

Ministry of Labour Gazette

VOLUME LXXI, No. 10

OCTOBER 1963
Published monthly by H.M. Stationery Office

PRICE 2s. 6d. NET
Annual subscription 34s. 0d.
including postage

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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-August was 24,023,000. This was 38,000 more than in mid-July. The main increases were in manufacturing industries and the distributive trades. 401-404

Unemployment

There were 468,000 persons registered as wholly unemployed in Great Britain on 9th September and 18,000 registered as temporarily stopped from work; a total of 486,000 (2.1 per cent. of all employees). Between 12th August and 9th September unemployment fell by 16,000. The main decrease was in the number of school-leavers registered as unemployed. The number unemployed for more than eight weeks was 255,000—54 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed fell by 600; the normal monthly seasonal change is an increase of about 11,000. 405-407

Unfilled Vacancies

There were 214,000 vacancies unfilled on 4th September, 6,000 less than on 7th August. 408

Overtime and Short-time

In the week ended 17th August the estimated number of operatives working overtime in the manufacturing industries was 1,557,000 and the estimated number on short-time was 40,000. 403

Rates of Wages

The indices of weekly rates of wages and of hourly rates of wages at 30th September (January 1956 = 100) were, respectively, 134.5 and 141.6, compared with 134.5 (as revised) and 141.5 (as revised) at 31st August. 414-419

Retail Prices

The retail prices index at 17th September (January 1962 = 100) was 103.3, compared with 103.0 at 13th August. The index for the food group was 103.0, compared with 102.3 the previous month. 421

Stoppages of Work

About 43,000 workers were involved in September in stoppages of work due to industrial disputes: they lost about 102,000 working days. 422

SCIENTIFIC AND TECHNOLOGICAL MANPOWER IN 1962

A Report by the Scientific Manpower Committee of the Advisory Council on Scientific Policy entitled "Scientific and Technological Manpower in Great Britain in 1962" (Cmd. 2146) has been presented to Parliament by the Lord President of the Council and Minister for Science and published by H.M. Stationery Office, price 3s. 6d. (3s. 10d. including postage).

This Committee is concerned with those scientists and technologists who hold academic or professional qualifications as defined in the Report. The definition includes university graduates in specified branches of science and technology and also specified types of members of listed institutions; it generally excludes medically qualified persons, architects, surveyors, actuaries, etc.

The Report includes a short introductory account of the post-war series of studies of the supply of, and demand for, scientific manpower in Great Britain. It then reviews the position in 1962 and expected changes up to the beginning of 1965. It is based mainly on the results of a survey of the employment of scientists and technologists which was made by the Ministry of Labour at the beginning of 1962 and of a sample enquiry into scientific and technological qualifications which was incorporated in the Census of Population in April 1961.

The results of the Ministry of Labour Survey are given in an Appendix to the present Report. This Survey was the third of a series made at three-year intervals. The results of the 1956 and 1959 Surveys were summarised in the November 1956 (page 404) and December 1959 (page 435) issues of this GAZETTE. The results of the Census Enquiry were published by H.M. Stationery Office last year in "Census 1961, Great Britain, Scientific and Technological Qualifications" (see page 418 of the November 1962 issue of this GAZETTE).

The Ministry of Labour Surveys have been confined, for practical reasons, to qualified persons in employment within certain major fields of employment (viz., privately owned sections of the manufacturing and construction industries, industrial research associations, nationalised industries and public corporations, central and local government and education) and have not covered all types of establishments in those fields.

The Population Census was thus the first enquiry to provide comprehensive information about qualified persons throughout the whole population. It covered those employed in all types of establishment in all fields, those working on their own account and also those described as economically inactive—for example, retired persons, housewives and others not in employment and post-graduate students. This enquiry also provided information, not available hitherto, about age and occupational distributions of qualified persons.

For reasons of coverage, classification, timing, etc., described in the Census Report and reproduced in the present Report, direct comparisons cannot be made between the data from the Census and the Survey. The Report, however, includes a broad comparison between the Census and the Survey results, after some of the Survey data have been reclassified to bring them to a Census classification basis so far as possible.

The Census gave a total of nearly 260,000 qualified persons in, or available for, employment, including nearly 10,000 post-graduate students, in April 1961. The Survey in January 1962 revealed only 185,000 employed within the establishments and fields surveyed. The Committee estimates that about 20,000 were not recorded in the Survey returns made by employers. The number working in fields of employment not surveyed is shown to be about 40,000, excluding post-graduate students; this figure is much higher than estimates made in previous reports by the Committee.

Of the Census total of 260,000, about 210,000 or over 80 per cent. were engaged in specifically scientific or technological work or in other occupations likely to be closely related to their scientific education, such as teaching, post-graduate study, management in technologically based industries. Another 10,000 were engaged in other administrative or managerial work, over 17,000 were employed as technicians, over 8,000 were in other professions, and the remaining 14,000 were in other occupations. Some of the technicians and those in clerical and other occupations must have been in jobs for which their full qualifications were not required.

The Ministry of Labour Survey shows that between 1959 and 1962 the numbers of qualified manpower employed rose at annual rates of 7.1 per cent. in private industry, of 5.4 per cent. in education, of 3.1 per cent. in central and local government (including the Atomic Energy Authority) and 1.4 per cent. in public corporations and nationalised industries. In 1962 about 54 per cent. of the scientists and about 30 per cent. of the technologists employed in manufacturing establishments surveyed were engaged on research and development work. Of those employed in central government about 64 per cent. of the scientists and about 36 per cent. of the technologists were employed on this type of work.

About 22,000 qualified persons were employed on defence, including those in the Armed Forces. About half were engaged on research and development, and they accounted for over one-fifth of the total engaged on this type of work. Three-quarters of the 8,850 working on defence projects in manufacturing industry were in the aircraft and electronics industries where defence research and development occupied over half of the total on research and development.

The Committee estimates that, compared with nearly 260,000 in April 1961, the total number of qualified persons in, or available for,

employment (including post-graduate study) was 207,000 in January 1956, 234,000 in January 1959 and 271,100 in January 1962 and that the number available in January 1965 will be 312,000. The Report gives estimates of the numbers expected to qualify in 1963 and 1964 which indicate that more scientists but fewer technologists will qualify than had been previously estimated. The reduction in the estimated output is likely to be particularly marked in the case of mechanical engineers. Between 1962 and 1965 the numbers of scientists and technologists available are both expected to grow at annual rates of 4.8 per cent., compared with 4.4 per cent. and 5.5 per cent., respectively, between 1959 and 1962.

In the Ministry of Labour Survey, employers were asked to state their additional requirements in 1965 compared with 1962 on the assumption that enough suitably qualified persons would be available to meet their needs. These forecasts by employers indicate a need for 18,770 additional scientists and 28,325 technologists. The expected increases available for employment in all fields, including those not covered in the Survey, are 18,400 scientists and 22,500 technologists. The employers' requirements are thus unlikely to be met in full. The excess demand relates essentially to technologists.

After a review by scientific and technological discipline of the employers' forecasts of requirements and the estimates of the supply of qualified manpower, the Committee reaches the following main conclusions:

(1) There is a trend, which the Committee has always encouraged, for increasing numbers of scientists and technologists to be employed on work not directly related to their basic qualifications.

(2) A rough balance between the overall supply and demand is not now expected to be achieved until after 1965.

(3) The supply of scientists in relation to identifiable needs is, in general, more satisfactory than that of technologists.

(4) There are likely to be continuing shortages in certain disciplines, particularly mathematics and electrical engineering and also in physics and mechanical engineering.

The Chairman of the Committee, in his letter of presentation, states that in its future enquiries the Committee will be paying greater attention to the requirements of special fields of science as opposed to the general question of increasing the total output of professionally trained scientific manpower and will be concerning itself with ways and means of encouraging the flow of students in to fields of scientific and engineering education which are now unpopular relative to others.

NEW PLACING SERVICE FOR BLIND WORKERS

A new comprehensive placing service for blind persons in industrial employment came into operation on 1st October 1963, when the Ministry of Labour took over the duties previously carried out in England and Wales by voluntary organisations and local authorities, and extended the service which it had itself provided for the blind in Scotland. The Minister of Labour decided to set up this new service on the advice of the National Advisory Council on the Employment of the Disabled and after consultation with the interested parties. His decision was taken in the light of a survey of the present placing facilities available to the blind throughout the country and the benefits likely to accrue from the establishment of a comprehensive service on the lines suggested in the 1956 Piercy Report.*

In a circular to local authorities the Minister has paid tribute to the valuable contribution made by those who have been doing the placing work in the past, particularly the Royal National Institute for the Blind. The new service is being developed by the Ministry in close collaboration with the Institute.

The registered blind and partially sighted persons previously employed by the Institute and other organisations on placing work form the nucleus of the staff of the new service and specialise full time on the work. Initially there are 30 of these officers—known as Blind Persons Resettlement Officers—working from central points in each Region. The service is fully integrated with the general employment service provided by the Ministry at its 1,000 local offices and the closest co-operation with Disablement Resettlement Officers, Youth Employment Officers and local authority Welfare Officers is maintained.

The Blind Persons Resettlement Officers interview blind men and women who are wanting work and advise them on what is most suitable for them. They may recommend industrial rehabilitation or vocational training at approved centres as a preliminary to their being placed in work. They will help blind workers to overcome any problems which may arise in their new employment and keep in touch with them to see that all continues to go well. Not least they have the duty of encouraging employers to provide work for the blind.

At the present time about 6,500 blind persons are working in open industry and 3,500 in special workshops for the blind. There are many blind persons in various parts of the country who are waiting to get a job and it is hoped that employers who are looking for good workers will give the Blind Persons Resettlement Officers an opportunity of submitting suitable candidates for their vacancies. There is ample evidence that carefully selected and trained blind men and women can effectively compete in the industrial market with the help of the kind of advice given by these specialist officers.

*Report of the Committee of Inquiry on the Rehabilitation Training and Resettlement of Disabled Persons under the chairmanship of Lord Piercy. Cmd. 9883. H.M. Stationery Office. See page 401 of the November 1956 issue of this GAZETTE.

A leaflet (PL375) entitled "Blind Workers are Good Workers" gives more information about the employment of the blind in industry and is obtainable from any employment exchange.

The Blind Persons Resettlement Officers are located at the Ministry of Labour offices at the following addresses:—

- London and South Eastern Region:
Hanway House, Red Lion Square, London W.C.1.
25 Military Road, Chatham, Kent.
156 Broadway, West Ealing W.13.
9-11 Chertsey Street, Guildford, Surrey.
3 Greenhill Parade, Station Road, New Barnet, Herts.
- Eastern and Southern Region:
High Street, Aldershot, Hants.
Block A, Brooklands Avenue, Cambridge.
Ward House, Corporation Street, High Wycombe, Bucks.
London Hill, Rayleigh, Essex.
- South Western Region:
Bridge House, Clifton Down, Bristol 8.
74 Queen Street, Exeter, Devon.
- Midlands Region:
281-289 Corporation Street, Birmingham.
10 Normanton Road, Derby.
Charles Street, Leicester.
- Yorkshire and Lincolnshire Region:
44-68 The Headrow, Leeds 1.
Factory Lane, Doncaster, Yorks.
Piccadilly, York.
- North Western Region:
Great Moor Street, Bolton, Lancs.
Renshaw Hall, Renshaw Street, Liverpool 1.
Aytoun Street, Manchester 1.
11 Wellington Road South, Stockport, Cheshire.
- Northern Region:
93A Grey Street, Newcastle-upon-Tyne.
36 Grange Road, Middlesbrough, Yorks.
- Scotland:
Stuart House, 30 Seiple Street, Edinburgh 3.
450 Sauchiehall Street, Glasgow.
- Wales:
Wales Office, Dominions House, Queen Street, Cardiff.
Northampton Lane, Swansea, Glam.

The Royal National Institute for the Blind will continue to play an active part in the employment of blind persons in ordinary employment through: research into opening up new fields of employment for blind persons; development and supply of aids to employment under the Ministry's Aids to Employment Scheme; placement of blind people in commercial, administrative and professional occupations; placement of young blind persons passing through the Institute's Pre-vocational Guidance Centre at Hethersett, Reigate; helping to deal with the resettlement of difficult individual cases and provision of vocational guidance at the Institute's Industrial Rehabilitation Centre.

THE MANPOWER RESEARCH UNIT

A Manpower Research Unit has recently been established within the Employment Department of the Ministry of Labour. The Unit's task is to study the future manpower requirements of the various sectors of the economy—and of particular industries—in the light of past trends and likely developments, including the effects of technological change. Within this general framework it will study probable changes in occupational structure, between broad categories of skill and between particular types of occupation.

An important part of the Unit's work is to provide information to assist in the planning of industrial training by the Industrial Training Boards to be set up as proposed in the Command Paper (Cmd. 1892),* and of training courses to be provided in Government Training Centres, but it will also have a wider role in relation to manpower planning generally.

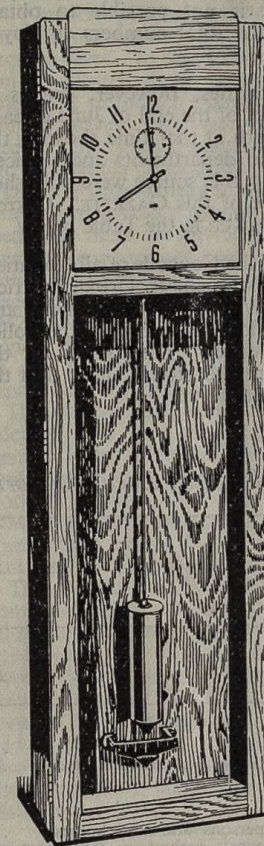
In its immediate programme the Unit is studying the changes which have already occurred over the post-war period in the general distribution of manpower between different sectors of the economy and between occupations. Priority is also being given to enquiries into future manpower needs—especially needs for particular types of skilled craftsmen—in the metal manufacturing and metal using industries and in the construction industries, and to a study of office employment. In the case of the metal manufacturing and metal using industries the enquiry is taking the form of a direct approach to some 300 leading firms. Its object is to obtain as detailed a picture as possible of the probable size and occupational distribution of firms' manpower requirements in five years' time, compared with the position five years ago and now, and of the reasons underlying any changes. Similar enquiries are contemplated covering other industries in both the public and private sectors, including those with a high content of skill and those which are most likely to be affected by technological change.

The Unit is co-operating with the National Economic Development Office, which is concerned with manpower forecasting as a part of its enquiries into future prospects for particular industries and for the economy as a whole.

The Unit will bring together the results of previous research on manpower requirements, and will examine the experience of other highly industrialised countries, especially the United States of America. It is also sponsoring academic research into particular problems as occasion arises.

*Industrial Training: Government Proposals. Cmd. 1892. H.M. Stationery Office. Price 8d. (11d. including postage). See page 457 of the December 1962 issue of this GAZETTE.

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NUMBERS EMPLOYED BY LOCAL AUTHORITIES AND IN POLICE FORCES

The monthly analyses of manpower published in this GAZETTE (see, for example, page 401 of this issue) give separate figures for "Local Government Service". Those figures relate to Local Government Service as defined in the Standard Industrial Classification, and exclude those employees of Local Authorities (such as teachers, transport staffs, building workers, etc.) who, in accordance with the principles underlying the Standard Industrial Classification, are included in other industry groups. The figures are based primarily on the counts of National Insurance cards exchanged and, as the counts have to be made on the basis of the Standard Industrial Classification, it is not possible to obtain information from that source about the total numbers employed by Local Authorities.

The co-operation of Local Authorities, however, makes it possible to publish full details in respect of the end of June of each year. The Authorities complete a return at that time showing the numbers employed in each of the main departments and services, and figures for June 1962 obtained from this source were published on page 386 of the October 1962 issue of this GAZETTE. Corresponding figures for June 1963 are now given in the Table below.

The figures cover (a) all employees of the Councils of all Counties, Boroughs (County, Metropolitan and Municipal), Urban Districts and Rural Districts in England and Wales and of Counties and Burghs (large and small) in Scotland, and (b) members of the Police Forces (including the Metropolitan Police). The figures for the Police Forces have been obtained from the Home Office and the Scottish Home and Health Department.

The figures represent the total numbers on the pay-rolls at 15th June 1963 including those temporarily absent through sickness, holidays or other causes. All persons with a normal full-time engagement are included in the columns headed "full-time" and the persons in the columns headed "part-time" are those engaged on a part-time basis whose employment ordinarily involves service for not more than 30 hours a week.

The figures for construction in the Table represent broadly workpeople employed in separate building or civil engineering departments engaged on the building of houses, the construction of roads, sewers, etc. Persons engaged on ordinary maintenance work are included in the figures for "All other Local Authority Departments". The figures for transport services cover not only road transport services but also docks, river and harbour services, airports and all other forms of public transport operated by Local Authorities.

A qualification that must be borne in mind is that some of the part-time employees of a Local Authority (e.g., teachers and lecturers at evening classes and Technical Colleges) are engaged during the daytime in the service of other employers or are working on their own account, and there is, therefore, some overlap between the figures in the Table and those for other industries. There may, in fact, be some duplication within the Table itself, since some of the overlap may be between two adjoining Local Authorities. The extent of the overlap of all kinds is known to be about 70,000, and it is probable, therefore, that the overlap within the Table is relatively small.

Numbers Employed by Local Authorities and in Police Forces at 15th June 1963

Department or Service	Males		Females		Total males and females
	Full-time	Part-time	Full-time	Part-time	
England					
Education department:					
(a) Lecturers and teachers	130,246	45,542	166,522	47,932	390,242
(b) Other staffs (clerical staff, school cleaners, school canteen staff, etc.)	50,043	10,114	78,208	199,785	338,150
Water supply	12,718	49	441	116	13,324
Construction	92,501	117	523	156	93,297
Transport services	63,536	51	7,577	569	71,733
Health services, day nurseries, children's, aged persons' and other homes	28,405	2,819	73,806	56,679	161,709
Restaurants and canteens (excluding school canteens); orchestras; entertainments; amusement parks; race courses; golf courses, etc.	6,727	1,206	4,847	4,081	16,861
All other local authority departments	336,364	13,383	64,633	24,738	439,118
Police Forces (including Metropolitan Police)	73,508	—	2,288	—	75,796
Grand total	794,048	73,281	398,845	334,056	1,600,230
Scotland					
Education department:					
(a) Lecturers and teachers	14,658	670	26,957	1,558	43,843
(b) Other staffs (clerical staff, school cleaners, school canteen staff, etc.)	4,220	704	8,860	17,701	31,485
Water supply	3,104	79	74	18	3,275
Construction	17,396	214	233	25	17,868
Transport services	12,734	10	2,113	13	14,870
Health services, day nurseries, children's, aged persons' and other homes	1,766	145	8,840	6,083	16,834
Restaurants and canteens (excluding school canteens); orchestras; entertainments; amusement parks; race courses; golf courses, etc.	813	68	287	139	1,307
All other local authority departments	37,014	2,009	7,566	2,850	49,439
Police Forces	9,527	—	308	—	9,835
Grand total	101,232	3,899	55,238	28,387	188,756
Wales					
Education department:					
(a) Lecturers and teachers	9,930	1,203	12,046	1,643	24,822
(b) Other staffs (clerical staff, school cleaners, school canteen staff, etc.)	2,965	395	5,723	9,399	18,482
Water supply	1,318	11	31	4	1,364
Construction	5,982	4	117	1	6,104
Transport services	2,552	1	403	19	2,975
Health services, day nurseries, children's, aged persons' and other homes	1,814	85	4,195	3,368	9,462
Restaurants and canteens (excluding school canteens); orchestras; entertainments; amusement parks; race courses; golf courses, etc.	139	80	140	100	459
All other local authority departments	24,274	1,042	3,169	1,789	30,274
Police Forces	4,007	—	112	—	4,119
Grand total	52,981	2,821	25,936	16,323	98,061
Great Britain					
Education department:					
(a) Lecturers and teachers	154,834	47,415	205,525	51,133	458,907
(b) Other staffs (clerical staff, school cleaners, school canteen staff, etc.)	57,228	11,213	92,791	226,885	388,117
Water supply	17,140	139	546	138	17,963
Construction	115,879	335	873	182	117,269
Transport services	78,822	62	10,093	601	89,578
Health services, day nurseries, children's, aged persons' and other homes	31,985	3,049	86,841	66,130	188,005
Restaurants and canteens (excluding school canteens); orchestras; entertainments; amusement parks; race courses; golf courses, etc.	7,679	1,354	5,274	4,320	18,627
All other local authority departments	397,652	16,434	75,368	29,377	518,831
Police Forces (including Metropolitan Police)	87,042	—	2,708	—	89,750
Grand total	948,261	80,001	480,019	378,766	1,887,047

REPORT ON COMMUNICATIONS IN INDUSTRY

"Good communications in industry are an insurance; so many industrial troubles arise out of genuine misunderstandings. It is only good sense to see how these can be avoided. People naturally want to know what is happening in the firms where they work. In its turn a management needs to know what its employees are thinking."

The Minister of Labour says this in the foreword to a booklet published for the Ministry on the subject of communications*. The booklet contains a Report which was drawn up by a Working Party of the National Joint Advisory Council on which representatives of the British Employers' Confederation, Trades Union Congress and the nationalised industries sat. A number of studies in firms was carried out by officers of the Ministry of Labour on behalf of the Working Party and four of these studies are included in the publication. Each gives an account of the practical steps taken to ensure that communications between management and workpeople were effective. During the surveys the Ministry's officers had discussions with senior executives, senior personnel officers, representatives of middle management, supervisors, Works Committee representatives, trade union officers, shop stewards and individual workers.

The Report points out that good communications are no substitute for sound policies, responsible attitudes on the part of management and employees and the mutual confidence which these can create. There is no standard pattern and arrangements need to be shaped to suit the circumstances of the individual firm. At the same time the three main methods of communication—through management, through workers' representatives and by means of written material—are not alternatives but are complementary.

The Report says that there are differences of view and differences in practice in regard to the respective roles of communication through management and supervisors on the one hand and through workers' representatives and joint committees on the other. The Report makes the following further points:

(1) If departmental managers and foremen are to be an effective communications link with the shop floor, they must consistently receive comprehensive and timely information and be alive to their responsibility for passing on information.

(2) If joint committees and other contacts between management and workers' representatives are to make their full contribution to good communications, there must be a climate of confidence between management and employees, and management must have shown a sustained interest in joint discussion.

(3) The knowledge that information on the firm's policies and plans is made available by management, is discussed with workers' representatives and can be had for the asking, can help to establish an atmosphere of confidence.

* People at Work—A Report on Communications in Industry. H.M. Stationery Office, price 2s. 6d. (2s. 10d. including postage).

(4) Management should consider whether they can assist workers' representatives to keep their constituents informed by providing them with facilities for reporting back.

(5) Attention should be given to communications in the training of managers, supervisors and workers' representatives.

(6) Senior managers should give systematic attention to the subject and set a good example.

Discussing some of the difficulties, the Report says that shift-working often presented problems since workers on shifts had little opportunity for contact with managers, supervisors and their own representatives. In the larger firms studied there were as many as six intermediate levels between the works manager and the shop floor worker. This slowed down the transmission of information; inaccuracies and misunderstandings crept in and details were lost in transmission. Difficulties often arose in an acute form at foreman level. In many cases, the foreman was not given information in enough detail or soon enough. To his embarrassment, fuller and prompter information was often available to workers' representatives. In one of the factories visited foremen had accepted this situation and regularly went to the shop stewards to find out details of the following week's production programme.

Dealing with written material, the Working Party says this was generally appreciated by employees. Notice boards were widely used, but there was evidence that they were largely disregarded, except where care had been taken in siting and display and "dead" material was regularly removed. At one factory new items were placed on top of the old and on one board the bottom layer was a 1942 Essential Works Order. "The effectiveness of notices", the Report says, "depends largely on their capacity to compel attention. At one factory this was achieved with apparent success in one department by chalking urgent notices on the wooden floor".

The Report says that in all the firms studied except one, considerable use was made of joint committees. The committees seemed most effective where managements made a substantial contribution to the agenda and made a deliberate effort to give the workers' representatives a broad picture of the firms' activities. Where the management did not make this kind of contribution, the committees tended to become a vehicle for complaints, and the attitude of management was usually defensive.

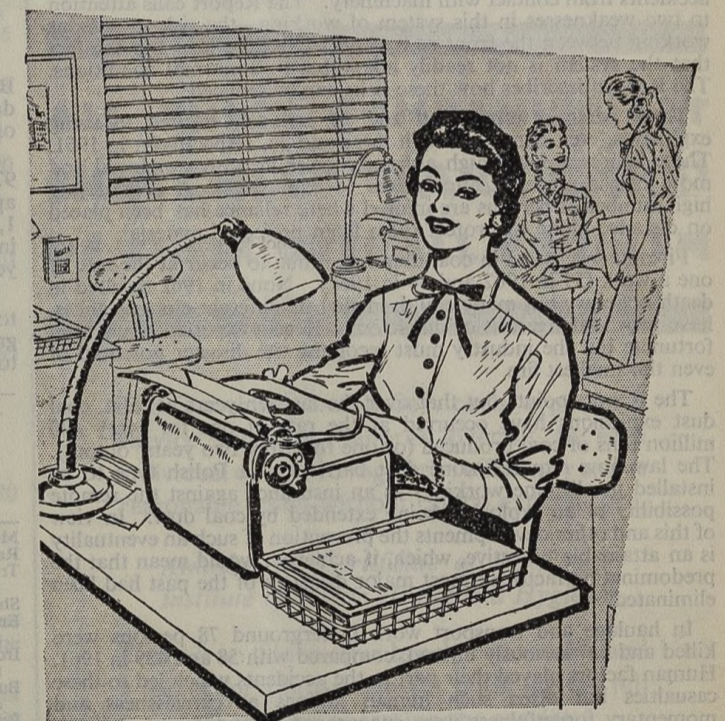
The Report concludes with a brief reference to the unofficial communications network—the "grapevine"—which flourished in all firms visited to a greater or lesser degree. "It is fed on fact and situations observed but unexplained, on information reaching wrong people at the wrong time, and on the often inaccurate interpretation of 'leaks'", the Working Party states. "The general view of both managements and employees was that the grapevine had to be accepted. It was noticeable, however, that where communications were good, and authoritative information reached the shop floor employees promptly, the scope of rumour was restricted."

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REPORT OF H.M. CHIEF INSPECTOR OF MINES AND QUARRIES FOR 1962

The Report of H.M. Chief Inspector of Mines and Quarries for 1962 has recently been published by H.M. Stationery Office, price 4s. (4s. 4d. including postage). It is made in accordance with the provisions of the Mines and Quarries Act 1954 and contains an Appendix with 14 tables giving detailed statistics.

The Report notes that the strength of H.M. Inspectorate at the end of 1962 was 173, and that as a result of a change in complement during the year necessitated by the rapid growth in mechanisation, five of the 12 posts remaining unfilled were for specialist electrical and mechanical inspectors.

Coal Mines

At the end of 1962, 692 coal mines were being worked by the National Coal Board and 368 by private owners under licence from the Board. H.M. Inspectors, other than Inspectors of Horses, made 28,098 inspections during the year (compared with 25,677 in 1961) of which 18,224 were made underground and 9,874 on the surface; H.M. Inspectors of Horses made a total of 1,872 inspections during which 22,287 examinations of horses were made. Workmen's Inspectors made 6,613 inspections at 612 mines and Safety Board Inspectors made 3,045 inspections at 522 mines.

Two serious incidents in 1962—at Hapton Valley Colliery in Lancashire and Tower Colliery in Glamorganshire—together accounted for 28 deaths and 22 cases of serious injury. The total number of men killed during the year in coal mines was 257, and the number seriously injured 1,557, compared with 235 and 1,477, respectively, during 1961, these increases reversing the downward trend over the previous three years. Commenting on figures of the accident rate per 100,000 manshifts worked, which he regards as more significant than absolute figures, the Chief Inspector says that it is now clear that the improvement in the rate in 1961 was in fact no more than a temporary improvement in a position which has been deteriorating since 1957. This was disappointing particularly in view of 1962 having been declared a Safety Year in the coal mining industry.

During the year 85 persons were killed by falls of ground in coal mines, compared with 106 in 1961. The Report adds this is the first time since records were kept that less than 100 persons have been killed in such accidents; up to no more than 20 years ago the figure was usually over 400. There was little change in the number of cases of serious injury (615 in 1962; 589 in 1961).

Power-loading has grown to such an extent that prop-free front faces are now accepted as standard mining practice. Accidents from falls of ground on these faces are rather less than on other faces, but any advantage has been offset by a greater number of accidents from contact with machinery. The Report calls attention to two weaknesses in this system of working—the risk to persons working between the front row of props and the face and the fact that the system is not readily adaptable to abnormal conditions. The Report describes how these risks can be reduced.

Three persons were killed and 29 seriously injured in using explosives, etc., compared with three and 26, respectively, in 1961. These figures are still high although fewer men are employed and more use is made of alternatives to explosives. A consistently high number of persons are injured where reliance has been placed on distance alone to protect them from projected material.

Fires underground in coal mines continue to occur at the rate of one a week (57 in 1962 and 54 in 1961). None in 1962 resulted in death or injury but many could, in slightly different circumstances, have proved dangerous or disastrous. Recent experience has been fortunate but the industry must recognise the disaster potential of even the smallest fire.

The Report points out that over the last ten years at least, coal dust explosions have occurred at the rate of one for every 400 million tons of coal produced (or one for every two years' output). The law now requires stone dust barriers of a Polish type to be installed in all mine workings as an insurance against the remote possibility of an explosion being extended by coal dust. In view of this and other developments the prevention of such an eventuality is an attainable objective, which, if achieved, would mean that the predominating factor in most major disasters of the past had been eliminated.

In haulage and transport work underground 78 persons were killed and 437 seriously injured, compared with 58 and 439 in 1961. Human factors played their part in the accidents which led to these casualties but often such human failings as carelessness and momentary forgetfulness were encouraged by indifferent environmental conditions. The Report recognises that a concentrated effort is needed to improve the safety of haulage and transport underground. Conveyor accidents accounted for 21 of the deaths and of these 15 were on the coal face itself. The fact that in 1962 more occurred in the course of moving, erecting and repairing conveyors suggests a need for improvement in design of the equipment and in the training and discipline of maintenance staff in safe operational procedures.

The number of persons killed and seriously injured in surface accidents at coal mines, at 24 and 165 respectively, was the lowest on record, but the rate is still far from satisfactory says the Report. Thorough safety inspections at regular and frequent intervals would do much to reduce the number of such accidents significantly.

With regard to rescue services full scale trials with self-rescuers have now been commenced in all but one Division. The trials

in some Divisions have been running for several months and the Report adds that much credit is due to officials and workmen alike for their excellent co-operation.

Other Stratified and Miscellaneous Mines

Mines in the stratified class consist mainly of those working stratified ironstone deposits, with a number of small fireclay mines chiefly in the principal coalfields. The six ironstone mines in Northamptonshire and Lincolnshire produced in 1962 a slightly reduced output of a little over two million tons: in Cleveland only one ironstone mine was working at the end of the year. During the year the last remaining oil shale mines in Scotland closed down. H.M. Inspectors made 478 inspections in this group. Accident figures were one killed and 11 seriously injured, compared with six killed and seven seriously injured in 1961. The fatality and eight other cases were caused by falls of ground, and with investigations revealing no new aspects of mining risk the majority, says the Report, could have been avoided. However, new technical developments included a cutter loader introduced into an ironstone mine of a type which, if successfully developed, will eliminate the need for drilling and blasting.

H.M. Inspectors made 578 inspections in mines working non-stratified minerals such as anhydrite, barytes, fluorspar, gypsum, haematite, lead, limestone, potters clay, slate and tin. Casualty figures in this group were six persons killed and 24 seriously injured, compared with four and 17, respectively, in 1961. Interest continued in Cornish tin, and in addition to prospecting and preliminary exploration, work was in progress towards re-opening previously discontinued mines.

Quarries

The numbers of inspections made at quarries in 1962 were 7,547 by H.M. Inspectors and 633 by Workmen's Inspectors. The number of persons killed during the year was 24, 15 less than in 1961, and 81 were seriously injured, eight less than in the previous year. Nine of the fatalities were the result of falls of ground, and haulage and transport operations caused eight deaths. A number of accidents occurred where men were trapped in the cabins of excavators by falls of material from faces. The Report says it is not always realised that excavator drivers are not necessarily able to assess face conditions and that often falling mineral cannot be seen or heard in a cabin.

The Report observes that safe and successful quarrying of minerals is now more than ever dependent on the application of scientific principles, and it follows that if supervision is to be effective it must be exercised by persons of experience and technical competence. Bodies such as the Institute of Quarrying are to be commended on their efforts to encourage young persons in quarrying to study subjects related to their industry.

TRADES UNION CONGRESS

The ninety-fifth annual Trades Union Congress was held at Brighton on Monday, 2nd September 1963 and the four following days. The President was Mr. Fred Hayday, C.B.E., the Chairman of the General Council.

The number of delegates appointed to attend the Congress was 975. The number of organisations affiliated was 176 and the approximate membership affiliated was 8,315,000 including about 1,481,000 female members. The total membership showed an increase of nearly 2,500 on the total affiliated at the previous year's Congress.

The following Table, based on the Statistical Statements relating to the 1963 and 1962 Annual Congresses, shows for each of 18 trade groups the number of unions affiliated and of delegates appointed to attend, and the affiliated membership of the unions concerned.

Trade group	1963 Congress			1962 Congress		
	No. of unions	No. of delegates	Membership	No. of unions	No. of delegates	Membership
Mining and quarrying ..	3	113	563,990	4	120	582,945
Railways ..	3	42	446,059	3	43	456,300
Transport (other than railways) ..	10	93	1,450,244	10	95	1,438,150
Shipbuilding ..	5	19	131,646	5	19	130,979
Engineering, founding and vehicle building ..	24	141	1,662,989	26	139	1,652,384
Iron and steel and minor metal trades ..	15	49	208,287	15	48	217,485
Building, woodworking and furnishing ..	17	67	530,194	18	69	536,605
Printing and paper ..	12	59	351,228	13	59	347,107
Cotton ..	6	24	99,340	6	26	110,966
Textiles (other than cotton) ..	22	27	89,285	23	31	92,260
Clothing ..	7	25	163,921	7	26	164,627
Leather and boot and shoe ..	5	21	99,495	5	22	102,183
Glass, pottery, food, chemicals, etc. ..	14	65	475,293	15	66	470,058
Agriculture ..	1	16	135,000	1	15	135,000
Public employees ..	4	29	310,667	4	27	299,082
Civil service ..	8	70	499,286	8	69	497,345
Non-manual workers ..	16	55	310,681	15	52	286,679
General workers ..	4	60	787,727	4	63	792,720
Totals ..	176	975	8,315,332	182	989	8,312,875

Mr. George H. Lowthian, C.B.E., General Secretary of the Amalgamated Union of Building Trade Workers of Great Britain and Ireland, was elected Chairman of the General Council of the Trades Union Congress for the forthcoming year.

SALARIES OF TEACHERS IN SCOTLAND

The Secretary of State for Scotland has made regulations under section 83 of the Education (Scotland) Act 1962 (a) and section 2 of the Education (Scotland) Act 1963 (b), known as the Teachers' Salaries (Scotland) Regulations 1963.*

These Regulations, which became operative on 1st April 1963 and will remain in force until 31st March 1966, raise the basic salary scales of teachers employed by education authorities by an average of 10 per cent.

The following examples (selected from the nine basic salary scales) illustrate the changes in the scales as they affect the largest groups of teachers compared with the corresponding scales in operation at 1st July 1961.

	1st July 1961	1st April 1963
First or Second Class honours graduates and teachers holding equivalent qualifications who are employed in secondary schools	£840 to £1,600 in ten years	£900 to £1,750 in ten years
Ordinary graduates and teachers holding equivalent qualifications who are employed in secondary schools	£770 to £1,330 in 12 years	£820 to £1,470 in 12 years
Ordinary graduates and teachers holding equivalent qualifications who are employed in primary schools	£680 to £1,240 in 12 years	£730 to £1,370 in 12 years
Non-graduate primary teachers with three years' training	£560 to £1,070 in 14 years	£600 to £1,190 in 14 years

The extra allowances given to teachers in posts of special responsibility (head teachers, principal teachers, special assistants, etc.) are also increased. These payments, which are received by 28 per cent. of all teachers in Scotland, range from £75 to £1,700 under the new Regulations, compared with the previous range of £65 to £1,585. Head teachers of secondary schools will receive responsibility payments ranging from £300 to £1,700, compared with the previous allowances of £255 to £1,585. The responsibility payments for head teachers of primary schools now range from £175 (previously £150) for head teachers of small primary schools to £850 (previously £800) for head teachers of the largest primary schools. To qualify for the largest payments head teachers must have responsibility for schools with over 1,000 pupils. Deputy head teachers, second masters, senior women assistants and infant mistresses are to receive a higher proportion of the head teachers' allowances ranging, in the secondary schools, from £120 to £945 (previously £85 to £635).

The following schedule shows the changes in the basic salary scales for teachers in further education:—

	1st July 1961	1st April 1963
First or Second Class honours graduates. Other teachers doing advanced work	£960 to £1,750 in ten years	£1,020 to £1,920 in ten years
Third Class honours graduates. Other lower qualified teachers doing intermediate work	£910 to £1,750 in 12 years	£970 to £1,920 in 12 years
Ordinary graduates or equivalent (Higher National Diploma, etc.). Other lower qualified teachers doing intermediate work	£785 to £1,420 in 12 years	£835 to £1,560 in 12 years
Non-graduate teachers (including holders of Higher National Certificate, Scottish Diploma of Agriculture, etc.)	£685 to £1,290 in 13 years	£735 to £1,420 in 13 years

The less well qualified non-graduate teachers who did not advance beyond £1,070 previously now have a maximum of £1,180, the salary appropriate to the tenth year of service.

Heads of departments, senior assistant teachers and assistant teachers receive a further £70 if they have an approved teaching qualification or have taken an approved teacher training course.

Heads of departments and senior assistant teachers receive increased additions to these scales varying from £45 to £560 according to their responsibilities, compared with the previous additions of £40 to £520.

Principals of further education centres are eligible for salaries ranging from a scale of £1,650 to £1,980 in a small centre dealing with elementary trade instruction to £3,475 in a very large centre (previously £1,500 to £1,800 and £3,160, respectively). Similarly the salaries of deputy principals range from £1,485 to £1,815, to £2,795 (previously £1,350 to £1,650, to £2,540). These salaries may be further increased by £265 or £70 according to the level of the work done in the centre (previously £250 or £65).

* S.I. 1963 No. 1525 (S.69). H.M. Stationery Office; price 3s. 6d. (3s. 10d. including postage).

- MIDLAND ELECTRIC MANUFACTURING Co. Ltd. Tyseley, Birmingham
- HEPWORTH & GRANDAGE Ltd. Bradford
- SHELL RESEARCH Ltd. Thornton-le-Moors, Cheshire
- PETROCHEMICALS Ltd., Manchester
- ALVIS Ltd., Coventry
- BRISTOL SIDDELEY ENGINES Ltd. Coventry
- ALFRED HERBERT Ltd., Coventry
- ROOTES GROUP (Humber Ltd.) Coventry, Dunstable and Luton
- QUALCAST Ltd., Derby
- ROLLS ROYCE Ltd. Nuclear Department, Derby
- THE INTERNATIONAL HARVESTER COMPANY OF GREAT BRITAIN Ltd., Doncaster
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LABOUR OVERSEAS

Labour and Holiday Trends in Major European Countries

Earnings, Hours, Employment and Unemployment

A schedule, designed to show the trends from 1951 to 1961 of average earnings, hours of work, number of workers and number of unemployed in the more important industries common to the major European countries, was published in the June 1962 issue of this GAZETTE (page 228). The schedule below gives similar

information for 1962 which has been obtained from sources in the countries concerned. The information given in both articles is related to "all workers" unless otherwise stated and has not taken into account any supplementary labour costs which might be borne by employers. Explanatory notes are included in the table.

	1962				NOTE.—For each country the explanatory note references at the head of each column refer to all items in that column. Other references are placed immediately to the right of the items to which they refer.
	Average hourly earnings s. d.	Average hours worked per week	Total number of workers in employment (thousands)	No. of unemployed	
BELGIUM	(a) (b) (h)	(c)	(d)	(e)	(a) Exchange rate 140 B. francs = £1 (rounded to the nearest penny). (b) Hourly earnings for men calculated on the basis of an eight-hour day. (c) No statistics of hours worked are available; the standard working week consists of 45 hours. (d) Labour force employed. (e) Compulsory unemployment insurance; statistics consisting of daily averages of wholly, partially and temporarily unemployed. (f) Machinery, transport equipment. (g) Metals. (h) Averages of the first three quarters. (i) No information available.
All manufacturing ..	4 10	—	1,229	(i)	
Engineering	5 1 (f)	—	430 (g)	9,848 (g)	
Chemicals	5 2	—	80	981	
Textiles	4 2	—	173	9,943	
FRANCE	(a)	(b)	(c)	(d)	(a) Exchange rate 13.82 new francs (rounded to the nearest penny). (b) Includes salaried employees. (c) Estimates based on statistics of establishments. (d) Employment Office statistics. (e) Includes building industries. (f) Machinery. (g) Metal products, machinery, etc. (h) Metal workers. (i) Chemical and rubber products. (j) Chemical and rubber products, including products of petroleum and coal.
All manufacturing (e) ..	4 5	46.5	6,125	100,812	
Engineering	4 11 (f)	47.4 (g)	2,150 (h)	5,430 (h)	
Chemicals	4 7 (i)	45.3 (j)	340	835	
Textiles	3 8	43.5	513	7,578	
WESTERN GERMANY	(a) (b) (n)	(l)	(c) (m)	(d) (k)	(a) Exchange rate 11.10 Dms. = £1 (rounded to the nearest penny). (b) Including family allowances paid directly by employer; averages for adult males only. (c) Labour registration. (d) Employment Office statistics. (e) Includes electricity, gas and water. (f) Includes construction work in iron and steel. (g) Metal products, machinery, etc. (h) Metal workers. (i) Includes oil refinery and natural gas. (j) Textiles and leather. (k) Relates to December 1962. (l) Relates to August 1962. (m) Relates to September 1962. (n) Relates to November 1962.
All manufacturing ..	6 1 (e)	45.9 (e)	5,337	73,644 (f)	
Engineering	6 8 (g)	45.6 (g)	3,710	8,158 (h)	
Chemicals	6 9	45.9	543 (i)	1,182	
Textiles	5 7	44.8	663	6,894 (j)	
ITALY	(a) (b)	(c)	(d)	(d) (e)	(a) Exchange rate 1.750 lire = £1 (rounded to the nearest penny). (b) Including family allowances, holidays, feast days and bonuses. (c) Monthly hours divided by 4. (d) Employment Office statistics. (e) Including persons seeking first job or change of job. (f) Metal products, machinery (non-electrical). (g) Including production of metals and all mechanical or metal work. (h) Chemicals and paper.
All manufacturing ..	4 4	41.1	2,051	323,792	
Engineering (f)	4 9	41.6	937	67,915 (g)	
Chemicals	4 8	43.1	158	6,753 (h)	
Textiles	3 8	39.0	439	26,878	
NETHERLANDS	(a) (b) (c) (i)	(b) (i)	(d)	(e)	(a) Exchange rate 10.10 florins = £1 (rounded to the nearest penny). (b) Production and related workers: October 1962. (c) Estimates based on the new semi-annual wage enquiry. (d) Number of man-years insured (of 300 days each; wage earners). (e) Employment Office statistics, excluding persons employed on public relief work. (f) Excluding coal mining. (g) Metal industries, machinery, etc. (h) Metal workers. (i) Adult male workers.
All manufacturing ..	5 0 (f)	47.1 (f)	1,244	4,352	
Engineering	5 1 (g)	46.6 (g)	173	1,258 (h)	
Chemicals	5 5	46.4	92	45	
Textiles	5 0	44.9	116	83	
SWEDEN	(a) (b)	(c)	(d)	(e)	(a) Exchange rate 14.50 kroners = £1 (rounded to the nearest penny). (b) Earnings relate to male workers only and are based on earnings from time-work and piecework, including overtime, extra shift pay, holiday pay and other supplements. Figures are provisional. (c) No information available. (d) All workers, including juveniles. (e) The percentages shown relate to unemployed members of unemployment insurance funds. (f) Including mining. (g) Male workers.
All manufacturing (f) ..	10 1	38.7 (g)	707	0.8%	
Engineering	10 6	(c)	238	0.7%	
Chemicals	9 9	(c)	26	0.6%	
Textiles	8 9	(c)	37	0.9%	

Annual and Public Holidays

A detailed account of the main annual and public holiday arrangements in the member countries of the European Economic Community and the European Free Trade Area was published in

the February 1962 issue of this GAZETTE (page 59). In the following schedule this information has been brought up to date for the six countries now under review. Explanatory notes are given on the next page.

	Belgium	France	Germany	Italy	Netherlands	Sweden
ANNUAL HOLIDAYS						
Entitlement	Statutory	Statutory	Statutory (and collective agreements)	Statutory	Collective agreement (a)	Statutory
Qualifying period: less than 1 year	Nil (a)	1½ days per month	(a)	On a pro rata basis	On a pro rata basis	1½ days a month
After 1 year	12 days	18 days	15 days	10 days	13 or 15 days (b)	18 days
After 3 years	12 days	18 days	15 days	10 days	13 or 15 days	18 days
After 5 years	12 days	18 days	15 days	10 days	13 or 15 days	18 days
After 20 years	12 days	20 days	15 days	10 days	13 or 15 days	18 days
After 25 years	12 days	22 days	15 days	10 days	13 or 15 days	18 days
After 30 years	12 days	24 days	15 days	10 days	13 or 15 days	18 days
Young persons	18 days (under 18 years)	24 days (under 18 years)	24 days (under 18 years)	10 days	(b)	—
Workers employed in occupations dangerous to health	—	—	(c)	—	—	36 days
Disabled persons	—	—	18 days (d)	—	—	—
Other special categories of workers	—	(b)	15-18 days (e)	—	—	—
Rate of payment	Double pay (c)	½ of average yearly wages (c)	Normal wages	Normal wages	4 per cent. of yearly wages (c)	Normal wages (b)
PUBLIC HOLIDAYS						
Number of statutory days ..	10 days	11 days	10-13 days (f) (usually 11-12 days)	17 days	Nil	12 days
Recognised days	5 days	—	—	—	6-9 days (d)	2 half-days
Number of days for which payment is normally made	10-15 days (d)	1-5 days (d)	10-13 days	17 days (c)	7 days	11 days (c)
Rate of payment	Normal wages	Normal wages	Normal wages	Normal wages (c)	Normal wages (e)	Normal wages (d)

Labour and Holiday Trends in Major European Countries—cont.

NOTES

BELGIUM

(a) There is normally no provision for annual holiday entitlement for persons with less than one year's service; exceptionally some undertakings grant a period of holiday. (b) Underground workers in coal mines. (c) Legislation provides for two weeks' wages to be paid for the first week; double pay for the second week is being implemented progressively and will be in operation by the end of 1963. (d) Legislative provision is made for payment for ten days of public holiday.

FRANCE

(a) Most industries covered by collective agreements, particularly those in manufacturing, now have a four-week holiday. (b) Mothers under 21 years are allowed two extra days by statute for each dependent child. (c) The average yearly wages are assessed over a qualifying period which is normally the 12 months ending on 31st May before the commencement of the holiday. (d) One day is payable under legislation; most collective agreements provide for five days. Women and young workers have a statutory right to the remaining days without payment.

GERMANY

(a) 15 days are granted after six months' employment; workers over 35 years of age get 18 days' holiday. (b) The 15 days (or 18 days as the case may be) are supplemented to a large extent by collective agreements; nearly 95 per cent. provide for holidays of 18 days or more and of these 75 per cent. provide for 19 days or more. The trend is to increase the number of days of entitlement on age grounds instead of age and/or length of service. (c) By collective agreement certain categories of workers receive from three to six additional days and sometimes more. (d) Disabled workers are allowed additional days both by Länd (Regional) legislation and by many collective agreements. (e) Victims of Nazi persecution are allowed three to six additional days under Länd legislation, and in the Länder of Hessen, Hamburg and Schleswig-Holstein collective agreements provide for similar increases. (f) The number of public holidays varies from one Länd to another according to the predominant religious belief of the area.

ITALY

(a) The statutory minimum relates to only a small minority of workers because there is a national collective agreement which provides for a minimum of 12 working days; individual collective agreements provide for even longer holidays. Manual workers are normally allowed 12 days for up to three years' service, 14 days for four to ten years, 16 days for 11 to 19 years, and 18 days for 20 years'

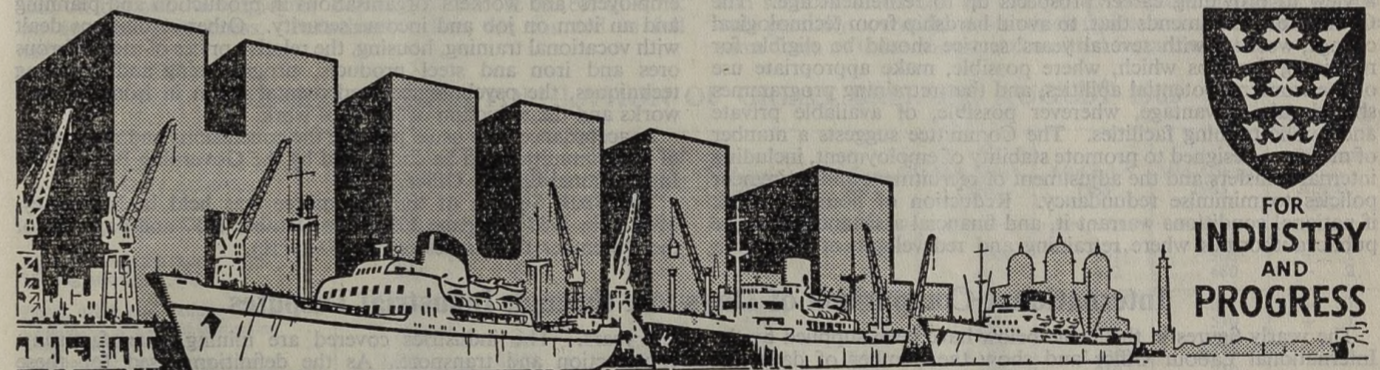
service or more. Salaried workers have a minimum, in any industry, of 15 days for two years' service, 20 days for ten years and 24 days after 15 years' service. Most industries grant a maximum of 30 days after between 15 and 22 years' service. (b) Apprentices are allowed a minimum of 30 days up to the age of 16 and 20 days from 16 to 20 years. (c) Legislation provides for payment for all public holidays at the full normal daily remuneration (including additions and supplements) to all workers who are paid according to the number of hours worked. The payment is assessed at one-sixth of the total remuneration for one week which, in the absence of a collective agreement specifying otherwise, is the statutory working week of 48 hours. Pieceworkers are assessed on the average remuneration for the last four weeks. Employees on fixed monthly salaries are not entitled to additional payment for public holidays unless a holiday falls on a Sunday when they receive a compensatory payment of one-twentieth of their monthly salary. Some collective contracts may provide more generous payments to workers and/or employees.

NETHERLANDS

(a) For workers not covered by agreements (15 per cent.) legal provision exists for a minimum of one uninterrupted working week plus five or six days (i.e., one working week) with pay. (b) Normally a period of holiday of 13 or 15 days is granted (i.e., two working weeks plus three days). An additional two or three days are given to young persons and sometimes for seniority. (c) The majority of agreements provide for double pay for holidays up to a maximum of two weeks. (d) The minimum allowance provided by collective agreement is six days; workers in coal mining are allowed nine days and in certain other industries eight days. (e) By agreement workers are entitled to payment for six days; the majority of employers pay for seven.

SWEDEN

(a) Legislation has recently been introduced to provide for a four-week holiday and will be in full operation by 1965. (b) Employees who are paid at time rates on a weekly, or longer unit of time, are paid their usual wages for annual holidays; others at the rate of average daily earnings, excluding overtime, received during the qualifying year; home-workers and other unsupervised workers at the rate of 6 per cent. of the total earnings during the year. (c) There is no statutory provision for payment, but collective agreements provide for payment for 11 days; workers with less than six months' service are paid for four days. (d) Workers paid on an hourly basis generally receive a special public holiday rate under collective agreements.



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NUMBERS UNEMPLOYED IN PRINCIPAL TOWNS AND DEVELOPMENT DISTRICTS

The following Table shows, for some principal towns and all areas designated as Development Districts under the Local Employment Act 1960, the numbers of persons registered as unemployed at Employment Exchanges and Youth Employment Offices on 9th September 1963 and the percentage rates of unemployment.

Table with columns for Men 18 and over, Women 18 and over, Boys and Girls under 18, Total, Temporarily stopped (inc. in total), and Percentage rate of unemployment. Includes sub-sections for Principal Towns (By Region) and Development Districts (By Region).

An explanation of the method of calculation of local percentage rates of unemployment was given on pages 134-135 of the April 1960 issue of this GAZETTE. The percentage rate of unemployment relates to the total number registered as unemployed, wholly unemployed and temporarily stopped combined.

Table with columns for Men 18 and over, Women 18 and over, Boys and Girls under 18, Total, Temporarily stopped (inc. in total), and Percentage rate of unemployment. Includes sub-sections for Development Districts (By Region) and Wales.

NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: SEPTEMBER 1963

The Table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom at 9th September 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.

Large table with columns for Industry, Wholly unemployed (including casuals), Temporarily stopped, Total (Males, Females, Total), and United Kingdom (all classes). Includes a GRAND TOTAL at the bottom.

* Number registered as unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1962. † Figures include those for certain adjacent Employment Exchange areas details of which were given on page 475 of the December 1962 issue of this GAZETTE.

* 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 (5,735 males and 224 females in Great Britain and 6,339 males and 242 females in the United Kingdom).

Placing Work of the Employment Exchanges

The Table below shows, for the periods ended 7th August and 4th September 1963, 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.

Table with 5 columns: Category, Placings (7th August 1963), Vacancies unfilled (7th August 1963), Placings (4th September 1963), Vacancies unfilled (4th September 1963). Rows include Men aged 18 and over, Boys under 18, Women aged 18 and over, Girls under 18, and Total.

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 (see next page) which relate to engagements of all kinds during the period in question.

Similarly, the figures of vacancies unfilled 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 vacancies unfilled. 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 September 1963 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 September 1963. A Regional analysis of the total placings and vacancies remaining unfilled is given at the end of the Table.

Main table showing Placings during four weeks ended 4th September 1963 and Numbers of vacancies remaining unfilled at 4th September 1963, broken down by industry group (e.g., Agriculture, food, metal, engineering, etc.) and sex/age group.

Table showing Regional breakdown of placings and vacancies unfilled, with columns for Region, Men 18 and over, Boys under 18, Women 18 and over, Girls under 18, and Total.

Labour Turnover

The Table below shows labour turnover rates (per 100 employees) in the manufacturing industries during the four-week period ended 17th August 1963, with separate figures for males and females. The figures are based on information obtained on returns from employers. Every third month they are asked to state, in addition to the numbers employed at the beginning and end of the period, the numbers on the pay-roll at the later of the two dates who were not on the pay-roll at the earlier date.

Labour Turnover Rates in Manufacturing Industries: four weeks ended 17th August 1963

Table showing Labour Turnover Rates (per 100 employees) for various manufacturing industries, with columns for Industry, Number of engagements per 100 employed at beginning of period (M, F, T), and Number of discharges and other losses per 100 employed at beginning of period (M, F, T).

employment before the end of the same period, and the percentage rates both of engagements and of discharges, etc., in the Table below accordingly understate, to some extent, the total intake and wastage during the period. In spite of this limitation, however, the figures enable comparisons to be made between the turnover rates of different industries and also between the figures for different months for the same industry.

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

Continuation of Labour Turnover Rates table, showing rates for various manufacturing industries and 'All the above industries'.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change (Decreases in italics)
Carpet Manufacture	Great Britain (93)	First pay day in Sept.	All workers	Cost-of-living bonus and shorter working week allowance previously paid consolidated into basic rates (consolidated wages). New cost-of-living bonus introduced related to a datum figure of 104 based on the new index of retail prices (Jan. 1962 = 100), and the cash value for each point movement in the index is 2s. 9d. a week for men and 1s. 10d. for women. When the index of retail prices is below 108, the consolidated wage, plus the four-point cost-of-living bonus payable at 108, is to be multiplied by the index of retail prices and divided by 108. Consolidated wages after change: male workers—general minimum rate at 19, 186s. 11d. a week, dry beamers, packers, back sizers and starchers, card men (jacquard, wilton and gripper), fur cutters (over 19 with 6 months' experience as assistant or otherwise) 198s. 1d., wet beamers and dressers (over 19 with 12 months' experience as assistant or otherwise) 216s. 8d., croppers and shearers (over 19 with 6 months' experience of loom, jacquard weavers (single-cloth looms) 4s. 9d., 5s. 1d. or 5s. 5d. an hour, (double-cloth looms) 5s. 1d., 5s. 5d. or 5s. 9d., weavers other than jacquard (single-cloth looms) 4s. 9d., (double-cloth looms) 4s. 9d., 5s. 1d. or 5s. 5d., pieceworkers other than weavers 4s. 5d., wet beamers and dressers on piecework 4s. 9d.; female workers—general minimum rate at 19, 125s. 8d. a week, card cutters (over 19 with 18 months' experience) 142s. 5d., pieceworkers 2s. 11d. an hour. The consolidated wages quoted are subject to the following cost-of-living bonus adjustment based on the index of retail prices figure of 104 for June 1963—consolidated wage, plus the four-point cost-of-living bonus payable at 108, multiplied by 104 and divided by 108.
Textile Bleaching, Dyeing, Printing and Finishing	Lancashire, Yorkshire, Cheshire and Derbyshire (97)	Second Friday or equivalent pay day in Sept.	Nightworkers (other than shift-workers)	Increase of 1½d. an hour (5½d. to 7d.) in night allowance.
Hosiery Finishing	Midlands (various districts) (99)	First pay day in Sept.	All workers	Increase* of 2 per cent. (20 to 22 per cent.) in the percentage addition paid on all time and piece rates.†
Refractory Goods Manufacture	England and Wales‡ (118)	Beginning of first full pay period following 27 July	All workers	Increases in minimum basic rates of 2½d. an hour for men 21 and over, of 2d. for women 18 and over, and of proportional amounts for younger workers. Standard minimum hourly rates after change include: labourers 21 and over 4s. 6½d., youths and boys 2s. 4½d. at 15 rising to 4s. at 20; women 18 and over 3s. 5½d., girls 2s. 7d. at 16 and 2s. 11d. at 17; drivers of road vehicles up to and including 2 tons carrying capacity 4s. 8½d., over 2 and up to and including 8 tons 4s. 9½d., over 8 tons 4s. 11½d.; kilnburners and boilerfiremen on continuous shift work (inclusive of differential of 4½d. an hour and shift allowance of 4½d. an hour) 42s. 2d. a shift of 8 hours.
General Stoneware Manufacture	Great Britain (127)	First full pay week following 5 Aug.	All workers	Increases in minimum basic rates of 2½d. an hour for male workers 18 and over, and of 2d. for female workers 18 and over; kilnfiremen, boilerfiremen, continuous kiln personnel and other shift workers are to receive the basic rate for 42 hours and at the rate of time-and-a-half for all hours worked in excess of 42. Minimum hourly rates after change include: bigware throwers and turners (over 10-quart sizes) 5s. 4½d. an hour, unskilled men 21 and over 4s. 3½d., women 21 and over 2s. 11d.
Glass Container Manufacture	Great Britain (131)	First full pay period following 1 Sept.	Workers other than those whose wages are regulated by movements in other industries	Increases in basic minimum time rates of 2d. an hour for workers 21 and over, of 1½d. for those 18 and under 21, and of 1d. for those under 18. Minimum provincial hourly rates for day workers after change: men 21 and over, general labourers 4s. 5½d., Lister or similar truck drivers 4s. 6½d., batch mixers, boilermen or stokers 4s. 7½d., sorters 4s. 7d., founders, gas makers and furnacemen 4s. 7d. or 4s. 8d., according to daily melting capacity of furnace; women 21 and over 3s. 4d. London rates are higher by 1½d. an hour for men and by 1½d. for women.
Sawmilling	Northern Ireland (139)	19 Aug.	Storemen and labourers	Increase of 2d. an hour (4s. 8½d. to 4s. 10½d.).
Basket Making	United Kingdom (141)	First full pay week in Sept.	All workers	Cost-of-living bonus decreased* by 3 per cent. (44 to 41 per cent.).
Printing	London (156-157) Manchester	1 Sept.	Workers other than electricians, engineers and process workers, employed in the production of national morning, evening and Sunday newspapers	Cost-of-living bonus decreased* by 2s. a week (12s. to 10s.) for adult workers, and by proportional amounts for apprentices and juniors.
Organ Building	United Kingdom (163)	1 July‡	Journeymen and apprentices	Cost-of-living bonus decreased* by 2s. a week (24s. to 22s.).
Electricity Supply	Great Britain (178-179)	19 Sept.	Certain manual workers	Increases of 3d. an hour for journeymen, and of proportional amounts for other grades. Minimum rates after change for journeymen: London, Liverpool and Manchester 6s. 3½d. an hour, other districts 6s. 2½d.‡
Water Supply	England and Wales (180)	First full pay week commencing on or after 30 June	Fully-skilled engineering craftsmen and apprentices, other than those employed in the Metropolitan Water Board Area	Introduction of new grade rates for sub-station attendant's assistants (static) 1,000,001 kW and over and unit operators and assistant unit operators above 400,000 kW. Allowances after change: sub-station attendant's assistants (static) 1,000,001 kW and over plus 4d. an hour, unit operators 400,001 to 1,000,000 kW 1s. 6d., unit operator's assistants 9d.
Road Haulage	Northern Ireland (195/259)	10 Sept.	Male drivers and assistants employed on mechanically or electrically propelled vehicles	Increases of 3d. an hour for adult workers, and of proportional amounts for apprentices. Rate after change for fully-skilled engineering craftsmen 6s. 2½d. an hour.
				Increases in statutory minimum remuneration of 10s. a week for drivers and assistants 21 and over, and of 4s. to 9s., according to age, for assistants under 21. General minimum time rates after change: drivers—of vehicles with carrying capacity of 8 tons and over, area A 206s. a week, area B 204s. 6d., area C 195s. 6d., 2 tons and under 8 tons 198s. 6d., 197s., 188s. 6d., 1 ton and under 2 tons 190s. 6d., 189s., 181s., under 1 ton 183s., 181s. 6d., 173s. 6d.; assistants—of vehicles with carrying capacity of 2 tons and over, area A 78s. 6d. at under 16 rising to 189s. 6d. at 21 and over, area B 76s. 6d. to 188s., area C 75s. 6d. to 179s. 6d., 1 ton and under 2 tons 78s. 6d. to 181s. 6d., 76s. 6d. to 180s., 75s. 6d. to 172s., under 1 ton 78s. 6d. to 174s., 76s. 6d. to 172s. 6d., 75s. 6d. to 164s. 6d.¶

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

† The cost-of-living percentage addition now represents the points value of the excess over the previous base of 100 of the figure obtained by multiplying the half-yearly average figure of the index of retail prices (Jan. 1962 = 100) by 1.175, taking the resultant figure to the nearest whole number.

‡ Agreement of the National Joint Wages Board for the Refractories Industry; the previous separate Wages Boards (the National Silica Brick Joint Wages Board and the National Joint Wages Board for the Refractories Industry) were merged on 18th December 1962.

§ These increases, which were ratified in September by the parties concerned, were the result of an award (No. 2985) of the Industrial Court, dated 21st August, with retrospective effect to the date shown. See page 383 of the September issue of this GAZETTE.

|| These increases were agreed in September with retrospective effect to the date shown.

¶ These increases took effect under an Order made under the Wages Councils Act (Northern Ireland). See page 384 of the September issue of this GAZETTE. The Order does not apply to workers employed on vehicles operated by the Ulster Transport Authority, nor to certain other specified groups of workers.

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

Industry	District (see also Note at beginning of Table)	Date from which Change took effect	Classes of Workers	Particulars of Change (Decreases in italics)
Post Office	United Kingdom (200)	1 Jan.*	Manipulative rank-and-file grades (other than telegraphists and postal and telegraph officers)	Increases of 4s. 6d. and 3s. 6d. a week for postmen and telephonists on the maximum of the national pay scale and of varying amounts for those at lower points on the scale. Maximum national rates after change: postmen 235s. a week, telephonists 250s.*
Wholesale Newspaper Distribution	London (205)	1 Sept.	Male workers	Decreases† in cost-of-living bonus of 2s. a week (12s. to 10s.) for full-time workers 21 and over, and of proportional amounts for other workers. Rates after change, inclusive of bonus, for full-time workers 21 and over: indoor workers and drivers—day staff 259s. a week, night staff 268s.
Hide and Skin Market Trade	England and Wales (203)	Pay day in week commencing 5 Aug.	All workers	Increase of 5 per cent. Minimum rates after change: yard foremen acting as hide and/or skin classers in charge of six or more men 234s. 3d. a week, acting in charge of five or less 228s. 3d., hide and/or skin classers 222s., assistant classers 203s. 6d., hide trimmers (skilled) 199s. 3d., motor drivers 207s. 1d., labourers 20 and over 194s. 9d.; youths 93s. 9d. at 16 rising to 162s. 2d. at 19; workers in the London area, within a radius of 20 miles from Charing Cross, receive 1d. an hour above these rates.
Fire Services (Local Authorities' Fire Brigades)	Great Britain (255)	1 Aug.‡	Firewomen	Increase of 3 per cent. giving amounts of £20, £15 or £10 a year, according to length of service and rank. Rates after change include: firewomen 20 or over £310 a year during first year of service rising to £650 during sixth, leading firewomen £680, senior leading firewomen £745.
Health Services	Great Britain	1 June‡	Engineering craftsmen employed in hospitals, etc.	Increase of 3d. an hour. Rates after change: London 6s. 2½d. an hour, elsewhere 6s. 0½d.

CHANGES IN HOURS OF WORK COMING INTO OPERATION DURING SEPTEMBER

Rye Grass Seed	Northern Ireland	9 Sept.	All workers	Normal weekly hours reduced from 45 to 42 for day workers, and from 41 to 38 for shift workers.
Baking	England and Wales (18) (256)	11 Sept.	All workers	Normal weekly hours reduced from 44 to 42, without loss of pay.§

* The increases resulted from awards No. 439, 440 and 441 of the Civil Service Arbitration Tribunal dated 6th and 8th August. The increases have retrospective effect to the date shown, and were authorised by the Post Office in September. See page 383 of the September issue of this GAZETTE.

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

‡ This increase was agreed in September with retrospective effect to the date shown.

§ This change took effect under an Order made under the Wages Councils Act. See page 384 of the September issue of this GAZETTE.

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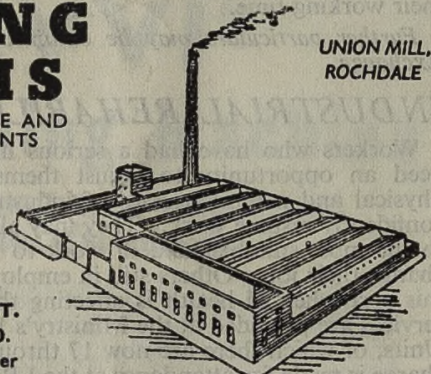
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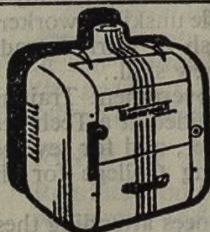
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