage or salary earners in industries other than agriculture and domestic service in August is estimated by the Department of Labor to have been approximately 51,789,000. This was 1.7 per cent. higher than the figure for the previous month and 2.6 per cent. higher than for August, 1955. The index figure of wage-earners' employment in manufacturing industries (base 1947-9 = 100) showed an increase of 5.2 per cent. in August, compared with the previous month, but a decrease of 0.4 per cent. compared with August, 1955.

The Bureau of the Census estimated that the total number of unemployed persons at the middle of August was about 2,195,000, compared with 2,833,000 at the middle of the previous month and 2,237,000 at the middle of August, 1955.

### BELGIUM

The average daily number of persons recorded as wholly unemployed during August was 66,919, compared with 72,458 in the previous month and 82,815 in August, 1955. Partial unemployment accounted in addition for a daily average loss of 32,833 working days. The total number of working days lost in August by persons wholly unemployed was 1,539,148, while 755,149 days were lost as a result of partial unemployment.

### DENMARK

Monthly returns from the Employment Exchanges showed that at the end of September the number of members of approved insurance societies who were unemployed was 38,245, or 5.6 per cent. of the total number insured, compared with 6.2 per cent. at the end of August and 5.8 per cent. at the end of September, 1955.

### FRANCE

The number of persons registered as applicants for employment at the beginning of September was 83,098, of whom 23,829 were wholly unemployed persons in receipt of assistance. The corresponding figures were 84,239 and 25,114 at the beginning of the previous month and 125,392 and 43,171 at the beginning of September, 1955.

### GERMANY

In the Federal Republic the number unemployed at the end of September was 411,110, compared with 409,427 at the end of the previous month and 494,994 at the end of September, 1955. In the Western Sectors of Berlin the corresponding figures at the same dates were 90,577, 93,789 and 115,861.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 20th October was 54,923, compared with 49,370 at 22nd September and 42,148 at 22nd October, 1955.

### NETHERLANDS

The number of persons wholly unemployed at 31st August, including persons who are relief workers as well as those in receipt of unemployment benefit, was 26,709, compared with 28,680 at the end of the previous month and 35,258 at the end of August, 1955. The number of persons included in the total who were employed on relief work was 5,883 at 31st August, compared with 7,578 at 31st July and 7,104 at the end of August, 1955.



# WAGES, DISPUTES, RETAIL PRICES

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## Changes in Rates of Wages and Hours of Labour

### RATES OF WAGES

#### Changes in October

In the industries covered by the Department's statistics,\* the changes in the rates of wages reported to have come into operation in the United Kingdom during October resulted in an aggregate increase estimated at approximately £53,000 in the weekly full-time wages of about 313,000 workpeople, and a decrease of £13,000 for 144,000 workpeople.

The principal increases affected workpeople employed in shirt, collar and tie making and in corset making, certain building trade operatives, workers employed in silk manufacture, and qualified pharmacists and unqualified assistants in the retail pharmacy trade in England and Wales. Others receiving increases included iron and steel workers and workers employed in leather goods manufacture, in a section of the glove manufacturing industry and in the metal finishing trades in England and Wales. The decreases, which operated under sliding-scale arrangements based on the index of retail prices, affected workers in the furniture and carpet industries and shoe and slipper operatives in certain districts.

For workpeople employed in shirt, collar and tie making and in corset making there were increases of 4d. an hour in the general minimum time rates for men and of 3d. for women. In the building industry there was an increase of ½d. an hour for craftsmen and labourers affected by the upgrading of certain districts in the grading scheme in England and Wales. Operatives employed in silk manufacture received increases in minimum time rates of 6s. 6d. a week for men and 4s. 6d. for women. There were varying increases for retail pharmacy workers in England and Wales; qualified shop managers and managers received 20s. a week, qualified pharmacists 15s., and unqualified male and female assistants with not less than three years' experience in pharmacy and engaged wholly or mainly in dispensing received 10s. and 7s. 6d. respectively.

In the iron and steel industry there were small increases payable under sliding-scale arrangements based on the index of retail prices. Minimum time rates for workers employed in leather goods manufacture were increased by 3d. an hour for men and 2d. for women, and increases in minimum rates of 2½d. an hour for men and 1½d. for women operated in the leather and fabric dress glove and industrial glove section of the glove manufacturing industry in England and Wales. Workers in the metal finishing trades in England and Wales received increases in minimum rates of 2½d., 3d. or 3½d. an hour, according to grade, for men and 2½d. for women.

Of the total increase of £53,000, about £21,000 was the result of direct negotiations between employers and workpeople or their representatives; about £17,000 resulted from arbitration awards;

about £10,000 resulted from arrangements made by Joint Industrial Councils or other joint standing bodies established by voluntary agreement; about £5,000 was the result of the operation of sliding scales based on the index of retail prices; and the remainder was the result of Orders made under the Wages Councils Acts.

#### Changes in January-October, 1956

The following Table shows the numbers of workpeople in the United Kingdom affected by increases in rates of wages reported to the Department during the ten completed months of 1956, and the net aggregate amounts of such increases.

Industry Group	Approximate Number of Workpeople affected by Net Increases†	Estimated Net Amount of Increase in Weekly Rates of Wages
Agriculture, Forestry, Fishing .. .. .	792,500	£ 466,500
Mining and Quarrying .. .. .	433,500	288,100
Treatment of Non-metaliferous Mining Products other than Coal .. .. .	218,000	79,300
Chemicals and Allied Trades .. .. .	223,500	111,700
Metal Manufacture .. .. .	220,000	121,500
Engineering, Shipbuilding and Electrical Goods	2,645,500	1,387,600
Vehicles .. .. .		
Metal Goods not elsewhere specified .. .. .	588,000	170,900
Textiles .. .. .	48,500	23,800
Leather, Leather Goods and Fur .. .. .	486,500	273,500
Clothing .. .. .	432,000	184,100
Food, Drink and Tobacco .. .. .	188,000	74,000
Manufactures of Wood and Cork .. .. .	324,000	375,100
Paper and Printing .. .. .	54,000	24,000
Other Manufacturing Industries .. .. .	1,244,000	786,500
Building and Contracting .. .. .	241,000	173,600
Gas, Electricity and Water .. .. .	1,014,500	503,900
Transport and Communication .. .. .	1,273,500	580,700
Distributive Trades .. .. .	952,500	489,000
Public Administration .. .. .	652,000	219,800
Miscellaneous Services .. .. .		
<b>Total .. .. .</b>	<b>12,031,500</b>	<b>6,333,600</b>

In the corresponding months of 1955 there was a net increase of £4,712,000 in the weekly full-time rates of wages of 11,505,000 workpeople.

### HOURS OF LABOUR

Normal weekly working hours for workpeople employed in the leather and fabric dress glove and industrial glove section of the glove manufacturing industry have been fixed at 45 for men and 44 for women. Hours were previously arranged locally and varied from 44 to 47.

## PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING OCTOBER

(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, 1956," on which details for that date are given.)

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Forestry	Great Britain (5)	Beginning of pay week containing 17 Sept.†	Youths and female forest workers employed by Forestry Commission	Increases of 6s. a week in minimum rates for women 21 years and over, of 5s. for youths 19 and under 20, of 4s. for youths 17 and under 19 and for girls 17 and under 21, of 3s. for boys 15 and under 17 and girls 16 and under 17, and of 2s. for girls under 16. Minimum rates after change: youths and boys 66s. a week at 15, rising to 117s. at 19 and under 20; women and girls 59s. at 15, rising to 109s. at 21 and over.
Mining and Quarrying	Cleveland (8)	1 Oct.	Ironstone mine workers	Cost-of-living flat-rate additions to wages, previously granted, increased by 1-2d. a shift (9s. to 9s. 1-2d.) for men and youths 18 years and over, and by 0-6d. (4s. 6d. to 4s. 6-6d.) for boys under 18.
	North Lincolnshire	7 Oct.	Ironstone miners and quarrymen	Cost-of-living flat-rate additions to wages, previously granted, increased by 1-3d. a shift (7s. 1-8d. to 7s. 3-1d.) for men, by 0-975d. (5s. 4-34s. to 5s. 5-32d.) for youths 18 and under 21 years, and by 0-65d. (3s. 6-9d. to 3s. 7-55d.) for boys under 18.
	Notts., Leics., parts of Lincs., Northants. and Banbury	do.	Ironstone miners and quarrymen and limestone quarrymen	Cost-of-living flat-rate additions to wages, previously granted, increased by 1-36d. a shift (6s. 10-96d. to 7s. 0-32d.) for men, by 1-02d. (5s. 2-22d. to 5s. 3-24d.) for youths 18 and under 21 years, and by 0-68d. (3s. 5-48d. to 3s. 6-16d.) for boys under 18.
	South and West Durham	1 Oct.	Limestone quarrymen	Cost-of-living flat-rate additions to wages, previously granted, increased by 1d. a shift (7s. 2d. to 7s. 3d.) for men and youths 18 years and over, and by ½d. (3s. 7d. to 3s. 7½d.) for boys under 18.
Cast Stone and Cast Concrete Products Manufacture	England and Wales (32)	First full pay week commencing on or after 22 Oct.	Night workers	Increase of 2d. an hour (4d. to 6d.) in night work allowance.
Coke Manufacture	Scotland, Cumberland, South Durham, Cleveland, Lancashire, Lincolnshire, Northants. and South Wales (certain firms)¶	7 Oct.	Workpeople employed at coke oven plants attached to blastfurnaces	Flat-rate additions to wages, previously granted, increased by 1-3d. a shift (7s. 1-8d. to 7s. 3-1d. for shift-rated workers) or by 0-18d. an hour (11-70d. to 11-88d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0-98d. a shift (5s. 4-35d. to 5s. 5-33d.) or by 0-14d. an hour (8-77d. to 8-91d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (3s. 6-9d. to 3s. 7-55d.) or by 0-09d. an hour (5-85d. to 5-94d.) for boys and for girls doing boys' work.

\* 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.

† Workpeople who received two or more increases of wages during the period are counted only once in this column.

‡ These increases were granted in October with retrospective effect to the date shown.

§ Under sliding-scale arrangements based on the official index of retail prices.

¶ Wages are subject to further flat-rate additions (not subject to sliding-scale arrangements) of 1s. a shift for men, of 9d. for youths 18 and under 21 years, and of 6d. for boys.

¶ These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association.

## Principal Changes in Rates of Wages Reported during October—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in Italics)
Drug and Fine Chemical Manufacture	Great Britain (38)	First full pay week beginning on or after 21 Sept.	Shift workers and night workers	Shift differentials increased by 3s. a week (11s. to 14s.) for workers on a three 8-hour shift system, by 2s. (8s. to 10s.) for those on a two 8-hour shift system, and by 6s. (20s. to 26s.) for workers on continuous night work.
	London (38)	do.	Men, women and juveniles	Differentials paid to workers in the London area (within a radius of 15 miles from Charing Cross) increased by 2s. 6d. a week (4s. to 6s. 6d.) for men, and by 1s. 6d. (2s. to 3s. 6d.) for women and juveniles.
Pig Iron Manufacture	England and Wales and certain works in Scotland (42)	7 Oct.	Workpeople employed at blastfurnaces, except those whose wages are regulated by movements in other industries	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (7s. 1-8d. to 7s. 3-1d. for shift-rated workers) or by 0-18d. an hour (11-70d. to 11-88d. for hourly-rated workers) for men and for women and youths employed on men's work, by 0-98d. a shift (5s. 4-35d. to 5s. 5-33d.) or by 0-14d. an hour (8-77d. to 8-91d.) for youths 18 and under 21 and for women employed on youths' work, and by 0-65d. a shift (3s. 6-9d. to 3s. 7-55d.) or by 0-09d. an hour (5-85d. to 5-94d.) for boys and for girls doing boys' work.
	West of Scotland (42)	Pay period commencing nearest 1 Oct.	Workpeople employed at certain blastfurnaces, excluding those engaged on maintenance work	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (7s. 2d. to 7s. 3d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and Steel Manufacture	Great Britain† (43)	1 Oct.	Workpeople employed at steel sheet rolling mills	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (7s. 1-8d. to 7s. 3-1d.) for men and women 21 and over, by 0-98d. (5s. 4-35d. to 5s. 5-33d.) for youths and girls 18 and under 21, and by 0-65d. (3s. 6-9d. to 3s. 7-55d.) for those under 18.
	Great Britain† (43)	7 Oct.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladle-men, furnace helpers, gas producers, semi-skilled workers and labourers, etc.)	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (7s. 1-8d. to 7s. 3-1d. for shift-rated workers) or by 0-18d. an hour (11-70d. to 11-88d. for hourly-rated workers) for men and women, by 0-98d. a shift (5s. 4-35d. to 5s. 5-33d.) or by 0-14d. an hour (8-77d. to 8-91d.) for youths and girls 18 and under 21, and by 0-65d. a shift (3s. 6-9d. to 3s. 7-55d.) or by 0-09d. an hour (5-85d. to 5-94d.) for those under 18.
	Great Britain† (43)	do.	Workpeople employed at steel rolling mills	do. do.
	North-East Coast	do.	Iron puddlers, millmen, semi-skilled workers, labourers, etc., employed at iron puddling furnaces and rolling mills	do. do.
	Great Britain† (43)	do.	Maintenance craftsmen employed on coke oven and blastfurnace plants, in steel melting shops, and in steel rolling mills	Flat-rate additions to wages, previously granted, increased* by 0-18d. an hour (11-70d. to 11-88d.) for craftsmen, by 0-14d. (8-77d. to 8-91d.) for apprentices 18 to 21, and by 0-09d. (5-85d. to 5-94d.) for apprentices under 18.
	South-West Wales (43)	do.	Workpeople employed in Siemens steel manufacture, except bricklayers and carpenters	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (6s. 0-8d. to 6s. 2-1d.) for men and for women employed on men's work, by 0-975d. (4s. 6-6d. to 4s. 7-575d.) for youths 18 and under 21, and by 0-65d. (3s. 0-4d. to 3s. 1-05d.) for youths under 18.
	West of Scotland (43)	Pay period beginning 1 Oct.	Workpeople, other than 6-shift workers, employed at iron puddling forges and mills and sheet mills	Cost-of-living net additions to wages, previously granted, increased* by 1-4d. a shift (7s. 7d. to 7s. 8-4d.) for men, by 1-05d. (5s. 8-25d. to 5s. 9-3d.) for youths 18 and under 21, and by 0-7d. (3s. 9-5d. to 3s. 10-2d.) for boys under 18.
			6-shift workers	The existing cost-of-living payment increased* by 0-19d. an hour for men, by 0-15d. for youths 18 and under 21, and by 0-09d. for boys under 18.
	South Wales and Monmouthshire (43)	7 Oct.	Workpeople employed at iron and steel works	Cost-of-living bonus increased* by 1-2d. a shift (5s. 3-6d. to 5s. 4-8d. for skilled craftsmen, and 6s. 6-6d. to 6s. 7-8d. for other men) for men and women 18 and over, and by 0-6d. (2s. 7-8d. to 2s. 8-4d. or 3s. 3-3d. to 3s. 3-9d.) for those under 18.
Tinplate Manufacture	South Wales, Monmouthshire and Gloucestershire (43)	do.	Men, youths, women and juveniles (except apprentices)	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (7s. 1-8d. to 7s. 3-1d.) for men and for women engaged specifically to replace male labour, by 0-975d. (5s. 4-35d. to 5s. 5-325d.) for youths 18 and under 21 and for women 18 and over, and by 0-65d. (3s. 6-9d. to 3s. 7-55d.) for workers under 18.
Tube Manufacture	Newport and Landore	do.	Men, youths and boys	Cost-of-living bonus increased* by 1-16d. a shift (7s. 1-26d. to 7s. 2-42d.) for men, by 0-773d. (4s. 8-815d. to 4s. 9-588d.) for youths 18 and under 21, and by 0-58d. (3s. 5-47d. to 3s. 6-05d.) for boys.
Galvanising	England and Wales	1 Oct.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Flat-rate additions to wages, previously granted, increased* by 1-3d. a shift (7s. 1-8d. to 7s. 3-1d.) for men and women 21 and over, by 0-98d. (5s. 4-35d. to 5s. 5-33d.) for youths and girls 18 and under 21, and by 0-65d. (3s. 6-9d. to 3s. 7-55d.) for those under 18.
Ferriery, Blacksmith and Agricultural Engineering Trade	Great Britain (various localities) (61)	Beginning of first full pay period following 18 Oct.	Farriers and blacksmiths	Increases of 2½d. an hour for dayworkers, and of proportional amounts for apprentices. Rates after change include: dayworkers in districts other than London—industrial areas, firemen 4s. 1½d. an hour, doormen 4s. 1d., small county towns 4s. 0½d., 3s. 11½d., agricultural areas 4s., 3s. 11d.
Spring Mattress and Bedstead Fittings Manufacture	Great Britain	Beginning of first full pay week in Oct.	Men, youths, boys, women and girls	Decreases* in supplementary cost-of-living allowance of ½d. an hour (1s. 2d. to 1s. 1½d.) for men 21 years and over, of ½d. (10½d. to 10½d.) for women 19 and over, and of proportional amounts for younger workers.
Needle, Fish Hook and Fishing Tackle Manufacturing Industries	Great Britain (67)	22 Oct.	Men, youths, boys, women and girls	Increases of 1-5d. an hour (36-5d. to 38d.) in the standard wage for unskilled men 21 years and over, and of proportional amounts for skilled and semi-skilled men and for women and younger workers. Minimum time rates after change for a 44-hour week include: men 21 and over—skilled 161s. 11d., semi-skilled 146s. 9d., unskilled 139s. 4d.; women 21 and over 106s. 9d. New cost-of-living bonus introduced payable to all workers as follows:—men 21 and over 2d. an hour or 7s. 4d. a week, youths 1d. or 3s. 8d., women 1½d. or 5s. 6d., girls ½d. or 2s. 9d.¶
Metal Finishing	England and Wales (71)	Beginning of first full pay period following 17 Oct.	Men, youths, boys, women and girls	Increases of 2½d., 3d. or 3½d. an hour, according to grade, for men 21 years and over, of 2½d. for women 19 and over, and of proportional amounts for younger workers. Minimum rates after change: men 21 and over—grade 1, London area (within a radius of 18 miles from Charing Cross) 4s. an hour, elsewhere 3s. 10½d., grade 2 3s. 8½d., 3s. 6½d., grade 3 3s. 5d., 3s. 2½d. (electro-platers and polishers to receive an additional 1½d. an hour above grade 1 rates); women 19 and over—grade 1, London area 3s. 0½d., elsewhere 2s. 11½d., grade 2 2s. 9d., 2s. 7½d., grade 3 2s. 7½d., 2s. 6½d.; youths—London area 2s. 7d. at 19, rising to 3s. 1½d. at 20½, elsewhere the rates are 1d. an hour less; boys and girls—London area 1s. 3d. at 15, rising to 2s. 4½d. at 18½, elsewhere the rates are ½d. an hour less.

\* Under sliding-scale arrangements based on the official index of retail prices.

† These increases affected mainly the employees of firms which are members of the Sheet Trade Board, the districts concerned being Staffordshire, Cheshire, Tees-side, South Wales and Monmouthshire and the Glasgow district.

‡ These increases affected employees of firms which are members of the Iron and Steel Trades Employers' Association, the principal districts concerned being the North-East Coast, Cumberland, Lancashire, South Yorkshire (excluding Sheffield special steels district), Lincolnshire, South Wales and West of Scotland.

§ These increases affected employees of firms which are members of the South Wales and Monmouthshire Iron and Steel Manufacturers' Association.

¶ The new cost-of-living bonus is based upon the new official index of retail prices (January, 1956 = 100). The amounts set out above are allowed for the first five-points rise from a notional index figure of 97, after which, for every three-points rise or fall, the bonus will be adjusted by 1d. an hour for men 21 and over, ½d. for youths, ½d. for women, and ¼d. for girls.



## Principal Changes in Rates of Wages Reported during October—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in italics)
Organ Building	United Kingdom (75)	1 Oct.	Journeymen and apprentices . . .	Increases* of 1d. an hour for journeymen, and of proportional amounts for improvers and apprentices. Minimum rates after change for journeymen: London, Liverpool and Manchester 4s. 6½d. an hour, other towns 4s. 5½d. <i>Decreases† in supplementary cost-of-living allowance of ¼d. an hour (1s. 2d. to 1s. 1½d.) for men 21 years and over, of ¼d. (10½d. to 10½d.) for women 20 and over, and of proportional amounts for younger workers.</i>
Pianoforte Manufacture	Great Britain (74)	Beginning of first full pay week in Oct.	Men, youths, boys, women and girls	
Cotton	Lancashire, Cheshire, Yorkshire and Derbyshire (77)	Beginning of first full pay period following 2 Oct.	Mill engine tenters, enginem/f firemen, etc., employed in cotton spinning and weaving establishments	Increase of 5 per cent. on minimum hourly rates. Minimum rates after change: mill engine tenters 3s. 10d. an hour, enginem/firemen 3s. 8-9d., assistant engineers 3s. 8-1d., boiler firemen 3s. 6-7d., ashwheelers, oilers and greasers 3s. 3-3d.
Silk Manufacture	United Kingdom (84)	Pay day in week commencing 22 Oct.	Workpeople employed in silk spinning, throwing and weaving, etc., except maintenance workers and certain workers in the West Riding of Yorkshire whose wages are regulated by movements in other industries:— Timeworkers . . . . . Pieceworkers . . . . .	Increases of 6s. 6d. a week in minimum rates for men 21 years and over, of 4s. 6d. for women 18 and over, and of varying amounts, according to age, for younger workers. Minimum basic time rates after change: male workers 54s. a week at 15, rising to 136s. 6d. at 21 and over; female workers 54s. at 15, rising to 96s. 6d. at 18 and over; existing differentials continue to be maintained. Increases of 6s. 6d. a week for men, and of 4s. 6d. for women, subject to earnings of adult pieceworkers being such that the minimum average wage of a section is 15 per cent. above the appropriate minimum time rate for male and female adult workers. The increases are to be arranged either by a flat-rate payment or by an adjustment of the piece rates. Increases in minimum time rates of 6s. 6d. a week for men 21 years and over and for women weavers in the manufacturing section, of 4s. 6d. for other women 18 and over, and of varying amounts, according to age, for younger workers; increases of 6s. 6d. for male pieceworkers and of 4s. 6d. for female pieceworkers. Minimum rates after change include: throwing section—men 21 and over grade 1 136s. 6d. a week, grade 1A 139s., grade 2 141s., grade 3 142s., night workers 159s. 9d., women 18 and over grade 1 96s. 6d., grade 2 98s. 6d., grade 3 99s. 6d.; small-ware section—men grade 1 136s. 6d., grade 2 140s., grade 3 144s., women grade 1 96s. 6d., grade 2 98s. 6d., grade 3 99s. 6d.; manufacturing section—men, all workers except weavers 136s. 6d., women grade 1 96s. 6d., grade 2 98s. 6d., grade 3 104s. 6d., men and women weavers 130s. to 149s., according to number of looms; making-up section—unskilled women 96s. 6d., skilled women 98s. 6d.; embroidery section—unskilled men 136s. 6d., skilled men 149s., women grade 1 96s. 6d., grade 2 98s. 6d.; hand-loom weaving section, time rates, men 3s. 3d. an hour. All existing differentials to be maintained. Increases in minimum time rates of 6s. 6d. a week for men 21 years and over, of 4s. 6d. for women 18 and over, and of varying amounts, according to age, for younger workers; increases of 6s. 6d. for male pieceworkers and of 4s. 6d. for female pieceworkers. Minimum rates after change include: men 21 and over, other than learners, grade 1 136s. 6d. a week, grade 1A 139s., grade 2 141s., grade 3 145s., key men 160s. 6d., screen printers 148s., printers' mates, dyers, oilers and greasers on shafting 143s., oilers and greasers on braid machines 141s., dyers' mixers 143s. in first year, rising to 151s. in fourth year, boilermen (day shift) 156s. 6d., (night shift) 164s., night workers—screen printers 203s. 6d., printers' mates and dyers 195s., others 193s., narrow fabric night workers 196s. 2d.; women 18 and over, except learners, grade 1 96s. 6d., grade 1A 98s. 6d., grade 2 99s. 6d., grade 3 101s. 6d. All existing differentials to be maintained. <i>Cost-of-living bonus decreased* from 57½ to 55 per cent. on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Minimum rates after change, inclusive of cost-of-living bonus and lieu bonus, include: men 21 and over 144s. 1d. a week, women 20 and over 96s. 1d.</i> <i>Cost-of-living bonus decreased* from 57½ to 55 per cent. on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Bonus on earnings in excess of £6 15s. and £4 10s. decreased from 47½ to 45 per cent. Minimum rates after change, inclusive of cost-of-living bonus and lieu bonus, include: male workers 21 and over—dry beamers, packers, back sizers and starchers, card men (jacquard, wilton and gripper), fur cutters, with 6 months' experience as assistant or otherwise, 153s. 5d. a week, wet beamers or dressers, with 12 months' experience 168s. 11d., croppers and shearers, with 6 months' experience 153s. 5d., 161s. 2d. or 168s. 11d., according to width of machine, other male workers 21 and over 144s. 2d.; female workers 20 and over—card cutters with 18 months' experience 110s. 1d., other female workers 96s. 1d.</i>
Silk Manufacture and Dyeing	Leek (84)	do.	Men, youths, boys, women and girls	Increases in minimum time rates of 6s. 6d. a week for men 21 years and over, of 4s. 6d. for women 18 and over, and of varying amounts, according to age, for younger workers; increases of 6s. 6d. for male pieceworkers and of 4s. 6d. for female pieceworkers. Minimum rates after change include: men 21 and over, other than learners, grade 1 136s. 6d. a week, grade 1A 139s., grade 2 141s., grade 3 145s., key men 160s. 6d., screen printers 148s., printers' mates, dyers, oilers and greasers on shafting 143s., oilers and greasers on braid machines 141s., dyers' mixers 143s. in first year, rising to 151s. in fourth year, boilermen (day shift) 156s. 6d., (night shift) 164s., night workers—screen printers 203s. 6d., printers' mates and dyers 195s., others 193s., narrow fabric night workers 196s. 2d.; women 18 and over, except learners, grade 1 96s. 6d., grade 1A 98s. 6d., grade 2 99s. 6d., grade 3 101s. 6d. All existing differentials to be maintained.
Jute Carpet Manufacture	Dundee . . . . .	First pay day in Oct.	Male and female workers . . .	<i>Cost-of-living bonus decreased* from 57½ to 55 per cent. on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Minimum rates after change, inclusive of cost-of-living bonus and lieu bonus, include: men 21 and over 144s. 1d. a week, women 20 and over 96s. 1d.</i>
Carpet Manufacture	Great Britain (92)	First pay day in Oct.	Men, youths, boys, women and girls	<i>Cost-of-living bonus decreased* from 57½ to 55 per cent. on the first £6 15s. of total earnings (exclusive of cost-of-living bonus) for male workers, and on the first £4 10s. for female workers. Bonus on earnings in excess of £6 15s. and £4 10s. decreased from 47½ to 45 per cent. Minimum rates after change, inclusive of cost-of-living bonus and lieu bonus, include: male workers 21 and over—dry beamers, packers, back sizers and starchers, card men (jacquard, wilton and gripper), fur cutters, with 6 months' experience as assistant or otherwise, 153s. 5d. a week, wet beamers or dressers, with 12 months' experience 168s. 11d., croppers and shearers, with 6 months' experience 153s. 5d., 161s. 2d. or 168s. 11d., according to width of machine, other male workers 21 and over 144s. 2d.; female workers 20 and over—card cutters with 18 months' experience 110s. 1d., other female workers 96s. 1d.</i>
Leather Goods, Saddlery and Harness Manufacture	Great Britain (103)	Beginning of first full pay period following 15 Oct.	Fancy and solid leather and leather substitute goods makers Saddlery and harness makers . . .	Increases in minimum time rates of 3d. an hour for male workers 21 years and over, of 2d. for female workers 20 and over, and of proportional amounts for juveniles. Minimum rates after change include: London (Metropolitan Police area)—skilled men 21 and over 3s. 7½d. an hour, skilled women 20 and over 2s. 6½d., elsewhere—skilled men 3s. 6½d., skilled women 2s. 6d.
Shirt, Collar and Tie, etc., Making	Great Britain (109)	22 Oct. or beginning of first pay period following that date	Men, youths and boys . . . . . Women and girls . . . . .	Increase of 3d. an hour (3s. 5½d. to 3s. 8½d.) in time rates for adult male workers in all districts. Increases of 4d. an hour in general minimum time rates and piecework basis time rates for workers 21 years or over, and of 1½d., 2d., 2½d. or 3d., according to age, for younger workers. General minimum time rates after change: special or measure cutters, pattern cutters or pattern takers (with not less than 3 years' experience after 18), and tie cutters 22 or over (with not less than 5 years' experience) 3s. 9d. an hour, cutters and tie cutters 21 or over (with not less than 4 years' experience) 3s. 7d., other male workers 21 or over 3s. 3½d.; youths and boys 1s. 4½d. at under 16, rising to 2s. 8½d. at 20; piecework basis time rates 3s. 11d. or 3s. 9d., according to occupation.† Increases of 3d. an hour in general minimum time rates for workers other than learners, and of 1½d., 1½d., 2½d. or 2½d., according to period of employment, for learners; increase of 3d. an hour in piecework basis time rate. General minimum time rates after change: conveyor belt machinists 2s. 5½d. an hour, other workers except learners 2s. 4d.; learners 1s. 3d. during 1st six months, rising to 1s. 1½d. in 3rd year; piecework basis time rate for workers of any age 2s. 5½d.‡
Corset Making	Great Britain . . . . .	22 Oct. or beginning of first pay period following that date	Men, youths and boys . . . . . Women and girls . . . . .	Increases of 4d. an hour in general minimum time rates for workers 21 years or over, and of 1½d., 2d., 2½d. or 3d., according to age, for younger workers; increase of 4d. an hour in piecework basis time rates. General minimum time rates after change: special or measure cutters, pattern cutters or pattern takers (with not less than 3 years' experience after 18) 3s. 8½d. an hour, less than 5 but not less than 3 years' experience after 18 3s. 6½d.; workers employed in folding, hand fitting, parting, separating or making-up (with not less than 3 years' experience after 18) 3s. 6d.; warehousemen or packers 21 or over (with not less than 2 years' experience) 3s. 5½d.; other workers 21 or over 3s. 4d.; youths and boys 1s. 4½d. at under 16, rising to 2s. 8½d. at 20; piecework basis time rates for workers employed on specified occupations 2d. an hour higher than the adult general minimum time rate, other workers 3s. 5½d.‡ Increases of 3d. an hour in general minimum time rates for workers other than learners, and of 1½d., 1½d., 2½d. or 2½d., according to period of employment, for learners; increase of 3d. an hour in piecework basis time rate. General minimum time rates after change: workers other than learners 2s. 5d. an hour, learners 1s. 3d. during 1st six months, rising to 1s. 1½d. during 3rd year; piecework basis time rate for workers of any age 2s. 6½d.‡

\* Under sliding-scale arrangements based on the official index of retail prices.  
† Under sliding-scale arrangements based on the official index of retail prices. The bonus is now related to the new index of retail prices (January 1956=100) and the amounts shown above are related to an index figure of 102.  
‡ These increases were agreed by the Shirt, Collar and Tie Manufacturers' Federation, the Corsetry Manufacturers' Association, and the National Union of Tailors and Garment Workers.

## Principal Changes in Rates of Wages Reported during October—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change (Decreases in italics)
Glove Manufacture	England and Wales (112)	First pay day after 1 Oct.	Workpeople employed in leather and fabric dress glove and industrial glove section of the glove manufacturing industry	Increases of 2½d. an hour for men, of 1½d. for women, and of proportional amounts for apprentices and juveniles. Minimum time rates after change include: men 20 and over—class A 3s. 7½d. an hour, class B 3s. 2½d.; women 20 and over—class A 2s. 4½d., class B 2s. 2½d.*
Boot and Shoe Manufacture	Rossendale Valley and Burnley, Bury, Great Harwood, Rochdale, Chorley, Blackburn and the Fylde coast	First making-up day in Oct.	Shoe and slipper operatives:— Dayworkers . . . . . Pieceworkers . . . . .	<i>Decreases† of 5s. a week in day wage rates for men 21 years and over, of 4s. for women 20½ and over, and of proportional amounts for younger workers. Minimum weekly rates after change: male workers 70s. at 15, rising to 155s. at 21 and over (147s. for 1st six months for workers entering the trade for the first time at 21 and over); female workers 70s. at 15, rising to 121s. 8d. at 20½ (115s. for 1st six months for workers entering the trade for the first time at 20½ and over). Decrease† of 3½ per cent. (37½ to 33½ per cent.) in the percentage addition to piecework rates.</i>
Sugar Confectionery Manufacture and Food Preserving	Northern Ireland (236)	24 Oct.	Men, youths, boys, women and girls	Increases of 2d. an hour in general minimum time rates for men 21 years or over, of ¼d. to 1½d., according to age, for youths and boys, of 1½d. for women 18 or over, and of ¼d. or 1d. for girls; increases of 2d. an hour in piecework basic time rates for male workers, and of 1½d. for female workers. Rates after change: general minimum time rates—men 21 or over 3s. 0½d. an hour, women 18 or over 2s. 1d., youths and boys 11½d. at under 15, rising to 2s. 5½d. at 20 and under 21, girls 11½d. at 15, rising to 1s. 7d. at 17 and under 18; piecework basis time rates—male workers 3s. 2½d., female workers 2s. 2d.‡
Furniture Manufacture (including Cane, Willow and Woven Fibre Furniture)§	Great Britain (136)	Beginning of first full pay week in Oct.	Men, youths, boys, women and girls	<i>Decreases   in supplementary cost-of-living allowance of ¼d. an hour (1s. 2d. to 1s. 1½d.) for men 21 years and over, of ¼d. (10½d. to 10½d.) for women 20 and over, and of proportional amounts for younger workers.</i>
Educational and Allied Woodworking	do.	do.	do.	do.
Bedding and Mattress Manufacture	do.	do.	do.	do.
Window Blind Manufacture	do.	do.	do.	do.
Sign Production and Display	England and Wales	First full pay week commencing on or after 1 Oct.	Production artists, writers, poster writers, screen process printers, auxiliary workers, etc.	Increase† of 1s. a week (30s. to 31s.) in the cost-of-living bonus paid to all workers.
Stone Carving, Wood Carving and Modelling	United Kingdom	First full pay week in Oct.	Journeymen and apprentices	<i>Decrease† in cost-of-living bonus of 1d. an hour (1s. 3d. to 1s. 2d.) for adult workers, and of proportional amounts for apprentices.</i>
Printing	England and Wales (except London) (144-145)	6 Aug.	Electrotypers and stereotypers employed in newspaper production (excluding certain national newspapers)	Increase of 3s. a week in basic rates; in addition, consolidation into basic rates of 5s. a week of the present cost-of-living bonus† (7s. a week). Minimum rates after change, exclusive of the revised cost-of-living bonus† of 2s. a week: weekly newspapers, grade 1 towns 213s. a week, grade 2 towns 207s. 6d., evening newspapers 228s., 221s. 6d., morning and tri-weekly newspapers 253s., 246s. 6d.
	do.	Pay period ending in week commencing 20 Aug.	Certain workpeople employed in the machine departments of newspaper production (excluding certain national newspapers)**	Increases of 2s. a week in basic rates for workers in class I occupations, and of 1s. for those in classes II and III; in addition, consolidation into basic rates of 5s. a week of the present cost-of-living bonus† (7s. a week). Minimum rates after change, exclusive of the revised cost-of-living bonus† of 2s. a week: weekly newspapers—class I workers, grade 1 towns 187s. 6d., grade 2 towns 183s., class II 180s. 6d., 176s., class III 174s. 6d., 170s., evening newspapers—class I 197s. 6d., 192s., class II 190s. 6d., 185s., class III 184s. 6d., 179s., morning and tri-weekly newspapers—class I 214s. 6d., 209s., class II 207s. 6d., 202s., class III 201s. 6d., 196s.
	London (148)	19 July††	Certain workpeople engaged in the production of national morning, evening and Sunday newspapers‡‡	Increases of 5½ per cent. on basic minimum rates and further increases granted on certain existing extra payments. Minimum rates after change include: correctors of the press—morning papers 312s. 6d. a week, evening papers 306s., Sunday papers 275s. 6d.; stereotypers—all papers 265s. 6d.; packers, warehousemen, etc.—morning papers, night work 226s., day work 218s. 6d., evening papers, bench and elevator hands 229s., other hands 218s. 6d., weekly papers 218s. 6d.
	do.	do.	Electricians and engineers employed in national newspaper printing offices	Increases of 5½ per cent. on basic minimum rates with special adjustments of night, rotating and Sunday rates for electricians' assistants. Minimum rates after change include: electricians and engineers, day 249s. a week, night 291s. 6d.; electricians' assistants, day 221s. 6d., night 248s. 6d.
	Manchester . . . . .	25 June§§	Compositors, readers and machine minders engaged in the production of national morning and Sunday newspapers	New basic minimum rates introduced, and new cost-of-living agreement adopted (current bonus 13s. a week). Basic minimum rates after change (day and night work): compositors and readers 279s. 6d. a week, machine minders 253s. 6d.§§§
Cinematograph Film Production	Great Britain . . . . .	First pay day in Oct.	Laboratory workers, including technical and clerical workers and certain other workers   employed in film printing and processing laboratories	Cost-of-living bonus increased† by 1s. a week (48s. to 49s.) at 21 years and over, and by 8d. (32s. to 32s. 8d.) for younger workers.
	United Kingdom	do.	Technical workers whose normal salaries do not exceed £19 10s. a week, and learners employed in producing newsreels	Cost-of-living bonus increased† by 6d. a week (52s. to 52s. 6d.) at 21 years and over, and by 4d. (33s. 8d. to 34s.) for younger workers.

\* These rates are inclusive of the 5 per cent. increase awarded in October, 1955 (see page 407 of the November, 1955, issue of this GAZETTE). See also under "Changes in Hours of Labour".  
† Under sliding-scale arrangements based on the official index of retail prices.  
‡ These increases took effect under an Order issued under the Wages Councils Act (Northern Ireland). See page 430 of this GAZETTE.  
§ The increases relating to Cane, Willow and Woven Fibre furniture apply only to employees of firms which are parties to the National Labour Agreement of the Furniture Manufacturing Trade.  
|| Under sliding-scale arrangements based on the official index of retail prices. The bonus is now related to the new index of retail prices (January, 1956 = 100) and the amounts shown above are related to an index figure of 102.  
¶ The revised cost-of-living bonus is calculated above an index figure of 155 (June, 1947 = 100) instead of the figure of 150 as hitherto (see footnote § on page 68 of the February issue of this GAZETTE).  
\*\* The workpeople concerned are employees of the Newspaper Society, and are members of the National Society of Operative Printers and Assistants.  
†† The agreements relating to these changes were completed in October with retrospective effect to the date shown.  
‡‡ The workpeople concerned are employees of members of the Newspaper Proprietors' Association and are members of the Association of Correctors of the Press, the National Society of Electrotypers and Stereotypers, and the National Union of Printing, Bookbinding and Paper Workers. A new cost-of-living bonus based on the index of retail prices figure of 156 (June, 1947 = 100) is also operative from 19th July, 1956; for all adult workers the bonus is to be 1s. for each point by which the index figure exceeds the figure of 156, with proportional amounts for juveniles, and the first review is to be made on 1st December, 1956.  
§§ The agreement relating to the above change was completed in September with retrospective effect to the date shown. The two rates shown, have however, in practice been equalised and the actual compounded rate payable is 275s. 2d. for all workers (the rate payable for Saturday work on Sunday papers is reduced to time and a half). The new cost-of-living bonus agreement is to continue until 30th November, 1957, and is based upon an index of retail prices figure of 145 (June, 1947 = 100); it provides for an increase or decrease of 1s. a week for each point rise or fall above this figure, and future revisions, where necessary, are to take place on 1st December, 1956 or 1st June, 1957; the current bonus of 13s. a week is related to an index figure of 158.  
||| Including boiler attendants, storemen, transport mechanics, transport drivers, charge-hand cleaners, cleaners, commissionaires, doormen and gatemen, charge-hand painters, painters, painters' mates, carpenters, carpenters' mates and general labourers.



Principal Changes in Rates of Wages Reported during October—continued

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workpeople	Particulars of Change
Building	England and Wales (certain districts) (156-157)*	1 Oct.	Building operatives	Increase of 1d. an hour for craftsmen and labourers as the result of the up-grading of certain districts for wages purposes.
Wholesale Grocery	Northern Ireland (191)	Beginning of first full pay period following 17 Sept.	Men, youths, boys, women and girls	Increases in minimum rates of 10s. a week for male workers 21 years and over, of 7s. 6d. for female workers 21 and over, and of proportional amounts for younger workers. Minimum rates after change: warehouse workers—males, Belfast 151s. a week, Londonderry 149s., Provincial 148s., females 106s., 102s.; drivers of motor vehicles—under 2 tons carrying capacity, Belfast 154s., Londonderry 152s., Provincial 147s. 6d., 2 tons or over 162s., 160s., 155s. 6d.; assistants on motor vehicles 153s., 151s., 146s. 6d.
Retail Food Distribution	England and Wales	1 Oct.	Shop managers and manageresses	Revised table of statutory minimum remuneration introduced providing progressive rates linked to a weekly trade up to £1,250 (£730 formerly) and resulting in weekly increases from 1s. to 26s. for rates linked to weekly trade £750-£1,250 or more. Minimum rates range as follows:—shop managers—London area 149s. a week where weekly trade is under £50 to 236s. where weekly trade is £1,250 or more, Provincial A area 145s. to 232s., Provincial B area 139s. to 226s.; shop manageresses—London 130s. to 217s., A 126s. to 213s., B 119s. to 206s.†
Retail Pharmacy	England and Wales (206)	Beginning of first full pay period following 10 Oct.	Qualified shop managers, manageresses, pharmacists and unqualified assistants engaged wholly or mainly in dispensing	Increases in minimum rates of 20s. a week for qualified shop managers and manageresses, of 15s. for male and female pharmacists, of 10s. for unqualified male assistants and of 7s. 6d. for unqualified female assistants engaged wholly or mainly in dispensing. Minimum rates after change: qualified shop managers, London 278s. 6d. a week, Provincial A area 273s. 6d., Provincial B area 268s. 6d., qualified shop manageresses 266s. 6d., 261s. 6d., 256s. 6d. (all rates are subject to scaled increases for average weekly sales of £100 and over); pharmacists—males, London, first year after qualifying 222s. a week, second year 232s., third year 242s., A 217s., 227s., 237s., B 212s., 222s., 232s., females, London 215s., 225s., 235s., A 210s., 220s., 230s., B 205s., 215s., 225s.; unqualified assistants (with not less than three years' continuous experience in pharmacy and engaged wholly or mainly in dispensing)—males, London 133s. a week at 20 years, rising to 178s. 6d. at 24, A 127s. to 172s. 6d., B 121s. to 166s. 6d., females, London 115s. to 160s. 6d., A 110s. to 155s. 6d., B 105s. to 150s. 6d. (female assistants with Apothecaries' Hall Certificate to receive 5s. less than the unqualified male assistant rate).
Cold Storage	Great Britain (181)	1 Oct.	Male workers 19 years and over employed in cold storage, other than clerical and supervisory grades and engineering operating staff	Increase in national minimum wage of 10s. 8d. a week (147s. to 157s. 8d.).
Local Authorities Services	England and Wales (certain districts)* (215)	1 Oct.	Building and civil engineering workers	Increase of 1d. an hour for craftsmen and labourers as the result of the up-grading of certain districts for wages purposes.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING OCTOBER

Industry	District	First pay day after	Workpeople employed in	Normal weekly working hours beyond which overtime rates become payable
Glove Manufacture	England and Wales (112)	1 Oct.	Workpeople employed in leather and fabric dress glove and industrial glove section of the glove manufacturing industry	Fixed at 45 hours a week for men, and 44 hours for women.‡

\* Certain districts previously in grade A1 are upgraded to grade A, and all districts previously in grade A2, with the exception of certain districts in the Southern Counties Region, are upgraded to grade A1. The districts concerned are too numerous to specify.  
 † These rates took effect under an Order issued under the Wages Councils Act. See page 388 of the October issue of this GAZETTE.  
 ‡ This increase does not apply to port cold stores which are covered by agreements relating to the docks industry.  
 § See also under "Changes in Rates of Wages".

Index of Rates of Wages

The index figure of rates of wages measures the movement, from month to month, in the level of full-time weekly rates of wages in the principal industries and services in the United Kingdom compared with the level at 30th June, 1947, taken as 100. The industries and services covered by the index and the method of calculation were described on page 41 of the issue of this GAZETTE for February, 1948. The index is based on the recognised rates of wages fixed by collective agreements between organisations of employers and workpeople, arbitration awards or statutory orders. The percentage increases in the various industries are combined in accordance with the relative importance of the industries, as measured by the total wages bill in 1946. The index does not reflect changes in earnings due to such factors as alterations in working hours, or in piece-work earnings due to variations in output or the introduction of new machinery, etc. As indicated on page 327 of the September issue of this GAZETTE, the index of actual weekly earnings in April, 1956, the latest available, was 191 for all workers combined as compared with 165 for rates of wages in those industries covered

by the earnings enquiries (and 163 in all the principal industries and services). For manufacturing industries alone, the index of actual weekly earnings in April, 1956, was 189 for all workers combined, as compared with 162 for rates of wages.

Where necessary, figures published in previous issues of this GAZETTE have been revised to include changes arranged with retrospective effect or reported too late for inclusion in the current figures.

The first part of Table I below shows, for all industries and services, the separate index figures for men, women, juveniles and "all workers" for December in each of the years 1947 to 1954, inclusive, for March, June, September and December, 1955, and for each month of 1956 to date. The second part of the Table shows the figure for "all workers" for each month since June, 1947.

Similar figures for manufacturing industries alone are given in Table II below.

All figures in the Tables are on the basis of 30th June, 1947 = 100, and relate to the end of the month.

I.—All Industries and Services

Date	Men	Women	Juveniles	All Workers
1947, December	103	103	106	103
1948, December	107	109	110	107
1949, December	109	112	113	109
1950, December	113	116	118	114
1951, December	125	130	133	126
1952, December	132	138	143	134
1953, December	136	143	149	138
1954, December	142	148	156	144
1955, March	147	153	160	149
June	151	155	163	152
September	152	156	164	153
December	153	158	166	154
1956, January	154	160	169	156
February	156	160	171	158
March	160	164	175	162
April	162	165	178	163
May	163	166	178	164
June	163	166	178	164
July	163	167	179	164
August	163	167	179	165
September	163	168	180	165
October	163	169	181	165

All Workers

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1947	104	104	105	105	106	106	106	106	107	107	107	107
1948	108	108	108	108	109	109	109	109	109	109	109	109
1949	108	108	108	108	109	109	109	109	109	109	109	109
1950	110	110	110	110	110	110	110	110	111	111	111	111
1951	115	116	117	118	118	119	120	122	122	126	126	127
1952	127	128	128	129	129	130	130	131	131	134	134	134
1953	134	135	135	135	135	136	136	137	137	137	138	138
1954	139	139	139	141	142	142	143	143	144	144	144	144
1955	146	147	149	152	152	152	153	153	153	153	154	154
1956	156	158	162	163	164	164	164	165	165	165	165	165

II.—Manufacturing Industries only

Date	Men	Women	Juveniles	All Workers
1947, December	101	101	101	101
1948, December	106	109	109	106
1949, December	107	111	111	108
1950, December	113	116	117	113
1951, December	125	131	132	127
1952, December	132	139	145	134
1953, December	134	144	150	137
1954, December	141	151	158	144
1955, March	147	156	163	150
June	149	157	165	151
September	150	159	167	152
December	150	161	169	153
1956, January	152	163	171	155
February	152	164	171	155
March	159	167	176	161
April	160	168	178	162
May	160	169	179	163
June	161	169	179	163
July	161	170	180	163
August	161	170	180	163
September	161	172	181	164
October	161	172	182	164

All Workers

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1947	101	101	101	101	101	101	101	101	101	101	101	101
1948	101	102	103	103	103	103	103	104	104	106	106	106
1949	106	107	107	107	107	107	108	108	108	108	108	108
1950	108	108	108	108	108	108	108	108	108	109	109	113
1951	115	116	116	117	118	119	119	120	120	121	126	127
1952	127	128	128	128	128	129	129	130	130	130	134	134
1953	134	134	135	135	135	136	136	136	136	136	136	137
1954	137	137	137	141	142	142	143	143	143	143	143	144
1955	145	145	150	150	151	151	151	152	152	152	153	153
1956	155	155	161	162	163	163	163	163	163	164	164	164

Industrial Disputes

DISPUTES IN OCTOBER

The number of stoppages of work\* arising from industrial disputes in the United Kingdom, reported to the Department as beginning in October, was 294. In addition, 16 stoppages which began before October were still in progress at the beginning of the month. The approximate number of workers involved during October in these 310 stoppages, including workers thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes, is estimated at about 60,000. The aggregate number of working days lost during October at the establishments concerned was about 191,000.

The following Table gives an analysis by groups of industries of stoppages of work in October due to industrial disputes:—

Industry Group	Number of Stoppages in progress in Month			Number of Workers involved in all Stoppages in progress in Month	Aggregate Number of Working Days lost in all Stoppages in progress in Month
	Started before beginning of Month	Started in Month	Total		
Coal Mining	1	234	235	41,600	95,000
Shipbuilding and Ship Repairing	2	10	12	2,900	36,000
Vehicles	4	2	6	7,200	24,000
All remaining industries and services	9	48	57	8,700	36,000
Total, October, 1956	16	294	310	60,400	191,000
Total, September, 1956	19	264	283	43,100	221,000
Total, October, 1955	23	265	288	68,300	187,000

Of the total of 191,000 days lost in October, 155,000 were lost by 58,100 workers involved in stoppages which began in that month. Of these workers, 55,600 were directly involved and 2,500 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes). The number of days lost in October also included 36,000 days lost by 2,300 workers through stoppages which had continued from the previous month.

Duration of Stoppages

Of 286 stoppages of work owing to disputes which ended during October, 119, directly involving 15,000 workers, lasted not more than one day; 78, directly involving 9,000 workers, lasted two days; 32, directly involving 8,000 workers, lasted three days; 40, directly involving 19,000 workers, lasted four to six days; and 17, directly involving 4,000 workers, lasted over six days.

Causes of Stoppages

Of the 294 disputes leading to stoppages of work which began in October, 39, directly involving 7,600 workers, arose out of demands for advances in wages, and 90, directly involving 15,600 workers, on other wage questions; 12, directly involving 2,000 workers, on questions as to working hours; 26, directly involving 5,500 workers, on questions respecting the employment of particular classes or persons; 119, directly involving 15,100 workers, on

other questions respecting working arrangements; and 5, directly involving 800 workers, on questions of trade union principle. Three stoppages, directly involving 9,000 workers, were in support of workers involved in other disputes.

DISPUTES IN THE FIRST TEN MONTHS OF 1956 AND 1955

The following Table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first ten months of 1956 and 1955:—

Industry Group	January to October, 1956			January to October, 1955		
	Number of Stoppages beginning in Period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress	Number of Stoppages beginning in Period	Number of Workers involved in all Stoppages in progress	Aggregate Number of Working Days lost in all Stoppages in progress
Agriculture, Forestry, Fishing	1	100	†	2	2,200	37,000
Coal Mining	1,787	218,100‡	463,000	1,500	322,500‡	1,060,000
Other Mining and Quarrying	2	†	1,000	1	†	†
Treatment of Non-Ferrous Metals	7	300	1,000	13	1,300	47,000
Chemicals and Allied Trades	6	800	6,000	9	2,700	15,000
Metal Manufacture	43	20,000	234,000	41	7,400	23,000
Shipbuilding and Ship Repairing	71	48,500	314,000	76	11,900	63,000
Engineering	68	32,700	72,000	58	12,600	56,000
Vehicles	46	85,000	334,000	69	59,400	186,000
Other Metal Industries	9	1,700	11,000	8	3,900	16,000
Textiles	23	3,600	27,000	12	2,400	13,000
Leather, etc.	1	100	†	1	100	†
Clothing	7	2,800	1,000	10	900	6,000
Food, Drink and Tobacco	1	1,000	1,000	10	600	2,000
Manufactures of Wood and Cork	9	2,600	4,000	19	1,300	16,000
Paper and Printing	2	16,400	371,000	1	17,900	73,000
Other Manufacturing Industries	9	4,000	16,000	7	2,400	3,000
Building and Contracting	96	12,700	73,000	84	11,500	67,000
Gas, Electricity and Water	5	3,000	7,000	2	100	†
Transport, etc.	79	14,300	26,000	104	151,300	1,684,000
Distributive Trades	10	3,400	6,000	7	800	7,000
Other Services	9	2,000	5,000	13	1,700	8,000
Total	2,284§	473,100‡	1,973,000	2,045	614,900‡	3,382,000

The number of days lost in the period January to October, 1956, through stoppages which began in that period was 1,926,000, the number of workers involved in such stoppages being 472,100. In addition, 47,000 days were lost at the beginning of the year by 1,000 workers through stoppages which had begun towards the end of the previous year.

PRINCIPAL DISPUTES DURING OCTOBER

Industry, Occupations¶ and Locality	Approximate Number of Workers involved		Date when Stoppage		Cause or Object	Result
	Directly	In-directly¶	Began	Ended		
COAL MINING:— Fillers and other colliery workers—Goldthorpe, Rotherham, Yorks. (one colliery)	320	—	25 Sept.	5 Oct.	Rejection of a claim for a guaranteed wage plus "walking" allowance	Work resumed pending negotiations.
Fillers and other colliery workers—various districts in Yorkshire (various collieries)	2,790	130	2 Oct.	5 Oct.	In sympathy with the workers involved in the above dispute	
Haulage hands and other colliery workers—Thurnscoe, Rotherham, Yorks. (one colliery)	2,330	—	15 Oct.	19 Oct.	Loss of bonus shift payment when unable to work a full week owing to a stoppage of work by fillers	Work resumed unconditionally.
SHIPBUILDING AND SHIP REPAIRING:— Joiners, woodcutting machinists and French polishers employed in shipbuilding—Walker-on-Tyne (one firm)	360	—	1 Oct.	19 Oct.	To support a demand for an increase in bonus in excess of that offered by the employer	Work resumed pending negotiations.
Rivetters, drillers, caulkers and other workers employed in shipbuilding—Belfast (one firm)	350	700	3 Oct.	26 Oct.	To support a demand for increased piece rates and lieu rates	Work resumed pending negotiations.
AIRCRAFT:— Fitters, machinists and other workers employed in the manufacture of aircraft—Stockport (one firm)	1,120	90	23 Aug.	26 Oct.	Dissatisfaction with rates of pay when employed on jobs for which no agreed price had been fixed	Work resumed on agreed terms.

\* The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than 10 workers, and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information.  
 † Less than 50 workers or 500 working days.  
 ‡ Some workers, largely in the coal mining industry, were involved in more than one stoppage and are counted more than once in the totals. The net number of individuals involved in coal mining stoppages in the



## U.K. Index of Retail Prices

INDEX FOR 16th OCTOBER, 1956

ALL ITEMS (17th January, 1956 = 100) ... 103

At 16th October, 1956, the retail prices index was 103 (prices at 17th January, 1956 = 100), compared with 102 at 18th September. The rise in the index during the month was due mainly to higher prices for bread, together with some increases in rents and rates and in the average price of beer. These increases were partly offset by lower prices for eggs.

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. 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 16th OCTOBER, 1956

(Prices at 17th January, 1956 = 100)

The following Table shows, for various groups and sub-groups, the indices at 16th October, 1956, on the basis 17th January, 1956 = 100, together with the relative weights which have been used in combining the group indices into a single "all items" index.

GROUP AND SUB-GROUP	INDEX FIGURE FOR 16th OCTOBER, 1956 (17th January, 1956 = 100)	WEIGHT 1956 = 100
<b>I. Food :</b>		
Bread, flour, cereals, biscuits and cakes .. .. .	115	
Meat and bacon .. .. .	101	
Fish .. .. .	102	
Butter, margarine, lard and cooking fat .. .. .	93	
Milk, cheese and eggs .. .. .	108	
Tea, coffee, cocoa, soft drinks, etc. .. .. .	96	
Sugar, preserves and confectionery .. .. .	100	
Vegetables, fresh, dried and canned .. .. .	85	
Fruit, fresh, dried and canned .. .. .	100	
Other food .. .. .	101	
Total—Food .. .. .	101.8	350
<b>II. Alcoholic drink .. .. .</b>		
	102.6	71
<b>III. Tobacco .. .. .</b>		
	105.3	80
<b>IV. Housing .. .. .</b>		
	104.5	87
<b>V. Fuel and light :</b>		
Coal and coke .. .. .	102	
Other fuel and light .. .. .	103	
Total—Fuel and light .. .. .	102.4	55
<b>VI. Durable household goods :</b>		
Furniture, floor coverings and soft furnishings .. .. .	102	
Radio, television and other household appliances .. .. .	100	
Pottery, glassware and hardware .. .. .	103	
Total—Durable household goods .. .. .	101.3	66
<b>VII. Clothing and footwear :</b>		
Men's outer clothing .. .. .	101	
Men's underclothing .. .. .	102	
Women's outer clothing .. .. .	102	
Women's underclothing .. .. .	101	
Children's clothing .. .. .	101	
Other clothing, including hose, haberdashery, millinery and materials .. .. .	99	
Footwear .. .. .	102	
Total—Clothing and footwear .. .. .	101.0	106
<b>VIII. Transport and vehicles :</b>		
Motoring and cycling .. .. .	101	
Travel and other transport .. .. .	105	
Total—Transport and vehicles .. .. .	103.1	68
<b>IX. Miscellaneous goods :</b>		
Books, newspapers and periodicals .. .. .	106	
Medicines and toilet requisites, soap, other cleaning materials, matches, etc. .. .. .	101	
Other goods including stationery, travel and leather goods, sports goods, toys, photographic and optical goods .. .. .	105	
Total—Miscellaneous goods .. .. .	103.5	59
<b>X. Services :</b>		
Postage and telephones .. .. .	109	
Entertainment .. .. .	104	
Other services .. .. .	106	
Total—Services .. .. .	105.6	58
ALL ITEMS .. .. .	102.7	1,000

The "all items" index figure at 16th October was therefore 102.7, taken as 103.

## PRINCIPAL CHANGES DURING MONTH

### Food

Between 18th September and 16th October there were general increases in the prices of bread following the ending of the bread subsidy and of price control. There were also smaller increases in the average prices of fish. These changes were partly offset by lower prices for eggs and by reductions in the average prices of some kinds of fresh fruit. For the food group as a whole the average level of prices rose by about 1 per cent. and the group index figure, expressed to the nearest whole number, was 102 at 16th October, compared with 101 at 18th September.

### Alcoholic Drink

There was a rise in the average level of prices of draught beer during the period under review. For the alcoholic drink group as a whole the average level of prices rose by about one-half of 1 per cent. and the group index figure, expressed to the nearest whole number, was 103 at 16th October, compared with 102 at 18th September.

### Housing

During the month under review there were increases in local rates in most areas in Scotland. There were also some increases in net rents of both local authority and privately-owned dwellings and in the costs of repairs. In addition, the rent index is affected each month by the inclusion of rents of newly-erected local authority dwellings. The effect of all these changes was to raise the average level of housing costs by nearly 1 per cent., but the group index figure, expressed to the nearest whole number, remained unchanged at 104.

### Fuel and Light

Between 18th September and 16th October there were increases in the charges for gas in many areas and in prices for paraffin. For the fuel and light group as a whole, the average level of prices and charges rose by about one-half of 1 per cent., but the group index number, expressed to the nearest whole number, remained unchanged at 102.

### Transport and Vehicles

The only changes of any importance in this group were increases in the charges for maintenance of motor vehicles and in the prices of petrol. The effect of these increases was to raise the average level of prices and charges for the group as a whole by about one-half of 1 per cent., but the group index figure, expressed to the nearest whole number, remained unchanged at 103.

### Other Groups

In the five remaining groups, covering tobacco, durable household goods, clothing and footwear, miscellaneous goods, and services, there was little change in the general level of prices during the month under review. The index figures for these groups, expressed to the nearest whole number, were 105, 101, 101, 103 and 106, respectively.

## ALL ITEMS INDICES, JANUARY TO OCTOBER, 1956

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.

Date	All Items Index
1956 —	
17th January .. .. .	100
14th February .. .. .	100
13th March .. .. .	101
17th April .. .. .	103
15th May .. .. .	103
12th June .. .. .	102
17th July .. .. .	102
14th August .. .. .	102
18th September .. .. .	102
16th October .. .. .	103

## SUPPLEMENTARY CALCULATION ON BASIS JUNE, 1947 = 100

Up to 17th January, 1956, the Interim Index of Retail Prices was in use and was published as an index figure with prices at 17th June, 1947, taken as 100. The Index of Retail Prices now in use is calculated as an index figure with prices at 17th January, 1956, taken as 100. The "all items" index numbers in the two series can be linked together in order to permit of a continuous series of figures showing the average change in the level of prices compared with that at 17th June, 1947. Taking the level of prices at this latter date as 100, the calculation of the index figure for 16th October, 1956, is as follows:—

All items index at 17th January, 1956 (17th June, 1947 = 100) .. .. .	153.4
All items index at 16th October, 1956 (17th January, 1956 = 100) .. .. .	102.7
All items index at 16th October, 1956 (17th June, 1947 = 100) .. .. .	153.4 × $\frac{102.7}{100}$

This calculation yields a figure slightly over 157.5 and accordingly the index figure on this basis is taken as 158. The corresponding figure for 18th September was 156.6, taken as 157.

## RETAIL PRICES OVERSEAS

The monthly summary of the latest information received is given on page 428.

## MISCELLANEOUS STATISTICS

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## Fatal Industrial Accidents

The number of workpeople (other than seamen) in the United Kingdom whose deaths from accidents in the course of their employment were reported in October was 98, compared with 93 in the previous month and 111 (revised figure) in October, 1955. In the case of seamen employed in ships registered in the United Kingdom, 6 fatal accidents were reported in October, compared with 8 in the previous month and 4 in October, 1955. Detailed figures for separate industries are given below for October, 1956.

### Mines and Quarries\*

Under Coal Mines Act :	WORKS AND PLACES UNDER ss. 105, 107, 108, FACTORIES ACT, 1937
Underground .. .. .	31
Surface .. .. .	3
Quarries .. .. .	4
Metalliferous Mines .. .. .	—
TOTAL, MINES & QUARRIES .. .. .	38

### Factories

Clay, Stone, Cement, Pottery and Glass .. .. .	1
Chemicals, Oils, Soap, etc. .. .. .	4
Metal Extracting and Refining .. .. .	2
Metal Conversion and Founding (including Rolling Mills and Tube Making) .. .. .	6
Engineering, Locomotive Building, Boilermaking, etc. .. .. .	9
Railway and Tramway Carriages, Motor and Other Vehicles and Aircraft Manufacture .. .. .	1
Shipbuilding .. .. .	6
Other Metal Trades .. .. .	—
Cotton .. .. .	—
Wool, Worsted, Shoddy .. .. .	1
Other Textile Manufacture .. .. .	—
Textile Printing, Bleaching and Dyeing .. .. .	—
Tanning, Currying, etc. .. .. .	—
Food and Drink .. .. .	1
General Woodwork and Furniture .. .. .	2
Paper, Printing, etc. .. .. .	—
Rubber Trades .. .. .	1
Gas Works .. .. .	—
Electrical Stations .. .. .	2
Other Industries .. .. .	—

### Railway Service

Brakemen, Goods Guards .. .. .	1
Engine Drivers, Motor-men .. .. .	—
Firemen .. .. .	—
Guards (Passenger) .. .. .	—
Labourers .. .. .	—
Mechanics .. .. .	—
Permanent Way Men .. .. .	7
Porters .. .. .	—
Shunters .. .. .	—
Other Grades .. .. .	2
Contractors' Servants .. .. .	—
TOTAL, RAILWAY SERVICE .. .. .	11
Total (excluding Seamen) .. .. .	98

### Seamen

Trading Vessels .. .. .	4
Fishing Vessels .. .. .	2
TOTAL, SEAMEN .. .. .	6
Total (including Seamen) .. .. .	104

## Accidents in Coal Mining

A statement issued by the Ministry of Fuel and Power shows that the number of persons killed during the 13 weeks ended 29th September, 1956, as a result of accidents occurring in that period at mines as defined by the Coal Mines Act, 1911, in Great Britain was 80, compared with 66 in the 13 weeks ended 30th June, 1956, and 93 in the 13 weeks ended 1st October, 1955. The corresponding numbers of persons seriously injured at such mines were 405, 425 and 417. For the purpose of these statistics, serious injuries are injuries which, because of their nature or severity, are, under the terms of Section 80 of the Coal Mines Act, 1911, required to be reported to H.M. Divisional Inspectors of Mines at the time of their occurrence.

An analysis of the figures, by nature of accident, is given below.

Nature of Accident	Number of Persons Killed during 13 weeks ended			Number of Persons Seriously Injured during 13 weeks ended		
	29th Sept., 1956	30th June, 1956	1st Oct., 1955	29th Sept., 1956	30th June, 1956	1st Oct., 1955
Underground :						
Explosions of fire-damp or coal dust .. .. .	—	—	6	6	1	13
Falls of ground .. .. .	36	34	38	138	140	150
Haulage .. .. .	22	9	26	104	117	91
Miscellaneous (including shaft accidents) .. .. .	14	15	10	114	123	117
Total .. .. .	72	58	80	362	381	371
Surface :						
All causes .. .. .	8	8	13	43	44	46
Total, underground and surface .. .. .	80	66	93	405	425	417

## Vocational and Disabled Training

The statistics of the Vocational and Disabled Training Schemes given below relate to the thirteen weeks ended 10th September, 1956. The number of applicants admitted to training during the period was 1,606, and 3,419 persons were in training at the end of the period. The latter figure included 2,895 males and 524 females; of the total, 2,187 were disabled persons. During the period 1,427 trainees were placed in employment. An analysis of these figures is given in the Table below.

	Males	Females	Total
Applicants admitted to training during period :			
Able-bodied .. .. .	530	28	558
Disabled .. .. .	836	212	1,048
Total .. .. .	1,366	240	1,606
Number of Persons in Training at end of period at :			
Government Training Centres—			
Able-bodied .. .. .	1,107	40	1,147
Disabled .. .. .	1,000	60	1,060
Technical and Commercial Colleges—			
Able-bodied .. .. .	49	24	73
Disabled .. .. .	305	294	599
Employers' Establishments—			
Able-bodied .. .. .	12	—	12
Disabled .. .. .	36	10	46
Residential (Disabled) Centres and Voluntary Organisations .. .. .	386	96	482
Total .. .. .	2,895	524	3,419
Trainees placed in Employment during period :			
Able-bodied .. .. .	529	32	561
Disabled .. .. .	669	197	866
Total .. .. .	1,198	229	1,427

From the beginning of the Vocational Training Scheme on 2nd July, 1945, up to 10th September, 1956, the number of trainees placed in employment was 128,340, of whom 114,086 were males and 14,254 were females.

## Industrial Diseases

The number of cases in the United Kingdom reported during October under the Factories Act, 1937, or the Lead Paint (Protection against Poisoning) Act, 1926, are shown below.

### I. Cases

Lead Poisoning	
Operatives engaged in :	
Printing .. .. .	1
Other contact with Molten Lead .. .. .	1
Paint and Colour Works .. .. .	1
Other Industries .. .. .	1
TOTAL .. .. .	4
Phosphorus Poisoning .. .. .	1
Compressed Air Illness .. .. .	5
Anthrax	
Hides and Skins .. .. .	1
Other Industries .. .. .	—
TOTAL .. .. .	1

### I. Cases—continued

Epitheliomatous Ulceration (Skin Cancer)	
Pitch and Tar .. .. .	8
Mineral Oil .. .. .	4
TOTAL .. .. .	12
Chrome Ulceration	
Manuf. of Bichromates .. .. .	6
Dyeing and Finishing .. .. .	1
Chromium Plating .. .. .	3
Other Industries .. .. .	2
TOTAL .. .. .	12
Total, Cases .. .. .	35

### II. Deaths

Nil

\* For mines and quarries, weekly returns are obtained and the figures cover the 4 weeks ended 27th October, 1956.



## 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 17th September, 1956, the numbers in attendance at the end of, and the numbers who completed courses during, the period.

	Men	Women	Total
Persons admitted to courses during period . . . . .	682	119	801
Persons in attendance at courses at end of period . . . . .	1,191	204	1,395
Persons who completed courses during period . . . . .	599	103	702

From the starting of these Units by the Ministry of Labour and National Service up to 17th September, 1956, the total number of persons admitted to industrial rehabilitation courses was 75,110.

## Business Training for Ex-Regulars

The figures below relate to applications for training under the Scheme of Business Training for Ex-Regulars since its inception in February, 1949. The figures show the position at the end of September, 1956, and are in continuation of those published in the issue of this GAZETTE for July (page 282).

Number of applications received . . . . .	2,398
"    "    "    rejected or withdrawn . . . . .	1,606
"    "    "    under consideration . . . . .	10
"    "    "    applicants who entered training . . . . .	777
"    "    "    awaiting training . . . . .	5

Of the 777 applicants who entered training, 685 completed their course, 75 terminated their training prematurely (most of them to take employment) and 17 were still in training at the end of September. After completion of training, 593 applicants were placed in, or found employment, 86 ceased to register for employment, in most cases, presumably, because they had secured suitable posts, and six were awaiting suitable employment. Of those awaiting suitable employment, three were in "stop-gap" employment pending satisfactory resettlement.

## Reinstatement in Civil Employment

Information about the Acts relating to reinstatement in civil employment, viz., the Reinstatement in Civil Employment Act, 1944, the National Service Act, 1948, the Reinstatement in Civil Employment Act, 1950, and the Reserve and Auxiliary Forces (Training) Act, 1951, was given in the issue of this GAZETTE for May, 1951 (page 215).

The following Table analyses the determinations given by Reinstatement Committees (a) during the quarter ended 30th September, 1956, and (b) during the whole period from 1st August, 1944.

	September Quarter, 1956	Total cases dealt with
Orders requiring employment to be made available to applicants . . . . .	3	1,729
Orders requiring payment of compensation for loss by reason of default . . . . .	2	930
Orders for both reinstatement and compensation . . . . .	2	2,147
Total of orders made . . . . .	7	4,806
No orders made against the employers concerned . . . . .	6	4,663
Total of cases determined . . . . .	13	9,469

Of the total of 9,469 cases determined since 1st August, 1944, 8,630 were dealt with under the Reinstatement in Civil Employment Act, 1944, 813 under the National Service Act, 1948, 23 under the Reinstatement in Civil Employment Act, 1950, and three under the Reserve and Auxiliary Forces (Training) Act, 1951. The 13 cases determined during the September quarter, 1956, were dealt with under the National Service Act, 1948.

No appeals against determinations of Reinstatement Committees were decided by the Umpire during the quarter.

No reinstatement cases were determined during the quarter by Reinstatement Committees or the Umpire either in Northern Ireland or the Isle of Man.

Other work of the Reinstatement Committees related to the statutory provisions of section 51 of the National Service Act, 1948, prohibiting dismissal of employees by reason of liability for part-time service under the Act. During the quarter three applications for compensation under this section of the Act were determined by Reinstatement Committees, orders for compensation being made in two of these cases. No appeals against these decisions were determined by the Umpire during the quarter.

## Shipbuilding in Third Quarter of 1956

According to Lloyd's Register Shipbuilding Returns for the quarter ended 30th September, 1956, the number of merchant steamers and motorships under construction in Great Britain and Northern Ireland at the end of September was 333, with a gross tonnage of 2,077,976 tons, compared with 334 vessels of 2,028,132 tons gross at the end of June, 1956, an increase of 49,844 tons.

The tonnage of vessels intended for registration abroad or for sale was 486,286 at the end of September. This figure was 21,381 tons more than at the end of June; except for June, it was the lowest figure since December, 1946, and represented 23.4 per cent. of the total tonnage being built in this country, compared with 40.4 per cent. when the peak figure of 825,745 tons was reached in September, 1950. It included 132,860 tons for Liberia, 83,600 tons for Norway, and 66,850 tons for Panama.

The total tonnage of steamers and motorships under construction in the world at the end of September amounted to 7,449,310 tons gross, of which 27.9 per cent. was being built in Great Britain and Northern Ireland. The tonnage under construction abroad at the end of September was 5,371,334, an increase of 176,462 tons compared with the previous quarter, and included 164,727 tons for Great Britain and Northern Ireland. Steam and motor oil tankers under construction in the world amounted to 2,993,201 tons, or 40.2 per cent. of the total tonnage under construction. The total tonnage of oil tankers being built in Great Britain and Northern Ireland was 842,564, representing 40.5 per cent. of the total tonnage under construction in this country. The world figures and those for construction abroad are exclusive of the Union of Soviet Socialist Republics, Poland, and China, for which countries no figures were available.

The numbers of propelled vessels begun in Great Britain and Northern Ireland during the third quarter of 1956 were 12 steamers, of 106,690 tons, and 48 motorships, of 183,131 tons, a total of 60 vessels, of 289,821 tons gross. The numbers launched during the same period were 15 steamers, of 165,081 tons, and 39 motorships, of 118,911 tons, a total of 54 vessels, of 283,992 tons gross. The numbers completed during the period were 17 steamers, of 129,747 tons, and 44 motorships, of 115,039 tons, a total of 61 vessels, of 244,786 tons gross.

The figures in this article exclude vessels of less than 100 tons gross. They also exclude non-propelled vessels (sail and barges).

## Retail Prices Overseas

The latest information received is given in the Table below.

Country	Base of Index* and Month for which Index Figure is given	Index Figure	Rise(+) or Fall(-) of Index Figure (in Index Points) compared with	
			Month before	Year before
<b>European Countries</b>				
Austria (Vienna)	Mar., 1938 = 100			
All Items* . . . . .	Sept., 1956	719	+ 2	+ 7
Food . . . . .	" "	716	+ 1	+ 3
Belgium	1953 = 100			
All Items* . . . . .	Aug., 1956	104	Nil	+ 3
Food . . . . .	" "	104	Nil	+ 2
Denmark	1935 = 100			
All Items . . . . .	Oct., 1956	246	+ 2†	+10
France (Paris)	1949 = 100			
All Items . . . . .	Sept., 1956	148.3	+ 1.2	+ 3.8
Food . . . . .	" "	138.3	+ 1.8	+ 3.3
Germany (Federal Republic)	1950 = 100			
All Items . . . . .	Sept., 1956	113	Nil	+ 3
Food . . . . .	" "	119	+ 1	+ 4
Italy (Large towns)	1938 = 1			
All Items . . . . .	Aug., 1956	62.88	+ 0.03	+ 2.77
Food . . . . .	" "	73.95	- 0.10	+ 3.08
Netherlands	1951 = 100			
All Items . . . . .	Sept., 1956	109	+ 1	+ 4
Food . . . . .	" "	116	+ 1	+ 8
Sweden	1949 = 100			
All Items . . . . .	July, 1956	139	Nil	+ 6
Food . . . . .	" "	155	- 1	+ 8
<b>Other Countries</b>				
Australia (6 capital cities)	1952-53 = 100			
All Items . . . . .	June, 1956	110.8	+ 2.5†	+ 6.1
Food . . . . .	" "	114.5	+ 3.9†	+ 8.1
Canada	1949 = 100			
All Items . . . . .	Sept., 1956	119.0	- 0.1	+ 2.2
Food . . . . .	" "	115.5	- 0.4	+ 1.8
India*	1949 = 100			
All Items . . . . .	Aug., 1956‡	109	+ 2	+12
Food . . . . .	" "	110	+ 3	+15
Japan	1951 = 100			
All Items . . . . .	June, 1956	118.8	+ 0.7	+ 1.2
Food . . . . .	" "	114.6	+ 1.3	- 0.6
South Africa, Union (9 urban areas)	1938 = 100			
All Items . . . . .	June, 1956	206.4	+ 0.6	+ 4.8
Food . . . . .	" "	242.6	+ 1.5	+ 7.8
United States	1947-49 = 100			
All Items . . . . .	Aug., 1956	116.8	- 0.2	+ 2.3
Food . . . . .	" "	113.1	- 1.7	+ 1.9

\* 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 for India is an All-India average of the indices for a number of areas. † The index is quarterly and comparison is with the previous quarter. ‡ Figures for the two latest months are provisional.

## ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

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

### Industrial Disputes Tribunal Awards

During October the Industrial Disputes Tribunal issued fifteen awards, Nos. 908 to 922\*. Six of the awards are summarised below; the others related to individual employers.

**Award No. 911 (2nd October).**—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 National Union of Enginemen, Firemen, Mechanics and Electrical Workers and members of the National Engineers' Association in the employment of the said employers. Claim: For a 12½ per cent. increase in current wage rates. Award: The Tribunal awarded that the wage rates of the workers concerned should be increased by 5 per cent.

**Award No. 913 (10th October).**—Parties: Employers represented by the Employers' Side of the National Joint Industrial Council for Retail Pharmacy, and members of the trade unions represented on the Trade Union Side of the Council in their employment. Claim: For certain improvements in the minimum rates of wages and payments for rota duties. Award: The Tribunal awarded that the minimum weekly rates for qualified pharmacy shop managers and manageresses should be increased by 20s., for pharmacists (males and females) by 15s., for unqualified assistants (males) by 10s., and for unqualified assistants (females) by 7s. 6d. In other respects the Tribunal found that the claim as set out had not been established.

**Award No. 914 (10th October).**—Parties: Employers represented by the Employers' Side of the National Joint Negotiating Committee for the Tobacco Industry, and members of the trade unions represented on the Trade Union Side of the Committee in their employment. Claim: For a reduction in working hours from 44 to 42 a week without loss of pay. Award: The Tribunal found that the claim had not been established.

**Award No. 916 (15th October).**—Parties: Members of the National Leather Goods and Saddlery Manufacturers' Association Incorporated, and members of the National Union of Leather Workers and Allied Trades in their employment. Claim: For an increase in wage rates. Award: The Tribunal awarded that the minimum time rates should be increased by 3d. an hour for male workers 21 years of age and over and by 2d. an hour for female workers 20 years of age and over. The Tribunal referred back to the parties for settlement the rates to be paid to juvenile workers.

**Award No. 918 (17th October).**—Parties: Members of the Metal Finishing Association, and members of the trade unions constituting the Joint Trades Unions' Committee for the Metal Finishing Industry in the employment of the said employers. Claim: For a substantial increase in wages. Award: The Tribunal awarded that the present wages of the workers concerned should be increased, for men 21 years of age and over, by 3½d. an hour for those in Grade 1, by 3d. an hour for those in Grade 2 and by 2½d. an hour for those in Grade 3; for women 19 years of age and over by 2½d. an hour; and for juveniles by proportionate amounts.

**Award No. 919 (18th October).**—Parties: Members of the National Master Farriers', Blacksmiths' and Agricultural Engineers' Association, and members of the Amalgamated Society of Blacksmiths, Farriers and Agricultural Engineers in their employment. Claim: For a wage increase of 6d. an hour. Award: The Tribunal awarded that the present minimum hourly rate of wages of 3s. 11d. should be increased to 4s. 1½d. The Tribunal referred back to the parties for settlement by negotiation the consequential increases to be made in other minimum rates.

### National Arbitration Tribunal (Northern Ireland) Awards

During October the National Arbitration Tribunal (Northern Ireland) issued two awards, neither of which related to a substantial part of an industry.

### Civil Service Arbitration Tribunal

During October the Civil Service Arbitration Tribunal issued three awards, Nos. 317 to 319\*, which are summarised below.

**Award No. 317 (15th October).**—Parties: The Civil Service Union and the Home Office. Claim: For increased rates of pay for Public House Managers in the Carlisle and District State Management Scheme with retrospective effect. Award: The Tribunal found that the claim had not been established and awarded accordingly.

\* See footnote \* in second column on page 435.

**Award No. 318 (23rd October).**—Parties: The Post Office Engineering Union and the Post Office. Claim: For increased scales of pay for Packers and Porters (M), Storemen and Warehousemen in the Post Office with retrospective effect. Award: The Tribunal found that the claim had not been established and awarded accordingly.

**Award No. 319 (24th October).**—Parties: The Society of Telecommunications Administrative and Controlling Officers and the Post Office. Claim: For increased salary scale for Assistant Controllers (Telegraphs) in the Post Office with retrospective effect. Award: The Chairman awarded (the Members of the Tribunal being unable to agree as to their award) :—(a) that the (London) salary scale for Assistant Controllers (Telegraphs) shall be revised to £1,635 by £75 to £1,845; (b) that the new scale shall be effective from 1st April, 1956; (c) that the allowance of £50 paid to the Assistant Controller (Telegraphs) in the External Telecommunications Executive shall cease to be payable from 1st April, 1956; (d) that the "corresponding points" principle shall be applied in the assimilation to the new scale of officers in post.

## Industrial Courts Act, 1919, and Conciliation Act, 1896

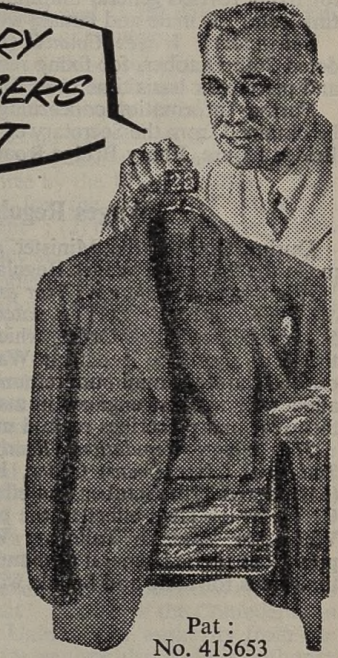
### Industrial Court Awards

During October the Industrial Court issued three awards, Nos. 2626 to 2628, which are summarised below.

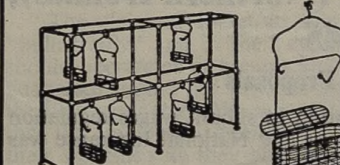
**Award No. 2626 (9th October).**—Parties: Employees' Side and Employers' Side of the Draughtsmen's, Planners' and Tracers' National Sectional Panel of the National Joint Council for Civil Air Transport. Claim: To increase the night shift premium payable to planner ratefixers (employed by British European Airways) from time-and-one-fifth to time-and-one-quarter. Award: The Court found that the claim had not been established and awarded accordingly.

**Award No. 2627 (9th October).**—Parties: (1) Clyde Shipping Company Limited and (2) Steel and Bennie Limited and the

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National Union of Seamen. *Claim*: That the present accepted scale for stokehold manning in oil-fired tugs be reduced by one. *Award*: The Court found that the Employers' claim that the present accepted scale for stokehold manning in oil-fired tugs be reduced by one had been established and awarded accordingly.

*Award No. 2628 (31st October)*.—*Parties*: The Musicians' Union and certain West End establishments. *Claim*: To determine a dispute as to weekly salaries, weekly hours of work, weekly spreadover, and rehearsals. *Award*: The Court awarded that musicians employed by the proprietors of the establishments covered by the terms of reference shall be paid a minimum basic rate of £15 15s., actual playing time for a seven-day week, with one free day, to be 28 hours with a spreadover not exceeding 43 hours a week. In addition there shall be one free rehearsal not exceeding 1½ hours a week. Effect to be given to the award from the first full pay period following 1st September, 1956.

#### Single Arbitrators and ad hoc Boards of Arbitration

During October one award was issued by a Single Arbitrator appointed under the Industrial Courts Act, 1919. The award is summarised below:—

*Parties*: E. B. Badger and Sons, Limited, Costain—John Brown Limited, D. and C. and Wm. Press Limited, Kellogg International Corporation, and George Wimpey and Company Limited, and the Amalgamated Engineering Union, the Electrical Trades Union, the Constructional Engineering Union, the Plumbing Trades Union, and the United Society of Boilermakers, Shipbuilders and Structural Workers. *Claim*: Whether the full travelling allowance of £3 10s. a week should be paid to workpeople concerned, irrespective of whether or not work is carried out on Saturdays and Sundays. *Award*: The arbitrator awarded that the full travel allowance of £3 10s. a week is payable, irrespective of whether or not work is carried out on Saturdays or Sundays, provided that the "full recognised hours" mentioned in the agreement have been worked. In his view "full recognised hours" is the total hours, including any overtime, which the progress of the job may render necessary.

### Wages Councils Acts, 1945-1948

#### Notices of Proposals

During October notice of intention to submit wages regulation proposals to the Minister of Labour and National Service were issued by the following Wages Councils:—

*Wholesale Mantle and Costume Wages Council (Great Britain)*.—Proposal W.M.(57), dated 5th October, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

*Corset Wages Council*.—Proposal K.(43), dated 26th October, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

*Shirtmaking Wages Council (Great Britain)*.—Proposal S.(48), dated 26th October, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Further information concerning any of the above proposals may be obtained from the Secretary of the Council in question, at Ebury Bridge House, Ebury Bridge Road, London, S.W.1.

#### Wages Regulation Orders

During October the Minister of Labour and National Service made the following Wages Regulation Orders\* :—

*The Wages Regulation (Boot and Shoe Repairing) Order, 1956*: S.I. 1956 No. 1615 (D.117), dated 16th October and effective from 5th November. This Order, which gives effect to the proposals of the Boot and Shoe Repairing Wages Council (Great Britain), sets out the statutory minimum remuneration payable. New provisions affect only workers engaged in making bespoke (including surgical) footwear and prescribes revised minimum piece rates for them.

*The Wages Regulation (Ready-made and Wholesale Bespoke Tailoring) (Amendment) Order, 1956*: S.I. 1956 No. 1624 (R.M. (64)), dated 17th October and effective from 5th November. This Order, which gives effect to the proposals of the Ready-made and Wholesale Bespoke Tailoring Wages Council (Great Britain), prescribes revised general minimum time rates and piecework basis time rates for male and female workers.

### Wages Councils Act (Northern Ireland), 1945

#### Notices of Proposals

During October notice of intention to submit wages regulation proposals to the Ministry of Labour and National Insurance was issued by the following Wages Council:—

*Baking Wages Council (Northern Ireland)*.—Proposal N.I.Bk. (N.214), dated 12th October, for fixing revised statutory minimum remuneration for male packers employed in the County of the City of Belfast and in districts situate within a radius of 15 statute miles therefrom.

*Baking Wages Council (Northern Ireland)*.—Proposal N.I.Bk. (N.215), dated 12th October, for fixing revised statutory minimum remuneration for male packers employed in the County of the City of Londonderry.

\* See footnote \* in second column on page 435.

*Baking Wages Council (Northern Ireland)*.—Proposal N.I.Bk. (N.216), dated 12th October, for fixing revised statutory minimum remuneration for male packers employed in areas other than the County of the City of Belfast and districts situate within a radius of 15 statute miles therefrom and the County of the City of Londonderry.

Further information concerning any of the above proposals may be obtained from the Secretary of the Council concerned, at Tyrone House, Ormeau Avenue, Belfast.

#### Wages Regulation Orders

During October the Ministry of Labour and National Insurance made the following Wages Regulation Order\* giving effect to the proposals made by the Wages Council concerned:—

*The Sugar Confectionery and Food Preserving Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1956* (N.I.F. (N.51)), dated 15th October and effective on and from 24th October. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.—See page 423.

### Decisions of the Commissioner under the National Insurance Acts

The Commissioner is a judicial authority independent of the Ministry of Pensions and National Insurance and appointed by the Crown (see Section 43 of the National Insurance Act, 1946, and Section 42 of the National Insurance (Industrial Injuries) Act, 1946). His decisions†, which are final, are binding on Insurance Officers and Local Tribunals and must be followed in appropriate cases. They are thus the "case law" which is the principal means of maintaining consistency of decisions.

Appeals to the Commissioner under the National Insurance Acts may be made by an Insurance Officer, or by an association of which the claimant is a member, or by the claimant himself with the leave of the Tribunal or the Commissioner, or without such leave if the decision of the Tribunal was not unanimous.

Appeals to the Commissioner under the Industrial Injuries Acts may be made by an Insurance Officer, or by a person whose right to benefit is or may be, under the fourth Schedule to the 1946 Act, affected by the decision, or by an association of which the claimant or the deceased was a member, or by the claimant himself. No appeal may be made without the leave of the Tribunal or of the Commissioner.

Recent decisions of general interest are set out below.

#### Decision No. R(U) 21/56 (21st August)

The terms of a guarantee agreement in the engineering industry which had previously been held by the Commissioner to guarantee wages to employees for the whole of each week were altered with a view to securing title to unemployment benefit in respect of certain days in the week on which the employees, during a period of short-time working, did no work. It was agreed between the parties that the alteration was made solely to achieve this purpose and that the alteration should have no effect "industrially" or in the "application" of the original agreement. Held that the agreement in its original form was still operative. Where a claimant's employment is subject to a guarantee agreement, the ultimate question is what does the employee undertake in consideration of the employer's guarantee. In the present case, the employee was guaranteed wages equivalent to his inclusive hourly plain time rate for 34 hours in any pay week, and was required to be at the employer's disposal for 34 hours, which could be spread over the entire week. Accordingly the employee was not unemployed on any day of the week.

#### Decision of the Tribunal of Commissioners

"Our decision is that the claimant was not unemployed on 13th April, 1956.

"On 19th April, 1956, the local insurance officer referred to the local tribunal the following question 'whether unemployment benefit is payable from and including 13.4.56 which can be treated as days of unemployment and in particular whether for those days the claimant has proved that he was unemployed'. (The reference was doubtless intended to be read as though the words 'for any days' had been inserted after 'payable'.) In his submission to the local tribunal the local insurance officer explained that on 9th March, 1956, the claimant's employers started working short-time under an agreement for a guaranteed week dated 3rd April, 1946, which was subsequently varied as from 9th April, 1956, by an agreement dated 10th March, 1956. (We refer to the first of these agreements as the 1946 guarantee and to the second as the 1956 guarantee.) He added that doubt had arisen whether the 1956 guarantee was a guarantee of employment or a guarantee of wages. The local tribunal recorded 'claim allowed' as their decision and as their 'grounds of decision' they recorded that the claimant was guaranteed four days' employment as distinct from a weekly wage and notified that such four days were Monday to Thursday inclusive. From this decision the present appeal is brought by the insurance officer now concerned.

"At the oral hearing before us the representative of the insurance officer now concerned submitted that it was not clear whether the contract of service between the claimant and his employers had become subject to the 1956 guarantee by 13th April, 1956, which was the date from which the local insurance officer had questioned his title to unemployment benefit. On the view we take of the case this question of date is immaterial and we will assume in the

\* See footnote \* in second column on page 435.

† Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(O)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 435.

claimant's favour that by that time the 1956 guarantee did apply to him.

"The decision of the appeal turns upon the interpretation and legal effect of the following documents:—

(1) The 1946 guarantee which was in the following terms:

#### 'Guaranteed Week'

It is hereby mutually agreed that the following provisions are applicable in respect of the introduction of a guaranteed week.

(a) All hourly-rated manual workers who have been continuously employed by a federated firm for not less than four weeks are guaranteed wages equivalent to their inclusive hourly plain time rate for 34 hours in any pay week. Provided that they are capable of, available for and willing to perform satisfactorily, during working hours, the work associated with their usual occupation, or reasonable alternative work where their usual work is not available. For the purpose of this guarantee premium payments for work done on Sundays and holidays shall be disregarded.

(b) The guarantee does not apply in the following circumstances: (i) In the case of a holiday recognised by agreement, custom or practice, the guarantee shall be reduced in respect of the pay week in which the holiday takes place in the same proportion as the normal working hours for the time being have been reduced in that pay week. (ii) In the event of a dislocation of production as the result of strike action the guarantee shall be automatically suspended in respect of workpeople affected in the establishment where the strike is taking place.

(c) Where the employment of an hourly-rated manual worker who has been continuously employed by a federated firm for not less than four pay weeks is terminated for reasons other than misconduct (e.g., redundancy or where the worker wishes to leave) the duration of notice given shall be equivalent to the non-overtime weekly hours operating in the establishment for the time being.

(2) A letter of 13th February, 1956, from the secretary of the Engineering and Allied Employers' National Federation to the general secretary of the Confederation of Shipbuilding and Engineering Unions as follows:

'We refer to our letter of 2nd February, 1956, and previous correspondence in connection with the above question.

The most careful consideration has been given to a revision of the first paragraph of Clause (a) of the Guaranteed Week Agreement of 3rd April, 1946, in order to prevent employees in the Engineering Industry being disqualified from unemployment benefit because of the present wording of this paragraph.

We are now in a position to offer the following to replace the existing first paragraph of Clause (a):

"All hourly-rated manual workers who have been continuously employed by a federated firm for not less than four weeks are guaranteed four days' employment in any pay week, such as will enable them to earn during such period the equivalent of their consolidated time rate for 34 hours."

This change is for the benefit of employees in relation to unemployment benefit. It is the intention that industrially the Guaranteed Week Agreement should operate as at present and the Employers offer this alteration in Clause (a) subject to there being no resulting change in the application of the Agreement and no additional responsibility, financial or otherwise, on the Employers.

It will be appreciated that the efficacy of this form of wording cannot be tested prior to its incorporation in the Agreement as we understand that the National Insurance Commissioner will not pronounce on a hypothetical case.

(3) The 1956 guarantee which was as follows:

#### 'Guaranteed Week'

It is mutually agreed that Section C of the National Agreement of 3rd April, 1946, be amended to read as follows:

#### C. Guaranteed Week

It is hereby mutually agreed that the following provisions are applicable in respect of the Guaranteed Week.

(a) All hourly-rated manual workers who have been continuously employed by a federated firm for not less than 4 weeks are guaranteed 4 days' employment in any pay week, such as will enable them to earn during such period the equivalent of their consolidated time rate for 34 hours.

Provided that they are capable of, available for and willing to perform satisfactorily, during working hours, the work associated with their usual occupation, or reasonable alternative work where their usual work is not available.

For the purpose of this guarantee premium payments for overtime worked on weekdays and premium payments for work done on Sundays and holidays shall be disregarded.

(b) The guarantee does not apply in the following circumstances:

(i) In the case of a holiday recognised by agreement, custom or practice, the guarantee shall be reduced in respect of the pay week in which the holiday takes place in the same proportion as the normal working hours for the time being have been reduced in that pay week.

(ii) In the event of a dislocation of production as a result of strike action the guarantee shall be automatically suspended in respect of workpeople affected in the establishment where the strike is taking place.

(c) Where the employment of an hourly-rated manual worker who has been continuously employed by a federated firm for not less than 4 pay weeks is terminated for reasons other than misconduct (e.g., redundancy or where the worker wishes to leave) the duration of notice given shall be equivalent to the non-

overtime weekly hours operating in the establishment for the time being.

We assume for the purposes of this decision that the two associations had authority to enter into an agreement in these terms on behalf of the claimant and his employers respectively.

(4) The following letter dated 27th March, 1956, addressed by the general secretary of the Confederation of Shipbuilding and Engineering Unions to 'All E.C.s. and D.C.s':

#### 'Guaranteed Week Agreement of 3rd April, 1946'

Over a considerable period of time we have endeavoured to seek an amendment to the terms of the above agreement with the Engineering Employers' Federation to enable employees in the Engineering Industry to draw state benefit during short spells of unemployment.

At the Executive Council meeting on 8th March, 1956, consideration was given to a letter from the Engineering Employers' Federation suggesting an amendment to Clause (a) of the Guaranteed Week Agreement of 3.4.1946 to meet the Confederation's representations to prevent employees in the engineering industry being disqualified from drawing unemployment benefit because of the wording of Clause (a) of the agreement.

A copy of the Engineering Employers' letter dated 13th February, 1956, is set out overleaf, and the terms were accepted by the Executive Council.

Since the decision to accept the amendment to the agreement was reached, you will doubtless be aware that a test case took place at Coventry recently affecting an employee of the Standard Motor Company, whose claim for unemployment benefit was rejected. The case has been referred to the Umpire, whose decision is awaited.

In the meantime, however, it is suggested that members of affiliated Unions covered by our agreement of 3rd April, 1946, as now amended, should make application to the Ministry of Labour for benefit for spells of unemployment even though they may have received payment of wages equal to the guaranteed wage during the same week.

"According to a letter dated 19th April, 1956, from the claimant's employers to the local insurance office the above-mentioned agreement of 10th March, 1956, was brought into operation at their establishment on 9th April, 1956. There seems, therefore, no room for doubt that by 13th April, 1956, the claimant and his employers were purporting to treat the 1956 guarantee as superseding the 1946 guarantee in relation to the claimant's employment.

"It was submitted for the insurance officer now concerned (1) that if the 1946 guarantee was still applicable to the claimant on and after 13th April, 1956, he was not unemployed from and including that date; (2) that it has not been established that during the relevant period the 1946 guarantee had been superseded by the 1956 guarantee in relation to the claimant's employment; (3) that even if this had been established the claimant still could not be deemed to be unemployed on the days in question having regard to the terms of the 1956 guarantee.

"We understood that the first of these submissions was not seriously contested and we are satisfied that it was correct. Our reasons for this view can be more conveniently stated hereafter.

"We are of opinion that the second submission is also correct. In their letter of 13th February, 1956, the employers' federation offered to replace the 1946 guarantee by the 1956 guarantee. They added that (1) the change was 'for the benefit of employees in relation to unemployment benefit'; (2) that it was the intention that industrially the 1946 guarantee should operate as at present; and (3) that the alteration was offered subject to there being no resulting change in the application of the guarantee and no additional responsibility, financial or otherwise, on the employers. (The underlining was the federation's.)

"In his circular of 27th March, 1956, the secretary of the Confederation of Shipbuilding and Engineering Unions expressly stated that the terms of the federation's letter of 13th February, 1956, were accepted by the executive council. It follows that the Confederation of Shipbuilding and Engineering Unions (who were the claimant's agents) agreed that the 1956 guarantee should only take effect subject to the terms of the National Federation's letter of 13th February, 1956. That letter stipulated that the 'alteration' should have no effect 'industrially' or in the 'application' of the 1946 agreement but was designed solely 'for the benefit of employees in relation to unemployment benefit'. Clearly if the Confederation of Shipbuilding and Engineering Unions had authority from the claimant to agree to the 1956 guarantee they also had his authority to accept these stipulations.

"The claimant therefore must be taken to have agreed that 'industrially' and in the 'application' of the 1946 agreement it should operate as at present and that the introduction of the 1956 guarantee should not produce any change in the 'application' of the 1946 guarantee. We can only interpret this language as meaning that the employers should have the same rights to the services of their workmen as they had under the 1946 guarantee. In other words the employers' offer of the 1956 guarantee was conditional upon the confederation agreeing to the terms of the employers' letter of 13th February, 1956. This offer was accepted by the confederation who were the claimant's representatives and the 1956 guarantee and the letter of 13th February, 1956, must therefore be read together in order to ascertain the conditions of the claimant's employment.

"One of two consequences must follow from these facts. Either (1) the 1956 guarantee is inconsistent with the letter of 13th February, 1956, in which case the employers' offer was self-contradictory and its acceptance could not result in an effective agreement or (2) the



parties agreed that there should be no change in the claimant's 'industrial' obligations including the period for which he was bound to place his services at the disposal of his employers. On either view the claimant's employment continued to be subject to the terms of the 1946 guarantee and he was therefore not unemployed on the day in question.

"These conclusions are sufficient to entitle the insurance officer to succeed in his appeal, but we think it desirable to make some further observations.

"The question of the effect of a guaranteed week agreement was dealt with recently in Decision C.U. 12/56" (not reported but printed for information as an appendix to this Decision). "That decision was given by a single Commissioner. When it was learned that the present appeals were to be brought it was not known that the question whether the 1956 guarantee was effective might arise and it was thought desirable that a tribunal of three Commissioners should take the opportunity to consider whether the views expressed in Decision C.U. 12/56 required any modification.

"Section 11(1) of the National Insurance Act, 1946, provides (in effect) that one of the conditions of entitlement to unemployment benefit in respect of any day is that the claimant proves that it is a day of unemployment. No definition of 'unemployment' is given in the Act, but section 11(3) provides that regulations may make provision as to the days which are or are not to be treated for the purposes of unemployment benefit and sickness benefit as days of unemployment or incapacity for work. A number of regulations have been made by the Minister under this section but none of them is relevant to the question of the effect of a guarantee agreement such as those here in question. It follows that the task of determining whether a claimant whose employment is subject to a 'guarantee agreement' has discharged the burden of proving that he is unemployed on a day on which his employer does not avail himself of the claimant's services devolves upon the local insurance officer and (on appeal) upon the local tribunal and Commissioner.

"In our opinion the burden of proof resting on the claimant in such cases was correctly stated in the following passage in Decision C.U. 12/56 (not reported). 'The burden of proving that he was unemployed on the 6th March [the date there in question] rests upon the claimant. To discharge it he must show that he was under no obligation to place his services at the disposal of his employers on that day. Whether he can show this depends upon whether the meaning of the guarantee agreement is that in consideration of the guaranteed payment of minimum earnings of [the sum specified] the claimant will remain at the employers' disposal for all the days of the working week (which is a 5-day week) or only for [the guaranteed number] of those days.' In other words the ultimate question in these cases is not—what does the employer guarantee? but—what does the employee undertake in consideration of the employer's guarantee? The agreement dealt with in Decision C.U. 12/56 contained a provision which the Commissioner interpreted in the light of its context as meaning that the employee only undertook to be at the employer's disposal on 4 days in the week in contrast to such agreements as that considered in *Umpire's Decision 958/41* which provided that the guarantee was conditional on the claimant keeping himself available each day up to 2 p.m. Where there is no such express provision the employee's obligation may be inferred from the terms of the employer's guarantee. Thus if the guarantee is expressed to be of a weekly payment and no mention is made of any period of work the inference is that the guarantee is offered and accepted on the terms that the employee's services will be at the employer's disposal on every working day of the week.

"It follows from the view expressed above that if (as we hold) the 1946 guarantee still applied to the claimant during the period in question he was not unemployed during that period. That guarantee was of wages equivalent to his inclusive hourly plain time rate for 34 hours in any pay week provided that the claimant was available for work during working hours. Under such an agreement the claimant clearly undertakes that in consideration of the guaranteed payment he will be at the disposal of the employers for 34 hours which could be spread over the entire week. As in our view the parties to the 1956 guarantee have agreed that it should not produce any change in the conditions of the claimant's employment we do not think it desirable to express any opinion as to what its effect would have been if it had stood alone.

"These observations are (in our view) consistent with Decision C.U. 12/56 (not reported) and we see no reason to differ from that decision on any substantial point. We think it well however to call attention to the following matter.

"In Decision C.U. 12/56 (not reported) *Umpire's Decision 215/47* was cited with approval and it was said that that decision had been followed in Decision C.S.U. 49/50 (reported). This statement clearly implied that the terms of the agreement dealt with in the latter decision brought it within the principle applied in *Umpire's Decision 215/47*. We feel some doubt now about this view for the agreement dealt with in Decision C.S.U. 49/50 (reported) provided a guarantee of employment for '34 hours in each pay week' and although the agreement did not give the employer the alternative of paying wages it might be said that it did give him the right to spread the 34 hours over every working day of the week. On the principle applied in Decision C.U. 12/56 and in our present decision if the employer had that right the employee would not be unemployed on any working day so long as that agreement was in force. The insurance officer's appeal is allowed."

#### Appendix

The unreported decision C.U. 12/56 mentioned in R(U) 21/56 is printed below for information.

"My decision is that the claim for unemployment benefit in respect of 6th March, 1956, is allowed.

"The claimant was employed by the S. Company on the terms of an agreement made in October, 1952 (hereafter called 'the guarantee agreement') between the S. Company and a confederation of trade unions and entitled 'Guarantee of Employment for Hourly Paid Employees.' He made a claim for unemployment benefit on 6th March, 1956.

"Section 11(1) of the National Insurance Act, 1946, provides that a person shall be entitled to unemployment benefit in respect of any day of unemployment which forms part of a period of interruption of employment and section 11(3) provides that regulations may make provision as to the days which are or are not to be treated as days of unemployment. Regulation 6(1) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277] (so far as material) provides that a day shall not be treated as a day of interruption of employment if it is a day in respect of which the claimant fails to prove that he is unemployed. The local insurance officer referred to the local tribunal the question whether unemployment benefit was payable to the claimant in respect of 6th March, 1956, and in particular whether the claimant had proved that he was unemployed. He stated that a doubt arose 'whether the minimum earnings assured by the guarantee are to be regarded as a payment made in respect of each and all of the days of the whole week, or whether the earnings are to be regarded as payment for the four days of guaranteed employment.' By a majority the local tribunal disallowed the claim, holding (on the authority of Decision R(U) 23/55) that the claimant was not unemployed as he was guaranteed a weekly wage, i.e., £6 a week; hence this appeal by the claimant's association.

"The guarantee agreement is as follows:

'All employees shall be guaranteed employment for four days in each normal pay week. In the event of work not being available for the whole or part of the four days, the following minimum earnings will be assured:

Male employees	£6 0 0
Female employees	£4 10 0
Youths and Girls:	
Aged 15 .. ..	£1 13 0
" 16 .. ..	£2 1 0
" 17 .. ..	£2 10 0
" 18 .. ..	£3 12 0
" 19 .. ..	£3 14 0
" 20 .. ..	£4 5 0

This guarantee is subject to the following conditions:

(a) That the employees are capable of, available for, and willing to perform satisfactorily, during the period of the guarantee, the work associated with their usual occupation, or reasonable alternative work where their usual work is not available.

(b) When an agreed holiday occurs, the guarantee shall be reduced proportionately.

(c) In the event of a dislocation of production as a result of strike action within the Company's factories, the guarantee shall be automatically suspended.

(d) In computing the minimum earnings referred to above, premium payments due for overtime or nightshift working shall be ignored.

"The guarantee agreement replaced a provision for a 'guaranteed week' in an earlier agreement. It was stated at the oral hearing of this appeal that it was recognised by the employers and the association that, having regard to the interpretation placed upon agreements of this type by the determining authorities in the past, the effect of the language used in this earlier agreement would be that the employee would not be entitled to unemployment benefit for any of the days on which he was not offered work (such a day is hereafter called an 'idle day') and that the wording of the corresponding provision of the guarantee agreement was substituted with the express object of ensuring that unemployment benefit would be payable for an idle day.

"The burden of proving that he was unemployed on 6th March, 1956, rests upon the claimant. To discharge it he must show that he was under no obligation to place his services at the disposal of his employers on that day. Whether he can show this depends upon whether the meaning of the guarantee agreement is that in consideration of the guaranteed payment of minimum earnings of £6 a week the claimant will remain at the employers' disposal for all the days of the working week (which is a 5-day week) or only for 4 of those days.

"In my opinion the second of these alternative interpretations is correct.

"The question is dealt with expressly in condition (a) of the agreement which provides that the guarantee is subject to the condition that the employees are capable of, available for and willing to perform satisfactorily, during the period of the guarantee, the work associated with their usual occupation or reasonable alternative work where their usual work is not available.

"In its context the word 'guarantee' in conditions (b) and (c) must, I think, be regarded as an abbreviation of the expression 'period of guarantee' in (a). In (b) the period referred to is clearly the 4 days for which employment is guaranteed and this is also (though perhaps less indisputably) the meaning of the word 'guarantee' in condition (c). In my opinion therefore on a proper construction of its language the agreement does not require the claimant to be at the disposal of his employers on his idle day. This conclusion is strongly reinforced if the agreement is interpreted (as it should be) in the light of the surrounding circumstances. It was explained at the hearing of this appeal that under the short-time system the employee is notified at the end of each pay week of his

'idle day' for the next week. It cannot have been the intention of the parties that an employee should be required to be at the disposal of the employers on a day on which he had been notified that there would be no work for him.

"The facts in this case are in my opinion clearly distinguishable from those dealt with in Decision R(U) 23/55 on which the majority of the local tribunal and the insurance officer now concerned relied. That decision was grounded upon the second paragraph of the relevant agreement which provided that certain workers should be guaranteed that 'work will be available for 34 hours in any pay week or, if not, a guaranteed wage equivalent to their inclusive hourly plain time rate for 34 hours shall be paid, always providing that piece-work earnings in excess of the normal hourly plain time rates will not be taken into account in assessing the sum earned towards the guaranteed wage.' That was a guarantee of 'hours' which (so far as appears) might be spread over any number of days in the week and there was apparently no provision which could justify the inference which has been drawn above from condition (a) of the guarantee agreement.

"Counsel for the association stated at the hearing that the guarantee agreement had been modelled on that which formed the subject of *Umpire's Decision 215/47* given under the provisions of the Unemployment Insurance Act, 1935, corresponding to section 11(3) of the National Insurance Act, 1946, and regulation 6(1)(a) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948.

"The representative of the insurance officer now concerned sought to distinguish the guarantee agreement from the agreement dealt with in *Umpire's Decision 215/47* on the ground (as I understood) that the latter was a guarantee of actual employment and not of employment or wages. This was not the view of the *Umpire* for he stated in his decision that the guarantee was 'in terms one of employment (or failing employment payment of wages) for "a period" of 4 days in the pay week of 6 days'; and it seems to me unreal to suppose that the parties contemplated that the employer should be obliged to keep his business going at a loss merely to provide work. In my opinion there is no material difference between the terms of the guarantee agreement and that dealt with in *Umpire's Decision 215/47*.

"In the course of the helpful submission on behalf of the insurance officer now concerned it was pointed out that to be entitled to unemployment benefit for any day a claimant must prove that he was unemployed on that day. It was submitted that under the guarantee agreement if on a Friday in one week the employers were to notify an employee that there would be no work on any day of the coming week the employee would not be able to prove that any particular day in that week was not one of the 4 days in respect of which he was guaranteed work or earnings and therefore could not show that he was unemployed on any such day. It is, I think, clear that this criticism would be equally applicable to the agreement dealt with in *Umpire's Decision 215/47*, and that if it were accepted that decision could no longer be regarded as authoritative. That decision was followed in Decision C.S.U. 49/50 (reported) and has doubtless formed the basis of other agreements besides the one now in question. In these circumstances I should be reluctant to impair the authority of *Umpire's Decision 215/47* even if I thought the contention for the insurance officer was sound. In fact I do not take this view. One answer to the contention is (in my opinion) that in the circumstances supposed the employee could say when he applied for benefit on the Monday 'My employer did not guarantee to employ me on any particular four days in the week and therefore the guarantee does not apply until there are not more than three working days left in the week besides the day for which benefit is claimed. As this is not the case I am unemployed today.' Other answers were suggested by counsel for the association but I need not pursue the point further.

"The association's appeal is allowed."

#### Decision No. R(U) 22/56 (21st August)

Guidance given concerning an employee who is covered by a guarantee agreement applicable to four days a week and who in fact is given employment on four days in one week and on only three of those four days in the next week, and so on in alternate weeks. In the three-day weeks the fourth day of employment, by virtue of the guarantee, is the other day on which employment is given in the four-day weeks.

#### Decision of the Tribunal of Commissioners

"Our decision is that the claimant was not unemployed on 20th April, 1956.

"It was not disputed (as we understood) that on 20th April, 1956, the claimant's position in relation to the documents which are referred to in Decision R(U) 21/56 as the 1946 guarantee and the 1956 guarantee was the same as that of the claimant concerned in Decision R(U) 21/56. It follows from the view taken of the effect of these documents in Decision R(U) 21/56 that the claimant cannot prove that she was unemployed on 20th April, 1956, or on any other day while that position remained unchanged.

"The insurance officer now concerned invited us to express an opinion on the following question which would have arisen if we had held that the 1956 guarantee was intended to govern the conditions of the claimant's employment and that its legal effect was the same as that which was attributed in Decision C.U. 12/56 to the agreement which was the subject of that decision.

"For the reasons given in Decision R(U) 21/56 we do not think it proper to express an opinion as to the interpretation of the 1956 guarantee but as the question posed by the insurance officer might arise under any guarantee agreement which was in the same terms as that dealt with in Decision C.U. 12/56 and was intended to be enforceable in law we think it right to take the opportunity to clarify the point raised by the insurance officer which is as follows: The

normal working week at the claimant's place of employment is Monday to Friday, Saturday being the 'idle' day, but from the beginning of March, 1956, employment was available on Monday to Thursday only and from the week beginning 16th April, 1956, employment was available on Monday to Thursday and Tuesday to Thursday of each alternate week. Full-time working was resumed from 18th June, 1956. The insurance officer pointed out that in Decision C.U. 12/56 it was said in effect that where a worker who is guaranteed four (unspecified) days' employment in a week works less than that number of days he is entitled to say, when he applies for benefit on the first day of the working week, that the guarantee does not apply until there are not more than four working days left in the week and that he is therefore unemployed on the day for which benefit is claimed. The insurance officer added that this was the principle on which the local insurance officer had acted in the present case in allowing benefit for Monday, 16th April, 1956, and not for Friday, 20th April, 1956.

"The insurance officer now concerned submitted that there was much to commend the view of the tribunal that, because the claimant, when employed on four days, worked on Monday, Tuesday, Wednesday and Thursday, she should be treated as employed (under the guarantee) on Monday when she worked only on Tuesday, Wednesday and Thursday, and her representative at the oral hearing invited us to adopt this view. We agree with this submission. The observation in Decision C.U. 12/56 to which the insurance officer referred was directed to a hypothetical case which was put on behalf of the insurance officer concerned in that case as illustrating a difficulty in the way of the view which was ultimately adopted in the decision. The situation which has arisen in the present case was not envisaged in the discussion which gave rise to the Commissioner's observation in Decision C.U. 12/56. We agree with the insurance officer's submission as to the consequence which would follow if (contrary to our view) the effect of the 1956 guarantee had been the same as that of the agreement dealt with in Decision C.U. 12/56 so that the claimant would be deemed to have undertaken to place her services at the disposal of her employers for only 4 days of the week. On that assumption if the claimant had been required to work on 4 days in one week and on 3 of the same 4 days in the next week the employers' guarantee would be deemed to apply to that one of the same 4 days in the second week on which she was not required to work. The insurance officer's appeal is allowed."

#### Decision No. R(U) 24/56 (15th May)

Commissioner holds that disqualification for receiving unemployment benefit under section 13(2) of the National Insurance Act should be imposed for an unbroken period (not exceeding six weeks).

#### Decision of the Commissioner

"My decision is that the claimant is disqualified for receiving unemployment benefit from 17th November, 1955, to 28th December, 1955, both dates included.

"The claimant, who was a postman, was dismissed from the Post Office service on 7th November, 1955, for breach of a Post Office rule which forbids Post Office servants from betting by post. There is no suggestion that the claimant acted in any way dishonestly, but he broke the rule and he was dismissed.

"Section 13(2)(a) of the National Insurance Act, 1946, enacts that a person shall be disqualified for receiving unemployment benefit for a period not exceeding six weeks if he has lost his employment through his misconduct. 'Misconduct' is not defined; it has to be interpreted in the light of common sense. Not every breach of every trivial rule of an employer's would amount to misconduct for this purpose, but I have no doubt that in the present case the claimant's betting in breach of the rule amounted to misconduct within the meaning of section 13. I agree in this with the majority of the local tribunal.

"The claimant complains that he is being punished twice over, by the loss of his employment and then by disqualification. That indeed may be the effect of section 13(2)(a), but its purpose is not to punish the claimant but to protect the National Insurance Fund to some extent from avoidable claims. The present claim was avoidable in the sense that the claimant need not have claimed unemployment benefit if he had kept the rule against betting by post.

"The insurance officer imposed two discontinuous periods of disqualification, 8th to 15th November and 17th November to 20th December, 1955, making 36 days (excluding Sundays) in all. He did this because the claimant had received one day's unemployment benefit (on 16th November, 1955) before disqualification was imposed. The words of section 13(2) of the Act, 'A person shall be disqualified . . . for such period not exceeding six weeks . . .', seem to me to require a disqualification of an unbroken period. The disqualification imposed should have been one of six weeks from and including 17th November, 1955, as set out in the first paragraph of this decision. The claimant's appeal is dismissed."

#### Decision No. R(U) 16/56 (12th July)

Claimant held herself available for full-time employment as a waitress. She had occasional evening work at an hotel, which involved not only waiting but taking her turn in washing dishes and attendance in the cloakroom. Held that her subsidiary occupation was different in nature from the full-time employment for which she was available. "Different in nature" discussed.

#### Decision of the Commissioner

"My decision is that 6th February, 1956, can be treated as a day of unemployment in the case of the claimant by virtue of regulation 6(1)(h) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277] as amended by the National Insurance (Unemployment and Sickness Benefit) Amendment Regulations, 1955 [S.I. 1955 No. 143].



"For some five years past, the claimant has been employed as a full-time waitress at various hotels and restaurants. She was registered for employment as a 'waitress,' and had been last employed in that occupation on 23rd September, 1955. On 6th February, 1956, the claimant worked for two hours in the evening in an hotel, in an occupation which was described as 'waitress (French service),' and since that date she has on a number of occasions been similarly employed. This employment is connected with evening functions at the hotel in question; it lasts for two hours on each occasion; it is remunerated at 2s. 6d. an hour; and in connection with it the claimant incurs travelling expenses of 1s. 2d. on each occasion, this sum being refunded by the employer. Notwithstanding this occasional evening employment, the claimant holds herself out as available for full-time employment as a waitress.

"The question arises whether a day on which the claimant engages in this evening work can be treated as a day of unemployment.

"*Prima facie* a day on which a person does any remunerative work would not be a day of unemployment in his case. Regulations have however relaxed this rule in certain prescribed circumstances. Thus regulation 6(1)(h) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277] as amended by the National Insurance (Unemployment and Sickness Benefit) Amendment Regulations, 1955 [S.I. 1955 No. 143] provides—and here I paraphrase the regulation—that a day may be treated as a day of unemployment notwithstanding that the claimant follows a subsidiary occupation on that day, if three conditions are satisfied, namely (1) that the claimant does not earn more than 6s. 8d. a day from that subsidiary occupation; (2) that the claimant is nevertheless available on that day for full-time employment in some employed contributor's employment; and (3) that the subsidiary occupation should be 'consistent with and different in nature from that full-time employment'. In the present case it is conceded that the claimant's evening activities as described are such that she satisfies conditions (1) and (2) above. It is conceded also that her evening activities as described are 'consistent with' the full-time employment of waitress for which she is available. The question is whether her evening activities represent a subsidiary occupation which is 'different in nature' from the full-time employment of a waitress.

"The phrase 'different in nature' was introduced into the regulations by a recent amendment which came into operation on 3rd February, 1955. As yet there have been very few Commissioner's decisions to throw light on what precisely is meant by an occupation being 'different in nature' from another.

"Without attempting to define the ambit of this expression, I note that the comparison which is directed to be made is a comparison between the subsidiary occupation in which the claimant is engaged and the full-time employment for which she is *ex hypothesi* available. In the second place some value must be given to the words 'different in nature'. A mere difference in nomenclature would not be a difference in nature; nor, I think, would a minor difference in duties or incidents constitute a difference in nature. On the other hand it may be observed that the difference is not required to be in all respects. The subsidiary occupation may have certain features in common with the full-time employment; but its nature must be different in some substantial respect.

"In the present case the claimant appears to have presented her position rather confusedly to the local tribunal. She seems to have tried to differentiate her evening activities from those of the employment for which she was registered by showing that there are different methods of waiting, and that the method practised in her subsidiary occupation differed from that of her full-time employment. No doubt this is true. In certain establishments there is a degree of specialisation in waiting which is absent from other establishments, and there are different techniques of waiting. In some establishments the waitress serves the customer at his table; in others she merely carries to him a plate already filled. In some establishments, having presented the bill, she takes his money and returns his change; in others she merely gives him a bill which he himself pays at a cash desk. And so on. The tribunal was not impressed with the alleged difference between a 'waitress' and a 'waitress (French service)', which apparently turns on details such as these, and they held that the claimant's full-time employment was not different from her subsidiary occupation. On the information presented to the tribunal, I should have entirely agreed with that decision. I do not think that such differences constitute differences in the nature of the occupation.

"In her grounds of appeal to the Commissioner the claimant takes rather a different line. She says that in her evening work she is regarded as 'a general hotel worker'. The insurance officer now concerned with the case has inquired into her duties, and has ascertained that the claimant, in her evening engagements, is required not merely to wait, but to take her turn in washing dishes and in attendance in the cloakroom. The insurance officer now concerned states that no waitress in full-time employment would normally be expected to carry out such tasks, and submits that the claimant's evening occupation is thus different in nature from that of the full-time employment for which she is available. She accordingly supports the claimant's appeal. If the claimant's subsidiary occupation involves to a material extent the performance of duties which a person employed in the relevant full-time employment could not be expected to do, it may be fair to regard the subsidiary occupation as different in nature from the other employment. In the circumstances, I accept the insurance officer's submission. The claimant's appeal, supported by the insurance officer now concerned, is allowed."

#### Decision No. R(U) 18/56 (4th July)

A deckhand on a trawler was continuously employed from 6 p.m. on Monday to 2 a.m. on Wednesday. He did not contend that he was unemployed on Tuesday or Wednesday, but claimed benefit for the Monday. Held that he was not unemployed on the Monday. The regulation concerning night workers did not assist him because it applies only to employment beginning before midnight on one day and ending some time during the next day. It does not apply to employment which lasts for more than 24 hours on either side of midnight.

#### Decision of the Commissioner

"My decision is that unemployment benefit is not payable in respect of 3rd October, 1955.

"The claimant is a married man aged 60 years, registered as a casual general labourer, and living in A—, which is a fishing port. On 3rd October, 1955 (which was a Monday), after being idle for the earlier part of the day he obtained a job as deckhand on a trawler which was to go from A— to the coaling port of G—, there to take on coal, and to return to A—. It is customary for fishing vessels based on A— to go to G— for coaling. For this purpose they carry a 'coaling crew,' and not their regular 'fishing crew.' The trip usually takes about 24 hours (including coaling time), and as it usually starts about 8 a.m. it normally extends into two calendar days. Labourers like the claimant who are engaged for such a trip receive a fixed sum of pay (namely £2 17s. gross) irrespective of the duration of the trip. On the occasion with which this case is concerned, the claimant went on board between 5 p.m. and 6 p.m. on Monday, 3rd October, 1955. From 6 p.m. to 8 p.m. on that day he was standing by. The vessel sailed at 8 p.m. From 8 p.m. to midnight the claimant was on watch. On Tuesday, 4th October, 1955, the claimant was on duty from 4 a.m. to 6 a.m., from 4 p.m., to 5 p.m., and again from 9 p.m. until 2 a.m. on Wednesday, 5th October, 1955.

"The local insurance officer, and on appeal the local tribunal, decided that the claimant was employed on 3rd October, 1955, and that that day could not be treated as a day of unemployment. The claimant did not contend that he could sign as unemployed on 4th October, 1955, or on 5th October, 1955. In his grounds of appeal to the Commissioner he puts his case succinctly, thus: 'I do not see why I should lose 3 days' benefit for doing a job which normally takes two days and for which I am paid only £2 17s. gross however long the job takes.'

"The claimant's claim to benefit must be determined in accordance with the relevant regulations. It is provided by regulation 6(1)(a) of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277] as amended by [S.I. 1949 No. 1983] that 'For the purposes of unemployment . . . benefit—(a) a day shall not be treated as a day of interruption of employment if it is a day in respect of which a person fails to prove . . . that he is unemployed. . . . *Prima facie* a person is not unemployed on any day on which he works for even a part of that day. Accordingly if regulation 6(1)(a) stood alone it would be indisputable that 3rd October, 1955, was not, in the case of the claimant, a day of interruption of employment.

"But a question arises whether the claimant may be assisted by invoking regulation 5 of the same Regulations, hereinafter referred to as the Night Workers Regulation. The general effect of this regulation, where it applies, is to enable a workman whose night employment extends into two calendar days to qualify for unemployment benefit in respect of one or other of these two days. The meaning and application of the Night Workers Regulation were considered very recently by the Commissioner in the case to which Decision R(U) 10/56 relates. In that case the Commissioner held that the Night Workers Regulation did not apply to share fishermen in so far as it was inconsistent with the provisions of the Mariners Regulations. The present claimant is not, however, a share fisherman. But in the course of his decision the Commissioner also expressed approval of the view that 'the Night Workers Regulation can have no application in relation to a period of employment which lasts for more than 24 hours on either side of midnight'.

"I respectfully agree. The regulation in question deals specifically with a period of employment (a) begun on a Saturday and extending over midnight into Sunday; or (b) begun on a Sunday and extending over midnight into Monday; or (c) begun on any day other than Saturday or Sunday and extending over midnight into the following day. In each case, that is to say, the period of employment within the purview of the regulation is one which begins at some time within the 24 hours comprising one calendar day, and ends at some time within the 24 hours comprising the following calendar day. The regulation is in all material respects identical with an earlier regulation under the Unemployment Insurance Acts, about which, in Decision 6860/33 the Umpire said: 'The Regulation is framed and worded to meet the case of persons on night work whose actual employment is begun before midnight on one day and terminates some time after midnight on the day following. It does not apply and was not intended to apply to the case of persons who, while their periods of duty are usually divided into "watches" or other periods, are under orders and discipline and liable to perform services at any time of the day or night throughout a continuous period of many days, weeks or months'.

"Looking to the facts of the case I consider that the claimant was in a true sense continuously employed from, at latest 6 p.m. on 3rd October, 1955, until 2 a.m. on 5th October, 1955. On an interpretation of the Night Workers Regulation I consider that the regulation does not apply to such a period of employment.

"In these circumstances I am unable, as the local tribunal was unable, to find any authority for treating 3rd October, 1955, as a day of unemployment in the case of the claimant. Accordingly unemployment benefit is not payable in respect of that day. The appeal of the claimant must be dismissed."

## 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, etc., 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 2d. net (4d. including postage).

*The Wages Regulation (Boot and Shoe Repairing) Order, 1956 (S.I. 1956 No. 1615; price 1s. 9d. (1s. 11d.)), dated 16th October; The Wages Regulation (Ready-made and Wholesale Bespoke Tailoring) (Amendment) Order, 1956 (S.I. 1956 No. 1624; price 5d. (7d.)), dated 17th October. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 430.*

*The Remuneration of Teachers (Primary and Secondary Schools) Order, 1956 (S.I. 1956 No. 1440; price 3d. (5d.)), made on 14th September by the Minister of Education under the Education Act, 1944.—See page 405.*

*The Remuneration of Teachers (Further Education) Order, 1956 (S.I. 1956 No. 1441); The Remuneration of Teachers (Farm Institutes) Order, 1956 (S.I. 1956 No. 1442). These Orders (price 3d. (5d.)) each were made on 14th September by the Minister of Education under the Education Act, 1944. They provide that the remuneration paid by local education authorities to teachers employed in establishments of further education and the teaching staff of farm institutes and teachers of agricultural (including horticultural) subjects, shall, from 1st October, 1956, be in accordance with the Burnham Committee's Reports of 4th August, 1956.*

*The Teachers' Salaries (Scotland) Regulations, 1956 (S.I. 1956 No. 1656 (S.76); price 2s. (2s. 2d.)), made on 23rd October by the Secretary of State for Scotland under the Education (Scotland) Act, 1946. These Regulations prescribe the scales of salary to be paid by education authorities to teachers employed whole-time in the period 1st November, 1956, to 31st March, 1960.*

*The Probation (No. 2) Rules, 1956 (S.I. 1956 No. 1520 (L.18); price 4d. (6d.)), made on 24th September by the Secretary of State for the Home Department under the Criminal Justice Act, 1948. These Rules, which came into operation on 1st October, enable whole-time probation officers of and below the rank of senior probation officer who are mainly assigned to the Dartford petty sessional division to receive an allowance of £30 a year, as do such officers in the metropolitan police district. They also make provision for scales of salaries for senior probation officers as such, each scale rising to a maximum by annual increments as shown in the Schedule to the Rules.*

(i) *The Police (Scotland) Amendment (No. 2) Regulations, 1956 (S.I. 1956 No. 1534 (S.74); price 3d. (5d.)), dated 27th September; (ii) *The Police (No. 2) Regulations, 1956 (S.I. 1956 No. 1556; price 3d. (5d.)), dated 1st October. These Regulations were made (i) by the Secretary of State for Scotland and (ii) by the Secretary of State for the Home Department. They came into operation on 8th October. The Regulations amend (i) the Police (Scotland) Regulations, 1952, and (ii) the Police Regulations, 1952. The provisions of the Regulations relate to the calculation of rates of overtime allowance by reference to pay and to an alteration in the method of calculating the allowance in lieu of time off in respect of duty performed on a public holiday. Provision is also made for certain travelling time to be taken into account in calculating time off or allowance; for increased rates of detective duty allowance; and for an increased issue of certain items of uniform.**

(i) *The Fire Services (Conditions of Service) (No. 3) Regulations, 1956 (S.I. 1956 No. 1665), dated 25th October; (ii) *The Fire Services (Conditions of Service) (Scotland) Amendment No. 3 Regulations, 1956 (S.I. 1956 No. 1675 (S.77)), dated 24th October. These Regulations (price 3d. (5d.)) each were made (i) by the Secretary of State for the Home Department and (ii) by the Secretary of State for Scotland, under the Fire Services Act, 1947. They amend (i) the Fire Services (Conditions of Service) Regulations, 1954, and (ii) the Fire Services (Conditions of Service) (Scotland) No. 2 Regulations, 1954. The Regulations amend the provisions relating to compulsory retirement, prescribe revised scales of pay for members of fire brigades below the rank of assistant chief officer (assistant firemaster in Scotland), and provide for the payment of a transitional allowance to replace the allowance payable to certain members consequent on the consolidation of rates of pay.**

*The Mines and Quarries Act, 1954 (Commencement) Order, 1956 (S.I. 1956 No. 1530 (C.11)), made on 28th September by the Minister of Fuel and Power under the Mines and Quarries Act, 1954.—See page 407.*

*The Census of Production (1957) (Returns and Exempted Persons) Order, 1956 (S.I. 1956 No. 1648; price 3d. (5d.)), made on 22nd October by the Board of Trade under the Statistics of Trade Act, 1947.—See page 403.*

*The Family Allowances, National Insurance and Industrial Injuries (Refugees) Order, 1956 (S.I. 1956 No. 1698; price 4d. (6d.)), made on 31st October by Her Majesty in Council under the National Insurance Act, 1946, as extended by the Family Allowances and National Insurance Act, 1956, and the National Insurance (Industrial Injuries) Act, 1946.—See page 407.*

*The Family Allowances (Conditions for Increase of Allowance) Regulations (Northern Ireland), 1956 (S.R. & O. 1956 No. 148; price 3d. (5d.)), made on 14th September by the Ministry of Labour and National Insurance under the Family Allowances Act (Northern Ireland), 1956. These Regulations, which are made in consequence*

\* See footnote in next column.

of the passing of the Family Allowances and National Insurance Act (Northern Ireland), 1956, prescribe the condition subject to which the increased rate of Family Allowance for third and subsequent children provided by that Act shall become payable under an award existing immediately before 2nd October, 1956.

## OFFICIAL PUBLICATIONS RECEIVED\*

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

*Accidents.—How They Happen and How to Prevent Them at Factories, Docks, Building Operations and Works of Engineering Construction, Vol. 29 (New Series), October, 1956. Ministry of Labour and National Service. Price 1s. (1s. 2d.).*

*Careers.—Choice of Careers, New Series. (i) No. 13. Domestic Science and Dietetics. 3rd Edition, 1956. Price 1s. 3d. (1s. 5d.). (ii) No. 68. Her Majesty's Forces. Commissioned Service. Price 1s. 6d. (1s. 8d.). (iii) No. 72. Merchant Navy Officers. Price 2s. (2s. 2d.). (iv) No. 74. Ophthalmic Optician and the Dispensing Optician. Price 9d. (11d.). (v) No. 76. Prison Service. Price 9d. (11d.). Ministry of Labour and National Service.*

*Catering Industry.—Catering Wages Act, 1943. Catering Wages Commission 12th Annual Report, 1955. H.C.409. Ministry of Labour and National Service. Price 3d. (5d.).—See page 403.*

*Census of Production for 1951.—Summary Tables with Comparative Figures for 1935, 1948 and 1949, Part I. Board of Trade. Price 6s. (6s. 5d.).*

*Co-operative Societies.—Report of the Chief Registrar of Friendly Societies for the Year 1955. Part 3. Industrial and Provident Societies. Registry of Friendly Societies. Price 5s. (5s. 2d.).—See page 400.*

*Disabled Persons.—Report of the Committee of Inquiry on the Rehabilitation, Training and Resettlement of Disabled Persons. Cmd. 9883. Ministry of Labour and National Service. Price 5s. 6d. (5s. 9d.).—See page 401.*

*Factories.—Factory Inspectorate. Staffing and Organisation. Cmd. 9879. Ministry of Labour and National Service. Price 2s. (2s. 2d.).—See page 404.*

*Northern Ireland.—Factories Acts (Northern Ireland), 1938 and 1949. Report of the Chief Inspector for the Year 1955. Cmd. 357. Ministry of Labour and National Insurance for Northern Ireland. Price 1s. 4d. (1s. 6d.).—See page 406.*

*Scientific Manpower.—Scientific and Engineering Manpower in Great Britain. Report on the Number and Distribution of Scientists and Engineers now employed in Great Britain, and a study of the likely Trend in the future Demand for Scientific and Engineering Manpower. (Joint Publication of the Ministry of Labour and National Service and Office of the Lord President of the Council). Price 1s. 6d. (1s. 8d.).—See page 404.*

*Teachers' Salaries.—(i) Report of the Burnham Committee on Scales of Salaries for Teachers in Primary and Secondary Schools, England and Wales, 1956. Price 3s. 6d. (3s. 8d.).—See page 405. (ii) Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges, England and Wales, 1956. Price 1s. 6d. (1s. 8d.). (iii) Report of the Burnham Committee on Scales of Salaries for Teachers in Establishments for Further Education, England and Wales, 1956. Price 3s. (3s. 2d.). (iv) Report of the Committee on Scales of Salaries for the Teaching Staff of Farm Institutes and for Teachers of Agricultural (including Horticultural) Subjects, England and Wales, 1956. Price 2s. 6d. (2s. 8d.). Ministry of Education.*

*Trade Unions.—Report of the Chief Registrar of Friendly Societies for the Year 1955. Part 4. Trade Unions. Registry of Friendly Societies. Price 3s. (3s. 2d.).—See page 399.*

\* 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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