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Summary of the Monthly Statistics

Full details on pages

Employment

The estimated total number in civil employment in Great Britain in mid-June was 23,917,000. This was 45,000 more than in mid-May. The main increases were in catering and hotels, agriculture, forestry and fishing and construction. Employment in food, drink and tobacco also increased but there was a decrease in the total employed in manufacturing industries. 319-323

Unemployment

There were 436,000 persons registered as wholly unemployed in Great Britain on 15th July, and 13,000 registered as temporarily stopped from work; a total of 449,000 (2.0 per cent. of all employees). Between 10th June and 15th July unemployment fell by 30,000. The number unemployed for more than eight weeks was 257,000—59 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed fell by 30,000; the normal monthly seasonal decrease is about 15,000. 324-329

Unfilled Vacancies

There were 233,000 vacancies unfilled on 10th July, 18,000 more than on 5th June. 330

Overtime and Short-time

In the week ended 15th June the estimated number of operatives working overtime in the manufacturing industries was 1,749,000 and the estimated number working short-time was 68,000. 321

Rates of Wages

The indices of weekly rates of wages and of hourly rates of wages at 31st July (January 1956 = 100) were, respectively, 134.3 and 141.3, compared with 134.1 and 141.0 at 30th June. 334-340

Retail Prices

The retail prices index at 16th July (January 1962 = 100) was 103.3, compared with 103.9 at 18th June. The index for the food group was 103.7, compared with 105.8 the previous month. 333

Stoppages of Work

About 33,700 workers were involved in July in stoppages of work due to industrial disputes: they lost about 119,000 working days. 341

Factory Accidents

There were 148 fatal and 49,500 non-fatal accidents notified to H.M. Inspectors of Factories in the second quarter of 1963. 342-343

NATIONAL INCOMES COMMISSION

Report on the Agreements in Electrical Contracting, in Heating, Ventilating and Domestic Engineering, and in Exhibition Contracting

In their second Report* the National Incomes Commission say that there is an urgent case in the national interest for a survey of pricing, profit margins and dividends in the separate branches of the construction industry. The Commission recognise that profits differ in their nature from wages, and point out that profits are a contingent and not a contractual receipt, being the rewards for the capital invested in a business, for the risks which have been accepted in earning the profits and for the skill and enterprise with which the affairs of the business have been conducted. Profits, however, which are derived from the production of goods and services are, just as much as wages, subject to the fundamental principle of an incomes policy, which is to keep the rate of increase in money incomes within the long-term rate of increase in national production. Profits which are not justifiable in terms of an incomes policy can, like wages, by themselves lead to inflation. Moreover, without proper evidence and findings on profits, the Commission think there is a danger that their findings on wages will be regarded as one-sided.

The Report is of the Commission's examination of three agreements—in electrical contracting, in heating, ventilating and domestic engineering, and in exhibition contracting—negotiated earlier this year. All three contain provisions for the introduction of a 40-hour week without loss of pay.

The parties to the first agreement are the two sides of the National Joint Industrial Council for the Electrical Contracting Industry, namely the National Federated Electrical Association and the Electrical Trades Union; to the second, the Association of Heating, Ventilating and Domestic Engineering Employers and the Heating and Domestic Engineers' Union; and to the third, the two sides of the National Joint Council for the Exhibition Industry, namely the National Association of Exhibition Contractors on the one hand, and the Amalgamated Society of Woodworkers, the Amalgamated Society of Painters and Decorators, the Sign and Display Trades Union and the National Federation of Building Trades Operatives on the other.

These six parties were invited by the Commission to assist in the examination of their agreements. Two of the employers' organisations accepted the invitation and gave evidence; the Employers' Side of the National Joint Council for the Exhibition Industry did not reply to the invitation; and in all three cases the unions declined to take part in the inquiry. The Commission regret both the absence of the unions and the fact that the National Association of Exhibition Contractors did not see fit to offer assistance. Evidence was given by the Government and by the Electrical Contractors' Association of Scotland. The Electricity Council and Messrs. Richard Thomas & Baldwins Ltd. each submitted a written memorandum. The oral proceedings, which occupied three days, were in public. No evidence, whether written or oral, was taken in private.

With regard to incomes policy, the Commission do not think it necessary to repeat, although it remains relevant, what they said on the subject in their earlier Report (National Incomes Commission: Report on the Scottish Plumbers' and the Scottish Builders' Agreements of 1962—see page 198 of the May issue of this GAZETTE). They recall, however, that in this earlier Report they had adopted the range of 3 to 3½ per cent. as the long-term rate of increase in national production per head of the working population and that the same higher range had been adopted by the Chancellor of the Exchequer in his Budget speech. This target has not yet been achieved and a conscious effort is needed from all concerned in order to create the conditions favourable to faster growth. A discussion concerning the proper distribution of the fruits of greater productivity it must be understood, the Report says, that industries achieving a higher rate of growth than the national average must not appropriate to themselves all the fruits of that growth. If they do, there will be nothing left over to pass on in the form of lower prices to the rest of the community. This in turn means that it will not be possible for workers in industries which are unable to achieve growth to take their proper share of increases in incomes without inflationary consequences.

In discussing profits the Commission, reiterating that the fundamental principle of an incomes policy is to keep the rate of increase in money incomes within the long-term rate of increase in national production, go on to say that this principle must "be applied to all profits arising from the production of goods and services, irrespective of whether they are subsequently retained in a business or distributed to its shareholders."

The Report describes the terms of the three agreements under review and gives, in tabular form, a history of wage increases in each industry. Summaries of the contentions of the employers' organisations which submitted evidence are also included.

The Commission next give their findings on the three agreements. In the case of the electrical contracting agreement they consider that there was good reason to hope that the industry was on the threshold of a new era in its industrial relations. These had hitherto been particularly bad. On the important question of whether the reduction of two hours in the normal working week without loss of

pay would or would not be the equivalent of a straightforward increase in wages, the Commission state that, although it was not suggested that actual hours worked would normally fall to 40, there was, nevertheless, a real prospect that the pledge given by the Union to eliminate time-wasting on sites might, if fulfilled, result in the saving of about two hours a week which have hitherto been unproductive. On this basis it is calculated that the effect of the agreement, when all its provisions have become operative, will be that the cost of the work done by the industry will increase by between 5 and 6½ per cent. per annum.

The Commission recognise that wage rates in the electrical contracting industry are actual rates, in that they are not habitually supplemented by bonuses, etc., and that there are difficulties in maintaining a standard rate of pay in one branch of the construction industry side by side with rates in other branches which are substantially increased by additional payments. They say that the entirely haphazard practice on the part of individual employers of making these additional payments is bound to undermine an incomes policy which attempts to obtain fairness without inflation by reference to standard basic rates of pay. On the subject of the increases in wage rates provided for by the agreement, exclusive of the compensatory increase resulting from the reduction without loss of pay in the normal working week, the Commission calculate that the average annual increase for both journeymen and mates amounts to about 4 per cent. This is above the newly adopted range of 3 to 3½ per cent. and the question which concerns the national interest is whether there are any special circumstances which might justify the excess. There is, in the Commission's view, only one such circumstance, namely the past history of time-wasting practices in the industry and the prospect of their future renunciation. The Commission emphasize, however, that such practices ought never to have existed.

Turning to the heating, ventilating and domestic engineering industry, in which labour relations have been consistently good, and where since the beginning of 1961 craftsmen have been paid at a higher rate than in the building industry, the Commission have no doubt that the reduction in the normal working week from 42 to 40 hours will be the equivalent of a straight increase in wages and will not result in more leisure for the workers. With the heavy and growing load on the industry, a general reduction in hours actually worked cannot be expected.

The Report says that the effect of the agreement, when all its provisions have become operative, will be that the cost of the work done by the industry will increase by between 2½ and 5 per cent. per annum. A consideration of the increases in wage rates provided for by the agreement, including the compensatory increase for the reduction in the normal working week without loss of pay, leads the Commission to conclude that the annual average rate of increase will amount to 4.7 per cent. The average annual increase in weekly earnings will be somewhat higher, because after the introduction of the 40-hour week an additional two hours will have to be paid for at overtime rates. The 4.7 per cent. rate of increase is, of course, significantly higher than the newly adopted range of 3 to 3½ per cent., and a consideration of the national interest again raises the question whether there are any special circumstances which might justify the inflationary excess. The Commission say they are unable to find any such circumstances. They say in conclusion that there is much in the agreement to commend it, but that it provides, in three years, wage increases which should be spread over at least four.

Regarding the agreement in the exhibition contracting industry, the Report says that since neither side of the National Joint Council gave evidence the Commission were dependent upon information supplied by the Government. Rates of pay are subject to a cost-of-living variation agreement similar to that which obtains in the building industry. The Commission say that in the matter of hourly wage rates the exhibition contracting industry has not failed to keep pace with the construction industry. It seems unlikely that the reduction of two hours in the normal working week, provided for by the agreement under review, can have any other effect than a straight increase in wages. This reduction involves a compensatory increase in hourly rates of 5.2 per cent. for craftsmen and 5.7 per cent. for labourers. Increases in weekly earnings will be greater because the number of hours payable at overtime rates will be greater. These increases are substantially higher than the newly accepted range of 3 to 3½ per cent. and could be justified only on the grounds of special circumstances. There was no evidence of such circumstances and the Commission find that the agreement was contrary to the national interest.

The final chapter of the Report is devoted to the subject of profits. The Commission tried, without success, to obtain statistics of profits in the electrical contracting industry and in the heating and ventilating industry, and they were forced to conclude that there is urgent need in the national interest for a survey of the policies and practices in relation to pricing, profit margins and dividends in the separate branches of the construction industry. Without such a survey, which the Commission lack the power to conduct, there is not the evidence to comply with an important part of their terms of reference. They are, however, confident that this lack of evidence does not affect the validity of their findings in the wage agreements reviewed by them.

* National Incomes Commission: Report No. 2. Report on the Agreements of February-March 1963 in Electrical Contracting, in Heating, Ventilating and Domestic Engineering, and in Exhibition Contracting. Cmnd. 2098. H.M. Stationery Office, price 5s. (5s. 5d. including postage).

STAGGERED HOLIDAYS

Both holidaymakers themselves and the trades which cater for them suffer from the present concentration of holiday-taking and, with this in mind, Government Departments have carried out a survey of the whole problem, including an enquiry by the Social Survey Division of the Central Office of Information.

A Committee, under the chairmanship of a senior member of the Board of Trade, was set up in 1960 to consider the problem, consult with interests concerned and make recommendations.

The considerations which emerged from these studies are contained in a Command Paper entitled "Staggered Holidays" recently issued by the Board of Trade. The Paper (Cmnd. 2105) is obtainable from the publishers, H.M. Stationery Office, price 1s. (1s. 3d. including postage). The Social Survey "Motives in the Timing of Holidays" (S.S. 322), completed in 1961, has also been published and is available from the Central Office of Information, Social Survey Division (Floor J), Atlantic House, Holborn Viaduct, London E.C.1, price 30s. (including postage). (A sample survey in the manufacturing industries was undertaken by the Ministry of Labour in 1960 to ascertain the holiday practices of industry, and the results were published in the February 1961 issue of this GAZETTE, pages 58 and 59.)

The Command Paper makes it clear that any solution for the situation revealed must depend mainly on action which only private individuals and bodies can take. Most of these changes would not themselves be matters for direct Government action, but it does not seem likely that they would be made except in the context of a concerted national effort. The purpose of both the Command Paper and of the Social Survey is to stimulate comment and discussion. Thus, before any decisions are taken the public will have the opportunity of weighing the relevant features of the present holiday pattern.

The disadvantages of this pattern are summarised in the Command Paper and the causes of the present concentration are outlined. The main reason why people holiday in the July/August peak, when they would appear to prefer another and less crowded time, is their inability to get away from work. Nearly three-quarters of the firms in the manufacturing industries close down entirely for holidays and more often than not one or both weeks of the closure coincide with the general holiday peak. School terms and examinations are another major factor, since, when holiday dates for a number of persons are determined collectively, they are necessarily fixed within the school holiday period. Although, within limits, education authorities or school governors may fix their holidays when they like, most schools do not break up until the third week of July mainly because of the need to include in the term the period of the school-leaving examinations. The present pattern of holiday-taking is compared with holidaymakers' wishes as disclosed by the Social Survey, which showed that although more people preferred June than any other month only 16 per cent. of holidaymakers actually went in that month.

The Command Paper next discusses possible measures which might ease the various problems. In the educational field a most important contribution could be made by bringing forward the dates for the General Certificate of Education to ensure that it was over by the end of June. This would enable individual schools or areas to stagger their breaking up at any time from the beginning of July. A fixed bank holiday, dissociated from the moveable religious feast of Whitsun and falling outside the examination period, would probably be a pre-requisite of achieving any earlier conclusion of the G.C.E. examination. It is the general view of those concerned with education that the introduction of a four-term school year would not be generally practicable.

In the industrial sector it would help considerably if more firms used a rota system for holidays and avoided any concentration at the peak. Where closures are essential, firms might move their closure dates away from the main peak, or work out staggering arrangements with other firms. Employers could also help by enabling their staff to start and finish holidays in the middle of the week.

On town holidays, there seems room for more co-ordination between some of the local authorities concerned to produce a more even spread from June to September. A later date for the August Bank Holiday would remove some of the short trip pressure from the main holiday period, and hotels and boarding-houses could make a vital contribution to reducing week-end peaks by a greater willingness to take mid-week bookings. Resorts would also have to be prepared to provide a complete programme of entertainment throughout a longer season. A forceful publicity campaign by the holiday trades might also persuade more people to avoid the peak period.

It is suggested that a reasonable initial goal should be to enable between one and one-and-a-half million people who now take their holidays in July and August to choose some other time. The possibility of increasing the number of main holidays taken in April, May or October is probably slight: there is more scope for inducing the growing number of people taking secondary holidays to take them outside the congested summer months.

An appendix to the Command Paper contains a list of organisations, including the National Joint Advisory Council, which were consulted during the survey.

The Command Paper points out that not all these changes would be easy for the organisations concerned, but that unless co-ordinated action can be taken in these different fields it is doubtful whether it will be possible to make any substantial impact on the problem of holiday overcrowding. The President of the Board of Trade has indicated that if public reaction to the Command Paper is favourable he would propose to arrange for consultations with the organisations concerned about how the Command Paper could most effectively be followed up.

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NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Table with columns: Industry, Mid-June 1962 (Males, Females, Total), Mid-April 1963*, Mid-May 1963*, Mid-June 1963* (Males, Females, Total). Rows include Mining, food, chemicals, textiles, clothing, etc.

* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1963 count of National Insurance cards.

Numbers Employed in Great Britain: Industrial Analysis—continued

(Thousands)

Table with columns: Industry, Mid-June 1962, Mid-April 1963*, Mid-May 1963*, Mid-June 1963* (Males, Females, Total). Rows include Paper, printing, food, chemicals, textiles, clothing, etc. Includes a separate section for overtime and short-time working.

OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN JUNE 1963

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 15th June 1963. 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: Industry, Estimated number of operatives, excluding maintenance workers, on overtime (Number, Percentage of all operatives, Hours of overtime worked), Estimated number of operatives on short-time (Number, Hours lost). Rows include Food, drink and tobacco, chemicals, textiles, clothing, etc.

* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1963 count of National Insurance cards.

† Excluding shipbuilding and ship repairing.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: JULY 1963

The Table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom at 15th July 1963, according to the industry in which they were last employed. The analysis is based on the Standard Industrial Classification (1958). Figures are shown for each

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, S.1(A), 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 list various industries like Agriculture, Mining, Food, Textiles, etc., with data for Males and Females.

* Statistics relate to more than one industry; figures in round brackets refer to the Standard Industrial Classification (1958) and identify industries covered. † The totals include unemployed casual workers (5,565 males and 232 females in Great Britain and 6,044 males and 251 females in the United Kingdom).

DURATION OF UNEMPLOYMENT AND AGE OF UNEMPLOYED

The following Table gives an analysis, according to (a) age and (b) the length of the current spell of registered unemployment, of the number of wholly unemployed persons on the registers of

Employment Exchanges and Youth Employment Offices in Great Britain at 15th July 1963. The analysis does not include persons temporarily stopped or unemployed casual workers.

Table showing Duration of Unemployment in weeks (One or less, Over 1 and up to 2, etc.) and Age Groups (Under 18, 18 and under 20, etc.) for Males and Females. Includes a Total column.

Figures for the main age-groups and "duration" categories are given in the Table below for each Region:-

Regional breakdown table showing Duration of Unemployment in weeks for Males and Females across regions: London and South Eastern, North Western, Eastern and Southern, Northern, South Western, Scotland, Midlands, Wales, Yorkshire and Lincolnshire, and Great Britain.

Changes in Rates of Wages Coming into Operation during July—continued

Table with 5 columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workers, Particulars of Change. Includes entries for Hosiery Manufacture, Carpet Manufacture, Textile Bleaching, Dyeing, Printing and Finishing, Silk Dyeing, Printing and Finishing, Calico Printing, Leather Belting and Strap Butt Currying, Mechanical and Hydraulic Leathers Manufacture, Roller Leather Manufacture, Fletton Brick Manufacture, Furniture Manufacture (including Cane, Willow and Woven Fibre Furniture), Furniture Manufacture, Educational and Allied Woodworking, Upholstery and Bedding Filling Materials Trade, Bedding and Mattress Making.

* This change was the result of an award (No. 2977) of the Industrial Court, dated 25th June. See page 298 of the July issue of this GAZETTE and also under "Changes in Hours of Work".
† It has also been agreed that from the first pay day in September 1963 the existing cost-of-living bonus scheme (on a percentage basis) is to be consolidated into basic rates and a new flat-rate cost-of-living scheme introduced.
‡ Under sliding-scale arrangements based on the official index of retail prices.
§ The cost-of-living payments are now related to the new official index of retail prices (Jan. 1962 = 100), and the cash value for each point rise or fall in the quarterly average from the base figure of 103 is 1s. 8d. for men and 1s. 2d. for women with proportional amounts for younger workers.
|| The cost-of-living arrangement is now related to the new official index of retail prices (Jan. 1962 = 100), and the cash value for each point rise or fall in the quarterly average from the base figure of 103 is 2s. for journeymen with proportional amounts for apprentices.
¶ First full working week commencing on or after that date.
** It was agreed that no further application for an increase in the basic rate be made before 30th June 1964 unless unexpected or exceptional circumstances arise.

Changes in Rates of Wages Coming into Operation during July—continued

Table with 5 columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workers, Particulars of Change. Includes entries for Window Blind Manufacture, Stone Carving, Wood Carving and Modelling, Printing, Process Engraving, Linoleum and Felt Base Manufacture, Pianoforte Manufacture, Drawing Office Materials Manufacture, Match Manufacture, Electrical Contracting, Gas Supply, Water Supply, Dock Labour.

* Under sliding-scale arrangements based on the official index of retail prices.
† Supplementary cost-of-living allowance now related to new official index of retail prices (Jan. 1962 = 100); the amount quoted relates to the index figure of 102.7 for January 1963 in the range 102.6 to 103.5 on the sliding scale.
‡ These increases were agreed in July with retrospective effect to the date shown.
§ The cost-of-living bonus is now related to a datum figure of 102 based on the new official index of retail prices (Jan. 1962 = 100), and the cash value for each point movement in the index is 1s. 8d., 1s. 3d. or 10d. a week, according to age; the amounts quoted relate to the index figure for May 1963 of 104.
|| See also under "Changes in Hours of Work".
¶ It has also been agreed that from 1st July 1964 there will be further increases of 3d. an hour for journeymen and 2½d. or 2d. for adult mates, that from 28th September 1964 there will be a reduction in normal weekly hours from 42 to 40, without loss of pay, and that from 1st July 1965 there will be further increases of 2½d. for journeymen and 2d. for adult mates.
** It has also been agreed that from 1st July 1964 there will be a further increase of 3d. an hour for journeymen electricians and armature winders with proportional increases for apprentices, and that from 28th September 1964 there will be a reduction in normal weekly hours from 42 to 40, without loss of pay. The rates will then remain in operation until the end of June 1965.
†† The agreement, which also provides for increases of 2½d. an hour from the first pay weeks in July 1964 and 1965, may be reviewed should the official index of retail prices fluctuate five points or more and maintain that level for three consecutive months.
‡‡ This increase was the result of an award (No. 2978) of the Industrial Court dated 1st July with retrospective effect to the date shown. See page 345 of this GAZETTE.

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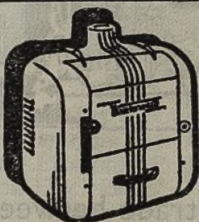
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