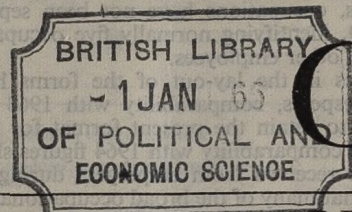




# Ministry of Labour



# Gazette

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## Summary of the Monthly Statistics

		<i>Full details on pages</i>
<b>Employment</b>		
The estimated total number in civil employment in Great Britain in mid-October was 24,411,000. This was 2,000 more than in September. There were increases in financial, professional and scientific services, the distributive trades and in the engineering and electrical goods group. There were also seasonal decreases in catering and hotels, etc., and in agriculture, forestry and fishing.	508-511	
<b>Unemployment</b>		
There were 342,100 persons registered as wholly unemployed in Great Britain on 9th November and 7,900 registered as temporarily stopped from work; a total of 350,000 (1.5 per cent. of all employees). Between 12th October and 9th November unemployment rose by 2,000, the main increase being in catering and hotels, etc. The number of school-leavers registered as unemployed fell by 4,000. The number unemployed for more than eight weeks was 176,000—51 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed rose by 6,000; the normal monthly seasonal increase is about 19,000.	512-514	
<b>Unfilled Vacancies</b>		
There were 319,000 unfilled vacancies on 4th November, 6,000 less than on 7th October.	515	
<b>Overtime and Short-time</b>		
In the week ended 17th October the estimated number of operatives working overtime in the manufacturing industries was 2,117,000 and the estimated number on short-time was 26,000.	510	
<b>Rates of Wages</b>		
The indices of weekly rates of wages and of hourly rates of wages at 30th November (January 1956 = 100) were, respectively, 142.2 and 150.7, compared with 141.7 and 149.8 at 31st October.	520-527	
<b>Retail Prices</b>		
The retail prices index at 17th November (January 1962 = 100) was 108.8, compared with 107.9 at 13th October. The index for the food group was 109.4, compared with 108.0 the previous month.	528	
<b>Stoppages of Work</b>		
About 62,600 workers were involved in November in stoppages of work due to industrial disputes: they lost about 155,000 working days.	529	

(Text continued on page 203)

## OCCUPATIONS OF EMPLOYEES IN MANUFACTURING INDUSTRIES

In May 1963 the Ministry of Labour made the first of its annual enquiries into the occupations of employees in manufacturing industries in Great Britain. The results were published in two parts; the report on the first part of the enquiry relating to metal manufacture, engineering (including marine engineering) and electrical goods, vehicles and the manufacture of metal goods appeared in the December 1963 issue of this GAZETTE (page 474) and the results of the second part relating to the remainder of manufacturing industries in the April 1964 issue (page 132). The enquiry was repeated in May 1964 and the results are now available. This article deals with analyses by occupation and industry Order for all manufacturing industries; analyses by size range of establishment and individual industry will appear in the January 1965 issue of this GAZETTE.

## Purpose and nature of the enquiry

As was stated in the earlier articles, the Ministry instituted this enquiry because of the urgent need for more information about the occupations of employees. The enquiry was made under the Statistics of Trade Act 1947, and covered all manufacturing industries except shipbuilding and ship repairing for which somewhat similar information is already collected. Whereas in the 1963 enquiry only two types of enquiry form were used (one for the metals group of industries and one for the remainder of manufacturing industries), in 1964, to enable more occupations to be identified, separate enquiry forms were used for each industry Order, except engineering (including marine engineering) and electrical goods, vehicles and the manufacture of metal goods, where a single form sufficed. In three industry Orders, viz., clothing and footwear; bricks, pottery, glass and cement; and paper, printing and publishing the occupations were so diverse that it was necessary to have two forms covering each Order. In preparing the new forms the British Employers' Confederation and the National Association of British Manufacturers were consulted and their invaluable help is gratefully acknowledged. It is regretted that the more detailed enquiry must have added to the burden of employers, but the information is considered essential and the co-operation of employers is greatly appreciated.

Enquiry forms were sent to 6,200 establishments selected at random from all establishments in manufacturing industries with 11 or more employees. The same sampling factors were used as in the previous year and the same basis for grossing up adopted (see the December 1963 issue of this GAZETTE, page 474 and the April 1964 issue, page 132). No enquiry forms were sent to establishments with fewer than 11 employees. Forms were received in time for inclusion in the summary tables from 97 per cent. of the establishments approached and in total these forms included 55 per cent. of all employees within the scope of the enquiry in manufacturing industries.

Except for the metal manufacturing industry, information has this year been collected under four broad headings: Part A—administrative, technical and clerical; Part B—skilled operatives; Part C—mainly semi-skilled operatives and Part D—other employees. Information in respect of metal manufacture was collected under three headings only: Part A—administrative, technical and clerical; Part B—including skilled and semi-skilled operatives; and Part C—other employees.

Part A identifies six occupational categories and in total covers broadly the same field as did Part A of the 1963 enquiry. On this occasion scientists and technologists as a group have been separately identified and this item covers persons engaged on, or being trained for, technical work for which the normal qualification is a university degree in science or technology and/or membership of an appropriate professional institution. The item "other technicians" covers persons carrying out functions of a grade intermediate between scientists and technologists on the one hand and skilled craftsmen and operatives on the other. Sales staff, e.g., representatives, are generally included in the item "other administrative, technical and commercial staff".

Part B identifies, as far as space has permitted, the main skilled occupations on production and maintenance appropriate to the various industries. Distinction has been made between occupations to which the normal method of entry is by apprenticeship or equivalent training and those occupations where skill has been acquired as a result of several years' experience or experience combined with a shorter period of training than is required for apprenticeship standard. In the 1963 enquiry foremen (other than works foremen) and charge hands not identified to any particular skilled occupation were in many instances included in the item relating to other skilled workers. On this occasion provision has been made in Part B for the identification of foremen and charge hands not allocated elsewhere.

Part C covers workers who have acquired a degree of skill by experience and/or some training. Except in the engineering group, pottery and papermaking and board making industries, occupations have not been separately identified.

Part D, identifying normally five occupational categories, covers all other employees.

Changes in the lay-out of the forms have impaired, in certain respects, comparability with 1963 figures, but it is intended to retain the present format for the 1965 enquiry, when full comparability with 1964 figures should be possible. Enquiries received from employers during the 1963 survey showed that many of the broad occupational groups identified needed clarification, so that on this occasion notes of guidance were issued with each form with the object of obtaining more uniformity of completion. In particular, persons being trained, other than apprentices, were more clearly defined. In the 1963 enquiry information about others being trained was restricted to persons aged 21 and under, but no indication was given that only formal training was intended to be covered. In 1964 the age restriction was removed to enable the training of adults to be included, but entries in these columns have been confined to learners and others receiving planned training, practical or theoretical. As a result of this closer definition many of the industry groups show a decrease in the numbers of others being trained in comparison with those shown in 1963. On this occasion male and female apprentices have been shown separately. In both years the figures for apprentices include all apprentices, whether indentured or not, and boys and girls serving a probationary period before apprenticeship formally starts.

Because of the variety of occupations covered in Part B of the 14 forms used, it is not possible to give in separate tables an occupational analysis covering the whole of the engineering and metals group of industries and the rest of manufacturing industry for comparison with 1963 information. Since Part A of the forms for both years covers the same field, it is possible to make a comparison here. The number of administrative, technical and clerical staff totalled 1,879,160 in 1963 and 1,907,020 in 1964. In both years these figures amounted to 24 per cent. of all employees. The total number of apprentices increased from 216,500 or 2.8 per cent. of all employees in 1963 to 230,000 or 2.9 per cent. in 1964.

## Analyses by occupation and industry

In Tables 1-18 on the following pages analyses are given by occupation and industry. Tables 1, 2, 3, 4, 7, 8, 9, 10, 15 and 18 cover complete industry Orders of the Standard Industrial Classification (1958). Order VII, SHIPBUILDING AND MARINE ENGINEERING is covered by Tables 5 and 6. Order XII, CLOTHING AND FOOTWEAR is covered by Tables 11 and 12. Order XIII, BRICKS, POTTERY, GLASS, CEMENT, ETC. is covered by Tables 13 and 14 and Order XV, PAPER, PRINTING AND PUBLISHING by Tables 16 and 17.

Table 1 covers FOOD, DRINK AND TOBACCO. Corresponding figures for 1963 for this industry group appeared in Table 2 on page 133 of the April 1964 issue of this GAZETTE. Whereas the total number of employees shows a decrease of 7,000, the number of apprentices has increased by 340. Table 2—CHEMICALS AND ALLIED INDUSTRIES corresponds with Table 3 in the April 1964 article. In this group the total number of employees shows an increase of 6,500; the number of apprentices has increased by 160 and the number of other males being trained by 580. The 1963 figures corresponding to Table 3—METAL MANUFACTURE are given in Table 2 on page 476 of the December 1963 issue of this GAZETTE. The total number of employees shows an increase of 32,000, and apprentices an increase of 1,160. The form used in the 1964 enquiry for this group of industries differs from the forms used for all other groups in that skilled maintenance workers have not been shown separately from skilled production workers. Table 4—ENGINEERING AND ELECTRICAL GOODS has no comparable table in the 1963 enquiry. Table 3 in the December 1963 article shows engineering and electrical goods combined with MARINE ENGINEERING which is now shown separately in Table 5. For purposes of comparison, however, the totals of Tables 4 and 5 can be set against the totals of Table 3 in the December 1963 article. The 1964 figures show an increase of 41,000 in the total number of employees and an increase of 1,580 in the number of apprentices. The enquiry form used for the metals and engineering groups of industries (Tables 3, 4, 5, 7 and 8) provided for the segregation of apprentices who were taking a general course and who, at the time of the enquiry, had not been allocated to an occupation. The 1963 enquiry showed that completion of the form in respect of this group of employees caused employers considerable trouble and, in the absence of any guidance, many allocated them to the occupation being currently covered in their training programme.

(Text continued on page 502).

Table 1—Food, Drink and Tobacco

	Males	Females		Total males and females	Apprentices and others being trained (included in cols. 2-5)				
		Full-time	Part-time		Apprentices		Others being trained		
					Males (6)	Females (7)	Males (8)	Females (9)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	
<b>PART A. Administrative, technical and clerical staff</b>	<b>TOTAL</b>	95,580	58,780	7,780	162,140	200	30	760	610
Managers, works superintendents, departmental managers	29,630	2,320	60	32,010	—	—	50	—	
Scientists and technologists	2,440	330	—	2,770	30	—	40	—	
Draughtsmen	1,150	—	—	1,150	—	—	—	—	
Other technicians	2,730	890	20	3,640	—	—	120	50	
Clerical and office staff (including works office)	26,570	50,590	7,220	84,380	10	10	190	460	
Other administrative, technical and commercial staff	33,060	4,650	480	38,190	160	20	360	100	
<b>PART B.</b>	<b>TOTAL</b>	92,600	17,780	3,460	113,840	3,270	260	1,400	490
<b>1. Craftsmen in skilled occupations: normal method of entry by apprenticeship or equivalent training</b>									
<b>Production workers</b>									
Bakers and confectioners	12,470	4,810	990	18,270	1,040	260	250	210	
Brewers	520	—	10	530	20	—	—	—	
Flour millers	250	—	—	250	—	—	—	—	
Other skilled workers (apprentice trained or equivalent)	1,600	640	310	2,550	110	—	20	—	
<b>Maintenance workers</b>									
Maintenance fitters, millwrights and mechanics	18,860	—	—	18,860	1,020	—	150	—	
Electricians	4,680	—	—	4,680	420	—	70	—	
Bricklayers	840	—	—	840	30	—	—	—	
Carpenters and joiners	2,710	—	—	2,710	110	—	10	—	
Other skilled workers (apprentice trained or equivalent)	8,090	130	—	8,220	520	—	30	—	
<b>2. Workers in occupations where skill acquired by several years' experience, or minimum of six months' training essential</b>									
Rollermen	750	—	—	750	—	—	10	—	
Screemmen, machinemen	910	—	—	910	—	—	—	—	
Silksmen	430	—	—	430	—	—	—	—	
Doughmakers, doughmixers (bread), mixers, mixing machine operators	4,770	460	160	5,390	—	—	50	—	
Ovenmen	3,380	90	—	3,470	—	—	—	—	
Machine setters, machinemen	1,300	90	—	1,480	—	—	20	—	
Pie-makers, pastrycooks	750	1,350	410	2,510	—	—	10	20	
Butchers, cutters, boners, curers	4,860	90	20	4,970	—	—	320	—	
Meat cooks, essence makers, sausage makers	600	1,120	290	2,010	—	—	30	20	
Cigarette making machine operators	990	290	—	1,280	—	—	40	20	
Cigarette makers (hand), cigar makers	—	650	80	730	—	—	—	60	
Other production workers needing at least six months' training or considerable experience before becoming reasonably proficient	13,670	5,650	860	20,180	—	—	380	140	
<b>3. Foremen and charge hands not allocated elsewhere</b>									
	10,170	2,410	240	12,820	—	—	10	20	
<b>PART C. Production workers who have acquired a degree of skill by experience and/or some training, including those requiring between one and six months' training or experience before becoming reasonably proficient</b>	<b>TOTAL</b>	46,300	54,650	19,260	120,210	—	—	530	1,280
<b>PART D. Other employees</b>	<b>TOTAL</b>	177,590	91,130	39,620	308,340	—	—	740	260
Warehouse, packers and despatch workers	33,680	22,120	7,670	63,470	—	—	150	100	
Road transport drivers	45,380	120	10	45,510	—	—	210	—	
Canteen staff	680	6,730	2,010	9,420	—	—	—	10	
Labourers	44,740	8,000	3,710	56,450	—	—	30	—	
Other employees	53,110	54,160	26,220	133,490	—	—	350	150	
<b>GRAND TOTAL (PARTS A, B, C and D)</b>	<b>412,070</b>	<b>222,340</b>	<b>70,120</b>	<b>704,530</b>	<b>3,470</b>	<b>290</b>	<b>3,430</b>	<b>2,640</b>	

Table 2—Chemicals and Allied Industries

	Males	Females	Total	Apprentices	Others being trained				
(1)	(2)	(3)	(4)	(5)	(6)				
<b>PART A. Administrative, technical and clerical staff</b>	<b>TOTAL</b>	113,450	57,450	3,390	174,290	710	60	2,450	1,350
Managers, works superintendents, departmental managers	25,600	1,110	—	26,710	—	—	40	—	
Scientists and technologists	15,910	1,180	10	17,100	170	10	680	150	
Draughtsmen	3,000	—	—	3,000	50	—	—	—	
Other technicians	19,560	3,340	20	22,920	270	30	1,380	400	
Clerical and office staff (including works office)	23,280	47,540	3,180	74,000	—	10	70	670	
Other administrative, technical and commercial staff	26,100	4,270	180	30,550	220	10	240	130	
<b>PART B.</b>	<b>TOTAL</b>	75,400	3,170	240	78,810	5,620	10	700	90
<b>1. Workers in skilled occupations: normal method of entry by apprenticeship or equivalent training</b>									
<b>Production workers</b>									
Process workers (apprentice trained or equivalent)	7,390	500	—	7,890	400	10	150	40	
<b>Maintenance workers</b>									
Maintenance fitters, millwrights and mechanics	21,310	—	—	21,310	2,500	—	200	—	
Electricians	6,130	—	—	6,130	920	—	—	—	
Instrument artificers	2,770	—	—	2,770	650	—	—	—	
Other skilled engineering workers (apprentice trained or equivalent)	8,270	—	—	8,270	800	—	50	—	
Bricklayers	1,060	—	—	1,060	10	—	—	—	
Carpenters and joiners	2,320	—	—	2,320	200	—	—	—	
Other skilled building workers (apprentice trained or equivalent)	2,860	—	—	2,860	140	—	—	—	
<b>2. Workers in occupations where skill acquired by several years' experience, or minimum of six months' training essential</b>									
Production workers	16,570	1,870	230	18,670	—	—	290	50	
<b>3. Foremen and charge hands not allocated elsewhere</b>									
	6,720	800	10	7,530	—	—	10	—	
<b>PART C. Production workers who have acquired a degree of skill by experience and/or some training, including those requiring between one and six months' training or experience before becoming reasonably proficient</b>	<b>TOTAL</b>	65,170	18,520	2,950	86,640	—	—	250	190
<b>PART D. Other employees</b>	<b>TOTAL</b>	87,180	25,290	13,510	125,980	—	—	230	110
Warehouse workers and despatch packers	16,090	4,010	2,100	22,200	—	—	130	—	
Road transport drivers	12,030	80	10	12,120	—	—	10	—	
Canteen staff	570	5,690	2,010	8,270	—	—	10	10	
Labourers	31,140	2,270	1,130	34,540	—	—	40	—	
Other employees	27,350	13,240	8,260	48,850	—	—	40	100	
<b>GRAND TOTAL (PARTS A, B, C and D)</b>	<b>341,200</b>	<b>104,430</b>	<b>20,090</b>	<b>465,720</b>	<b>6,330</b>	<b>70</b>	<b>3,630</b>	<b>1,740</b>	

Table 3—Metal Manufacture

(1)	Males (2)	Females		Total males and females (5)	Apprentices and others being trained (included in cols. 2-5)					
		Full-time (3)	Part-time (4)		Apprentices		Others being trained			
					Males (6)	Females (7)	Males (8)	Females (9)		
<b>PART A. Administrative, technical and clerical staff</b>	<b>TOTAL</b>	83,930	33,380	1,640	118,950	2,240	150	1,980	1,470	
Managers, works superintendents, departmental managers	23,500	160	—	23,660	—	—	20	—	—	
Scientists and technologists	4,810	140	—	4,950	400	10	250	20	—	
Draughtsmen	4,400	40	—	4,440	590	—	90	—	—	
Other technicians	9,740	500	—	10,240	670	20	590	20	—	
Clerical and office staff (including works office)	27,650	29,820	1,550	59,020	280	110	700	1,300	—	
Other administrative, technical and commercial staff	13,830	2,720	90	16,640	300	10	330	130	—	
<b>PART B.</b>	<b>TOTAL</b>	301,450	12,280	2,410	316,140	13,310	—	4,600	140	
<b>1. Skilled craftsmen employed on production or maintenance</b>										
Blacksmiths	1,160	—	—	1,160	50	—	—	—	—	
Boilermakers	2,210	—	—	2,210	340	—	—	—	—	
Bricklayers and masons	4,490	—	—	4,490	210	—	—	—	—	
Carpenters and joiners	1,860	—	—	1,860	170	—	—	—	—	
Electricians	9,490	—	—	9,490	1,600	—	10	—	—	
Fitters	21,260	—	—	21,260	3,040	—	20	—	—	
Machinists	8,810	380	220	9,410	820	—	90	—	—	
Roll turners and roll grinders	1,970	—	—	1,970	180	—	—	—	—	
Other turners	5,070	—	—	5,070	650	—	180	—	—	
Moulders and coremakers	23,170	940	100	24,210	2,180	—	430	30	—	
Pattern makers	3,450	—	—	3,450	510	—	60	—	—	
Plumbers and pipe fitters	2,370	—	—	2,370	150	—	—	—	—	
Welders and burners	5,160	—	—	5,160	210	—	60	—	—	
All other skilled craftsmen	14,730	70	20	14,820	790	—	450	20	—	
Apprentices taking general course	2,440	—	—	2,440	2,410	—	30	—	—	
<b>2. Production workers (other than labourers) employed at:—</b>										
Blast furnaces, sinter plants and ore preparation	11,650	60	—	11,710	—	—	30	—	—	
Melting shops	19,760	10	—	19,770	—	—	240	—	—	
Rolling mills	44,310	300	—	44,610	—	—	760	—	—	
Ancillary processes associated with rolling mills	15,230	300	—	15,530	—	—	290	—	—	
Bright bar manufacture	2,210	180	—	2,400	—	—	130	—	—	
Forges and ancillary processes	3,890	40	—	3,930	—	—	80	—	—	
Tubes, pipes and fittings manufacture (including coating)	22,530	1,810	490	24,830	—	—	170	—	—	
Foundries and ancillary processes	38,730	3,320	450	42,500	—	—	250	40	—	
Other production departments	28,200	4,840	1,120	34,160	—	—	490	50	—	
Junior operatives not yet allocated	1,470	—	—	1,470	—	—	810	—	—	
<b>3. Foremen and charge hands not allocated elsewhere</b>	<b>5,830</b>	<b>30</b>	<b>—</b>	<b>5,860</b>	<b>—</b>	<b>—</b>	<b>20</b>	<b>—</b>	<b>—</b>	
<b>PART C. Other employees</b>	<b>TOTAL</b>	138,310	10,230	6,440	154,980	—	—	420	50	
Maintenance workers other than skilled craftsmen	36,030	40	10	36,080	—	—	30	—	—	
Warehouse, packers and despatch workers	12,110	1,560	70	13,740	—	—	10	—	—	
Road and rail transport drivers and shunters	13,040	10	—	13,050	—	—	70	—	—	
Canteen staff	390	4,250	1,040	5,680	—	—	—	30	—	
Labourers	52,790	1,120	450	54,360	—	—	120	—	—	
Other employees	23,950	3,250	4,870	32,070	—	—	190	20	—	
<b>GRAND TOTAL (PARTS A, B and C)</b>	<b>523,690</b>	<b>55,890</b>	<b>10,490</b>	<b>590,070</b>	<b>15,550</b>	<b>150</b>	<b>7,000</b>	<b>1,660</b>		

Table 4—Engineering and Electrical Goods

(1)	Males (2)	Females		Total males and females (5)	Apprentices and others being trained (included in cols. 2-5)					
		Full-time (3)	Part-time (4)		Apprentices		Others being trained			
					Males (6)	Females (7)	Males (8)	Females (9)		
<b>PART A. Administrative, technical and clerical staff</b>	<b>TOTAL</b>	421,210	181,440	13,070	615,720	16,130	270	3,970	4,870	
Managers, works superintendents, departmental managers	91,440	1,990	100	93,530	—	—	30	—	—	
Scientists and technologists	32,500	720	—	33,220	3,420	20	400	10	—	
Draughtsmen	63,850	1,280	30	65,160	6,970	10	1,000	70	—	
Other technicians	56,410	1,890	20	58,320	3,970	10	640	100	—	
Clerical and office staff (including works office)	104,810	158,170	12,070	275,050	630	140	1,300	4,380	—	
Other administrative, technical and commercial staff	72,200	17,390	850	90,440	1,140	90	600	310	—	
<b>PART B. Craftsmen in skilled occupations: normal method of entry by apprenticeship or equivalent training</b>	<b>TOTAL</b>	567,890	12,440	1,160	581,490	84,950	10	9,800	190	
<b>Production workers</b>										
Tool makers, tool room fitters	42,180	—	—	42,180	5,360	—	470	—	—	
Machine tool setters, setter operators (not tool room)	36,950	70	—	37,020	1,000	—	680	—	—	
Turners	45,960	360	30	46,350	7,840	—	380	—	—	
Other skilled machine tool operators	52,760	1,410	280	54,450	3,880	—	1,120	—	—	
Electrical fitters, testers, etc.	18,420	400	60	18,880	2,570	—	660	—	—	
Other fitters, fitter assemblers and erectors	90,880	1,000	50	91,930	12,880	—	1,930	10	—	
Platers (boiler and construction shop work)	13,300	—	—	13,300	2,450	—	140	—	—	
Plumbers, pipe fitters	4,670	—	—	4,670	260	—	180	—	—	
Welders	25,850	190	—	26,040	1,790	—	340	—	—	
Sheet metal workers	20,010	40	10	20,060	2,610	—	470	—	—	
Pattern makers (wood or metal)	6,550	—	—	6,550	910	—	40	—	—	
Instrument makers and instrument mechanics	10,780	910	40	11,730	1,510	—	500	—	—	
Coach or vehicle body builders (wood or metal)	230	—	—	230	90	—	—	—	—	
Coach trimmers	150	—	—	150	—	—	—	—	—	
Inspectors and markers-off	28,920	3,330	330	32,580	460	—	210	10	—	
Moulders and coremakers (foundry)	10,040	210	40	10,290	1,060	—	40	10	—	
Smiths, forgemen	2,580	—	—	2,580	140	—	—	—	—	
Woodworkers	5,070	20	—	5,090	160	—	170	—	—	
Foremen and charge hands, not allocated elsewhere	21,870	970	60	22,900	10	—	50	—	—	
Other skilled workers (apprentice trained or equivalent)	40,130	2,960	230	43,320	2,290	10	890	160	—	
Apprentices taking general course	34,140	—	—	34,140	33,290	—	850	—	—	
<b>Maintenance workers</b>										
Instrument and control mechanics	1,060	20	—	1,080	90	—	—	—	—	
Maintenance fitters, millwrights and other mechanics	26,220	10	—	26,230	2,030	—	320	—	—	
Electricians	13,730	—	—	13,730	1,610	—	210	—	—	
Bricklayers	990	—	—	990	10	—	—	—	—	
Carpenters and joiners	4,300	—	—	4,300	140	—	10	—	—	
Other skilled workers (apprentice trained or equivalent)	10,150	540	30	10,720	510	—	140	—	—	
<b>PART C. Production workers who have acquired a degree of skill by experience and/or some training</b>	<b>TOTAL</b>	253,230	217,350	43,390	513,970	—	—	7,560	3,050	
Machinists	101,170	51,290	8,100	160,560	—	—	2,730	420	—	
Assemblers and viewers	46,680	114,600	27,050	188,330	—	—	1,280	1,150	—	
Other production workers including those who need between one and six months' training or experience before becoming reasonably proficient	105,380	51,460	8,240	165,080	—	—	3,550	1,480	—	
<b>PART D. Other employees</b>	<b>TOTAL</b>	229,270	49,660	25,580	304,510	—	—	1,430	420	
Stores, warehouse, packers and despatch workers	62,950	10,870	1,700	75,520	—	—	650	130	—	
Road transport drivers	15,090	50	—	15,140	—	—	—	—	—	
Canteen staff	1,450	12,640	6,820	20,910	—	—	—	—	—	
Labourers	84,510	2,170	1,610	88,290	—	—	120	—	—	
Other employees	65,270	23,930	15,450	104,650	—	—	660	290	—	
<b>GRAND TOTAL (PARTS A, B, C and D)</b>	<b>1,471,600</b>	<b>460,890</b>	<b>83,200</b>	<b>2,015,690</b>	<b>101,080</b>	<b>280</b>	<b>22,760</b>	<b>8,530</b>		

Table 5—Marine Engineering (Standard Industrial Classification 1958: Minimum List Heading 370·2)

(1)	Males (2)	Females		Total males and females (5)	Apprentices and others being trained (included in cols. 2-5)					
		Full-time (3)	Part-time (4)		Apprentices		Others being trained			
					Males (6)	Females (7)	Males (8)	Females (9)		
<b>PART A. Administrative, technical and clerical staff</b>	<b>TOTAL</b>	8,010	2,040	190	10,240	200	80	80	80	
Managers, works superintendents, departmental managers	1,900	20	—	1,920	—	—	—	—	—	
Scientists and technologists	220	—	—	220	—	—	—	—	—	
Draughtsmen	1,900	50	—	1,950	160	20	—	—	—	
Other technicians	580	20	—	600	10	—	—	—	—	
Clerical and office staff (including works office)	2,110	1,650	50	3,810	20	20	70	80	—	
Other administrative, technical and commercial staff	1,200	300	140	1,640	10	40	10	—	—	
<b>PART B. Craftsmen in skilled occupations: normal method of entry by apprenticeship or equivalent training</b>	<b>TOTAL</b>	22,100	—	—	22,100	5,120	—	310	—	
<b>Production workers</b>										
Tool makers, tool room fitters	530	—	—	530	80	—	—	—	—	
Machine tool setters, setter operators (not tool room)	350	—	—	350	—	—	—	—	—	
Turners	2,730	—	—	2,730	640	—	40	—	—	
Other skilled machine tool operators	1,460	—	—	1,460	60	—	—	—	—	
Electrical fitters, testers, etc.	290	—	—	290	30	—	—	—	—	
Other fitters, fitter assemblers and erectors	7,000	—	—	7,000	2,340	—	40	—	—	
Platers (boiler and construction shop work)	1,590	—	—	1,590	340	—	10	—	—	
Plumbers, pipe fitters	540	—	—	540	110	—	10	—	—	
Welders	1,040	—	—	1,040	150	—	—	—	—	
Sheet metal workers	580	—	—	580	170	—	10	—	—	
Pattern makers (wood or metal)	450	—	—	450	90	—	—	—	—	
Instrument makers and instrument mechanics	—	—	—	—	—	—	—	—	—	
Coach or vehicle body builders (wood or metal)	—	—	—	—	—	—	—	—	—	
Coach trimmers	880	—	—	880	50	—	—	—	—	
Inspectors and markers-off	480	—	—	480	60	—	—	—	—	
Moulders and coremakers (foundry)	130	—	—	130	—	—	—	—	—	

Table 7—Vehicles

Table 7: Vehicles. Columns include categories (1), Males (2), Females (3, 4), Total males and females (5), Apprentices (6, 7), and Others being trained (8, 9). Rows include administrative staff, production workers, and maintenance workers.

Table 8—Manufacture of Metal Goods

Table 8: Manufacture of Metal Goods. Columns include categories (1), Males (2), Females (3, 4), Total males and females (5), Apprentices (6, 7), and Others being trained (8, 9). Rows include administrative staff, production workers, and maintenance workers.

Table 9—Textiles

Table 9: Textiles. Columns include categories (1), Males (2), Females (3, 4), Total males and females (5), Apprentices (6, 7), and Others being trained (8, 9). Rows include administrative staff, production workers, and maintenance workers.

Table 10—Leather, Leather Goods and Fur

Table 10: Leather, Leather Goods and Fur. Columns include categories (1), Males (2), Females (3, 4), Total males and females (5), Apprentices (6, 7), and Others being trained (8, 9). Rows include administrative staff, production workers, and maintenance workers.

Table 11—Clothing (Standard Industrial Classification 1958: Minimum List Headings 441-449)

Table with 9 columns: (1) Occupation, (2) Males, (3) Females (Full-time), (4) Females (Part-time), (5) Total males and females, (6) Apprentices (Males), (7) Apprentices (Females), (8) Others being trained (Males), (9) Others being trained (Females). Rows include administrative staff, production workers (tailors, cutters, etc.), maintenance workers, and other employees.

Table 12—Footwear (Standard Industrial Classification 1958: Minimum List Heading 450)

Table with 9 columns: (1) Occupation, (2) Males, (3) Females (Full-time), (4) Females (Part-time), (5) Total males and females, (6) Apprentices (Males), (7) Apprentices (Females), (8) Others being trained (Males), (9) Others being trained (Females). Rows include administrative staff, production workers (clickers, etc.), maintenance workers, and other employees.

Table 13—Bricks, Glass, Cement, etc. (Standard Industrial Classification 1958: Minimum List Headings 461 and 463-469)

Table with 9 columns: (1) Occupation, (2) Males, (3) Females (Full-time), (4) Females (Part-time), (5) Total males and females, (6) Apprentices (Males), (7) Apprentices (Females), (8) Others being trained (Males), (9) Others being trained (Females). Rows include administrative staff, production workers (furnacemen, glass makers, etc.), maintenance workers, and other employees.

Table 14—Pottery (Standard Industrial Classification 1958: Minimum List Heading 462)

Table with 9 columns: (1) Occupation, (2) Males, (3) Females (Full-time), (4) Females (Part-time), (5) Total males and females, (6) Apprentices (Males), (7) Apprentices (Females), (8) Others being trained (Males), (9) Others being trained (Females). Rows include administrative staff, production workers (slip makers, casters, etc.), maintenance workers, and other employees.

Table 15—Timber, Furniture, etc.

	(1)	Females		Total males and females	Apprentices and others being trained (included in cols. 2-5)			
		Males	Part-time		Apprentices		Others being trained	
					Full-time	Part-time	Males	Females
(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	
<b>PART A. Administrative, technical and clerical staff</b> . . . . . <b>TOTAL</b>	30,230	18,140	2,310	50,680	200	90	260	520
Managers, works superintendents, departmental managers . . . . .	14,150	560	140	14,850	—	—	10	—
Scientists and technologists . . . . .	50	—	—	50	—	—	—	—
Draughtsmen . . . . .	1,390	30	—	1,420	130	—	40	—
Other technicians . . . . .	650	100	10	760	—	—	20	—
Clerical and office staff (including works office) . . . . .	8,810	16,730	2,120	27,660	60	90	150	520
Other administrative, technical and commercial staff . . . . .	5,180	720	40	5,940	10	—	40	—
<b>PART B.</b> . . . . . <b>TOTAL</b>	111,210	12,830	1,050	125,090	11,220	50	4,420	860
<b>1. Craftsmen in skilled occupations: normal method of entry by apprenticeship or equivalent training</b>								
<i>Production workers</i>								
Carpenters and joiners . . . . .	19,190	240	—	19,430	3,920	10	290	—
Sawyers . . . . .	7,400	—	—	7,400	450	—	370	—
Shop and office fitters . . . . .	3,330	—	—	3,330	420	—	100	—
Woodcutting machinists (other than sawyers) . . . . .	16,680	240	—	16,920	1,840	—	870	60
Veneer cutters . . . . .	870	30	—	900	20	—	80	—
Painters . . . . .	2,040	80	190	2,310	80	—	90	—
Cabinet and chair makers . . . . .	12,680	90	—	12,770	980	—	710	—
French polishers . . . . .	4,700	610	70	5,380	400	20	180	10
Upholsters and upholsters' cutters . . . . .	10,040	1,130	30	11,200	1,500	10	380	200
Metal polishers . . . . .	140	—	—	140	—	—	—	—
Kiln operators . . . . .	710	—	—	710	—	—	20	—
Sanding machinists . . . . .	2,080	100	—	2,180	—	—	60	—
Press operators (timber, furniture) . . . . .	1,170	30	—	1,200	40	—	150	—
Other skilled workers (apprentice trained or equivalent) . . . . .	9,590	640	160	10,390	1,190	—	450	—
<i>Maintenance workers</i>								
Maintenance fitters, millwrights and mechanics . . . . .	3,000	—	—	3,000	70	—	30	—
Electricians . . . . .	780	—	—	780	20	—	10	—
Bricklayers . . . . .	120	—	—	120	—	—	—	—
Carpenters and joiners . . . . .	890	—	—	890	260	—	—	—
Other skilled workers (apprentice trained or equivalent) . . . . .	1,150	60	10	1,220	30	10	20	—
<b>2. Workers in occupations where skill acquired by several years' experience, or where minimum of six months' training essential</b>								
Sewing, quilting, border, tape edging and tufting machinists . . . . .	930	6,330	490	7,750	—	—	20	220
Crane and winch drivers . . . . .	1,390	150	—	1,540	—	—	20	—
Other production workers needing at least six months' training or considerable experience before becoming reasonably proficient . . . . .	8,030	2,910	100	11,040	—	—	560	370
<b>3. Foremen and charge hands not allocated elsewhere . . . . .</b>								
<b>TOTAL</b>	4,300	190	—	4,490	—	—	10	—
<b>PART C. Production workers who have acquired a degree of skill by experience and/or some training, including those requiring between one and six months' training or experience before becoming reasonably proficient</b> . . . . . <b>TOTAL</b>	14,710	6,680	290	21,680	—	—	360	250
<b>PART D. Other employees</b> . . . . . <b>TOTAL</b>	52,190	7,070	2,660	61,920	—	—	950	90
Warehouse packers and despatch workers . . . . .	5,510	720	60	6,290	—	—	40	70
Road transport drivers . . . . .	8,390	—	—	8,390	—	—	—	—
Canteen staff . . . . .	360	1,370	600	2,330	—	—	30	—
Labourers . . . . .	31,150	1,160	190	32,500	—	—	880	10
Other employees . . . . .	6,580	3,820	1,810	12,210	—	—	—	10
<b>GRAND TOTAL (PARTS A, B, C and D)</b>	208,340	44,720	6,310	259,370	11,420	140	5,990	1,720

Table 16—Paper and Board Making, Cardboard Boxes, etc. (Standard Industrial Classification 1958: Minimum List Headings 481-483)

	(1)	Females		Total males and females	Apprentices and others being trained (included in cols. 2-5)			
		Males	Part-time		Apprentices		Others being trained	
					Full-time	Part-time	Males	Females
(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	
<b>PART A. Administrative, technical and clerical staff</b> . . . . . <b>TOTAL</b>	24,880	14,310	1,010	40,200	90	—	330	160
Managers, works superintendents, departmental managers . . . . .	8,390	530	—	8,920	—	—	20	—
Scientists and technologists . . . . .	660	10	—	670	10	—	10	—
Draughtsmen . . . . .	470	20	—	490	40	—	—	—
Other technicians . . . . .	2,090	210	—	2,300	10	—	90	10
Clerical and office staff (including works office) . . . . .	7,710	12,580	1,010	21,300	10	—	110	130
Other administrative, technical and commercial staff . . . . .	5,560	960	—	6,520	20	—	100	20
<b>PART B.</b> . . . . . <b>TOTAL</b>	42,340	12,920	1,780	57,040	2,320	40	1,160	1,700
<b>1. Craftsmen in skilled occupations: normal method of entry by apprenticeship or equivalent training</b>								
<i>Production workers</i>								
Craftsmen including apprenticed process workers . . . . .	8,730	4,200	340	13,270	1,310	40	280	1,170
<i>Maintenance workers</i>								
Maintenance fitters, millwrights and mechanics . . . . .	5,860	—	—	5,860	550	—	10	—
Electricians . . . . .	1,870	—	—	1,870	310	—	10	—
Bricklayers . . . . .	330	—	—	330	—	—	—	—
Carpenters and joiners . . . . .	1,080	—	—	1,080	80	—	—	—
Other skilled workers (apprentice trained or equivalent) . . . . .	1,600	—	—	1,600	70	—	50	—
<b>2. Production workers in occupations where skill acquired by several years' experience, or where minimum of six months' training essential</b>								
Class 1 workers* . . . . .	5,560	2,510	650	8,720	—	—	380	130
Class 1A workers* . . . . .	6,350	300	—	6,650	—	—	140	10
Unclassified workers paid according to this grade . . . . .	2,070	960	40	3,070	—	—	80	—
<i>Fibreboard and cardboard manufacture</i>								
Minders, assistant minders, forme makers and analogous grades . . . . .	3,210	40	—	3,250	—	—	70	—
Other production workers needing at least six months' training or considerable experience before becoming reasonably proficient . . . . .	2,400	4,160	730	7,290	—	—	130	390
<b>3. Foremen and charge hands not allocated elsewhere . . . . .</b>								
<b>TOTAL</b>	3,280	750	20	4,050	—	—	10	—
<b>PART C. Production workers who have acquired a degree of skill by experience and/or some training</b> . . . . . <b>TOTAL</b>	25,630	33,700	5,040	64,370	—	—	770	1,330
Class 2 workers* . . . . .	13,330	13,640	1,700	28,670	—	—	140	180
Unclassified workers paid according to this grade . . . . .	1,700	2,720	210	4,630	—	—	10	40
Other production workers including those requiring between one and six months' training or experience before becoming reasonably proficient . . . . .	10,600	17,340	3,130	31,070	—	—	620	1,110
<b>PART D. Other employees</b> . . . . . <b>TOTAL</b>	43,490	12,970	3,820	60,280	—	—	490	390
Warehouse, packers and despatch workers . . . . .	10,960	1,920	270	13,150	—	—	170	40
Transport drivers (road transport—internal and external, loco drivers, etc.) . . . . .	4,540	130	40	4,710	—	—	—	—
Canteen staff . . . . .	250	1,490	370	2,110	—	—	—	—
Labourers . . . . .	13,240	510	230	13,980	—	—	70	—
Other employees . . . . .	14,500	8,920	2,910	26,330	—	—	250	350
<b>GRAND TOTAL (PARTS A, B, C and D)</b>	136,340	73,900	11,650	221,890	2,410	40	2,750	3,580

\* Occupations included are those listed under these classifications in National Agreement No. 10 for the papermaking and boardmaking industry in the United Kingdom.

Table 17—Printing and Publishing (Standard Industrial Classification 1958: Minimum List Headings 486-489)

	(1)	Females		Total males and females	Apprentices and others being trained (included in cols. 2-5)			
		Males	Part-time		Apprentices		Others being trained	
					Full-time	Part-time	Males	Females
(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	
<b>PART A. Administrative, technical and clerical staff</b> . . . . . <b>TOTAL</b>	63,840	40,000	3,630	107,470	440	100	1,280	1,010
Managers, works superintendents, departmental managers . . . . .	18,860	1,270	360	20,490	—	—	110	—
Scientists and technologists . . . . .	810	80	—	890	—	—	—	—
Designers, typographers . . . . .	630	70	—	700	—	—	20	10
Other technicians . . . . .	310	10	—	320	—	—	10	—
Clerical and office staff (including works office) . . . . .	21,640	34,980	3,020	59,640	70	30	500	640
Other administrative, technical and commercial staff . . . . .	21,590	3,590	250	25,430	370	70	640	360
<b>PART B.</b> . . . . . <b>TOTAL</b>	147,070	42,430	3,070	192,570	18,560	1,180	1,210	6,470
<b>1. Craftsmen in skilled occupations: normal method of entry by apprenticeship or equivalent training</b>								
<i>Production workers</i>								
Compositors . . . . .	48,600	260	50	48,910	7,880	20	70	30
Monotype casters . . . . .	4,300	—	—	4,300	520	—	—	—
Electrotypers and stereotypers . . . . .	4,610	30	—	4,640	700	—	—	—
Letterpress machine minders . . . . .	21,920	1,050	10	22,980	3,760	50	50	190
Bookbinders, binders cutters and rulers . . . . .	11,970	12,280	990	25,240	2,100	910	140	1,660
Litho minders, transferers and printers down to metal . . . . .	4,630	150	—	4,780	1,220	—	—	—
Litho artists, designers, camera operators, retouchers, etc. . . . .	3,520	70	—	3,590	590	—	20	30
Gravure machine minders . . . . .	1,770	50	—	1,820	160	—	—	—
Gravure artists, designers and craftsmen on plate and cylinder production . . . . .	2,090	20	—	2,110	300	—	—	—
Copperplate and steel engravers . . . . .	580	—	—	580	70	—	—	—
Process engraving workers . . . . .	4,610	—	—	4,610	690	—	—	—
Press telegraphists . . . . .	710	—	—	710	30	—	—	—
Other skilled workers (apprentice trained or equivalent) . . . . .	4,250	4,510	230	8,990	420	200	60	520
<i>Maintenance workers</i>								
Maintenance fitters and mechanics . . . . .	3,260	—	—	3,260	70	—	20	—
Electricians . . . . .	1,570	—	—	1,570	30	—	—	—
Bricklayers . . . . .	50	—	—	50	—	—	—	—
Carpenters and joiners . . . . .	550	—	—	550	10	—	—	—
Other skilled workers (apprentice trained or equivalent) . . . . .	1,840	—	—	1,840	10	—	10	—
<b>2. Workers in occupations where skill acquired by several years' experience, or where minimum of six months' training essential</b>								
Machine assistants . . . . .	14,100	3,500	210	17,810	—	—	310	80
Cutters, bindery and warehouse workers . . . . .	6,320	15,130	1,200	22,650	—	—	280	3,380
Envelope and tag machine workers . . . . .	120	350	30	500	—	—	10	60
Multilith, rotaprint operators . . . . .	990	130	—	1,120	—	—	60	10
Other production workers needing at least six months' training or considerable experience before becoming reasonably proficient . . . . .	2,900	4,670	350	7,920	—	—	180	510
<b>3. Foremen and charge hands not allocated elsewhere . . . . .</b>								
<b>TOTAL</b>	1,810	230	—	2,040	—	—	—	—
<b>PART C. Production workers who have acquired a degree of skill by experience and/or some training, including those requiring between one and six months' training or experience before becoming reasonably proficient</b> . . . . . <b>TOTAL</b>	5,480	7,300	810	13,590	—	—	270	1,140
<b>PART D. Other employees</b> . . . . . <b>TOTAL</b>	33,340	6,570	4,840	44,750	—	—	250	160
Packers and despatch workers . . . . .	13,290	2,350	660	16,300	—	—	170	70
Road transport drivers . . . . .	4,530	20	—	4,550	—	—	—	—
Canteen staff . . . . .	140	1,220	1,010	2,370	—	—	—	—
Labourers . . . . .	6,280	20	390	6,690	—	—	—	—
Other employees . . . . .	9,100	2,960	2,780					

## Occupations of Employees in Manufacturing Industries—continued

The information in Table 6—SHIPBUILDING AND SHIP REPAIRING has again been compiled from the normal analysis obtained from all establishments in the industry employing 11 or more employees (other than Admiralty establishments) but is included here because with MARINE ENGINEERING (Table 5), these two industries constitute Order VII of the Standard Industrial Classification (1958). Comparable figures for 1963 for Table 6 are given in Table 15 of the April 1964 issue of this GAZETTE, page 142.

Table 7—VEHICLES shows an increase of 12,000 in the total number of employees, compared with the 1963 enquiry (see Table 6 in the December 1963 article). The number of apprentices increased by 1,090. Two additional occupations were identified in the skilled section, electrical fitters and coach trimmers. An increase of 26,000 in the total number of employees is shown in Table 8—MANUFACTURE OF METAL GOODS. Comparable figures for 1963 are given in Table 7 in the December 1963 article. The number of apprentices increased by 1,670.

In Table 9—TEXTILES the total number of employees shows an increase of 3,000, compared with the 1963 figures (Table 4 in the April 1964 article). The number of apprentices has increased by 1,670. A large proportion of production apprentices were in Scotland. Table 10—LEATHER, LEATHER GOODS AND FUR shows little change in the total number of employees, compared with the 1963 enquiry (see Table 5 in the April 1964 article), although the number of apprentices has increased by 160.

Because of the diversity of occupations between footwear and the rest of the clothing industry, two forms had to be devised to cover this Order. Table 11 relates to CLOTHING, Minimum List Headings 441 to 449 of the Standard Industrial Classification (1958), and Table 12 to FOOTWEAR, Minimum List Heading 450. In the 1963 enquiry Table 6 in the April 1964 article covers the clothing and footwear group, and for purposes of comparison the totals of Table 6 should be set against the totals of current Tables 11 and 12. In the group as a whole the total number of employees decreased by 9,000, but the number of apprentices increased by 1,350.

Tables 13 and 14 relate to Standard Industrial Classification (1958) Order XIII, BRICKS, POTTERY, GLASS, CEMENT, ETC. Again two forms were necessary, so that Table 13 covers BRICKS, GLASS, CEMENT, etc., and Table 14 POTTERY. Figures for 1963 for the complete Order are given in Table 7 in the April 1964 article. In the group as a whole the number of employees increased by 4,760 and the number of apprentices by 440. In Table 13 the comparatively large numbers of skilled workers whose occupations were not separately identified included sanitary ware casters, glaziers, glass mould and bench fitters and silverers and bevellers.

Table 15 covers TIMBER, FURNITURE, ETC. Figures for 1963 appear in Table 8 of the April 1964 article. The total number of employees shows an increase of 4,600 and the number of apprentices increased by 1,290. The number of others being trained (females) shows an increase of 320. Included in the item "other skilled workers on production" are veneer measurers and valuers, cellulose sprayers and case and box makers.

Tables 16 and 17 relate to Standard Industrial Classification (1958) Order XV, PAPER, PRINTING AND PUBLISHING. Table 16 covers PAPER AND BOARD MAKING, CARDBOARD BOXES, ETC., Minimum List Headings 481-483 and Table 17 PRINTING AND PUBLISHING, Minimum List Headings 486-489. For 1963, Table 9 in the April 1964 article covers the whole Order and is comparable with these two tables. In the group as a whole the number of employees increased by 10,000 and apprentices by 2,430. In Table 16 the items "Class 1", "Class 1A" and "Class 2 workers" identify occupations listed under these classes in National Agreement No. 10 for the papermaking and boardmaking industry in the United Kingdom.

Table 18 covers Order XVI of the Standard Industrial Classification (1958), OTHER MANUFACTURING INDUSTRIES. The comparable table for 1963 is Table 10 in the April 1964 article. The total number of employees increased by 10,000 and the number of apprentices by 290. The item "other skilled production workers" includes tool makers, tool room fitters, woodworkers and wood-cutting machinists. In another enquiry it is proposed to identify these occupations separately.

## CENTRAL TRAINING COUNCIL

## Appointment of Committees

The Central Training Council has set up a Commercial and Clerical Training Committee under the Chairmanship of Mr. J. A. Hunt, M.B.E., a Scottish Committee under the Chairmanship of Mr. James Anderson, M.B.E., J.P., and a Committee for Wales under the Chairmanship of Mr. R. B. Southall, C.B.E., J.P.

Each of these Committees consists of employers, trade unionists, members from the nationalised industries, educationalists and independent members.

The terms of reference of the Commercial and Clerical Training Committee are:—

"To recommend to the Council what guidance should be issued to training boards in respect of training for clerical and commercial occupations".

The terms of reference of the Scottish Committee and the Committee for Wales are:—

"To consider matters arising out of the implementation and operation of the Industrial Training Act as they affect Scotland/Wales and to report to the Council from time to time".

## ACTIVITIES OF THE NATIONAL JOINT ADVISORY COUNCIL

The 88th Meeting of the National Joint Advisory Council was held on 25th November 1964. The Minister of Labour, the Rt. Hon. R. J. Gunter, M.P., took the chair.

## Future policies

The Minister had circulated a note setting out aspects of his future policy, and the Council had a preliminary exchange of views about these. The subjects discussed fell under four main headings:—

## Efficient use of manpower

The Minister said in his note that the first report of the Manpower Research Unit showed that manpower resources would be strained over the coming years. It was therefore imperative that manpower should be used with greater efficiency and economy. Established methods of deployment and working practices which impeded this should be eliminated. Management would have to take a positive initiative. Some managements had shown what could be done, and it might be that a bigger part could be played by management consultants. The Minister said he hoped to have more detailed discussions with the Council at an early date on how best to encourage action at industry and plant level. There followed a full discussion about the problems involved in getting a more efficient use of manpower.

## Mobility of labour

The Minister pointed out in his note that the pace of technological and other changes in industry called for a greater degree of mobility of labour. To ease this process of change there had to be better financial provision for the transferred worker. The Government had announced improved provisions for unemployment benefit and their intention to make a major review of the national schemes of social security. The Minister had already sent to the three sides of the Council proposals for legislation on severance pay and he hoped that consultations on these would be carried through quickly. The Council was already considering arrangements for safeguarding pensions rights on change of employment. The Committee on Preservation of Pension Rights, set up to consider this matter, had begun its work. The Minister stressed the relevance of the work of the employment service to the efficient use of manpower and to facilitating changes of employment. He asked for the support and co-operation of both sides of industry to assist the local offices further to carry out their work and to extend the placing service available to more people.

## Training and re-training

The Minister reported that the Government were pressing on as rapidly as possible with the implementation of the Industrial Training Act. Discussions were proceeding with a view to establishing further training boards to cover the electricity, gas and water supply industries; further sections of the textiles industry; and industries concerned with construction materials and mineral products. An Inter-departmental Committee, under the Chairmanship of Mr. Richard Marsh, M.P., Joint Parliamentary Secretary, had been set up to advise on the means of encouraging the more rapid development of industrial training and of the associated technical and other forms of further education and to ensure the fullest co-ordination between the bodies responsible in those fields.

## Industrial relations

The Minister said in his note that he would be consulting unions and employers about an amendment to the law to deal with the situation created by the House of Lords judgment in the case of *Rookes v. Barnard*. He also said that he looked forward with interest to the result of the proposed inquiries by the Trades Union Congress and British Employers' Confederation into selected unofficial stoppages and he hoped the inquiries would point the way to reducing the number of such strikes. He told the Council that he wanted to discuss with them later the question of dismissals procedure.

## Manpower Research Unit

The Council received a full report on the work of the Unit. This included "summary of the Unit's first report, 'Manpower Studies No. 1—The Pattern of the Future', a review of progress with the rest of the Unit's programme, and plans for future development. The Council agreed that a paper reviewing the manpower situation as a whole against the background of the Unit's findings on the likely future manpower position should be put before them at an early meeting.

## Ergonomics

The Council considered a paper on ergonomics in industry. It was agreed that the Ministry would prepare a further paper for consideration by the Council.

## INCREASE IN PRICE OF THE "MINISTRY OF LABOUR GAZETTE"

It is regretted that, owing to increased production costs, it has become necessary to raise the price of this GAZETTE.

Beginning with the issue for January 1965, the price will be 3s. 6d. a copy. The annual subscription rate will be 46s., including postage.

Current subscriptions will continue at the old rate until they expire; renewals will be at the new rate.

## SHIPBUILDING INDUSTRY TRAINING BOARD

On 10th November the Minister of Labour made the Industrial Training (Shipbuilding Board) Order 1964 which came into operation on 19th November. Copies of the Order, S.I. 1964 No. 1782, are obtainable from H.M. Stationery Office, price 6d. (9d. including postage). This Order, which establishes an industrial training board, has been made under the Industrial Training Act 1964.

The Minister has announced the names of those who have accepted his invitation to become members of the Shipbuilding Industry Training Board. They are as follows:

## Chairman

Sir Steuart Mitchell, K.B.E., C.B., Nethertack, Moniaive, nr. Thornhill, Dumfriesshire.

## Employers

Mr. P. D. Christie, B.Sc.(N.A.), Vice-Chairman and Managing Director, Barclay, Curle & Co. Ltd., Glasgow W.4.  
Mr. W. M. Inglis, B.Com., A.I.Mar.E., Chairman and Managing Director, James Troop & Co. Ltd., Liverpool 8.  
Mr. D. B. Kimber, O.B.E., M.Sc. (Eng.), Director, Fairfield Shipbuilding and Engineering Co. Ltd., Glasgow S.W.1.  
Mr. A. R. Moody, Managing Director, A. H. Moody & Son Ltd., Swanwick Shore, nr. Southampton.  
Mr. W. G. Parsonson, B.Sc., A.F.R.Ae.S., Training Officer, Vickers-Armstrongs (Shipbuilders) Ltd., Newcastle-upon-Tyne 6.  
Mr. N. A. Sloan, B.L., Q.C., Director, Shipbuilding Employers' Federation, London S.W.1.

## Workers

Mr. H. G. Barratt, General Secretary, Confederation of Shipbuilding and Engineering Unions.  
Mr. J. P. Bishop, National Industrial Officer, National Union of General and Municipal Workers.  
Mr. W. H. Bradley, Executive Council Member, Amalgamated Engineering Union.  
Mr. D. McGarvey, General Secretary, Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths & Structural Workers.  
Mr. F. J. Ticehurst, Draughtsmen's and Allied Technicians' Association.  
Mr. J. Youngs, Chairman, Amalgamated Society of Woodworkers.

## Educational members

Mr. J. H. Dalrymple, B.Sc., M.I. Mech.E., Principal, Stow College of Engineering.  
Dr. J. J. B. Dempster, O.B.E., M.A., Chief Education Officer, Southampton.  
Mr. D. B. Lynch, B.Sc., A.M.R.I.N.A., Sunderland Technical College.  
Mr. C. V. Vinten Fenton, M.Sc., A.M.I.E.E., A.M.I.Mech.E., Principal, Birkenhead Technical College.

## STATISTICS ON INCOMES, PRICES, EMPLOYMENT AND PRODUCTION

No. 11—December 1964

This quarterly statistical bulletin, of which the December 1964 issue, the eleventh in the series, is now available, contains some 60 tables and charts covering rates of wages, earnings (including salary earnings), hours of work, holidays with pay, manpower, prices, production, profits and other relevant subjects in a comprehensive presentation especially suitable for reference by those engaged in negotiation or arbitration.

A major section contributed by the Ministry of Labour tabulates the results of the June 1964 enquiry into the average weekly and hourly earnings of, and hours worked by, adult male manual workers in engineering, shipbuilding, chemical manufacture and iron and steel manufacture: the analysis is by occupation, distinguishing timeworkers and payment-by-result workers, and skilled and semi-skilled grades, and figures are given for Great Britain as a whole, and for Scotland, Wales and the seven English Regions. In the section on manpower a similar geographical breakdown is applied to analyses, both occupational and industrial, of registered wholly unemployed persons and unfilled vacancies.

Tables in the section on company profits, dividends, assets, etc., prepared by the Board of Trade, provide, for 24 industry groups, detailed appropriation of income accounts, balance sheets and statements of the sources and uses of capital funds. They include both final figures for 1962 and figures for 1963 (with comparable figures for 1962) for quoted companies whose accounts for 1963 had been received by 30th September this year.

The main movements in production, employment and incomes for the economy as a whole are shown in tables supplied by the Central Statistical Office.

For the convenience of readers a complete list of tables published in issues Nos. 1-10, which do not appear in this issue, is given in an Appendix. Obtainable from H.M. Stationery Office, or through any bookseller, the price of the publication is 15s. (15s. 9d. including postage).



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## PORT TRANSPORT INDUSTRY

### First Report of Committee of Inquiry

An increase of 19s. 2d. in the dockers' weekly time rate and a 5 per cent. increase in piece rates are recommended in the First Report\* of the Committee of Inquiry under Lord Devlin into the pay dispute and other matters concerning the port transport industry.

The Committee was appointed by Mr. Ray Gunter, the Minister of Labour, on 30th October to inquire into the dispute between the two sides of the National Joint Council for the Port Transport Industry and also into decasualisation and other matters affecting working in the industry. The Minister asked the Committee to report to him urgently on the pay dispute, and this is the subject of the present Report.

#### Course of negotiations

The Committee reviewed the course of negotiations on the National Joint Council culminating in the decision of the Workpeople's Side to give notice for the termination of the National Agreement. This would have resulted, if a further agreement had not been reached, in a national dock strike on 1st December.

The workpeople's claim was for 25s. on the weekly time rate and 5 per cent. on piece rates. Prior to the breakdown of negotiations the employers had offered to increase the guaranteed rate for the lowest paid workers and had offered a general increase of 12s. 6d. on the weekly time rate and 3½ per cent. on piece rates. The employers' offer was conditionally accepted by the National Joint Council on 1st October, subject to acceptance by the National Delegate Conference of dockers. At the meeting the Workpeople's Side had pressed for an interim payment but the employers had refused to accept the word "interim" because they thought it might easily be misinterpreted.

On 7th October the agreement previously reached on the National Joint Council was put before the National Delegate Conference and was presented as an interim settlement but it was nevertheless rejected. The Committee considered that the employers' offer, together with another proposal which the employers had put forward for a "period guarantee" (to ensure that on average over a period no dock worker received less than a stated amount) had much to commend it as an interim offer. It would, the Committee said, have allowed for a pause during which the wage structure could have been thoroughly overhauled and plans for decasualisation matured.

The Committee recognised, however, that there were strong pressures against a pause of this sort, and pointed out that it was against such pressures that the union leaders had to argue for restraint at the National Delegate Conference.

#### Comparison with movement of basic weekly rates in other industries

The main complaint on the Workpeople's Side was that the minimum rate of £9 9s. 2d. was not only now far too low but that the docks, which once had one of the highest wage rates, had now lost their place in industry generally. The Committee therefore began their task by considering to what extent the dock industry had fallen behind. The method which the Committee followed was to take the five last occasions when the dockers' basic weekly rate was increased and to consider what increase would now be necessary to restore the dock worker to the place he occupied in the "league table" immediately after each increase. The mid point of the range of increases resulting from these calculations was almost exactly 19s. In the absence of any circumstances special to the docks industry the Committee regarded this as the sort of increase which they ought to recommend, but they went on to consider the arguments put forward by both sides for raising or lowering the increase above or below the point generally indicated.

#### Productivity

The Committee examined the argument, which the workpeople emphasised strongly, based on increased productivity in the docks. They noted that it is universally agreed that workpeople are entitled

\* First Report of the Committee of Inquiry into certain matters concerning the Port Transport Industry. Cmnd. 2523. H.M. Stationery Office, price 1s. 6d. (1s. 9d. including postage).

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to share any increased productivity, but said that it was open to question whether the workers who are employed in the most productive industries should be treated as having a special claim. The Committee did not attempt to answer this general question but they thought that in the absence of positive evidence of a direct contribution to productivity by dock workers which was not covered by overtime or piece work, it would be wrong to say that labour in the industry should be singled out for special recognition.

#### Employers' argument

In their evidence to the Committee the employers relied upon two principal arguments to justify the offer which they had made. The first was that the reduction in the working week since 1962 had resulted in an increase of 7 per cent. in their wage bill which they thought should be taken into account in the settlement of any new weekly time rate. The second was that the increase in average earnings of dockers had broadly kept pace with average earnings in industry generally and had in fact risen faster than the average since the last wage settlement in 1962.

#### Effect of reduction of normal working week

The Committee considered very carefully the figures of labour costs over the past few years and set out in their Report the methods that they had adopted and the results of their calculations. They concluded that there had been no increase in overtime and weekend working as a result of the cut in weekly hours from 44 to 42 in 1962, and doubted whether the cut from 42 to 40 hours in July would have as great an effect as the employers had maintained. They considered that, in the docks industry at any rate, it was not safe to assume that a reduction in the working week automatically led to overtime working. At the same time they appreciated that during the period over which hours had been reduced the employers may have been fortunate in being able to use the available labour to greater advantage and that in future years the uncertainties to which the industry is exposed could make the better utilisation of labour more difficult. The Committee concluded that the reduction in weekly working hours from 44 to 40 was more likely to have added between 4 and 5 per cent. to the wage bill rather than the 7 per cent. suggested by the employers.

The Committee considered that reductions in the working week could not satisfactorily be turned into cash terms so as to influence the time rate. The docks industry had been among the first to introduce a 40-hour week but it was not likely long to remain in the minority.

#### Comparative movement of average earnings

On the question of earnings the Committee pointed out that there are such wide fluctuations in dockers' earnings that it is difficult to make a satisfactory comparison with earnings in other industries. They accepted the employers' statement that over the last eight years they had broadly kept pace but could not accept the statement that they had accelerated over the last two years. A rise in earnings is not in itself, the Committee said, an argument for keeping the minimum time rate below the level which otherwise it ought to reach, and to use such a rise as an argument it was necessary to ascertain the causes of the rise. It might in the docks be due to some extent to the local adjustments of piecework rates, but the Committee thought that over the last two years some part of it was due to the better utilisation of working time. They did not therefore regard the fact that the movement of dock workers' weekly earnings has broadly kept pace with that in industry generally as a satisfactory ground for denying the dock workers an increase in their rate similar to that given in industry generally.

#### Recommendations

In the light of the foregoing considerations the Committee recommended an increase of 19s. 2d. per week (or 3s. 10d. per day).\* The recommended increase in the time rate would bring the dockers' weekly rate to £10 8s. The Committee pointed out that this was a percentage increase of approximately 10 per cent. of the time rate and the 5 per cent. increase recommended for piece rates was in accordance with the Committee's view that those rates should be increased by only half as much in percentage terms as the time rates. They did not recommend that any offer based on their recommendation should operate retrospectively.

The Committee considered what effect their recommendation would have upon the movement of wages generally. They pointed out that it would be quite wrong to suppose that because the figure which they recommended for the time rate amounted to a figure of approximately 10 per cent. they were recommending an overall increase of 10 per cent. What had to be considered for this purpose was the combined effect of the increase in time and piecework rates and on the basis that time rate payments constitute 30 per cent. of the wage bill, the overall percentage increase to that bill was 6.5 per cent. The Committee agreed that to get the general effect of the increases since May 1962 it might be argued that there should be added the 4 or 5 per cent. which, they estimated, resulted from reduction in hours and some increases resulting from local adjustments of piece rates during the period. But they did not consider that the overall increase covering the period of two-and-a-half years was in all the circumstances unreasonable. They did not regard the settlement which they recommended as involving any serious departure from the norm.

The Committee pointed out that they were not specifically asked to make a recommendation, but said that in the course of their inquiry it had become apparent that such a recommendation might assist the solution of the dispute. They accordingly stated a precise figure. They pointed out that this was in no sense a compromise figure but was based on their own evaluation. They set out in detail the basis on which their conclusions and recommendations had been arrived at, but said that perfect accuracy was not obtainable in a case of this sort.

\* This recommendation has since been accepted and implemented with effect from 30th November (see page 526).

## ADVISORY SERVICE FOR WORKSHOPS FOR THE BLIND

The company set up by the Minister of Labour a few months ago (see page 104 of the March issue of this GAZETTE) to give up-to-date industrial advice to the 67 workshops for the blind, employing about 3,500 blind persons, has changed its name. From now on it will be known as "Industrial Advisers to the Blind Limited".

The decision to make the change was reached when it was found that the previous name "Sheltered Employment Advisory Services Ltd." required much explanation to those who did not know the meaning of "Sheltered Employment". The new name, too, can be conveniently abbreviated to its initials "I.A.B."

Managing Director, Mr. Richard Isdell-Carpenter, heads a small team of industrially trained specialists. The Board of Directors, under the Chairmanship of Mr. W. E. Luke, consists of industrialists and local government representatives.

## AGRICULTURAL WAGES IN ENGLAND AND WALES

The Agricultural Wages Board for England and Wales made Orders on 11th November 1964, with effect from 4th January 1965, which provide for an increase in the statutory minimum and overtime rates of wages for male and female workers employed in agriculture in England and Wales and for a new scale of values at which board and lodging may be reckoned as part payment of minimum wages.

The minimum weekly time rate in all districts for men, 20 years and over, is increased by 12s. to 202s. for a week of 45 hours. The minimum hourly and overtime rates for adult men are increased by 3d. and 5d. to 4s. 6d. and 6s. 9d. an hour, respectively.

For female workers aged 20 years and over, in all areas except Cambridgeshire and Yorkshire, the minimum weekly rate has been increased by 9s. to 151s. 6d. for a week of 45 hours. In the excepted areas, where a working week of 44 hours is operative for women, the weekly rates have been increased by 8s. 6d. to 148s. 0d. The hourly and overtime rates for adult female workers are 3s. 4d. and 5s. 1d., respectively.

The minimum rates for younger workers and apprentices and craftsmen have been raised proportionately. Consequential adjustments have been made in the holiday remuneration for all workers and in the differential rates for night work for male and female workers of certain ages.

## MEMBERSHIP AND FINANCES OF REGISTERED TRADE UNIONS IN 1963

The annual Report of the Chief Registrar of Friendly Societies\* includes a section relating to the membership and functions of trade unions registered under the Trade Union Acts, 1871 to 1964. The report includes a summary which covers the period 1953-1963, and for the years 1962 and 1963 shows an analysis of registered unions of employees by industry groups.

In the table below a summary of the figures relating to registered unions of employees is given for the year 1963, together with comparative figures for the years 1962 and 1953. 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 article in last month's issue of this GAZETTE (page 450) on trade union membership relate to the United Kingdom and include both registered and unregistered trade unions.

	1963	1962	1953
Number of unions on register .. .. .	372	388	410
Number of members .. .. .	8,524,000	8,532,000	8,323,000
Income:—	£000's	£000's	£000's
From members .. .. .	30,424	29,226	17,917
From other sources .. .. .	4,329	4,357	2,437
Expenditure:—			
Working expenses .. .. .	17,988	16,981	10,338
Unemployment, etc., benefit .. .. .	464	309	172
Dispute benefit .. .. .	462	697	258
Sick and accident benefit .. .. .	2,112	1,915	1,231
Death benefit .. .. .	1,011	950	676
Superannuation benefit .. .. .	2,907	2,813	2,166
Other benefits .. .. .	1,479	1,505	973
From political fund .. .. .	1,063	606	389
Other outgoings .. .. .	1,881	2,109	1,111
Funds at end of year .. .. .	106,179	100,839	70,709

\* Report of the Chief Registrar of Friendly Societies for the Year 1963, Part 4. Trade Unions. H.M. Stationery Office, price 3s. 6d. (3s. 10d. including postage).

"The labour we delight in physics pain"—Macbeth

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## SAFETY, HEALTH AND WELFARE

### "Accidents": New-style Publication

The latest edition of the Ministry of Labour quarterly publication "Accidents", produced by H.M. Stationery Office, has recently been presented in an entirely new guise. It has been given a larger page, a new type face and an improved layout. Two-colour printing is being used to bring out salient points in the illustrations and the whole effect is to give it a modern, easy-to-read look.

In a foreword to the new issue H.M. Chief Inspector of Factories writes:—

"Every year thousands of avoidable accidents occur in factories, at building operations, works of engineering construction and docks. Quite frequently it is found that there has been failure to recognise potential dangers and ignorance of practical preventive measures. The aim of 'Accidents' is to remedy the situation by placing at the disposal of industry the wealth of knowledge and experience gained by H.M. Factory Inspectorate.

"'Accidents' serves a second purpose—to warn the reader that the hazard associated with his industry, which he may consider to be unusual, is in fact a recurrent source of injury. It is for this reason that accidents of a particular type, for example those occurring during maintenance work on machinery, entanglement with rotating shafts, collapse of excavations and contacts between the jibs of mobile cranes and overhead power lines, to mention but a few, have been given prominence in successive issues of 'Accidents'. The great amount of information concerning safety in all branches of industry which has been recorded in the pages of 'Accidents' over the years is such that the collected editions can be used as a reference book on this most important subject.

"For a publication of this kind to play its full part in the prevention of accidents it should reach not only the desks of the works managers and the safety officer, but should be available to every person at all levels in industry from the boardroom to the factory floor. The format of 'Accidents' has been unchanged for many years and it is now felt that efforts should be made to modernise the layout of the booklet in such a way as to make it attractive, arresting and easy to read."

This latest issue describes 28 typical accidents in a number of industries and processes, illustrating several by photograph, artists' drawings and diagrams. A special section is devoted to the "Lift with Safety" exhibition at the Industrial Health and Safety Centre, Horseferry Road, London S.W.1, which was opened by the Chief Inspector earlier this year. It is No. 61 in the series, and can be obtained from H.M. Stationery Office, price 2s. (2s. 5d. including postage). The annual subscription rate is 10s. for four issues, including postage.



## NATIONAL INSURANCE

### Increased Benefits, Contributions and War Pensions

The Minister of Pensions and National Insurance has recently presented to Parliament the National Insurance &c. Bill 1964 to increase benefits and contributions under the National Insurance and Industrial Injuries schemes. Increases in war pensions and allowances will be made by amendments to the War Pensions and other instruments. Information about the proposed changes is given below.

#### Benefits

The standard rates of unemployment and sickness benefit, widows' and flat-rate retirement pensions will go up from £3 7s. 6d. to £4 a week for single people and from £5 9s. to £6 10s. a week for married couples—increases of 12s. 6d. and £1 1s. a week, respectively.

The allowance for children of a person on benefit will go up from £1 to £1 2s. 6d. for the first or only dependent child, and from 12s. to 14s. 6d. for other dependent children, for whom family allowances are also payable.

A wife's retirement pension will go up to £2 10s. a week; the earnings rule for widows' benefits will be removed; and the 10s. widow's pension will be increased to £1 10s. (this is not a provision in the Bill because title to it arises from regulations which will now be amended).

The widowed mother's allowance will go up from £3 7s. 6d. to £4 and there will be increases for her children as follows: first or only child £2 (present rate £1 17s. 6d.), second child £1 12s. (£1 9s. 6d.) and each additional child £1 10s. (£1 7s. 6d.). The same increases are being made in the rates of Child's Special Allowance. As family allowances are paid in addition to the total amount for each child will be £2. Guardian's allowance will go up from £1 17s. 6d. to £2 a week.

Maternity allowance will be increased from £3 7s. 6d. to £4 a week and the maternity grant from £16 to £22. £22 will be payable to all mothers whether their babies are born at home or in hospital. The home confinement grant will be abolished.

Injury benefit, now £5 15s. a week for a single person and £7 16s. 6d. for a married couple, will be increased to £6 15s. and £9 5s., respectively. The 100 per cent. disablement pension will go up from £5 15s. to £6 15s., with proportionate increases for lower assessments, and the industrial pension for widows at present payable at £3 15s. will go up to £4 10s. The allowances payable with disablement pension (e.g., special hardship allowance and constant attendance allowance) will also be increased.

Compensation supplement for totally disabled men provided under the 1956 Workmen's Compensation and Benefit (Supplementation) Act is to be raised from £3 5s. to £4 5s. a week. Under the Workmen's Compensation (Supplementation) Act 1951 the maximum allowance for partial incapacity arising from an accident before January 1924 is increased from £3 10s. to £4 2s. 6d., subject to loss of earnings rules. For accidents after January 1924, where the basic compensation is higher, the maximum allowance for partial incapacity is increased from £1 10s. to £2 2s. 6d., subject to loss of earnings rules. The allowance under the Industrial Diseases (Benefit) Acts 1951 and 1954 for men partially disabled, chiefly by pneumoconiosis, but time barred for compensation, is increased from £2 2s. 6d. to £2 10s. Men receiving the allowance under these Acts for total disablement automatically qualify for the 1956 Act compensation supplement referred to above.

#### Flat-rate contributions

For an employed man not contracted out of the graduated scheme the national insurance part of the joint minimum contribution will go up from 16s. 7d. to £1 1s. 8d. a week. The industrial injuries part goes up from 1s. 5d. to 1s. 7d., so that, with the national health service contribution of 3s. 4d., the total joint contribution becomes £1 6s. 7d., of which the man pays 13s. 8d. (instead of 11s. 8d. now) and his employer pays 12s. 11d. (instead of 9s. 8d.). For employed men contracted out of the graduated part of the scheme, the joint contribution goes up to £1 11s. 5d., of which employees will pay 16s. 1d. (instead of 14s. 1d. now) and employers 15s. 4d. (instead of 12s. 1d.). There will be corresponding increases in other flat-rate insurance contributions.

Self-employed and non-employed persons whose total income does not exceed £208 a year may apply for a certificate of exemption from paying national insurance contributions. It is proposed to raise the income limit to £260.

#### War pensions

The basic rate of pension for 100 per cent. war disablement will be raised by £1 a week from £5 15s. to £6 15s. a week for private soldiers, with proportionate increases for the less severely disabled. Certain of the supplementary allowances will also be increased. The effect will be, for example, that an unemployable married pensioner with 100 per cent. pension who qualifies for the normal maximum of constant attendance allowance will get at least £17 7s. 6d., compared with £15 0s. 6d. at present, or if he is over 65 years of age £18 2s. 6d., compared with £15 15s. 6d. at present. Pensions for war widows with children, or over 40 years of age, will be increased by 15s. a week from £4 10s. to £5 5s. a week for private's widows, with further increases for children.

A "Memorandum on the National Insurance &c. Bill 1964 and Report by the Minister of Pensions and National Insurance on her Review of the Rates and Amounts of National Insurance Benefit", published as Command Paper No. 2518, is obtainable from H.M. Stationery Office, price 1s. 3d. (1s. 6d. including postage).

## Third Quinquennial Review of the National Insurance Scheme

The Government Actuary's Report to the Treasury on his Third Quinquennial Review of the National Insurance scheme, covering the period 1st April 1959 to 31st March 1964, has recently been published by H.M. Stationery Office as House of Commons Paper No. 20 (Session 1964-65), price 4s. (4s. 4d. including postage).

Section 39(1)(a) of the National Insurance Act 1946 provides that the Actuary shall report to the Treasury every five years on the financial condition of the National Insurance Fund and the adequacy of the contributions to support the benefits.

The Report sets out the various changes made in the scheme during the period under review. It shows that expenditure exceeded income in each of the five years, except 1961-62, when there was a small surplus of £13m. The net deficit for the whole period was £121½m. and the combined National Insurance Fund and National Insurance (Reserve) Fund fell by this amount from nearly £1,506m. on 1st April 1959. There were no transfers of capital between the two Funds during the period and the balance of £1,384m. at 31st March 1964 was made up of £1,168m. held in the Reserve Fund and £216m. in the National Insurance Fund.

On the income side, contributions by insured persons and employers rose by 56 per cent. from £708m. in 1959-60 to £1,105m. in 1963-64. Of this increase £222m. resulted from the introduction of graduated contributions and most of the balance was due to increases in rates of weekly flat-rate contributions.

The largest item of expenditure was for retirement pensions, which constituted just over 70 per cent. of the benefit expenditure during the period. The cost of widows' benefits also rose rapidly. Improvements in benefit during the five years added nearly 13 per cent. to the cost in the period but this increase was closely matched by extra income from contributions and Exchequer supplements.

Since the introduction of the graduated scheme in April 1961 the financial condition of the National Insurance Fund has been examined on the "pay-as-you-go" or "assessment" system under which the object is to ensure an approximate balance between income and outgo over short periods of years. The Report accordingly contains estimates of the numbers of contributors and beneficiaries and of income and outgo of the scheme up to the end of the century. The financial estimates have, however, been superseded by revised figures which take into account the changes in contributions and benefits proposed by the National Insurance &c. Bill 1964 (see preceding article). These are published by H.M. Stationery Office in the Report by the Government Actuary on the Financial Provisions of the Bill, Cmnd. 2517, price 1s 3d. (1s. 6d. including postage). The revised figures show that, on the assumption of level earnings, the proposed contributions, including full quinquennial increases which may be made in April 1970, 1975 and 1980, should prove adequate to support the benefits over the five years to 1969-70, but that if the scheme remained unchanged at the end of that period deficits would be expected in the ten years 1970 to 1980. After 1980, however, increasing surpluses would occur.

There are a number of appendices to the Report on the Quinquennial Review which deal in detail with some of the matters mentioned in the main body of the text: these include estimates of the future population of Great Britain, the sickness experience of the insured population and other factors which were taken into account of the estimates.

## INTERNATIONAL LABOUR ORGANISATION

### 160th Session of the Governing Body

The 160th Session of the Governing Body of the International Labour Organisation was held in Geneva from 17th to 20th November 1964 under the Chairmanship of Mr. G. Haythorne (Government Member, Canada). The United Kingdom Government was represented by Mr. D. C. Barnes, C.B., Deputy Secretary, Ministry of Labour. Sir George Pollock, Q.C., Director, British Employers' Confederation and Mr. H. Collison, C.B.E., Member of the Trades Union Congress General Council and General Secretary of the National Union of Agricultural Workers, attended as members representing, respectively, United Kingdom employers and workers.

The following paragraphs indicate the main subjects discussed by the Governing Body:—

#### Top structure of the International Labour Office

The Governing Body agreed that in place of the present single Deputy Director-General post there should be a tier of Deputy Director-General posts, appointments to which would be made by the Director-General in consultation with the officers of the Governing Body. In addition the Director-General may, with the agreement of the Governing Body, designate one of the Deputy Directors-General as Principal Deputy Director-General.

#### Working party on the programme and structure of the Organisation

A summary, prepared by the Office, of the views expressed in the course of the major debate at the last two Conferences on the future programme and structure of the Organisation was presented to the Governing Body for approval. The summary will form the basis for further consultations with governments in preparation for the elaboration of concrete proposals by the Director-General. The Governing Body set up a working party to assist the Director-General in preparing his proposals.

#### International Centre for Advanced Training, Turin

A few additional contributions to the Centre, totalling 17,500 dollars, were announced. The total contributions to date now stand in the region of 4½ million dollars leaving 1½ million dollars still to be found to reach the level laid down as the minimum required for opening the Centre next year.

#### Portugal

A proposal for the acceptance of a request from Portugal for the establishment of an impartial commission to determine how far any discrimination on the basis of race or colour exists in employment matters in Portugal, or its overseas territories, was before the Governing Body. A decision on this proposal was postponed.

#### Agenda for the 60th (1966) Session of the International Labour Conference

The Governing Body fixed the agenda for the 60th (1966) Session of the International Labour Conference. The agenda will include the usual three standing items—the Report of the Director-General, financial and budgetary questions and information and reports on the application of conventions and recommendations. It will also include the second discussion of the question of the role of co-operatives in the economic and social development of developing countries; this is being discussed for the first time next year. The Governing Body selected three new items:—

1. Revision of Conventions 35-40, concerning old age, invalidity and survivors' pensions;
2. Certain questions concerning fishermen (arising out of the conclusions of the Preparatory Technical Conference on Fishermen's Questions due to be held in the Autumn of 1965);
3. Examination of grievance procedures and communications within the undertaking.

#### Industrial committees

It had been intended to hold the elections for membership of the various industrial and analogous committees at this Session but the Governing Body decided to postpone the elections until the next Session as only a small number of countries had so far applied for membership. The Governing Body agreed that meetings of the Plantations, Petroleum and Inland Transport Committees should be held in 1966.

#### Financial and administrative questions

The Governing Body decided to set up a working party to help the Financial and Administrative Committee to evaluate and make recommendations to the Governing Body on the relationship between extra-budgetary funds and the regular budget of the International Labour Organisation. The Governing Body were informed that the scheme for the extension of the present headquarters building on its existing site would have to be abandoned as the Swiss authorities have discovered insuperable objections to these proposals. The Governing Body now propose to examine the possibility of building an entirely new headquarters on a site adjacent to the new World Health Organisation building.

#### Industrialisation

The Governing Body authorised the Director-General to represent strongly to the United Nations the undesirability of any new institutional arrangements for promoting industrialisation which would trespass on the International Labour Organisation's field of activity. At the same time the Director-General was to confirm the International Labour Organisation's willingness to contribute, within its area of competence, to "a broad co-operative programme of international action" to promote industrialisation in the developing countries.

#### Technical Revision Committee

The Governing Body accepted a recommendation to propose to the Conference the establishment, on an experimental basis, of a committee of the Conference to examine conventions which have ceased to be of value for purely technical reasons, and to recommend their elimination. The Governing Body would be responsible for deciding which conventions the committee will consider.

## ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT

### International Seminar Publication on Active Manpower Policy

In September 1963 the O.E.C.D. held in Vienna a four day International Seminar for trade union leaders on "Active Manpower Policy". This subject was chosen to draw attention to the importance of a co-ordinated manpower policy in enabling the labour force to make its maximum contribution to economic growth, and to emphasise the need for an understanding by management and the unions of the aims and implications of such a policy. Thirty-three trade union leaders and experts from 17 member countries, together with representatives from the International Labour Office, European Economic Community, European Coal and Steel Community, Trade Union Advisory Committee, and Business and Industry Advisory Committee attended the Seminar. They discussed, from the trade union point of view, the selective measures of manpower policy designed to preserve the economy from cyclical and seasonal fluctuations and large scale unemployment. The seminar's conclusions contributed to the O.E.C.D. Manpower and Social Affairs

#### African Regional Conference

The Governing Body agreed that delegations from Mauritius, Zambia and Malawi should be invited to attend the second African Regional Conference.

#### American Regional Conference

It was announced that the 1966 budget would contain proposals for the 8th Conference of American State Members to meet in 1966. The Canadian Government invited the Conference to meet in Canada.

#### Programme of meetings

The Governing Body agreed the programme of meetings for 1965. The only amendment to the list previously agreed is a change of date for the Meeting of Consultants on Women Workers' Problems. This meeting will now be held in May.

### Eighth Session of the Coal Mines Committee

The Eighth Session of the Coal Mines Committee of the International Labour Organisation was held in Geneva from 19th to 30th October 1964 under the Chairmanship of Mr. V. L. Borisov (U.S.S.R.). Eighteen countries were represented.

The United Kingdom was represented by a tripartite delegation. The Government delegates were Mr. K. G. Sherriff, Grade 2 Officer, Ministry of Labour and Mr. A. Thorpe, Senior District Inspector of Mines, Ministry of Power. The employers' delegates were Mr. W. J. P. Webber, Board Member, Industrial Relations, National Coal Board and Mr. J. G. C. Milligan, Director General, Industrial Relations, National Coal Board. The workers' delegates were Mr. S. Bullough, Vice-President, National Union of Mineworkers and Mr. J. Crawford, Secretary, National Association of Colliery Overmen, Deputies and Shot Firers. The employers' and workers' delegates were accompanied by advisers.

The agenda comprised:

1. General Report dealing particularly with: (a) action taken in the various countries in the light of the conclusions adopted at previous sessions of the Committee; (b) steps taken by the Office to follow up the studies and inquiries proposed by the Committee; (c) recent events and developments in the coal mining industry.

2. Dust suppression in coal mines.

3. Technological improvements and their impact on social conditions, including hours of work, in the coal mining industry.

The Committee adopted two series of conclusions arising from items 2 and 3 of the agenda.

In its first series of conclusions the Committee states that technical progress in the coal mining industry is essential in order to maintain the position of coal as a source of energy; it also revives confidence in the viability and future of the coal industry. The Committee thinks it desirable to see that the adjustments made necessary by technical progress take place smoothly, that the miners are protected as far as possible from negative and unfavourable results and that they receive a fair share of the benefits of increased productivity. The Committee suggests steps which might be taken to these ends in such areas as employment, occupational structure, hours of work, remuneration, safety and health and labour-management relations.

In its second series of conclusions the Committee notes that pneumoconiosis and silicosis remain serious problems among the industrial diseases of the coal mining industry. The Committee suggests a series of technical measures to eliminate the danger of dust. These deal with ventilation, roof control and support of workings, drilling, shot-firing, coal-getting, cutting in rock, transport, travelling on underground roads and personal protective equipment. The Committee also makes a number of suggestions for the future activity of the International Labour Organisation in the field of dust suppression.

In accordance with usual practice the conclusions and resolutions of the Committee will be considered by the Governing Body of the International Labour Office.

Committee's report on "Manpower Policy as a Means for the Promotion of Economic Growth" and the ensuing Recommendation which was adopted by the O.E.C.D. Council in May 1964 (see page 334 of the August 1964 issue of this GAZETTE).

A full report on the seminar has been published in two volumes, the first of which reports the proceedings and the conclusions reached by the participants, and reprints three background reports prepared specially for the seminar. A supplementary volume contains a series of country reports submitted by the participants and the case studies prepared for the seminar.

A parallel seminar for management representatives was held in April 1964 and the papers and reports of this seminar will appear separately, early in 1965. Reports on both these seminars may be obtained without charge on application to the Organisation for Economic Co-operation and Development, Manpower and Social Affairs Directorate, 2 Rue Andre-Pascal, Paris XVI.

# EMPLOYMENT, UNEMPLOYMENT, ACCIDENT

## AND OTHER STATISTICS

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## Employment in Great Britain in October

The table below and the table on the next page show the changes in employment in Great Britain between September and October 1964 and in comparable recent periods.

The employment figures for all dates after June 1963 are provisional and subject to revision in the light of more complete information to be derived from the count of National Insurance cards in mid-1964.

### TOTAL WORKING POPULATION

The table below gives changes in the total working population between mid-September and mid-October 1964, together with figures for recent months, for mid-October 1963 and for June of each year from 1960. The total working population represents the estimated number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. It has three components, for which separate figures are given, (1) the numbers in civil employment, (2) the numbers wholly unemployed and (3) the numbers in H.M. Forces and Women's Services. The numbers in civil employment are analysed by broad industrial groups and the figures include employers and persons working on their own account as well as employees. They also include persons temporarily laid off but still on employers' pay-rolls and those unable to work on account of sickness. Part-time workers are counted as full units.

### TOTAL WORKING POPULATION OF GREAT BRITAIN: OCTOBER 1964

Industry or Service	(Thousands)									
	End-June 1960	End-June 1961	Mid-June 1962	Mid-June 1963	Mid-Sept. 1963*	Mid-June 1964*	Mid-Aug. 1964*	Mid-Sept. 1964*	Mid-Oct. 1964*	Change Sept.-Oct. 1964
Agriculture and fishing	983	948	920	906	904	886	893	892	880	- 12
Mining and quarrying	761	731	712	684	673	657	654	652	650	- 2
Food, drink and tobacco	821	832	828	820	841	809	825	819	822	+ 3
Chemicals and allied industries	531	532	518	513	514	514	517	518	517	- 1
Metal manufacture	619	631	596	592	616	619	623	624	624	+ 1
Engineering and electrical goods	2,058	2,147	2,182	2,151	2,173	2,209	2,224	2,230	2,230	+ 6
Shipbuilding and marine engineering	252	241	236	212	211	207	208	211	211	...
Vehicles	919	898	883	873	877	881	884	884	884	...
Metal goods	556	569	560	557	564	575	578	581	584	+ 3
Textiles	845	842	806	785	792	791	790	790	790	- 1
Clothing and footwear	582	585	581	563	562	560	564	563	563	- 1
Other manufactures	1,628	1,651	1,662	1,649	1,678	1,676	1,702	1,706	1,706	+ 4
Total in manufacturing industries	8,811	8,928	8,852	8,715	8,810	8,831	8,875	8,915	8,932	+ 17
Construction	1,567	1,617	1,653	1,681	1,705	1,720	1,737	1,737	1,742	+ 5
Gas, electricity and water	370	379	387	397	402	398	400	402	402	+ 2
Transport and communication	1,662	1,683	1,688	1,649	1,648	1,617	1,620	1,611	1,611	- 9
Distributive trades	3,284	3,312	3,367	3,401	3,448	3,404	3,454	3,446	3,459	+ 13
Financial, professional and scientific services				3,000	3,011	3,079	3,075	3,084	3,108	+ 24
Catering, hotels, etc.	4,947	5,060	5,227	685	634	676	693	666	639	- 27
Miscellaneous services (excluding catering, hotels, etc.)				1,649	1,634	1,630	1,645	1,639	1,629	- 10
National government service	502	511	520	537	532	539	539	539	539	...
Local government service	741	756	772	802	810	813	813	819	819	...
Total in civil employment	23,628	23,925	24,098	24,106	24,211	24,250	24,397	24,409	24,411	+ 2
Males	15,526	15,682	15,769	15,759	15,785	15,801	15,881	15,881	15,872	- 9
Females	8,102	8,243	8,329	8,347	8,426	8,449	8,516	8,529	8,539	+ 10
Wholly unemployed	290	251	372	461	462	317	364	335	340	+ 5
Males	210	184	278	346	342	240	269	249	253	+ 4
Females	80	67	94	115	120	77	95	87	88	+ 1
H.M. Forces and Women's Services	518	474	442	427	426	424	422	423	425	+ 2
Males	503	459	425	410	409	408	406	407	409	+ 2
Females	15	15	17	17	17	16	16	16	16	...
Total working population	24,436	24,650	24,912	24,994	25,099	24,991	25,183	25,167	25,176	+ 9
Males	16,239	16,325	16,472	16,515	16,536	16,449	16,556	16,537	16,534	- 3
Females	8,197	8,325	8,440	8,479	8,563	8,542	8,627	8,630	8,642	+ 11

Note.—Each figure is rounded to the nearest 1,000 and some rounded totals may differ from the sum of the rounded components.

\* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1964 count of National Insurance cards. Preliminary results of the total count indicate that the total number in civil employment at mid-1964 (and for subsequent months) was about 0.6 per cent. greater than the published provisional estimate. The extent to which the provisional estimates for the various industry groups will be revised cannot yet be estimated, but the broad picture of changes in employment during recent months will, however, not be affected.

## NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Mid-month)

(Thousands)

Industry	October 1963*			August 1964*			September 1964*			October 1964*		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.	588.9	17.5	606.4	569.3	17.5	586.8	567.8	17.5	585.3	565.7	17.5	583.2
Food, drink and tobacco	460.9	365.1	826.0	464.0	346.3	810.3	455.5	348.2	803.7	455.3	351.4	806.7
Grain milling	32.5	8.3	40.8	31.4	8.0	39.4	31.4	8.0	39.4	31.4	8.0	39.4
Bread and flour confectionery	89.7	61.4	151.1	91.4	62.3	153.7	89.9	60.9	150.8	89.7	61.1	150.8
Biscuits	17.8	39.6	57.4	17.1	33.4	50.5	17.3	35.7	53.0	17.5	36.2	53.7
Bacon curing, meat and fish products	39.9	36.4	76.3	40.7	35.4	76.1	40.0	35.3	75.3	39.8	35.2	75.0
Milk products	21.3	11.2	32.5	22.9	11.6	34.5	21.4	11.1	32.5	21.0	10.8	31.8
Sugar	13.9	4.1	18.0	12.2	3.7	15.9	12.3	3.8	16.1	13.8	4.0	17.8
Cocoa, chocolate and sugar confectionery	40.8	63.9	104.5	39.6	58.8	98.4	39.5	61.0	100.5	39.4	60.8	100.2
Fruit and vegetable products	31.9	4.9	36.8	32.5	43.7	76.2	29.6	43.1	72.7	29.6	45.3	74.9
Animal and poultry foods	16.2	4.6	20.8	15.8	4.6	20.4	16.0	4.6	20.6	16.0	4.7	20.7
Food industries not elsewhere specified	22.7	18.7	41.4	23.3	19.0	42.3	23.2	19.3	42.5	23.2	19.8	43.0
Brewing and malting	78.7	19.4	98.1	78.5	19.5	98.0	77.7	19.4	97.1	77.3	19.4	96.7
Other drink industries	38.3	22.0	60.3	41.2	23.2	64.4	40.1	23.1	63.2	39.6	23.3	62.9
Tobacco	17.4	23.6	41.0	17.4	23.1	40.5	17.1	22.9	40.0	17.0	22.8	39.8
Chemicals and allied industries	370.9	141.2	512.1	371.0	143.7	514.7	371.2	144.4	515.6	370.6	144.6	515.2
Coke ovens and manufactured fuel	16.0	0.5	16.5	16.4	0.5	16.9	16.4	0.5	16.9	16.3	0.5	16.8
Mineral oil refining	26.9	4.1	31.0	25.6	3.8	29.4	25.7	3.9	29.6	25.4	3.8	29.2
Lubricating oils and greases	6.3	2.1	8.4	6.4	2.1	8.5	6.3	2.1	8.4	6.4	2.1	8.5
Chemicals and dyes	171.1	44.8	215.9	168.5	44.7	213.2	168.7	45.0	213.7	168.6	45.0	213.6
Pharmaceutical and toilet preparations	34.5	43.2	77.7	35.0	44.9	79.9	35.0	45.3	80.3	35.0	45.8	80.8
Explosives and fireworks	17.9	9.3	27.2	18.2	10.2	28.4	18.2	10.3	28.5	18.2	10.3	28.5
Paint and printing ink	33.5	13.7	47.2	34.0	13.7	47.7	33.6	13.6	47.2	33.8	13.4	47.2
Vegetable and animal oils, fats, soap, etc.	29.6	13.5	43.1	29.1	13.6	42.7	29.1	13.7	42.8	29.0	13.6	42.6
Synthetic resins and plastics materials	26.2	5.1	31.3	28.6	5.2	33.8	28.7	5.2	33.9	28.8	5.2	34.0
Polishes, gelatine, adhesives, etc.	8.9	4.9	13.8	9.2	5.0	14.2	9.2	4.8	14.0	9.1	4.9	14.0
Metal manufacture	523.6	73.3	596.9	542.3	75.6	617.9	545.6	76.2	621.8	546.2	76.6	622.8
Iron and steel (general)	262.1	24.5	286.6	273.4	25.2	298.6	275.0	25.4	300.4	274.8	25.4	300.2
Steel tubes	44.7	8.2	52.9	45.6	8.5	54.1	45.9	8.5	54.4	46.0	8.6	54.6
Iron castings, etc.	104.8	13.9	118.7	108.2	14.4	122.6	108.8	14.6	123.4	108.9	14.6	123.5
Light metals	45.7	11.0	56.7	46.2	11.3	57.5	46.6	11.4	58.0	46.8	11.5	58.3
Copper, brass and other base metals	66.3	15.7	82.0	68.9	16.2	85.1	69.3	16.3	85.6	69.7	16.5	86.2
Engineering and electrical goods	1,560.2	586.4	2,146.6	1,576.1	606.5	2,182.6	1,586.7	610.9	2,197.6	1,590.9	613.5	2,204.4
Agricultural machinery (exc. tractors)	32.0	4.3	36.3	32.9	4.7	37.6	33.0	4.8	37.8	33.0	4.8	37.8
Metal-working machine tools	80.2	14.2	94.4	80.1	14.5	94.6	80.7	14.6	95.3	80.8	14.7	95.5
Engineers' small tools and gauges	41.6	12.4	54.0	43.1	13.3	56.4	43.5	13.5	57.0	43.4	13.4	56.8
Industrial engines	35.4	6.1	41.5	35.4	6.2	41.6	35.5	6.3	41.8	35.5	6.3	41.8
Textile machinery and accessories	43.1	7.4	50.5	43.6	7.8	51.4	43.8	7.9	51.7	44.0	8.0	52.0
Contractors' plant and quarrying machinery	22.4	3.1	25.5	23.6	3.1	26.7	23.9	3.1	27.0	24.2	3.2	27.4
Mechanical handling equipment	46.2	6.9	53.1	47.1	7.1	54.2	47.6	7.1	54.7	47.7	7.1	54.8
Office machinery	42.5	17.1	59.6	40.7	16.2	56.9	41.0	16.7	57.7	41.0	16.7	57.7
Other machinery	283.6	46.6	330.2	286.1	63.5	349.6	288.6	63.8	352.4	289.2	64.0	353.2
Industrial plant and steelwork	126.8	16.0	142.8	127.5	16.3	143.8	128.3	16.3	144.6	128.8	16.4	145.2
Ordnance and small arms	22.8	6.2	29.0	20.2	5.3	25.5	20.3	5.4	25.7	20.3	5.5	25.8
Other mechanical engineering	166.5	47.0	213									

Numbers Employed in Great Britain: Industrial Analysis—continued

(Mid-month)

(Thousands)

Table with columns for Industry, Males, Females, Total for October 1963\*, August 1964\*, September 1964\*, and October 1964\*. Rows include Paper, printing and publishing; Rubber; Linoleum, leather cloth, etc.; Toys, games and sports equipment; Total, all manufacturing industries; Construction; Gas, electricity and water; Transport and communication; Distributive trades; Miscellaneous services.

OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN OCTOBER 1964

The following table† shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries‡ in the week ended 17th October 1964. All figures relate to operatives only, i.e., administrative, technical and clerical employees are excluded. The information about short-time relates to short-time working arranged by the employer and excludes time lost through sickness, holidays or absenteeism. Operatives who were stood off by the employer for the whole week are assumed to have been on short-time to the extent of 42 hours each. Overtime figures relate to hours of overtime actually worked in excess of normal hours. All the figures relate to Great Britain.

Table with columns for Industry, Estimated total number of operatives, Estimated number of operatives, estimated on overtime, and Estimated number of operatives on short-time. Rows include Food, drink and tobacco; Chemicals and allied industries; Metal manufacture; Engineering and electrical goods (inc. marine engineering); Vehicles; Metal goods not elsewhere specified; Textiles; Leather, leather goods and fur; Clothing and footwear; Bricks, pottery, glass, cement, etc.; Timber, furniture, etc.; Paper, printing and publishing; Other manufacturing industries; Total, all manufacturing industries†.

\* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1964 count of National Insurance cards. † Because of the rounding of figures independently some rounded totals may differ from the sum of the rounded components. ‡ Excluding shipbuilding and ship repairing.

INDICES OF TOTAL WEEKLY HOURS WORKED AND OF AVERAGE HOURS WORKED BY OPERATIVES IN MANUFACTURING INDUSTRIES

Indices have been calculated (1) of the total weekly hours worked and (2) of average hours worked by operatives in manufacturing industries in one week in each month. Both indices have been compiled for manufacturing industry as a whole (excluding shipbuilding and ship repairing) and also for broad industrial groups within manufacturing industries, but the figures for these groups are likely to be less reliable. A full account of the method of calculation was published on pages 305 to 307 of the August 1962 issue of this GAZETTE.

The index of total hours worked in Table I has been calculated by multiplying an estimate of numbers of operatives at work in a specific week each month by an estimate for the same week of average numbers of hours worked by operatives. In the calculation account is taken of overtime and short-time working, sickness, holidays and of women operatives who work part-time. The figures

of average weekly hours worked per head by full-time operatives, estimated as part of the calculation, are given in index form in Table II.

From May 1961 onwards, indices have been calculated for one week in each month, but prior to that date they could be compiled only for one week in February, April, May, August, October and November. The reference base used in the tables published in this GAZETTE, up to and including September 1963, was the average of these six months in 1958 taken equal to 100. As estimates for all months of the year are now available, the indices have been recalculated on a new reference base:—12 monthly average for 1962 = 100. A complete series of both indices to date on the new base and a note on the revision were published on page 404 of the October 1963 issue of this GAZETTE.

Table I.—Index of Total Weekly Hours Worked

(Average 1962 = 100)

Table with columns for Year, All manufacturing industries, Engineering, electrical goods, metal goods, Vehicles, Textiles, leather, clothing, Food, drink, tobacco, and Other manufacturing. Rows show monthly indices from 1956 to October 1964.

Index for All Manufacturing Industries from 1957 †

Table with columns for Month, 1957, 1958, 1959, 1960, 1961, 1962, 1963, 1964. Rows show monthly indices from January 1957 to December 1964.

Table II.—Index of Average Hours Worked per Head

(Average 1962 = 100)

Table with columns for Year, All manufacturing industries, Engineering, electrical goods, metal goods, Vehicles, Textiles, leather, clothing, Food, drink, tobacco, and Other manufacturing. Rows show monthly indices from 1956 to October 1964.

Index for All Manufacturing Industries from 1957 †

Table with columns for Month, 1957, 1958, 1959, 1960, 1961, 1962, 1963, 1964. Rows show monthly indices from January 1957 to December 1964.

\* Figures for dates after June 1963 are subject to revision in the light of information to be derived from the count of National Insurance cards in mid-1964. The figures from May 1964 may also be subject to revision when the results of the October 1964 enquiry into the hours of work of manual workers are available. Information obtained from employers in October 1964 showed that, compared with April 1964, the proportion of operatives to total employees in manufacturing industries had fallen. The revised estimate of the total number of operatives in manufacturing industries is, in consequence, approximately 5,000 lower than it was on the old basis. The index of total hours worked from May 1964 onwards has been revised to take account of this new information.

† In the calculations use is made of information obtained on monthly returns from employers and, from June 1962 onwards, these relate to a week towards the middle instead of at the end of the month. In consequence the indices for July and August 1962, 1963 and 1964 also relate to earlier weeks in the month and, compared with previous years, the indices for July 1962-4 are less affected by holidays, and the indices for August 1962-4 are much more affected. It is estimated that if the indices of total weekly hours worked for manufacturing industry as a whole for July and August 1962-4 had related, as in previous years, to the last full week in the month, the indices for July 1962-4 would have been approximately six points lower, the index for August 1962 approximately 15 points higher and the indices for August 1963-4 approximately 14 points higher.

‡ Week preceding Whitsuntide. † Figures for 1956 are shown on page 404 of the October 1963 issue of this GAZETTE.

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NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: NOVEMBER 1964

The table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom on 9th November 1964, according to the industry in which they were last employed.

industry Order and for selected industries or groups of industries within the Orders. Statistics for industries not shown or not separately identified are available on application to Statistics Department, Stats. A.I., Ministry of Labour, Orphanage Road, Watford, Herts.

Table with columns for Industry, Great Britain (Wholly unemployed, Temporarily stopped, Total) and United Kingdom (all classes). Rows include Agriculture, food, chemicals, metal, engineering, textiles, clothing, etc.

\* Statistics relate to more than one industry; figures in round brackets refer to the Standard Industrial Classification (1958) and identify industries covered.

Placing Work of the Employment Exchanges

The table below shows, for the periods ended 7th October 1964 and 4th November 1964, the numbers of persons placed in employment by the Employment Exchanges and Youth Employment Offices in Great Britain, together with the numbers of vacancies remaining unfilled at the end of each period.

The figures of placings exclude engagements of workpeople by employers that were made without the assistance of Employment Exchanges and Youth Employment Offices. They are therefore not comparable with the percentage rates of engagements given in the 'Labour Turnover' table published quarterly in this GAZETTE which relate to engagements of all kinds during the period in question.

Similarly, the figures of unfilled vacancies represent only the numbers of vacancies notified by employers and remaining unfilled at the specified dates. They do not purport to represent the total numbers of unfilled vacancies. Nevertheless, comparison of the figures for the various dates provides some indication of the change in the demand for labour.

The table below shows the numbers of placings in Great Britain during the four weeks ended 4th November 1964 in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders, together with the numbers of vacancies remaining unfilled at 4th November 1964.

Summary table showing Placements and Unfilled vacancies for Men aged 18 and over, Boys under 18, Women aged 18 and over, Girls under 18, and Total for four weeks ended 7th October 1964 and 4th November 1964.

Table showing Placings during four weeks ended 4th November 1964 and Numbers of vacancies remaining unfilled at 4th November 1964, categorized by Industry group and Region.

Table showing Region (London and South Eastern, Eastern and Southern, South Western, Midlands, Yorkshire and Lincolnshire, North Western, Northern, Scotland, Wales, Great Britain) with columns for Men 18 and over, Boys under 18, Women 18 and over, Girls under 18, and Total.

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## Employment in the Coal Mining Industry in October

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

The following table relates to both National Coal Board mines (which account for over 99 per cent. of employment in the industry) and licensed mines. The figures for the latest month are provisional and figures for earlier months have been revised where necessary.

### Average Number of Wage-earners on Colliery Books (All Mines)—Analysis by Divisions

Division of the National Coal Board	Average numbers of wage-earners on colliery books during 4 weeks ended 24th Oct. 1964	Increase (+) or decrease (—) compared with the average for	
		5 weeks ended 26th Sept. 1964	4 weeks ended 26th Oct. 1963
Northumberland .. ..	28,500	Nil	1,300
Durham .. ..	68,900	300	4,600
Yorkshire .. ..	108,500	600	3,100
North Western .. ..	37,900	100	2,100
East Midlands .. ..	84,600	500	3,300
West Midlands .. ..	36,100	400	2,300
South Western .. ..	73,100	400	4,800
South Eastern .. ..	5,000	Nil	200
England and Wales .. ..	442,600	2,300	21,700
Scotland .. ..	51,300	300	3,600
Great Britain .. ..	493,900	2,600	25,300

The following figures of recruitment, wastage, absence and output relate to National Coal Board mines only.

It is provisionally estimated that during the four weeks of October about 2,500 persons were recruited to, and about 5,200 persons left, National Coal Board mines: the numbers on the colliery books thus showed a net decrease of 2,700, compared with a net decrease of 1,900 during the five weeks of the previous month.

For absence, separate figures are compiled in respect of voluntary absence, for which no satisfactory reason is given, and involuntary absence due mainly to sickness. The figures in the table below represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances, in a five-day week.

### Absence Percentage (N.C.B. Mines)

	October 1964	September 1964	October 1963
Coal-face workers:			
Voluntary .. ..	7.49	7.54	7.28
Involuntary .. ..	10.59	9.95	10.56
All workers:			
Voluntary .. ..	5.85	5.83	5.56
Involuntary .. ..	10.52	9.75	10.47

The output per man-shift of face-workers at National Coal Board mines was 103.84 cwt. in October, compared with 100.07 cwt. in the previous month and 99.48 cwt. in October 1963. The output per man-shift calculated on the basis of all workers was 35.02 cwt. in October; for September 1964 and October 1963 it was 33.61 cwt. and 33.67 cwt., respectively.

## Disabled Persons (Employment) Acts, 1944 & 1958

The number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, at 20th April 1964 (the last date on which a count was taken) was 655,878, compared with 653,362 at 16th April 1963.

The number of disabled persons on the Register who were unemployed at 9th November 1964 was 50,150, of whom 43,684 were males and 6,466 were females. An analysis of these figures is given in the table below.

	Males	Females	Total
Suitable for ordinary employment .. ..	37,976	5,732	43,708
Severely disabled persons classified as unlikely to obtain employment other than under special conditions* .. ..	5,708	734	6,442
Total .. ..	43,684	6,466	50,150

The number of placings of registered disabled persons in ordinary employment during the four weeks ended 4th November 1964 was 6,380, including 5,196 men, 973 women and 211 young persons. In addition there were 193 placings of registered disabled persons in sheltered employment.

\* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the tables on pages 512 to 514.

## 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 17th November 1964 and the corresponding figures for 20th October 1964 and 19th November 1963. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for 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 (a) a large proportion of those whose incapacity lasts less than four days, (b) civil servants receiving full pay during incapacity, and (c) 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.

(Thousands)

Region	Numbers of insured persons absent from work owing to					
	Sickness			Industrial injury		
	17th Nov. 1964	20th Oct. 1964	19th Nov. 1963	17th Nov. 1964	20th Oct. 1964	19th Nov. 1963
London and S. Eastern:						
London and Middlesex ..	91.7	88.0	87.4	3.3	3.5	3.3
Remainder .. ..	67.4	76.5	74.6	3.7	3.7	3.4
Eastern .. ..	50.5	48.7	47.2	2.5	2.5	2.5
Southern .. ..	50.8	37.2	36.4	1.7	1.8	1.7
South Western .. ..	56.2	54.2	54.4	2.6	2.6	2.6
Midland .. ..	86.2	84.9	81.3	5.2	5.2	4.8
North Midland .. ..	60.6	60.0	57.5	5.4	5.5	5.6
East and West Ridings ..	92.2	92.0	88.2	9.4	9.8	9.3
North Western .. ..	175.4	168.2	160.6	8.9	9.0	8.6
Northern .. ..	77.0	75.2	72.1	8.6	8.7	8.2
Scotland .. ..	128.2	122.0	124.4	9.4	9.2	9.4
Wales .. ..	73.7	72.8	71.0	8.6	8.7	8.4
Total, Great Britain ..	1,010.0	979.7	955.1	69.3	70.1	67.8

Periodical checks of the proportion of males included in the total (Great Britain) figures of persons absent from work have shown a fairly constant level of about 70 or 71 per cent. for absence caused by sickness and about 87 per cent. for absence caused by industrial injury.

The total number of persons shown in the table above as absent owing to sickness on 17th November 1964 represented 5.0 per cent. of the total number of insured persons. The corresponding figure for absences due to industrial injury was 0.3 per cent.

## Employment of Women and Young Persons: Special Exemption Orders

The Factories Act 1961 and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, section 117 of the Factories Act 1961 enables the Minister, subject to certain conditions, to grant exemptions from these restrictions in the case of women and young persons aged 16 or over, by making special exemption orders in respect of employment in particular factories. The following table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 30th November 1964, according to the type of employment permitted.\*

Type of employment permitted by the Orders	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Extended hours† .. ..	48,377	2,168	6,489	57,034
Double day shifts‡ .. ..	22,317	1,201	2,140	25,658
Long spells .. ..	8,579	331	1,459	10,369
Night shifts .. ..	4,051	1,196	—	5,247
Part-time work§ .. ..	8,312	—	52	8,319
Saturday afternoon work ..	1,644	33	—	1,729
Sunday work .. ..	3,456	347	314	4,117
Miscellaneous .. ..	3,662	99	59	3,820
Total .. ..	100,405	5,375	10,513	116,293

\* The numbers of workers actually employed on the schemes of hours permitted by these Orders may, of course, vary from time to time.

† "Extended hours" are those worked in excess of the limitations imposed by the Factories Act in respect of daily hours or overtime.

‡ Includes 1,631 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

§ Part-time work outside the hours of employment allowed by the Factories Act.

## Industrial Rehabilitation

The statistics given below of courses at Industrial Rehabilitation Units of the Ministry of Labour and at rehabilitation centres operated by voluntary blind welfare organisations relate to the four weeks ended 2nd November 1964.

	Men	Women	Total
Number of persons admitted to courses during period .. ..	903	128	1,031
Number of persons in attendance at courses at end of period .. ..	1,480	230	1,710
Number of persons who completed courses during period .. ..	720	91	811
Number of persons whose courses terminated prematurely (for medical or other reasons) during the period .. ..	177	31	208

Up to 2nd November 1964 the total number of persons admitted to these courses was 165,759, including 4,761 blind persons.

## Fatal Industrial Accidents

The following table shows the number of fatal industrial accidents reported in November 1964 with comparable figures for the previous month. The figures are provisional. The figures for seamen relate to those employed in ships registered in the United Kingdom. All other figures relate to Great Britain.

	October 1964	November 1964
Places under the Factories Act .. ..	56	51
Mines and quarries* .. ..	16	18
Seamen .. ..	4	8
Railway service .. ..	5	9

Detailed figures for process groups are given below for November 1964. The figures under the heading "Factories Act" are based on the Factory Inspectorate Process Classification—see "Guide to Statistics collected by H.M. Factory Inspectorate" published by H.M. Stationery Office, price 4s. (4s. 4d. including postage). The figures are provisional.

Factories Act	October 1964	November 1964
Textile and connected processes .. ..	1	1
Clay, pottery, cement, etc. .. ..	3	3
Metal extraction, refining and conversion .. ..	1	1
Metal casting .. ..	1	1
Metal rolling, drawing, extrusion and forging .. ..	2	2
Miscellaneous metal processes .. ..	2	2
Shipbuilding and repairing .. ..	2	2
Constructional engineering, boiler making .. ..	2	2
Locomotive and railway equipment .. ..	2	2
Non-rail vehicles and aircraft .. ..	2	2
Other machine and metal manufacture and repair .. ..	1	1
Electrical engineering .. ..	2	2
Woodworking processes .. ..	3	3
Miscellaneous chemical manufacture, paint, oil refining, soap .. ..	1	1
Coal gas, coke ovens, patent fuel .. ..	—	—
Wearing apparel .. ..	—	—
Paper and printing .. ..	—	—
Milling .. ..	—	—
Food .. ..	—	—
Drink .. ..	—	—
Electricity generation .. ..	—	—
Rubber .. ..	—	—
Other factory processes .. ..	—	—
Works and Places under s.s. 125 and 127 of Factories Act 1961		
Building operations .. ..	15	15
Works of engineering construction .. ..	10	10
Docks and warehouses .. ..	4	4
TOTAL, FACTORIES ACT .. ..	51	51

Mines and quarries*	Railway service	
Coal mines:	Brakemen and goods guards .. ..	—
Underground .. ..	Engine drivers and motormen .. ..	1
Surface .. ..	Firemen .. ..	—
Other stratified mines .. ..	Labourers .. ..	—
Miscellaneous mines .. ..	Mechanics .. ..	—
Quarries .. ..	Passenger guards .. ..	1
TOTAL, MINES AND QUARRIES .. ..	Permanent-way men .. ..	5
Seamen	Porters .. ..	1
Trading vessels .. ..	Shunters .. ..	—
Fishing vessels .. ..	Other grades .. ..	1
TOTAL, SEAMEN .. ..	Contractors' servants .. ..	—
	TOTAL, RAILWAY SERVICE .. ..	9

## Industrial Diseases

The number of cases and deaths in Great Britain reported during November 1964 under the Factories Act 1961 are shown below. The figures are provisional.

I. Cases	II. Deaths
Lead poisoning .. ..	5
Compressed air illness .. ..	2
Anthrax .. ..	—
Epitheliomatous ulceration .. ..	10
Chrome ulceration .. ..	19
TOTAL, CASES .. ..	39
	Nil

\* For mines and quarries, weekly returns are obtained and the figures cover the 5 weeks ended 31st October 1964 and the 4 weeks ended 28th November 1964.

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## 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 3,467,100 in July, compared with 3,461,100 (revised figure) in the previous month and 3,318,100 in July 1963. The number of persons receiving unemployment benefit in October is estimated at 11,160, compared with 12,491 in September and 22,316 in October 1963.

### BELGIUM

The unemployed figures previously quoted in this GAZETTE related to the average daily number recorded as unemployed; these have now been discontinued.

The total number of persons registered for employment at Employment Exchanges at the end of June was 43,762, compared with 46,505 a month previously and 51,290 at the end of June 1963.

### CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 19th September was 6,754,000, compared with 6,957,000 at 22nd August and 6,565,000 at 21st September 1963. Persons wholly unemployed at 19th September are estimated at 218,000 or 3.1 per cent. of the labour force, compared with 247,000 or 3.4 per cent. at 22nd August and 250,000 or 3.7 per cent. at 21st September 1963.

### DENMARK

Provisional figures from the Employment Exchanges show that at the end of August the number of members of approved insurance societies who were unemployed was about 4,700 or 0.6 per cent. of the total number insured, the same percentage as that at the end of July. The comparable figure at the end of August 1963 was 1.2 per cent.

### FRANCE

Provisional figures show that the number of persons registered as applicants for employment at the beginning of October was 103,714, of whom 21,343 were wholly unemployed persons in receipt of assistance. The corresponding figures were 94,313 and 21,013 at the beginning of the previous month and 114,238 and 21,252 at the beginning of October 1963.

### GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of October was 102,432, compared with 92,319 at the end of the previous month and 105,105 at the end of October 1963. In the Western Sectors of Berlin the corresponding figures at the same dates were 9,030, 7,947 and 9,230.

### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 20th November was 51,262, compared with 43,057 at 16th October and 49,995 at 23rd November 1963.

### NETHERLANDS

The number of persons wholly unemployed at the end of October was 26,725; this figure included 1,017 persons employed on relief work as well as those in receipt of unemployment benefit. At the end of September the respective figures were 24,919 (revised figure) and 913 and at the end of October 1963 they were 25,421 and 814.

### NEW ZEALAND

The latest figures available from the Department of Labour give an estimate of the total labour force in April 1964 as 956,500, compared with 934,700 in October 1963 and 929,700 in April 1963. Latest figures on unemployment show that 761 persons were unemployed in August, compared with 962 in July and 1,001 in August 1963.

### NORWAY

The number of persons registered for employment who were wholly unemployed was 8,719 at the end of September, compared with 7,573 in the previous month and 8,956 in September 1963.

### SPAIN

The number of persons registered as unemployed at the end of June was 112,003, compared with 116,126 at the end of the previous month and 79,033 at the end of June 1963.

### SWEDEN

Preliminary information from the Employment Exchanges shows that at the middle of September the total number of persons registered as unemployed was 17,615, compared with 17,064 (revised figure) in August and 16,643 in September 1963. Members of approved insurance societies who were unemployed and included in the total for September numbered 12,913 or 0.9 per cent. of all members, compared with 0.8 per cent. in the previous month and in September 1963.

### SWITZERLAND

The number of registered applicants for employment at the end of October who were wholly unemployed was 196 or 0.1 per 1,000 of the employed population (exclusive of apprentices) according to the census of 1950, compared with 119 or 0.1 per 1,000 at the end of the previous month and 194 or 0.1 per 1,000 at the end of October 1963.

### UNITED STATES OF AMERICA

The Department of Labor estimate that the number of civilians in employment as wage or salary earners in the United States of America (including Alaska and Hawaii) in industries other than agriculture and domestic service was approximately 59,809,000 in September, compared with 59,236,000 (revised figure) in August and 58,211,000 in September 1963. The number of production workers in manufacturing industries in September was 13,255,000, compared with 13,008,000 (revised figure) in August and 12,923,000 in September 1963. They also estimate that the total number of unemployed persons at the middle of September was about 3,317,000 or 4.5 per cent. of the civilian labour force, compared with 3,654,000 or 4.8 per cent. at the middle of the previous month and 3,516,000 or 4.8 per cent. at the middle of September 1963.

\* \*

\*

## Retail Prices Overseas

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

Country	Index base 100	Month for which index figure given	Items covered*	Index figure	Rise (+) or fall (-) of index figure (in index points) compared with	
					Month before	Year before
European countries			All items	120.93	+0.9	+5.39
Belgium	1953	Sept. 1964	Food	121.2	-0.1	+6.1
Finland	1957	July 1964	All items	134	Nil	+14
			Food	136	Nil	+16
France	1962	Sept. 1964	All items	108.9	+0.5	+2.7
			Food	109.4	+0.5	+3.0
Germany (Federal Republic)†	1962†	Oct. 1964	All items	105.7	+0.2	+2.6
			Food	104.5	-0.2	+2.3
Luxembourg	1948	Nov. 1964	All items	142.69	+0.06	+3.58
			Food	145.6	+0.1	+1.6
Netherlands	1959-60	Oct. 1964	All items	115	Nil	+8
			Food	115	-1	+7
Norway	1959	Aug. 1964	All items	118.9	+0.7	+8.1
			Food	124	+2	+15
Portugal (Lisbon)	1948-49	Sept. 1964	All items	123.6	-0.1	+5.6
			Food	125.7	-0.5	+9.6
Spain	1958	Aug. 1964	All items	138.7	+2.0	+10.0
			Food	139.6	+2.3	+8.5
Sweden	1949	Sept. 1964	All items	183	+1	+7
			Food	217	+1	+11
Switzerland	1939	Oct. 1964	All items	209.3	+0.6	+5.7
			Food	221.8	+0.1	+1.9
Other countries			All items	135.6	Nil	+2.0
Canada	1949	Oct. 1964	Food	131.0	-1.7	+0.6
India (all-India)	1949	July 1964	All items	154	+4	+19
			Food	158	+6	+21
Japan	1960	June 1964	All items	125.3	Nil	+3.1
			Food	128.3	Nil	+0.4
Rhodesia, Northern	1962	Sept. 1964	All items	107.2	+0.3	+5.3
			Food	102.6	-0.1	+3.4
Rhodesia, Southern	1962	Sept. 1964	All items	104.8	Nil	+3.4
			Food	104.1	-0.9	+3.6
United States	1957-59	Sept. 1964	All items	108.4	+0.2	+1.3
			Food	107.2	+0.3	+1.8

\* 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.  
† Revised series with base year 1962=100.

## INDEX OF AVERAGE EARNINGS

Index numbers showing the changes in earnings between January 1963 and October 1964 are given in the following table.

The information (except that about agriculture) from which the index has been compiled is obtained from an enquiry into the earnings of weekly-paid and monthly-paid employees undertaken each month by the Ministry of Labour. The enquiry covers about 8,000 firms employing approximately seven million persons in manufacturing, mining and quarrying, construction, gas, electricity and water supply, some miscellaneous services and some branches of the transport industry. A full account of the enquiry was given on page 142 of the April 1963 issue of this GAZETTE. The indices were revised on a new base after the figures for the first 12 months

had been published and an explanation for this was given on page 117 of the March 1964 issue of this GAZETTE.

The figures for agriculture included in the table have been compiled by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland. These figures relate to regular farm workers.

Fluctuations from month to month in the indices, including those for individual industry groups, may be due to the payment of large annual or half-yearly bonuses or to seasonal changes in average hours worked. Until information has been obtained for a longer period, it is not possible to assess the extent of these fluctuations.

Industry group	Employees paid each week*													
	Jan. 1963	Oct. 1963	Nov. 1963	Dec. 1963	Jan. 1964	Feb. 1964	Mar. 1964	Apr. 1964	May 1964	June 1964	July 1964	Aug. 1964	Sept. 1964	Oct. 1964
<b>Manufacturing industries</b>	96.0	99.3	100.7	105.1	99.9	100.9	102.5	102.7	106.0	107.3	108.2	105.9	104.7	105.5
Food, drink and tobacco	96.0	99.3	100.7	105.1	99.9	100.9	102.5	102.7	106.0	107.3	108.2	105.9	104.7	105.5
Chemicals and allied industries	96.1	102.0	101.7	102.2	102.8	104.2	104.4	105.7	111.0	112.1	111.7	107.4	109.7	111.8
Metal manufacture	94.1	102.6	103.7	106.7	105.7	107.7	108.4	109.4	109.0	110.7	110.7	110.0	110.9	111.4
Engineering and electrical goods	96.7	101.3	102.6	104.1	106.2	106.8	106.3	108.7	107.7	109.8	109.6	106.9	108.2	110.4
Shipbuilding and ship repairing	96.9	101.5	102.4	102.4	108.9	109.2	108.4	109.6	110.4	115.2	115.1	113.7	117.1	117.1
Marine engineering	96.5	103.7	102.1	106.5	111.1	112.1	110.6	110.6	109.6	117.1	112.6	110.0	109.6	115.1
Vehicles	95.7	101.6	102.9	104.7	107.8	108.6	109.5	109.6	107.1	110.6	109.9	109.0	108.7	110.8
Metal goods not elsewhere specified	94.7	102.5	104.4	103.0	105.2	106.4	106.1	107.9	105.8	111.2	116.3	110.7	110.2	111.8
Textiles	96.3	102.5	102.8	101.0	103.7	104.6	103.8	106.0	103.3	108.9	111.8	106.8	106.8	109.0
Leather, leather goods and fur	95.1	101.8	101.2	100.1	99.1	100.4	102.7	102.8	103.2	105.3	105.7	100.9	101.6	102.8
Clothing and footwear	95.3	102.6	103.8	102.0	104.4	105.8	105.1	106.9	105.9	109.0	111.7	107.6	107.9	108.9
Bricks, pottery, glass, cement, etc.	92.0	103.3	103.3	102.5	104.3	105.0	104.3	107.5	108.0	111.2	110.7	109.7	110.7	113.1
Timber, furniture, etc.	95.4	101.0	103.2	98.6	103.0	103.0	102.6	103.9	108.4	111.7	108.6	106.6	106.9	108.2
Paper and paper products	95.3	102.1	102.4	99.3	103.0	104.0	105.8	106.0	107.3	107.6	106.6	105.8	108.8	109.7
Printing and publishing	95.4	101.6	102.5	103.2	103.3	104.2	103.5	106.2	106.0	109.5	110.3	108.6	109.2	109.1
Other manufacturing industries	94.0	101.6	102.5	103.2	103.3	104.2	103.5	106.2	106.0	109.5	110.3	108.6	109.2	109.1
All manufacturing industries	95.4	101.8	102.8	103.4	105.0	105.9	106.0	107.5	107.3	110.1	110.6	108.0	108.8	110.4
<b>Other industries and services</b>	94.7	104.3	99.8	100.2	98.3	98.2	99.2	101.9	106.1	107.2	107.4	111.9	111.2†	104.5†
Agriculture	97.4	101.2	105.3	102.6	102.6	102.6	102.9	102.4	103.4	102.5	101.7	104.9	104.5	106.5
Mining and quarrying	90.7	100.5	98.0	95.8	99.3	101.5	98.4	105.7	103.8	107.7	107.8	106.4	108.0	108.2
Construction	99.3	100.4	101.0	99.0	99.8	101.3	93.3	104.7	106.1	107.3	109.5	108.0	108.1	108.6
Gas, electricity and water	96.9	101.2	100.7	101.2	102.5	103.5	105.2	106.4	106.9	109.2	109.8	109.2	110.0	109.6
Transport and communication§	95.4	100.1	101.3	99.3	100.7	102.4	102.6	106.0	109.4	110.3	109.2	105.8	106.5	107.2
Miscellaneous services	95.4	100.1	101.3	99.3	100.7	102.4	102.6	106.0	109.4	110.3	109.2	105.8	106.5	107.2
All industries and services covered	95.1	101.5	101.9	101.8	103.4	104.4	104.0	106.6	106.5	109.1	109.3	107.7	108.5	109.5

Industry group	Employees paid monthly*													
	Jan. 1963	Oct. 1963	Nov. 1963	Dec. 1963	Jan. 1964	Feb. 1964	Mar. 1964	Apr. 1964	May 1964	June 1964	July 1964	Aug. 1964	Sept. 1964	Oct. 1964
<b>Manufacturing industries</b>	98.2	97.1	98.4	113.8	103.1	101.0	109.7	102.2	100.2	107.6	102.9	102.4	101.9	103.0
Food, drink and tobacco	98.2	97.1	98.4	113.8	103.1	101.0	109.7	102.2	100.2	107.6	102.9	102.4	101.9	103.0
Chemicals and allied industries	99.3	97.6	98.2	106.2	102.3	118.0	102.4	100.3	100.5	102.0	100.8	100.4	100.0	103.3
Metal manufacture	98.0	99.3	100.9	109.2	104.1	103.6	105.2	105.1	105.9	105.9	104.0	102.7	102.5	104.6
Engineering and electrical goods	93.8	97.8	100.5	128.4	106.7	111.6	107.7	104.8	105.3	109.1	103.2	103.7	103.3	103.8
Shipbuilding and ship repairing	98.3	97.1	99.6	120.9	102.1	104.1	101.6	101.9	103.7	117.1	102.1	101.6	100.1	100.1
Marine engineering	97.8	99.1	100.1	105.7	101.8	101.8	104.1	103.3	104.3	104.6	104.9	103.6	103.8	104.8
Vehicles	97.7	96.8	98.5	110.7	101.4	102.9	104.4	101.3	101.0	103.0	103.8	102.8	102.8	102.4
Metal goods not elsewhere specified	97.7	99.8	100.0											

# WAGES AND HOURS OF WORK

## Weekly Rates of Wages, Normal Weekly Hours and Hourly Rates of Wages

INDICES FOR 30th NOVEMBER 1964  
(31st JANUARY 1956 = 100)

At 30th November 1964 the indices of changes in weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers, compared with a month earlier, were as follows:—

Date	All industries and services			Manufacturing industries only		
	Weekly rates	Normal weekly hours	Hourly rates	Weekly rates	Normal weekly hours	Hourly rates
1964 Oct.	141.7	94.6	149.8	139.1	94.8	146.6
1964 Nov.	142.2	94.4	150.7	139.2	94.7	147.0

### Index of weekly rates of wages

The index of weekly rates of wages measures the average 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 31st January 1956 taken as 100. The representative industries and services for which changes in rates of wages are taken into account and the method of calculation were described on pages 50 and 51 of the issue of this GAZETTE for February 1957. The index is based on the recognised rates of wages fixed by voluntary collective agreements between organisations of employers and workpeople, arbitration awards or wages regulation 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 bills in 1955, details of the weights for the industry groups being given on page 56 of the issue of this GAZETTE for February 1959. The index does not reflect changes in earnings due to such factors as alterations in working hours, or in the earnings of pieceworkers and other payment-by-results workers due to variations in output or the introduction of new machinery, etc.

### Weekly Rates of Wages

#### I.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	104.8	104.2	105.5	104.7
1957	110.0	109.7	111.3	110.0
1958	113.8	114.0	115.8	114.0
1959	116.8	117.0	119.0	117.0
1960	119.7	120.8	123.2	120.0
1961	124.6	125.3	130.3	125.0
1962	129.1	130.3	135.6	129.6
1963	133.6	135.7	141.0	134.3
1963 October ..	134.0	136.5	141.4	134.7
November ..	135.0	137.9	142.9	135.8
December ..	137.0	139.3	144.2	137.7
1964 January ..	137.4	139.7	144.7	138.1
February ..	137.6	139.8	144.9	138.3
March ..	138.0	140.2	145.4	138.7
April ..	138.5	140.8	146.0	139.2
May ..	139.0	141.4	146.3	139.7
June ..	139.7	142.8	147.7	140.5
July ..	140.2	143.4	148.3	141.1
August ..	140.4	143.9	148.6	141.3
September ..	140.6	144.5	149.0	141.6
October ..	140.7	144.6	149.1	141.7
November ..	141.2	145.1	149.5	142.2

#### II.—Manufacturing Industries only

Date	Men	Women	Juveniles	All workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.6	110.0
1958	113.6	113.6	114.5	113.7
1959	116.5	116.4	117.3	116.5
1960	119.1	120.0	122.7	119.4
1961	123.9	124.3	129.5	124.2
1962	127.4	129.0	134.1	128.0
1963	131.0	133.6	138.2	131.8
1963 October ..	131.2	134.0	138.4	132.0
November ..	131.5	135.6	139.6	132.6
December ..	134.8	137.9	142.1	135.7
1964 January ..	135.3	138.4	142.6	136.2
February ..	135.4	138.5	142.8	136.3
March ..	135.7	138.9	143.0	136.5
April ..	136.3	139.6	143.7	137.2
May ..	136.9	140.1	144.1	137.8
June ..	137.2	141.1	144.9	138.2
July ..	137.6	142.0	145.5	138.7
August ..	137.7	142.2	145.6	138.8
September ..	137.7	142.3	145.7	138.9
October ..	137.9	142.5	145.9	139.1
November ..	138.0	143.0	146.2	139.2

#### III.—Industry Groups (all workers)

Date	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined*	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc.
1959	117	118	119	112	117	112	118	118	115
1960	120	119	123	115	119	116	121	123	120
1961	127	126	128	118	125	121	122	124	126
1962	132	129	132	124	127	124	126	132	131
1963	138	135	138	131	130	128	131	135	138
1963 October ..	138	137	139	133	129	129	133	134	140
November ..	142	137	140	133	130	133	133	141	140
December ..	142	137	140	133	135	129	133	141	140
1964 January ..	143	137	141	134	135	130	133	142	140
February ..	143	137	141	134	135	130	133	142	141
March ..	143	137	142	135	135	130	133	143	143
April ..	143	137	142	135	135	133	133	143	147
May ..	143	137	143	141	135	133	133	143	147
June ..	143	141	144	141	135	133	133	144	148
July ..	143	141	145	142	136	134	136	146	148
August ..	143	141	146	142	136	134	136	146	148
September ..	144	141	146	142	136	135	136	146	148
October ..	144	141	146	142	136	135	136	146	148
November ..	144	141	146	142	136	136	136	146	148

Date	Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Dis-tributive trades	Professional services and public administration	Mis-cellaneous services
1959	118	118	112	120	112	115	117	119	118
1960	122	122	115	122	115	121	121	123	120
1961	126	126	120	125	120	125	128	129	125
1962	134	133	128	133	125	129	132	134	132
1963	138	137	135	138	132	135	138	140	137
1963 October ..	138	137	137	137	134	135	139	143	139
November ..	138	137	137	142	134	135	139	144	141
December ..	139	137	137	142	134	138	139	144	141
1964 January ..	141	141	137	142	134	139	139	145	141
February ..	141	141	137	142	136	140	139	145	141
March ..	141	141	137	144	136	141	140	145	141
April ..	143	142	138	144	137	141	140	147	143
May ..	143	143	143	144	137	142	141	147	144
June ..	143	144	143	144	137	142	141	147	144
July ..	143	144	144	144	146	142	144	147	144
August ..	143	144	144	144	146	142	144	147	144
September ..	143	144	144	144	146	142	148	150	144
October ..	145	144	144	144	147	142	148	150	144
November ..	145	144	144	146	147	143	148	152	144

\* Including metal manufacture; engineering and electrical goods; shipbuilding and marine engineering; vehicles; metal goods not elsewhere specified.

### Index of normal weekly hours

The index of normal weekly hours measures, for the same representative industries and services, the average movement from month to month in the level of normal weekly hours of work compared with the level at 31st January 1956 taken as 100. The weekly hours for the separate industries are combined in accordance with their relative importance, as measured by the numbers employed

at the base date. The method of calculation was described in more detail on pages 330 and 331 of the issue of this GAZETTE for September 1957 and details of the weights for the industry groups were given on page 56 of the issue of this GAZETTE for February 1959. The index does not reflect changes in actual hours worked, which are affected by changes in the amount of overtime, short-time and absences for other reasons.

### Normal Weekly Hours

#### IV.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	100.0	100.0	100.0	100.0
1957	99.9	99.9	99.9	99.9
1958	99.7	99.6	99.8	99.7
1959	99.6	99.5	99.8	99.6
1960	97.9	98.3	98.1	98.0
1961	96.0	95.8	95.9	95.9
1962	95.1	95.1	95.1	95.1
1963	95.0	95.0	95.0	95.0
1963 October ..	95.0	95.0	95.0	95.0
November ..	94.9	94.9	94.8	94.9
December ..	94.9	94.9	94.8	94.9
1964 January ..	94.9	94.9	94.8	94.9
February ..	94.8	94.9	94.8	94.8
March ..	94.8	94.9	94.7	94.8
April ..	94.8	94.9	94.7	94.8
May ..	94.6	94.9	94.6	94.7
June ..	94.6	94.9	94.6	94.7
July ..	94.6	94.9	94.6	94.6
August ..	94.5	94.8	94.6	94.6
September ..	94.5	94.8	94.5	94.6
October ..	94.5	94.8	94.5	94.6
November ..	94.3	94.7	94.3	94.4

#### V.—Manufacturing Industries only

Date	Men	Women	Juveniles	All workers
1956	100.0	100.0	100.0	100.0
1957	99.9	99.9	99.9	99.9
1958	99.7	99.9	99.9	99.8
1959	99.6	99.7	99.7	99.6
1960	97.1	97.8	97.5	97.3
1961	95.6	95.2	95.4	95.4
1962	95.2	94.9	95.0	95.1
1963	95.1	94.8	94.9	95.0
1963 October ..	95.1	94.7	94.9	95.0
November ..	95.1	94.7	94.9	95.0
December ..	95.1	94.7	94.8	95.0
1964 January ..	95.1	94.7	94.8	95.0
February ..	95.1	94.7	94.8	95.0
March ..	95.1	94.7	94.8	95.0
April ..	95.0	94.6	94.7	94.9
May ..	95.0	94.6	94.7	94.9
June ..	95.0	94.6	94.7	94.9
July ..	95.0	94.6	94.7	94.9
August ..	94.9	94.6	94.7	94.8
September ..	94.9	94.6	94.7	94.8
October ..	94.9	94.6	94.7	94.8
November ..	94.8	94.5	94.6	94.7

### Index of hourly rates of wages

The index of weekly rates of wages does not show any movement when normal weekly hours of work are altered without any corresponding change in weekly rates of wages. The series given in the next tables, which is obtained by dividing the monthly figures

for the index of weekly rates of wages by the corresponding figures for the index of normal weekly hours, is described as the index of hourly rates of wages (see page 133 of the issue of this GAZETTE for April 1958).

### Hourly Rates of Wages

#### VI.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	104.8	104.2	105.5	104.7
1957	110.1	109.8	111.4	110.1
1958	114.2	114.4	116.0	114.3
1959	117.3	117.7	119.2	117.4
1960	122.3	122.8	125.6	122.5
1961	129.8	130.7	135.9	130.3
1962	135.7	137.0	142.5	136.2
1963	140.6	142.8	148.4	141.3
1963 October ..	141.0	143.7	148.8	141.8
November ..	142.3	145.3	150.7	143.1
December ..	144.4	146.7	152.1	145.1
1964 January ..	144.8	147.1	152.6	145.6
February ..	145.1	147.3	152.9	



## Movements in Rates of Wages and Hours of Work

### Major settlements in November

Following the interim report of the Devlin Committee, the National Joint Council for the Port Transport Industry reached agreement for increases of 19s. 2d. a week for timeworkers and 5 per cent in piece rates from 30th November. The Joint Industrial Council for the Silk Industry agreed on 10th November to increase rates by 10s. a week from 30th November and in the trawler fishing industry increases of 2s. for deckhands and 2s. 6d. or 3s. for engineroom staff, which were agreed on 8th November, are effective from the same date.

The National Joint Industrial Council for the Flour Milling Industry has agreed to reduce normal weekly hours from 42 to 40 on 7th December and in the electricity supply industry a similar reduction was agreed on 19th November, to be effective not later than 1st October 1965. Agreements for reductions in normal weekly hours were also reached in the seed crushing, compound and provender manufacturing industry (from 42 to 40 from 4th January to be followed by an increase in rates of 9s. 6d. a week from 3rd May) and in the iron and steel industry for production workers (from 42 to 40 from July 1965).

A wages regulation order made during the month increased minimum rates in the flax and hemp preparing industry in Great Britain by 5s. 4d. a week from 20th November.

Cost-of-living sliding-scale agreements made during the month affected the iron and steel industry, pig iron manufacture, the printing industry, national newspaper printing in London and Manchester, furniture manufacture, educational and allied woodwork, bedding manufacture and manufactured stationery in England and Wales.

The settlements and statutory wages regulation orders notified during the month have operative dates from 1st April 1964 to 1st October 1965 and it is estimated that their implementation will add £477,000 to the full time weekly wages of 1,172,000 workers and will reduce the normal weekly hours of work of 423,000 by an average of 1½ hours. (Increases for approximately 164,000 workers amounting to £122,500 are already included in the table in the adjoining column).\*

### Changes coming into operation during November

Details have already been given of the settlements affecting dock labour, the silk industry, the trawler fishing industry and the flax and hemp preparing industry.

Rates have been increased in the building industry in England and Wales by 3d. an hour for craftsmen and 2d. for labourers, together with a reduction in normal weekly hours from 42 to 41; in Scotland, where a 40-hour week already operates, there has been an increase of 2½d. an hour for craftsmen and 1d. for labourers. Increases in rates for building and civil engineering operatives employed by local authorities have followed the same pattern but without any reduction in hours. In civil engineering construction in Great Britain rates have been increased by 3d. an hour for craftsmen and 2d. for labourers. In Scotland painters have received an increase of 2½d. an hour.

There has been an increase of 7s. a week for domestic staff and ancillary workers in the health services and also for certain manual workers in local authorities' services in Scotland. Other industries in which there have been increases in rates include biscuit manufacture (8s. 6d. a week and a reduction in hours from 42 to 41) and glove manufacture (3d. or 2½d. an hour and a reduction in hours from 43 to 42).

Normal weekly hours of work have been reduced from 42 to 41 in shipbuilding and ship repairing and two wages regulation orders have reduced hours from 43 to 42 in laundering and in milk distribution (establishing a five-day week).

In the carpet manufacturing industry there was an increase resulting from a cost-of-living sliding-scale agreement.

Estimates of the effect of changes coming into operation during November show that 1,757,000 workers received increases of £513,000 in their basic full-time weekly rates of wages and 1,171,300 had their normal weekly hours reduced by an average of approximately one hour. Of the total increase of £513,000 about £493,000

resulted from arrangements made by joint industrial councils or similar bodies established by voluntary agreements, £12,000 from direct negotiation between employers' associations and trade unions, £3,000 from cost-of-living sliding-scale adjustments and the remainder as the result of statutory wages regulation orders and an arbitration award.

### Analysis of changes during the period January—November

The following table shows, by industry group, the numbers of workers affected (a) by increases in basic full-time weekly rates of wages and the aggregate amounts of such increases, and (b) by reductions in normal weekly hours of work and the aggregate amounts of such reductions.

Industry group	Basic full-time weekly rates of wages		Normal weekly hours of work	
	Approximate number of workers affected by net increases†	Estimated net amount of increase*	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
		£		
Agriculture, forestry, fishing	103,000	64,900	83,500	107,700
Mining and quarrying	332,500	144,300	500	700
Food, drink and tobacco	505,500	218,200	221,500	251,800
Chemicals and allied industries	237,500	132,600	1,000	1,000
Metal manufacture	215,000	57,600	—	—
Engineering and electrical goods	97,500	90,500	—	—
Shipbuilding and marine engineering	68,000	60,100	140,000	140,000
Vehicles	142,500	70,100	43,000	49,100
Metal goods not elsewhere specified	127,500	59,400	7,000	3,400
Textiles	593,500	268,400	29,000	32,700
Leather, leather goods and fur	21,000	8,300	21,500	20,700
Clothing and footwear	279,000	192,800	10,500	10,400
Bricks, pottery, glass, cement, etc.	194,500	113,600	5,000	4,800
Timber, furniture, etc.	187,000	89,000	107,000	107,800
Paper, printing and publishing	432,500	238,300	7,000	4,200
Other manufacturing industries	144,500	81,600	—	—
Construction	1,405,000	486,800	1,115,500	1,121,500
Gas, electricity and water	246,500	274,100	—	—
Transport and communication	746,000	473,000	97,000	195,900
Distributive trades	1,401,500	718,500	135,500	221,900
Public administration and professional services	801,500	401,700	—	—
Miscellaneous services	524,500	244,600	180,000	180,000
<b>Total</b>	<b>8,806,000</b>	<b>4,488,400</b>	<b>2,204,500</b>	<b>2,453,600</b>

Included in the above table are about 1,987,000 workers who had both wage increases and reductions in normal weekly hours of work.

In the corresponding months of 1963 about 7,572,000 workers had a net increase of approximately £3,677,300 in their basic full-time weekly rates of wages and approximately 690,000 workers had an aggregate reduction of about 847,000 hours in their normal weekly hours of work.

### Changes in holidays with pay

In the refractories industry and in chalk quarrying holidays are to be increased to three weeks by 1968/69, the first increase of one day being made during 1964/65. A third week's holiday is being granted to electricians in the textile finishing industry in Lancashire, Yorkshire, Cheshire and Derbyshire in 1965 and the Joint Industrial Council for the Silk Industry has agreed to one extra day's holiday starting at Christmas 1964. As part of a long-term agreement, holidays in the cotton industry will be increased by one day in 1964-65 and in each of the two succeeding years.

A number of industries have improved the arrangements for service holidays, viz., water supply in England and Wales (two extra days after two years' service and one week after five years), flour milling (one extra week after 12 years' service) and electricity supply (phased reductions of the 12-year qualifying period to seven years for the third week's holiday).

### CHANGES IN RATES OF WAGES COMING INTO OPERATION DURING NOVEMBER

(NOTE.—The figures in brackets below an item in the column headed "District" relate to the page in the volume "TIME RATES OF WAGES AND HOURS OF WORK, 1ST APRIL 1964," on which details for the industry at that date are given.)

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Trawler fishing	Great Britain	30 Nov.	Trawler fishermen (except skippers and mates)	Increases in the daily rates of pay of 2s. for deckhands and other ratings, of 2s. 6d. for second engineers and of 3s. for chief engineers, with proportional increases for juniors, for all days on articles.
Freestone quarrying	Newcastle-on-Tyne, Northumberland and Durham (8)	2 Nov.	Male workers	Increases of 3d. an hour for craftsmen, and of 2d. for labourers in conjunction with a reduction in normal weekly hours. Rates after change: masons, grade A districts 6s. 4½d. an hour, A1, 6s. 4d., stone planing machinemen 6s. 4d., 6s. 3½d., quarrymen and grindstone turners 6s. 3½d., 6s. 3d., carborundum sawyers 6s. 1½d., 6s. 1d., cranemen 6s. 0½d., 6s., labourers 5s. 0½d., 5s. 0½d.

\* The statistics relate to wage-earners only and the monetary amounts represent the increase in basic rates only and not the total increase in the wages bill. The estimates are based on normal conditions of employment and do not take into account the effect of short-time or overtime.

† Workers who are affected by two or more changes during the period are counted only once in this column.

‡ See also under "Changes in Hours of Work".

### Changes in Rates of Wages Coming into Operation during November—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Freestone and sandstone quarrying	Yorkshire (8)	First full pay week commencing on or after 2 Nov.	Male workers	Increases of 3d. an hour for craftsmen and machinemen, and of proportional amounts for labourers and young learners. Rates after change for workers 21 and over: craftsmen, grade 1, 6s. 1d. an hour, 2, 5s. 11½d., 3, 5s. 10d., labourers 5s. 0½d., ordinary machinemen (after 4 years' service) 6s. 1d., kerb machinemen (after 1 year's service) 6s.; young learners 1s. 6½d. at 15 rising to 5s. 4d. at 20.
Granite	Cornwall and Devon (9)	2 Nov.	Male workers	Increases of 3d., 2½d. or 2d. an hour, according to occupation, in conjunction with a reduction in normal weekly hours. Rates after change: masons, smiths and fitters 6s. 4½d. an hour, carborundum sawyers 6s. 2½d., polishers 6s. 1d., power crane drivers 5s. 10d., quarrymen and frame sawyers 5s. 7½d., labourers 5s. 6d.
Limestone quarrying	Portland (10)	2 Nov.	Male workers	Increases of 3d. an hour for quarrymen, and of 2d. for labourers in conjunction with a reduction in normal weekly hours. Rates after change: quarrymen—dayworkers (working individually) 6s. 3½d. an hour, dayworkers (working collectively in piecework quarry) 6s. 4½d., pieceworkers' minimum 6s. 4½d.; other day workers and labourers 5s. 6d.
Biscuit manufacture	Great Britain (23)	First pay day after 22 Nov.	All workers	Increases in minimum rates of 8s. 6d. a week for men 21 and over, of 7s. 6d. for women 18 and over, and of proportional amounts for younger workers. Minimum rates after change: men 21 and over—grade I occupations 22s. 6d. a week, grade II 21s. 6d., grade III 20s. 6d., grade IV 20s. 6d., ungraded male workers 8s. 4d. at 15 rising to 19s. 6d. at 21 and over; women 21 and over—grade I 15s. 6d., grade II 15s. 6d., ungraded female workers 8s. 4d. at 15 rising to 14s. 6d. at 21 and over.*
Iron and steel manufacture	West of Scotland† (45)	Pay period beginning 30 Nov.	Workers employed at iron puddling forges and mills and sheet mills	Cost-of-living payment increased‡ by 1.4d. a shift (12s. 0.2d. to 12s. 1.6d.) or by 0.175d. an hour (1s. 5.9d. to 1s. 6.08d. for six-shift workers) for men, by 0.105d. a shift (9s. 0.15d. to 9s. 1.2d.) or by 0.132d. an hour (1s. 1.42d. to 1s. 1.55d.) for youths 18 and under 21, and by 0.7d. a shift (6s. 0.1d. to 6s. 0.8d.) or by 0.088d. an hour (8.95d. to 9.04d.) for boys under 18.
Engineering	Sheffield and Rotherham	2 Nov.	Building trade operatives employed in engineering establishments and steel works	Increases in the existing "all-in" rate of 4s. 1½d. a week for adult craftsmen, of 1s. 6d. for labourers, and of proportional amounts for apprentices. Rates after change: skilled craftsmen 260s. 10½d. a week, skilled bricklayers', masons', slaters' and plasterers' labourers and navvies 221s. 8d.
Flax and hemp preparing, spinning and weaving	Great Britain (75) (258)	20 Nov.	Timeworkers	Increases in general minimum time rates of 5s. 4d. a week for men 21 and over (other than night shift spinners who receive 6s. 3d.), of 3s. 7d. for women 18 and over, and of varying amounts for apprentices, improvers, learners and other younger workers. General minimum time rates after change include: men 21 and over—teners 21s. 9d. a week, under-teners, during first year of employment after 21, 167s. 4d., during second and third years 179s. 10d., thereafter 191s. 10d., dressers, mounters, card-cutters and hacklers (hand-dressers) 202s., hemp-rollers on non-reciprocating machines and hemp-breakers 205s. 3d., spinners, day shift 183s. 3d., night shift 213s. 10d., weavers, during first 6 months of employment after 21, 179s. 10d., thereafter 191s. 10d., other workers 182s. 1d.; women 18 and over—spinners, card-cutters, weavers, winders, reelers and warpers 130s. 7d., other workers except learners 121s. 5d.‡
			Pieceworkers	Increases in piecework basis time rates of 5s. 4d. a week for male hose-pipe weavers, and of 3s. 7d. for female workers. Rates after change include: piecework basis time rates—male hose-pipe weavers on power or hand looms 200s. 6d. a week, female workers 132s. 2d.§
Flax preparing and spinning	Northern Ireland (76-77)	18 Nov.	All workers	Increase of 5 per cent. Basic time rates after change include: men 21 and over—grade 9 occupations 159s. 8d. a week, 8, 164s. 4d., 7, 169s., 6, 173s. 7d., 5, 178s. 2d., 4, 182s. 11d., 3, 187s. 5d., 2, 192s. 2d., 1, 196s. 8d.; women 18 and over—grade 10, 98s. 11d., 9, 101s. 11d., 8, 105s., 7, 108s. 1d., 6, 111s. 2d., 5, 114s. 2d., 4, 117s. 3d., 3, 123s. 5d., 2, 126s. 2d. Negotiated minimum rates in excess of points evaluation—men 21 and over, grade 9 (except preparing room cleaners and hoist men) 164s. 4d. a week, preparing room cleaners, hoist men and yarn storemen 169s., general labourers 173s. 7d.; women 18 and over, grades 10 and 9, 105s., ring spinners 122s. 2d.
Silk spinning, throwing and weaving	United Kingdom (78)	Pay day in week commencing 30 Nov.	All workers other than maintenance workers	Increases in minimum rates of 11s. a week for men 19 and over, of 10s. for women 18 and over, and of proportional amounts for younger workers. Minimum basic time rates after change: male workers 83s. a week at 15 rising to 188s. at 19 and over; female workers 82s. at 15 rising to 134s. at 18 and over.
	Macclesfield (79)	Pay day in week commencing 30 Nov.	All workers	Increases in minimum rates of 11s. a week for men 19 and over and for female weavers in the manufacturing section, of 10s. for other women 18 and over, and of proportional amounts for younger workers. Minimum time rates after change include: throwing section—men 19 and over grade 1, 188s. a week, 1A, 193s. 6d., 2, 198s. 6d., 3, 196s. 6d., 4, 205s., women 18 and over grade 1, 134s., 2, 138s., 3, 139s., 4, 146s.; [smallware and narrow fabrics section—men grade 1, 188s., 2, 194s. 6d., 3, 197s., women grade 1, 134s., 2, 138s., 3, 139s.; manufacturing section—men grade 1, 188s., 3A, 195s., 3B, 210s., women grade 1, 134s., 2, 138s., 3, 146s., 3A, 166s. 6d., 3B, 182s. 6d.; weavers (men and women) 181s. 6d. to 199s., according to number of looms; embroidery section—men, unskilled 188s., skilled 199s., women grade 1, 134s., 2, 138s.; men 19 and over in hand loom weaving section, 4s. 8.04d. an hour.
Dyeing, printing, knitting, smallwares, throwing and making-up	Leek (78)	Pay day in week commencing 30 Nov.	All workers	Increases in minimum rates of 11s. a week for men 19 and over (13s. 9d. or 15s. 8d. for all-night workers), of 10s. for women 18 and over, and of proportional amounts for younger workers. Minimum time rates after change include: men 19 and over, other than learners, grade 1, 188s. a week, 1A, 193s. 6d., 2, 195s. 6d., 3, 198s., dyers 197s. 6d., screen printers 201s., printers' mates 197s. 6d., dyers mixers 197s. 6d. in first year rising to 204s. in fourth year, all-night workers—screen printers 277s. 1d., narrow fabric workers 273s., printers' mates 271s. 10d., dyers 271s. 10d., others 269s. 10d., boiler-men (days) 208s., (nights) 238s. 9d., oilers and greasers (on shafting) 197s. 6d., (on braid machines) 195s. 6d., keymen 212s.; women 18 and over, other than learners, grade 1, 134s., 1A, 138s., 2, 139s., 3, 141s.
Wool textile	West Riding of Yorkshire	2 Nov.	Building trade operatives	Increases of 3d. an hour for craftsmen, and of 2d. for labourers. Rates after change: craftsmen 6s. 4½d. an hour, labourers 5s. 6d.
Jute carpet manufacture	Dundee	First pay day in Nov.	All workers	Consolidated wages, plus the four-point cost-of-living bonus payable at 108, increased‡ by 1/18 (188 to 198), thus reaching parity. The cost-of-living bonus is now 11s. a week for men and 7s. 4d. for women, being 4 times 2s. 9d. and 1s. 10d., respectively.
Carpet manufacture	Great Britain (93)	First pay day in Nov.	All workers	Consolidated wages, plus the four-point cost-of-living bonus payable at 108, increased‡ by 1/18 (188 to 198), thus reaching parity. The cost-of-living bonus is now 11s. a week for men and 7s. 4d. for women, being 4 times 2s. 9d. and 1s. 10d., respectively.
Textile bleaching, dyeing, printing and finishing	Lancashire, Cheshire and Derbyshire (97)	Working week for which wages are paid during period 30 Nov. to 5 Dec.	Electricians	Increases of 17s. 6d. a week of 42 hours (273s. to 290s. 6d.) for journeymen, and of proportional amounts for apprentices.

\* See also under "Changes in Hours of Work".

† Agreements of the Scottish Manufactured Iron Trade Conciliation and Arbitration Board.

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

§ These increases took effect under an Order made under the Wages Councils Act. See page 530 of this GAZETTE.

## Changes in Rates of Wages Coming into Operation during November—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Textile bleaching, dyeing, printing and finishing (continued)	Lancashire, Cheshire and Derbyshire (97)	2 Nov.	Building trade craftsmen	Increase of 3d. an hour (6s. 1½d. to 6s. 4½d.).
Fellmongering	England and Wales (104)	First pay day after 1 Nov.	Workers employed in handling domestic skins	Increases of 2½d. an hour for men and women 21 and over, and of proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours*. Minimum time rates after change: men 21 and over—skilled 5s. 1d. an hour, semi-skilled 4s. 10½d., unskilled 4s. 9½d.; women 21 and over 4s. 0½d. (plus 1d. an hour for wet work).†
	United Kingdom..	First pay day after 1 Nov.	Workers employed in handling foreign skins	Increases of 2½d. an hour for men and women 21 and over, and of proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours*. Minimum time rates after change: men 21 and over—skilled 5s. 1d. an hour, semi-skilled (wet) 4s. 10½d., (dry) 4s. 9½d.; women 21 and over 4s. 0½d. (plus 1d. an hour for wet work).†
	Scotland ..	First pay day after 1 Nov.	All workers ..	Increases of 2½d. an hour for men and women 21 and over, and of proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours*. Minimum time rates after change: men 21 and over—skilled 5s. 1d. an hour, semi-skilled (wet) 4s. 10½d., (dry) 4s. 9½d.; women 21 and over 4s. 0½d. (plus 1d. an hour for wet work).†
Hat and cap making and millinery	Northern Ireland. (261)	24 Nov.	All workers other than female workers in the retail branch	Increases in general minimum time rates and piecework basis time rates of 3d. an hour for men 21 and over and women other than learners, of 2½d., according to period of employment for male late entrants at or over 19, of amounts ranging from 1d. at under 16 to 2½d. at 20 for younger male workers and of amounts ranging from 1½d. to 2½d., according to period of employment for female learners. General minimum time rates after change: male workers in specified occupations 4s. 4d. an hour, other male workers 1s. 8½d. at under 16 rising to 3s. 10½d. at 21 and over, late entrants at or over 19, 2s. 10½d. during first 6 months of employment and 3s. 0½d. during second 6 months, female workers other than learners 2s. 11½d., learners (except those who enter the trade at or over 18) 1s. 7½d. during first 6 months rising to 2s. 6½d. during third year; piecework basis time rates, male workers in specified occupations 4s. 7d., other male workers (all ages) 4s. 2d., female workers 3s. 2d.‡
			Female workers in the retail branch	Increases in general minimum time rates of 3d. an hour for workers other than learners, and of amounts ranging from 1½d. to 2½d., according to period of employment, for learners. General minimum time rates after change: workers 21 and over with not less than 2 years' experience after completion of learnership, area A 2s. 11½d. an hour, area B 2s. 11d., workers under 21 those 21 and over with less than 2 years' experience after completion of learnership and outworkers 2s. 10½d., 2s. 10d., learners 1s. 7½d. (both areas) during first 6 months rising to 2s. 6½d. or 2s. 5½d. during third year.‡
Glove manufacture	England and Wales (116)	First pay day after 1 Nov.	Workers employed in the leather and fabric dress glove and industrial glove section	Increases (in conjunction with a reduction in normal weekly hours*) in minimum time rates of 3d. or 2½d. an hour, according to occupation, for men 20 and over, of 2d. or 1½d. for women 20 and over, and of proportional amounts for younger workers; piecework basis time rates fixed at 25 per cent. (previously 22½ per cent.) above the appropriate minimum time rates. Minimum time rates after change include: men 20 and over, class A 5s. 1d. an hour, class B 4s. 7½d., women 20 and over, A 3s. 3½d., B 3s. 1½d.
Glass processing	Great Britain (130)	4 Nov.	Workers employed in processing plate and sheet glass	Increases in basic rates (in conjunction with a reduction in normal weekly hours*) of 4d. an hour for men 20 and over, and of proportional amounts for younger male workers, women and girls. Rates after change, inclusive of cost-of-living bonus, for men 20 and over: group 1, London area (within a 25-mile radius from Charing Cross) and Liverpool area 7s. 1½d. an hour, Provincial area 6s. 11½d.; group 2, bevellers, silverers, siders, cutters, leaded light makers and specialist fixers, foil and glue paper cutters, silk screen operatives, 1st grade (complete process) and colour sprayers (being required to mix) 6s. 3½d., 6s. 6½d., silk screen operatives, 2nd grade (operating screen roller process) 6s. 5½d., 6s. 2½d., embossers' assistants and sandblasters' assistants 6s. 4½d., 6s. 2½d.; silverers' assistants, other than cleaners-up 6s. 3½d., 6s. 1½d.; group 3, leaded light cementers and packers 6s. 0½d., 5s. 10½d., general labourers, loaders, sand-washers and cleaners-up, London 5s. 11½d., Provincial (including Liverpool area) 5s. 9½d.
Cement manufacture	United Kingdom. (132)	First full pay week commencing on or after 1 Aug.‡	Quarry and clay pit workers..	Increase in the differential rates of certain categories of workers normally employed in quarries and clay pits of 1-5d. an hour with a minimum differential payment of 2-6d. an hour.
Monumental masonry	England and Wales	2 Nov.	Craftsmen and labourers ..	Increases of 3d. an hour for craftsmen, and of 2d. for labourers, in conjunction with a reduction in normal weekly hours*. Rates after change: craftsmen London and Merseyside 6s. 6d. an hour, elsewhere 6s. 4½d.; labourers 5s. 7½d., 5s. 6d.
	Aberdeen ..	2 Nov.	Male workers employed in the monumental section of the granite industry	Increases of 2½d. an hour for craftsmen, and of 1d. for labourers. Rates after change: craftsmen—masons 6s. 6d. an hour, polishers 6s. 5d., leading sawmen 6s. 3d.; labourers 5s. 5½d.
Mastic asphalt manufacture	Great Britain ..	2 Nov.	Workers other than craftsmen and transport workers	Increase of 2d. an hour in conjunction with a reduction in normal weekly hours*. Rates after change: London 5s. 7½d. an hour, Provinces 5s. 6d.
Limestone masonry	Portland ..	2 Nov.	Craftsmen and labourers ..	Increases of 3d. an hour for craftsmen, and of 2d. for labourers, in conjunction with a reduction in normal weekly hours*. Rates after change: craftsmen 6s. 4½d. an hour, labourers 5s. 6d.
Sawmilling	Manchester and district (139)	2 Nov.	Workers employed in sawmills and steam joinery shops	Increases (in conjunction with a reduction in normal weekly hours*) of 3d. an hour for craftsmen, of 2d. for male labourers and female workers 19 and over, and of proportional amounts for apprentices, young male labourers and girls; increase of 7s. 4d. a week for lorry drivers, statutory attendants and mates employed on "C" licensed vehicles. Rates after change include: woodcutting machinists 6s. 4½d. an hour, timber yard labourers 5s. 6d., slingers 5s. 3d., power-driven crane drivers 5s. 9d., fork lift truck drivers—carrying capacity of under 30 cwt. 5s. 7d., 30 cwt. and over 5s. 10d., female labourers 19 and over 4s. 8½d.; lorry drivers 247s. 6d. to 265s. a week, according to carrying capacity of vehicle, statutory attendants and mates 18 and over 25s.
Fence manufacture and erection	Great Britain ..	2 Nov.	Workers employed in fence manufacture	Increases of 3d. an hour for men 21 and over, and of proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours*. Minimum rates after change: men 21 and over—London area (20 miles radius from Charing Cross), machinists, sawyers and carpenters 6s. 2d. an hour, cleavers 5s. 5½d., chestnut fence makers 5s. 4½d., labourers 5s. 3d.
			Male workers employed in fence erection	Increase of 3d. an hour in conjunction with a reduction in normal weekly hours*. Minimum rates after change: skilled fencers 6s. 4½d. an hour, fence fixers 6s. 1d., fencers' labourers 5s. 7½d.

\* See also under "Changes in Hours of Work".

† These rates will remain in operation until 31st October 1965.

‡ These increases took effect under Orders made under the Wages Councils Act (Northern Ireland). See page 530 of this GAZETTE.

§ These increases were agreed in November with retrospective effect to the date shown.

## Changes in Rates of Wages Coming into Operation during November—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Printing	London (156-157)	1 Apr.*	Compositors employed in the production of national morning, evening and Sunday newspapers	Increase in basic minimum time rates of 10 per cent. Basic minimum rates after change for compositors (permanent time hands): morning papers 398s. 6d. a week, evening papers 390s., Sunday papers 355s. New minimum guaranteed rates for pieceworkers (increase of 7½ per cent.) as follows:—morning papers 325s. a week, evening and Sunday papers 320s. 9d.
Building	England and Wales (168-169)	2 Nov.	Building operatives ..	Increases (in conjunction with a reduction in normal weekly hours†) of 3d. an hour for craftsmen, of 2d. for labourers, and of proportional amounts for apprentices, young male labourers, women and girls. Rates after change include: men—London (within 15 miles radius of Charing Cross) and Liverpool district, craftsmen 6s. 6d. an hour, labourers 5s. 7½d., grade A districts 6s. 4½d., 5s. 6d.; women—on craft processes (after 6 months' probation) 5s. 5½d., on other than craft processes 4s. 8½d.
			Watchmen ..	Increase of 1s. a shift. Rates after change: London and Liverpool 34s. 3d. a shift (day or night), other districts 33s.
	England and Wales (169)	2 Nov.	Road haulage workers ..	Increase of 11s. a week for workers employed on "C" licensed vehicles. Rates after change: motor drivers, London 270s. to 289s. a week, according to carrying capacity of vehicle, grade 1 districts 266s. 6d. to 284s., mates and statutory attendants 18 and over 275s., 270s., tractor drivers, London only, 288s.
	Scotland ..	2 Nov.	Building operatives ..	Increases of 2½d. an hour for craftsmen, of 1d. for labourers and women operatives, and of proportional amounts for apprentices and young male labourers. Rates after change include: men—craftsmen 6s. 5½d. an hour, labourers 5s. 7½d.; women—on craft operations (after 6 months' probation) 5s. 7½d., on other than craft operations 5s. 1½d.
			Watchmen ..	Increase of 2s. 6d. a shift (31s. 9d. to 34s. 3d.) day or night.
Building and civil engineering construction	England and Wales (251)	2 Nov.	Building and civil engineering operatives employed by local authorities	Increases of 3d. an hour for craftsmen, of 2d. for labourers, and of proportional amounts for apprentices and young male labourers. Rates after change: London (within 15 miles of Charing Cross) and Liverpool district, craftsmen 6s. 6d. an hour, labourers 5s. 7½d., grade A districts 6s. 4½d., 5s. 6d.
	Scotland (254)	2 Nov.	Building and civil engineering operatives employed by local authorities	Increases of 2½d. an hour for craftsmen, of 1d. for labourers, and of proportional amounts for apprentices and young male labourers. Rates after change include: craftsmen 6s. 5½d. an hour, labourers 5s. 7½d.
Civil engineering construction	Great Britain (172-173)	2 Nov.	Male workers other than watchmen	Increases of 3d. an hour for craftsmen, of 2d. for labourers, and of proportional amounts for juveniles. Rates after change include: craftsmen—London super grade and Liverpool grade 6s. 6d. an hour, class 1 districts 6s. 4½d.; navvies and labourers—London super grade 5s. 7½d., class 1 districts 5s. 6d.
			Watchmen ..	Increase of 1s. a shift. Rates after change: London super grade 34s. 3d. a shift (day or night), class 1 districts 33s.
Demolition	England and Wales (171)	2 Nov.	Male workers ..	Increases of 2d. an hour for workers 18 and over, and of proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours†. Rates after change for labourers: London and Liverpool districts 5s. 7½d. an hour, grade A districts 5s. 6d.
	Scotland ..	2 Nov.	Male workers ..	Increases of 1d. an hour (5s. 6½d. to 5s. 7½d.) for workers 18 and over, and of proportional amounts for younger workers.
Mastic asphalt laying	Great Britain (177)	2 Nov.	Male workers ..	Increases (in conjunction with a reduction in normal weekly hours†) of 3d. an hour for chargehands and spreaders, of 2½d. for mixers and pot men, of 2d. for classified labourers, and of proportional amounts for apprentices. Rates after change include: chargehands London area and Merseyside 7s. 1d. an hour, elsewhere 6s. 11½d., spreaders 6s. 7d., 6s. 5½d., mixers 6s. 0½d., 5s. 11½d., potmen 5s. 11½d., 5s. 10½d., classified labourers 5s. 8d., 5s. 6½d.
Glazing	England and Wales	2 Nov.	Glaziers and wall liners ..	Increases in standard rates of wages of 3d. an hour for glaziers and wall liners, and of proportional amounts for apprentices in conjunction with a reduction in normal weekly hours†. Rates after change include: glaziers and wall liners, London and South Eastern area (within 30 miles of Charing Cross) and Liverpool area 6s. 6d. an hour, Hants, Dorset and Isle of Wight, Manchester, Midlands, North Eastern, Yorkshire and West of England and South Wales 6s. 4½d.
Painting	Scotland ..	2 Nov.	Craftsmen and apprentices ..	Increases of 2½d. an hour (6s. 3d. to 6s. 5½d.) for craftsmen and of proportional amounts for apprentices.
Refractory setting and repair	Great Britain ..	2 Nov.	Firebrick bricklayers and masons, and labourers employed by refractory users (other than those in the employ of the Gas Council and Area Gas Boards)	Increases (in conjunction with a reduction in normal weekly hours†) of 3d. for craftsmen, of 2d. for labourers, and of proportional amounts for apprentices and young male labourers. Basic rates after change include: London (within 15 miles of Charing Cross) and Liverpool district, craftsmen 6s. 6d. an hour, labourers 5s. 7½d., grade A districts 6s. 4½d., 5s. 6d.
Terrazzo and mosaic laying	England and Wales	2 Nov.	Layers, polishers and apprentices	Increases of 3d. an hour (in conjunction with a reduction in normal weekly hours†) for layers and polishers, and of proportional amounts for apprentices. Rates after change include: layers, London and Mersey districts 6s. 7d. an hour, elsewhere 6s. 5½d., polishers—dry 6s. 5d., 6s. 3½d., wet and hand 6s. 4d., 6s. 2½d.
Tile fixing	London ..	2 Nov.	Craftsmen and apprentices ..	Increases of 3d. an hour (6s. 5d. to 6s. 8d.) for craftsmen, and of proportional amounts for apprentices, in conjunction with a reduction in normal weekly hours.†
Gas supply	England and Wales	2 Nov.	Bricklayers and masons when engaged on firebrick work	Increase of 3d. an hour. Rates after change: new construction, London 7s. an hour, Provincial zone A 6s. 10½d., Provincial zone B 6s. 9½d., repair work, 7s. 2d., 7s. 0½d., 6s. 11½d.; chimney work, according to height, 7s. to 7s. 5d., 6s. 10½d. to 7s. 3½d., 6s. 9½d. to 7s. 2½d.
	Scotland ..	2 Nov.	Bricklayers and masons when engaged on firebrick work	Increase of 2½d. an hour. Rates after change: new construction, 6s. 11½d., repair work, 7s. 1½d.; chimney work, 6s. 11½d. to 7s. 4½d., according to height.
Water supply	England and Wales (182-183)	First full pay week commencing on or after 1 Nov.	Workers other than fully skilled engineering craftsmen	Increase of 1½d. an hour in the plus rates for shift workers (4½d. to 5½d. for those on a three-cycle rotating shift system and 3½d. to 4½d. for those on a two-shift system).
Road haulage contracting (other than British Road Services)	Great Britain (194-5) (260)	23 Nov.	Certain road haulage workers	Grade 2 area now merged into grade 1 resulting in increases to the workers concerned of 2s., 2s. 6d. or 4s. a week, according to occupation, for men 21 and over, and of amounts ranging from 6d. to 2s. 6d., according to age, for younger workers. For regular workers the overtime rate of time-and-a-quarter is payable for the first 2 hours in any week (previously 6).‡

\* The agreement relating to this increase between the Newspaper Proprietors Association, Ltd. and the National Graphical Association was concluded in November with retrospective effect to the date shown.

† See also under "Changes in Hours of Work".

‡ These changes took effect under an Order made under the Wages Councils Act. See page 487 of the November issue of this GAZETTE.

## Changes in Rates of Wages Coming into Operation during November—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Dock labour	Great Britain (201)	30 Nov.	Dock labourers	Increase in national minimum wage of 3s. 10d. a day. Minimum daily rate after change for timeworkers on half-daily basis 41s. 8d. For pieceworkers minimum guarantee on half-daily basis increased from 37s. 10d. to 41s. 8d. a day with consequential increases during overtime periods; existing gross piecework rates (i.e., basic piecework rates plus the appropriate percentage addition operating immediately prior to the date of this agreement) increased by 5 per cent. Guaranteed weekly payment of workers under 65, and 65 and under 68, if required to report for work for ten turns in a week, increased by 23s. 3d. (156s. 9d. to 180s.) and 20s. 9d. (140s. 3d. to 161s.), respectively; payment of those required to report for six turns in a week increased by 14s. 6d. (105s. to 120s. 6d.) and 13s. 6d. (90s. to 103s. 6d.). The weekly wage of permanent men whose rates and conditions are directly governed by agreements of the National Joint Council for the Port Transport Industry increased by 19s. 2d. a week.
Hide and skin market trade	England and Wales (205)	First pay day on or after 9 Nov.	All workers	Increase of 5 per cent. Minimum rates after change: yard foremen acting as hide and/or skin classifiers in charge of six or more men 246s. a week, in charge of five or less 239s. 8d.; hide and/or skin classifiers 233s. 1d.; assistant classifiers 213s. 8d.; hide trimmers (skilled) 209s. 3d.; motor drivers 217s. 5d.; labourers 20 and over 204s. 6d.; youths 98s. 5d. at 16 rising to 170s. 3d. at 19; workers in the London area (within a radius of 20 miles from Charing Cross) receive 1d. an hour above these rates.
Cinematograph film production	Great Britain	30 Nov.	Laboratory workers, including technical and clerical workers and certain other workers* employed in film printing and processing laboratories	Increase in basic rates of 2½ per cent. Minimum basic rates after change include: optical printing dept. £12 3s. 4d. to £21 6s. 9d. a week, according to occupation; developing dept. £13 10s. 10d. to £17 15s. 6d.; drying dept. £12 10s. 1d. to £13 8s. 3d.; grading dept. £13 1s. 6d. to £17 19s. 11d.; sensitometric control dept. £14 2s. 3d. or £16 11s. 4d.; engineering dept., senior chargehands £19 13s. 11d., senior cinematograph engineers £18 8s. 6d., chargehands £17 5s. 5d., cinematograph engineers £15 19s. 11d., all other maintenance engineers £14 5s. 10d., electricians £15 12s. 7d., electricians (auxiliary) £13 6s. 5d.; printing dept. £12 14s. 3d. to £16 18s. 1d., chemical mixers £12 3s. 4d. to £14 8s. 3d.; solutions control £14 2s. 3d. or £16 10s. 10d.; projectionists and viewers £12 3s. 4d. to £15 10s. 1d.; regenerative film treatment operators £13 15s. 7d.; storekeepers (film) £12 17s. 11d. to £15 6s. 6d.; negative cleaners £12 17s. 11d. or £15 1s. 7d.; positive examining dept. £11 13s. 10d. to £13 5s. 9d.; negative cutting dept. £12 3s. 4d. to £16 13s. 10d.; negative preparation dept. £12 3s. 4d. or £13 8s. 3d.; camera dept. £13 1s. 6d. to £17 12s. 1d.; title writing dept. £15 19s. 11d. or £18 12s. 1d.; despatch and general workers £11 13s. 10d. to £14 2s. 3d. Plus cost-of-living bonus of 50s. in each case.
Health services	Great Britain (228-229)	Beginning of first pay week in Nov.	Domestic and similar grades of staff and ancillary workers	Increases of 7s. a week for men 21 and over, of 5s. 10d. for women 18 and over, and of proportional amounts for juveniles. Weekly rates after change outside the London zone: groups 1 to 10 inclusive, men 21 and over—212s. 8d., 217s. 8d., 220s. 8d., 224s. 8d., 228s. 8d., 232s. 8d., 236s. 8d., 240s. 8d., 244s. 8d., 248s. 8d.; women 18 and over—160s. 8d., 165s. 8d., 168s. 8d., 172s. 8d., 176s. 8d., 180s. 8d., 184s. 8d., 188s. 8d., 192s. 8d., 196s. 8d. In the London zone these rates are higher by 12s. a week† in each case.
	Great Britain	2 Nov.	Building trade craftsmen and labourers employed in hospitals, etc.	Increases of 3d. an hour for craftsmen, and of 2d. for labourers. Rates after change: London (within 15 miles radius of Charing Cross) and Liverpool, craftsmen 6s. 6d. an hour, labourers 5s. 7½d., grade A districts and Scotland 6s. 4½d., 5s. 6d. A service supplement introduced of 7s. a week for workers with 5 years' continuous full-time service.
	Great Britain	Beginning of first full pay week following 1 Nov.	Semi-skilled engineering grades	Increases of 2d. an hour for grade I, 2½d. for grade II, and of 2½d. for grade III. Rates after change: grade I—London 5s. 4½d. an hour, elsewhere 5s. 3½d., II 5s. 7½d., 5s. 5½d., III 5s. 11½d., 5s. 10½d.
	Great Britain	1 Nov.	Engineering craftsmen employed in hospitals, etc.	Increase of 2½d. an hour. Rates after change: London 6s. 8½d. an hour, elsewhere 6s. 5½d.
Laundering	Great Britain (239) (259)	2 Nov.	All workers except engineers and stokers	New general minimum time rates fixed, consequent upon the reduction of normal weekly hours without loss of pay, as follows:—male workers 2s. 0½d. an hour or 84s. 10½d. a week at under 16 rising to 4s. or 168s. at 21 or over; female workers who perform in full the duties actually or normally undertaken by adult male workers 4s. an hour, other female workers 1s. 9½d. an hour or 74s. 4½d. a week at 15 rising to 3s. or 126s. at 19 or over.‡
Local authorities' services	Scotland (252-253)	Beginning of first full pay period commencing on or after 1 Nov.	Manual workers employed in non-trading services, excluding watchmen, engineering craftsmen and apprentices, and building and civil engineering workers	Increases for full-time workers 20 and over of 7s. a week for men, of 5s. 3d. for women, and of proportional amounts for full-time workers under 20 and part-time workers. Basic rates after change for full-time able-bodied men 20 and over: Group 1 authorities 217s. a week, Group 2, 214s.

## CHANGES IN HOURS OF WORK COMING INTO OPERATION DURING NOVEMBER

Industry	District	Date	Classes of workers	Particulars of change
Freestone quarrying	Newcastle-on-Tyne, Northumberland and Durham (8)	2 Nov.	Male workers	Normal weekly hours reduced from 42 to 41.‡
Granite industry	Cornwall and Devon (9)	2 Nov.	All workers	Normal weekly hours reduced from 42 to 41.‡
Limestone quarrying	Portland (10)	2 Nov.	Male workers	Normal weekly hours reduced from 42 to 41.‡
Biscuit manufacture	Great Britain (23)	9 Nov.	All workers	Normal weekly hours reduced from 42 to 41.‡
Shipbuilding and ship repairing	United Kingdom (56)	30 Nov.	All classes except engineering and other industry classes where wages and working conditions are governed by other industry agreements	Normal weekly hours for dayshift and nightshift workers reduced from 42 to 41, without loss of pay.
Fellmongering	England and Wales (104)	First pay day after 1 Nov.	Workers employed in handling domestic skins	Normal weekly hours reduced from 42½ to 42.‡
	United Kingdom	do.	Workers employed in handling foreign skins	Normal weekly hours reduced from 42½ to 42.‡
	Scotland (104)	do.	All workers	Normal weekly hours reduced from 42½ to 42.‡

\* Including boiler attendants, storemen, transport mechanics, transport drivers, chargehand cleaners, commissionaires, doormen and gatemen, chargehand painters, painters' mates, carpenters, carpenters' mates and general labourers.

† London zone differential increased from 8s. to 12s. a week with retrospective effect from 24th July 1964.

‡ These increases took effect under an Order made under the Wages Councils Act. See page 487 of the November issue of this GAZETTE, and also under "Changes in Hours of Work".

§ See also under "Changes in Rates of Wages".

|| This change applies also to a number of workers employed on boat building and boat repairing.

## Changes in Hours of Work Coming into Operation during November—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Glove manufacture	England and Wales (116)	First pay day after 1 Nov.	Workers employed in the leather and fabric dress glove and industrial glove section	Normal weekly hours reduced from 43 to 42.*
Glass processing	Great Britain (130)	4 Nov.	Workers employed in processing plate and sheet glass	Normal weekly hours reduced from 42 to 41.*
Monumental masonry	England and Wales	2 Nov.	Craftsmen and labourers	Normal weekly hours reduced from 42 to 41.*
Mastic asphalt manufacture	Great Britain	2 Nov.	Workers other than craftsmen and transport workers	Normal weekly hours reduced from 42 to 41.*
Limestone masonry	Portland	2 Nov.	Craftsmen and labourers	Normal weekly hours reduced from 42 to 41.*
Sawmilling	Manchester and district (139)	2 Nov.	Workers, other than transport workers, employed in saw-mills and steam joinery shops	Normal weekly hours reduced from 42 to 41.*
Fence manufacture and erection	Great Britain	2 Nov.	All workers	Normal weekly hours reduced from 42 to 41.*
Building	England and Wales (168-169)	2 Nov.	Building operatives	Normal weekly hours reduced from 42 to 41 (42½ to 41½ for craftsmen and labourers engaged regularly and exclusively at night on repair, maintenance or re-decoration work).*
Demolition	England and Wales (171)	2 Nov.	Male workers	Normal weekly hours reduced from 42 to 41.*
Mastic asphalt laying	Great Britain (177)	2 Nov.	Male workers	Normal weekly hours reduced from 42 to 41.*
Glazing	England and Wales	2 Nov.	Glaziers and wall liners	Normal weekly hours reduced from 42 to 41.*
Refractory setting and repair	Great Britain	2 Nov.	Firebrick bricklayers and masons, and labourers employed by refractory users (other than those in the employ of the Gas Council and Area Gas Boards)	Normal weekly hours reduced from 42 to 41.*
Terrazzo and mosaic laying	England and Wales	2 Nov.	Layers, polishers and apprentices	Normal weekly hours reduced from 42 to 41.*
Tile fixing	London	2 Nov.	Craftsmen and apprentices	Normal weekly hours reduced from 42 to 41.*
Milk distribution	England and Wales (212) (259)	1 Nov.	All workers	Normal weekly hours reduced from 43 to 42 (to be worked in 5 days), without loss of pay.†
Laundering	Great Britain (239) (259)	2 Nov.	All workers	Normal weekly hours reduced from 43 to 42.*†

\* See also under "Changes in Rates of Wages".

† This change took effect under an Order made under the Wages Councils Act. See page 487 of the November issue of this GAZETTE.

## 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 is 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.

*The Wages Regulation (Flax and Hemp) Order 1964* (S.I. 1964/1763; 1s. 3d. (1s. 6d.)), made on 4th November; *The Wages Regulation (Paper Bag) Order 1964* (S.I. 1964/1889; 9d. (1s.)), made on 26th November; *The Wages Regulation (Aerated Waters) (Scotland) (No. 2) Order 1964* (S.I. 1964/1897; 6d. (9d.)), made on 30th November. These Orders were made by the Minister of Labour under the Wages Councils Act 1959.—See page 530.

*The Industrial Training (Shipbuilding Board) Order 1964* (S.I. 1964/1782; 6d. (9d.)), made by the Minister of Labour on 10th November under the Industrial Training Act 1964.—See page 503.

*The Fees of Appointed Factory Doctors (No. 2) Order 1964* (S.I. 1964/1890; 6d. (9d.)), made on 26th November by the Minister of Labour under the Factories Act 1961. This Order, operative from 7th December, replaces similar Orders of 1962 and 1963 and determines the amount of fees payable by occupiers of factories to appointed factory doctors for various services required under the Act; *The Reports of Appointed Factory Doctors Order 1964* (S.I. 1964/1891; 9d. (1s.)), made on 26th November by the Minister of

Labour under the Factories Act 1961. This Order, operative from 1st January 1965, prescribes the form of report required to be made by appointed factory doctors under the Act for the year 1964 and the time at which the report has to be made.

*The Baking and Sausage Making (Christmas and New Year) Order 1964* (S.I. 1964/1896; 3d. (6d.)), made on 30th November by the Minister of Labour under the Factories Act 1961. This Order, by granting exemption for the days in question from the provisions of the Factories Act 1961, relating to employment on Saturday afternoon and Sunday, enabled women aged 18 or over to be employed in factories in England and Wales on the afternoons of Saturdays 19th and 26th December and on Sundays 20th and 27th December, in the manufacture of meat pies, sausages or cooked meats, or in the pre-packing of bacon; and on the afternoon of Saturday 19th December and on Sundays 13th and 20th December, in the manufacture of bread or flour confectionery (including fruit pies but not biscuits). The Order also enabled women aged 18 or over in factories in Scotland to be employed on Sundays 27th December and 3rd January 1965, in the manufacture of meat pies, sausages or cooked meats, or in the pre-packing of bacon; and on Sunday 27th December in the manufacture of bread or flour confectionery (including fruit pies but not biscuits).

*The Hat, Cap and Millinery Wages Regulation (Amendment) (No. 1) Order (Northern Ireland) 1964* (S.R. & O. of Northern Ireland 1964/183; 6d. (9d.)); *The Hat, Cap and Millinery Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1964* (S.R. & O. 1964/184; 6d. (9d.)). These Orders were made on 16th November by the Ministry of Labour and National Insurance under the Wages Councils Act (Northern Ireland) 1945.—See page 530.

\* 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 on page 532 or through any bookseller.



## ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

### Industrial Courts Act 1919 and Conciliation Act 1896

#### Industrial Court Awards

During November the Industrial Court issued four awards, Nos. 3045 to 3048.\* Award No. 3046 is summarised below. Award No. 3047 was referred to the Court under section 8 of the Terms and Conditions of Employment Act 1959 and Awards Nos. 3045 and 3048 did not relate to a substantial part of an industry.

*Award No. 3046 (25th November).—Parties:* Chartered Society of Physiotherapy and Western Regional Hospital Board. *Claim:* To determine a difference between the Parties on the claim of the Chartered Society that the fee for domiciliary physiotherapy treatment should be increased as from 1st July 1963 to 18s. *Award:* The Court awarded that with effect from 1st November 1964 the fee for domiciliary physiotherapy treatment shall be 17s. 6d.

#### Single Arbitrators and Boards of Arbitration

During November three awards were issued by single arbitrators appointed under section 2(2)(b) of the Industrial Courts Act 1919.

#### Appointments under the Conciliation Act 1896

One award was issued by an independent chairman of a Conciliation Board who was appointed under section 2(1)(b) of the Conciliation Act 1896, with additional powers of an arbitrator under section 2(1)(d) of the Act; the award concerned holiday pay in the sawmilling industry.

#### Industrial Court (Northern Ireland) Awards

During November the Northern Ireland Industrial Court issued two awards, Nos. 12 and 13.\* Award No. 13 is summarised below. Award No. 12 was referred to the Court under sections 1-3 of the Terms and Conditions of Employment Act (Northern Ireland) 1963.

*Award No. 13 (11th November 1964).—Parties:* Amalgamated Transport and General Workers' Union and Inglis and Company Limited. *Claim:* To determine whether the Agreement of 1952 deals with all biscuits handled by the Company and whether the terms of the Agreement are not alterable in relation to any one or more items without negotiation of the entire Agreement between the Company and the Trade Union. *Award:* The Court found that the Agreement of 1952 deals with all biscuits handled by the Company; and that, save by mutual consent, the terms of the Agreement are not alterable in relation to any one or more items without negotiation of the entire agreement between the Company and the Trade Union.

#### Civil Service Arbitration Tribunal

During November the Civil Service Arbitration Tribunal issued three awards, Nos. 453 to 455.\* Awards Nos. 453 and 455 are summarised below. The claim to which Award No. 454 relates was withdrawn at the commencement of the proceedings.

*Award No. 453 (3rd November).—Parties:* Civil Service Union and Diplomatic Wireless Service of the Foreign Office. *Claim:* That the national scales of pay for Traffic Operators shall be revised as follows: with effect from 1st July 1962, age 21 £714, age 22 £745, age 23 £776, age 24 £818, age 25 £860 and then £891 by £31(3) to £984, by £32 to £1,016, by £31 to £1,047; and with effect from 1st April 1963, age 21 £735, age 22 £767, age 23 £799, age 24 £843, age 25 £886 and then £918 by £32(3) to £1,014, by £33 to £1,047, by £31 to £1,078. *Award:* The Tribunal found that the claim had not been established and awarded accordingly.

*Award No. 455 (6th November).—Parties:* Institution of Professional Civil Servants and Ministry of Power. *Claim:* That, with effect from 1st April 1962, the national salary scale of H.M. Inspectors of Quarries shall be: £1,685 by £75 to £2,025. *Award:* The Tribunal awarded that with effect from 1st April 1962, the national salary scale of H.M. Inspectors of Quarries shall be: £1,400 by £100 to £1,700 by £75 to £1,850.

#### Agricultural Wages Act 1948

Orders Nos. 1965 AWB Nos. 1, 2 and 3 were made on 11th November 1964 by the Agricultural Wages Board for England and Wales, with effect from 4th January 1965, raising the statutory minimum and overtime rates of wages for male and female workers employed in agriculture in England and Wales.—See page 505.

\*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 on page 532 or through any bookseller.  
† Selected decisions of the Commissioner are published periodically in the series numbered: "R(U)"—decisions on unemployment benefit; "R(P)"—decisions on retirement pensions; "R(S)"—decisions on sickness benefit; "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; "R(F)"—decisions on family allowances; "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. They are obtainable separately, or collectively in an Index and Digest of Commissioners' Decisions (see page 105 of the March 1964 issue of this GAZETTE), from H.M. Stationery Office at any of the addresses shown on page 532 or through any bookseller. These and other numbered decisions are also available for inspection at offices of the Commissioner in London, Edinburgh and Cardiff (see page 250 of the June 1964 issue of this GAZETTE).

### Wages Councils Act 1959

#### Notices of Proposals

During November notice of intention to submit wages regulation proposals to the Minister of Labour was issued by the following Wages Council:—

*The Coffin Furniture and Cerement-making Wages Council (Great Britain).—Proposal U.(71),* dated 13th November, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Further information regarding the above proposal may be obtained from the Secretary of the Council concerned, at Ebury Bridge House, Ebury Bridge Road, London S.W.1.

#### Wages Regulation Orders

During November the Minister of Labour made the following Wages Regulation Orders\*—

*The Wages Regulation (Flax and Hemp) Order 1964: S.I. 1964 No. 1763,* dated 4th November and operative from 20th November. This Order prescribes revised general minimum time rates, guaranteed time rates and piecework basis time rates for male and female workers.—See page 523.

*The Wages Regulation (Paper Bag) Order 1964: S.I. 1964 No. 1889,* dated 26th November and operative from 18th December. This Order prescribes revised general minimum time rates for male and female workers and a revised piecework basis time rate for female workers.

*The Wages Regulation (Aerated Waters) (Scotland) (No. 2) Order 1964: S.I. 1964 No. 1897,* dated 30th November and operative from 18th December. This Order reduces from 45 to 43 the number of hours to be worked per week before overtime is payable.

### Wages Councils Act (Northern Ireland) 1945

#### Notices of Proposals

No notices of proposal were issued during November.

#### Wages Regulation Orders

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

*The Hat, Cap and Millinery Wages Regulation (Amendment) (No. 1) Order (Northern Ireland) 1964: S.R. & O. (N.I.) 1964 No. 183,* dated 16th November and operative from 24th November. This Order prescribes revised statutory minimum remuneration for male and female workers other than female workers employed in the Retail Branch of the trade.—See page 524.

*The Hat, Cap and Millinery Wages Regulation (Amendment) (No. 2) Order (Northern Ireland) 1964: S.R. & O. (N.I.) 1964 No. 184,* dated 16th November and operative from 24th November. This Order prescribes revised statutory minimum remuneration for female workers employed in the Retail Branch of the trade.—See page 524.

### 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.

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.

Recent decisions of general interest are set out on the following pages.

### Decision No. R(U) 13/64 (4th February 1964)

#### Misconduct—whether disqualification affected by the obtaining of other employment

An apprentice, having lost his employment, did not claim benefit and obtained other employment after a few days. Within six weeks of losing the former employment he was discharged from the latter as redundant. On then claiming benefit he was disqualified for the six weeks immediately following the termination of the former employment because he had lost that employment through his misconduct. He appealed on the ground that his claim for benefit related only to the period following his discharge from the second employment, which did not involve misconduct. Held that the period of disqualification was correctly determined. Firstly, the commencing date was not affected by the fact that no claim for benefit was made immediately after the loss of the first employment. Secondly, the obtaining of other employment during a period of disqualification for misconduct does not operate so as to reduce the disqualification.

#### Decision of the Commissioner

1. My decision is that the claimant is disqualified for receiving unemployment benefit from 8th May 1963 to 18th June 1963 (both dates included) on the ground that he lost his employment through his misconduct, in terms of section 13(2)(a) of the National Insurance Act 1946.

2. The claimant, a young man of 19, unmarried, was employed by the National Coal Board as an apprentice turner, but was discharged on 7th May 1963 for misconduct. On 13th May 1963 he started work with another employer (M.) but this employment only lasted until 7th June 1963, when he became redundant. He claimed unemployment benefit from 10th June 1963, not having claimed in the intervening period.

3. On 20th June 1963 the local insurance officer decided that the claimant was disqualified for receiving unemployment benefit for the period stated in paragraph 1 above: being the period of six weeks, as prescribed by section 13(2)(a) of the Act. The claimant appealed unsuccessfully to the local tribunal. He now appeals to the Commissioner.

4. It is not disputed that the claimant lost his employment with the National Coal Board through his misconduct. He thus clearly incurred disqualification for six weeks under section 13(2)(a) of the Act: and the period of six weeks was correctly made to run from the first day following the loss of that employment, notwithstanding that no claim for unemployment benefit was made at that time. The point taken on behalf of the claimant is that he did not claim benefit for the period of unemployment following his dismissal by the National Coal Board: his claim for benefit was made for the period of unemployment following his discharge from the subsequent employer (M.), which did not involve misconduct.

5. The claimant's contention is quite fallacious. A person who has lost his employment through his misconduct is liable to disqualification for six weeks—normally the six weeks following thereon. If during the period of disqualification he is able to obtain other employment then of course the disqualification will not involve loss of benefit while he is so employed: because, being employed, he has no entitlement to unemployment benefit in any event. The period of disqualification is unaffected, and if he remains employed until the end of the period he will in fact suffer no loss of benefit. But the obtaining of other employment does not operate so as to reduce the period of disqualification: and there is no reason why it should. If, therefore, the person concerned falls idle again before the date on which the period of disqualification expires he remains subject to disqualification until that date. To hold otherwise would mean that a spell of employment obtained during a period of disqualification had the effect of "purging" the disqualification. There is no warrant in the Statute or elsewhere for such a result.

6. The appeal of the claimant is not allowed.

### Decision No. R(U) 18/64 (24th June 1964)

#### On holiday—part-time worker

A school teacher was employed by an education authority for usually the same three and a half days in each week on a temporary day-to-day basis. She received no pay for days on which she did not work or days during the school holidays. When the schools closed for the Easter holidays in 1963 her employment was not terminated in the sense explained in Decision R(U) 1/62. Held by a Tribunal of Commissioners that the claimant was on holiday during the whole of the school holidays. The days on which she was on holiday were not limited to those days of the week on which she worked during term time. Certain remarks in Decision R(U) 33/53, on which a different view had been based, were directed to the particular circumstances of a case of a different type. The Tribunal observe that the main purpose of insurance against unemployment is to insure against a risk rather than a certainty of unemployment. If a person accepts an occupation where the work and the pay are intermittent and the holiday period is long he or she must be taken as accepting the employment with those incidents of it.

#### Decision of the Tribunal

1. Our decision is that the claimant is not entitled to unemployment benefit from 5th to 27th April 1963, both days included.

2. For many years the claimant has devoted herself to teaching work. But for some years she has been unable to obtain full-time employment in that work as she wished and has had to content herself with part-time work. At the relevant time she was working at two schools under the same education authority, a half day on Mondays, the whole day on Tuesdays, Wednesdays and Thursdays, and not at all on Fridays and Saturdays. She was on a temporary

day-to-day basis with no security of employment and no pay for days on which she did not work or days during the school holidays. She has been good enough to prepare a chart which shows in the clearest manner her pattern of employment: it did not vary materially during the six months down to the relevant time, except that of course she did not work during the Christmas holidays; she also for some reason did not work on three Mondays, 11th, 18th and 25th February 1963.

3. There is no doubt that on each of the days at the head of this decision the claimant was in fact unemployed in the sense that she did not work and there was no work for her to do. But that of itself does not entitle her to unemployment benefit. She is not entitled to that benefit except for days which can be treated as days of unemployment, and regulations may make provision as to the days which are or are not to be treated as such (see section 11 of the National Insurance Act 1946).

4. Regulation 6 of the National Insurance (Unemployment and Sickness Benefit) Regulations 1948 [S.I. 1948 No. 1277] as amended provides that

"(1) For the purposes of unemployment and sickness benefit— . . . (e) a day shall not be treated as a day of unemployment if on that day a person does no work, and—(i) is on holiday; or (ii) is a person who does not ordinarily work on every day in a week (exclusive of Sunday or the day substituted therefor by regulation 4) but who has, in the week in which the said day occurs, been employed to the full extent normal in his case; . . ."

5. Section 4(1) of the National Insurance Act 1957 provides that "For the purposes of the principal Act, where a person is employed in any employed contributor's employment which has not been terminated, then, in any week, a day on which in the normal course that person would not work in that or any other employed contributor's employment shall not be treated as a day of unemployment unless each other day in that week (other than Sunday) on which in the normal course he would so work is a day of interruption of employment". (The principal Act is the 1946 Act.)

6. Friday 5th April 1963 was the last day of the school term before the Easter holidays. The claimant did not work on that day, although the holidays had not begun, because she never worked on Fridays or Saturdays. Since therefore she did not ordinarily work on Fridays or Saturdays and during that week she had been employed to the full extent normal in her case, she is not entitled to benefit for those two days by reason of regulation 6(1)(e)(ii). This makes it unnecessary to consider whether she is also disentitled to the benefit for the Saturday by reason of regulation 6(1)(e)(i).

7. The rest of the school holidays consisted of three complete calendar weeks running from Monday 8th to Saturday 27th April inclusive. During those weeks the claimant did no teaching work at all. But the clear inference from the evidence is that it was all along the intention that she should resume teaching on 29th April, which in fact she did. This being so, the case is covered by the principle stated in Decision R(U) 1/62. The main question discussed in this appeal was whether as a result the claimant is disentitled during the whole of the three weeks or only during parts of the three weeks, namely Monday to Thursday, which were the days on which she taught during term time.

8. Regulation 6(1)(e)(i) has not been amended since it was originally made in 1948. Since then down to the middle of 1962 it seems always to have been accepted or assumed that persons on holiday were disentitled to benefit under regulation 6(1)(e)(i) for the whole week, even though when working they would have worked fewer than six days: for example school teachers or others who normally worked a five-day week.

9. In certain appeals in July 1962 the insurance officer submitted a different view: firstly, that, where the pattern of employment was the same as in the present case, the claimant was disentitled in respect of Mondays to Thursdays but not in respect of Fridays or Saturdays during the holiday period by regulation 6(1)(e)(i); and, secondly, that in respect of Fridays and Saturdays he was disentitled by section 4(1) of the 1957 Act. The first of these two views was based on a sentence in Decision R(U) 33/53, where a Tribunal of Commissioners said: "the claimant can be deemed to have been on holiday only on days on which he normally worked". These contentions were accepted in the appeals in 1962 without full argument. In Decision C.U. 7/63 (not reported) the first of these views was accepted, but the second was not: accordingly benefit was awarded for those days in the week during holidays corresponding with days in the week on which the claimant had not worked during term time.

10. In Decision C.U. 12/63 (not reported) the Deputy Commissioner formed a different opinion on both points, expressing the view that regulation 6(1)(e)(i) defeated the claim for each day during the holiday period, whether the claimant had worked on that day during term time or not, and that section 4(1) of the 1957 Act also defeated the claim.

11. Decision R(U) 7/63 related to a more complicated case where the claimant had two occupations, one of which was teaching. The insurance officer conceded that the claimant was entitled to unemployment benefit during the school holidays for Mondays and Wednesdays, because he had never done school work during term time on those days. Section 4 was not relied on. The Com-

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missioner, whilst doubting whether the concession was completely logical, did not wish to dissent from it, though he drew attention to the curious result of a person being in that case on holiday on Tuesday, Thursday, Friday and Saturday in each week of a period but not on Monday and Wednesday in the same period. In the end the appeal was decided in favour of the claimant on another ground.

12. At the oral hearing before us of the present appeal Decision R(U) 33/53 was subjected to a close examination. The facts which gave rise to that decision were somewhat complicated. The claimant worked different shifts in alternate weeks. The main question for decision was briefly as follows. Before 1948 the *Umpire* had laid down certain principles applying to the matter. Regulation 6(1)(e)(ii) had incorporated some but not all of those principles. The question was whether the remaining principles were still applicable. The Tribunal held that they were not. At one stage however the claimant had requested payment of his holiday money. This had been paid, and the question arose to what days it should be attributed. In the course of dealing with a large number of days the Tribunal said (in paragraph 18 of the decision): "it is necessary . . . to carry forward the remaining two days of holiday pay to the week ending on 26th July 1952 because the claimant can be deemed to have been on holiday only on days on which he normally worked. On this view it follows that as the claimant worked only on Sunday in the week ending on 26th July 1952 he is entitled to benefit in respect of every week-day of that week, except 21st and 22nd July 1952 to which the two remaining days of holiday pay must be attributed". In fact the allocation of the pay to these particular days had no practical effect, since if it had been allocated to other days the claim, which succeeded in respect of them, would have failed.

13. If we had thought that the passage in Decision R(U) 33/53 quoted in paragraph 9 above was intended to lay down a principle of general application, we should have felt it our duty to follow and apply it. But we are satisfied that it did not do so but was directed to the particular circumstances of a case of a different type. This view is confirmed by the fact that the sentence seems not to have been relied on in any of the many cases under regulation 6(1)(e)(i) between 1953 and 1962, in many of which the claimant when not on holiday must have worked for five or fewer days a week. We are therefore satisfied that it is open to us to consider this question afresh on its merits.

14. Counsel for the insurance officer rightly drew our attention to *Umpire's* Decision No. 2632/33. But until 1939 there was no statutory provision similar to regulation 6(1)(e)(i). The question then was whether the claimant was unemployed, which is a different question from whether she was on holiday. We therefore do not think that that decision concludes the matter.

15. The claimant did not attend the hearing before us, but the insurance officer's legal representative put the case before us fairly and dispassionately. Having fully considered it we have come to the conclusion that the view stated in paragraph 8 above and accepted in many cases before and since Decision R(U) 1/62 and indeed since Decision C.U. 7/63 is correct. The words "on holiday" in regulation 6(1)(e)(i) are not defined and on the face of them are completely unqualified. In our judgment a person in the claimant's position is "on holiday" within the meaning of that regulation during the whole of the school holiday period and not merely during the days on which she worked during term time. The view that the claimant during the holiday period was on holiday from Mondays to Thursdays but not during Friday or Saturday seems to us completely artificial. If in fact the claim for Fridays and Saturdays is defeated by section 4, the acceptance of that view would be of no advantage to claimants. Moreover it would import into this branch of the law considerable complexity: in this case, where the claimant worked on Monday sometimes but not always and in other cases of casual labourers whose pattern of employment was irregular, and in all cases, because it would be necessary to give separate decisions about individual days.

16. In view of this decision it is unnecessary for us to express any view on the two further submissions made to us. The first raised the question whether this claim in respect of Fridays and Saturdays during the holiday period was defeated by section 4. We express no view on this, though we think it right to record the insurance officer's contention that in the appeal leading to Decision C.U. 7/63 there may have been in the absence of an oral hearing some misunderstanding as to the nature of the insurance officer's contention. We express no opinion as to whether that decision was correct or not.

17. In view of our decision a second point argued before us under regulation 6(1)(e)(ii) does not arise.

18. In this appeal the claimant, like many others in a similar situation, has complained of the state of the law which does not permit her to be paid unemployment benefit in such circumstances. She points out quite fairly that the school holiday is much longer than any holiday which she would wish to take, especially in view of her modest earnings in part-time employment. We sympathise with her attitude in this. The matter must however be kept in its true proportions. The main purpose of insurance against unemployment is to insure against a risk rather than a certainty of unemployment. If therefore a person accepts an occupation where the work and the pay are intermittent and the holiday period is long, it can justly be said that he or she must be taken as accepting the employment with those incidents of it.

19. The claimant's appeal must be dismissed.

The list of *Statutory Instruments* will be found on page 527.

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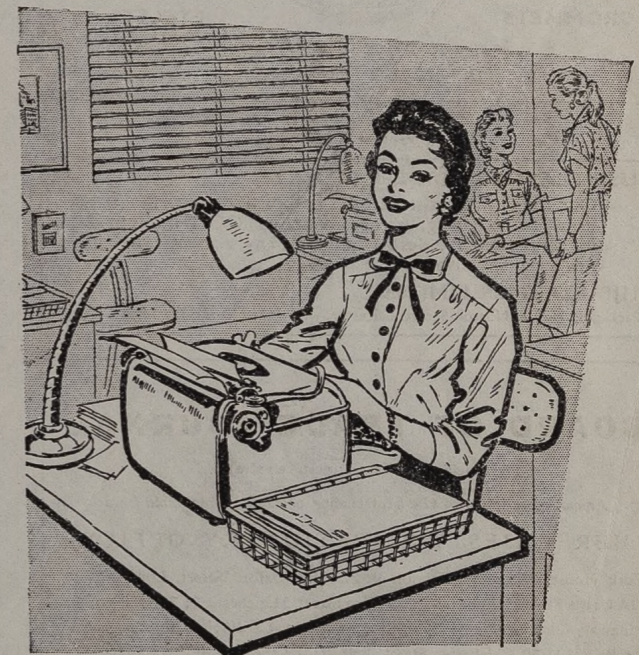
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