



Ministry of Labour

Gazette

VOLUME LXIV, No. 8

AUGUST, 1956
Published monthly by H.M. Stationery Office

PRICE 1s. 6d. NET
Annual subscription 19s. 6d.
including postage

CONTENTS

	Page		Page
<i>Special Articles :</i>		<i>Special Articles—continued :</i>	
The Training of Supervisors	289	National Insurance : Report of Ministry of Pensions and National Insurance for 1955 ; Changes in Benefit Condi- tions and Payments ; Workmen's Compensation and Benefit (Supplementation) Regulations, 1956 ; Report on Assessment of Disablement in Special Cases	296
Summary of Monthly Statistics	291	International Labour Organisation : Fifth Session of Building, Civil Engineering and Public Works Committee	298
Report of Committee of Inquiry into Dock Labour Scheme	292	EMPLOYMENT, UNEMPLOYMENT, ETC.	299
Recent Collective Agreements : Sliding Scale Arrangements for Wages Adjustments in the Furniture Manufacturing Industry ; Sliding Scale Arrangements for Wages Adjustments in the Hosiery Manufacturing Industry ..	293	WAGES, DISPUTES, RETAIL PRICES	310
Activities of National Joint Advisory Council	294	MISCELLANEOUS STATISTICS	318
Booklet on Training for Supervisors	294	ARBITRATION AWARDS, NOTICES, ORDERS, ETC.	320
Industrial Safety, Health and Welfare : Factory Orders, 1956 Edition ; The Agriculture (Safety, Health and Welfare Provisions) Act, 1956	294	STATUTORY INSTRUMENTS	322
Education in 1955	295	OFFICIAL PUBLICATIONS RECEIVED	322
		MINING QUALIFICATIONS BOARD	323

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

The Training of Supervisors

THE Report of the Committee of Inquiry on the Training of Supervisors was published in 1954 and received wide circulation in industrial and educational circles. A summary of the contents of the Report was contained in the issue of this GAZETTE for August, 1954 (pages 263 to 265).

The Report reviewed existing provision for supervisory training and made a number of suggestions for future development which it was hoped would assist both industrial management and the various educational bodies to make further progress in this field. The Report aroused considerable interest and gave rise to activities in a number of fields. As the Committee stressed the urgency of remedying the relative lack of provision for supervisory training throughout British industry the Department thought that two years from the publication of the Report might not be too early for a further inquiry into the progress which has been made. The co-operation of the British Employers' Confederation, the nationalised industries and the Trades Union Congress in this inquiry was invited. The Department also consulted the Ministry of Education, the various adult educational centres, and the voluntary organisations concerned and drew upon the knowledge of its own staff who are in touch with industry on this subject.

Such statistics as are available and the other information received support the general impression that there is at present a much wider appreciation of the need for supervisory training and a growing acceptance of this training as an integral part of factory or office organisation, as well as a more critical approach to the problems involved.

The Committee emphasised that the main responsibility for the training of supervisors must be accepted by senior management. This is being increasingly recognised by industry, as is shown by the growth of organised supervisory training schemes, of which almost 300 are known to have been started in the last two years. There are undoubtedly others of which information is not available. Much more attention, too, is being given to what might be termed "planning the experience" of the foremen on the job. Although fifty schemes are in organisations employing more than 1,000 workers, more than two-thirds of new schemes started are in the firms of medium and smaller size. In addition, the scope and effectiveness of existing training schemes have been extended and improved. New subjects have been included in the curricula and experiments have been made with new methods of training, including much greater use of discussion groups and project work, requiring the active participation of the supervisors. The same degree

of progress has not been made in providing training for potential supervisors, but here the situation is often complicated by the shortage of good candidates for promotion.

Training undertaken by Industry

In larger organisations supervisory training is normally organised through an Education and Training Department, though departmental and senior managers are increasingly taking part in the actual training and the training itself is gradually becoming recognised, in the words of a senior training officer, as "a tool of management in the normal operations of the company". The pattern of internal training programmes in the larger firms varies. There are, often, full-time courses of one, two or three weeks' duration, some of them residential ; in other cases, not infrequently in the same firm, short weekly sessions of two or three hours' duration may be all that is considered necessary for a particular subject. Potential supervisors, however, sometimes follow a training programme extending over one or two years.

Smaller firms rely mainly upon sending their supervisors to external courses, but in most of the new training schemes which have been developed the use of external facilities is combined with a planned approach within the organisation. Internal training usually takes the form of foremen's meetings, the main objectives of which may be as much consultative as educational, or of discussion groups studying specific subjects.

Whatever form the training programme takes, the major factor in determining its effectiveness is the interest which is shown by management at all levels. Instances of the way in which management in the smaller firms is encouraging training and at the same time making good use of the external courses available have been seen in firms in which the manager discusses each lecture with his foremen and considers with them its application to the problems of their own factory or department or possibly attends the lecture with them.

One small firm employing about 400 people organised a short series of lectures for all its supervisors and managers. Some of the talks were given by senior managers, one or two by visiting lecturers. A retail organisation with a number of small branches arranged a course of weekly evening lectures for three months. The firm's directors took an active part in the discussions on subjects which carried titles such as "Management Policies", "Human Problems in the Retail Trade", "Salesmanship", while one of the directors was largely responsible for the course.

Other examples of managements' interest are seen in the "Supervisory Discussion Group" organised by a number of small firms on some of the Trading Estates and in the week-end conference which was recently held in one rather isolated part of the country, the planning and organisation of which was undertaken, with the Ministry's assistance, by managers of local firms.

Training Within Industry ("T.W.I.") generally forms part of most training programmes and is often the point from which the training starts. Considerable attention continues to be given to the technical aspects of the foreman's job; this tends to become more important as new technical processes are introduced. Much more attention has been given in the last two years to courses on work study, attendance at such courses sometimes being planned to coincide with the introduction of work study in the firm. Other subjects included in training programmes cover most practical aspects of the foremen's work, including, for example, an introduction to cost and production control, but, leaving aside the technical subjects, most emphasis appears to be given to problems of man-management.

Courses on "Communications", "Interviewing", "Running a Meeting", increasingly feature in firms' training programmes. When sending their supervisors to courses in order to improve their effectiveness, it would seem that employers feel that it is in the field of "human relations" that the greatest need exists for further training.

In this connection methods of training are of paramount importance and present a problem of which training officers have become increasingly aware. In an effort to make the training more realistic both in content and method, there is a growing tendency to use "case study" methods and project work. One organisation for instance has a two-week course entitled "Effective Shop Management" entirely devoted to consideration of methods of improving the efficiency of a hypothetical but fully documented department. Another firm gives to each potential supervisor an individual project on which to work. These are examples of what appears to be a general development. Nevertheless, it still remains true that the greater part of every foreman's skill in handling day-to-day problems must be learnt on the shop-floor and it is here that, as the Report of the Committee stressed, the influence of his manager is so important.

All the nationalised industries report that they have continued and consolidated the training activities which were being carried out in 1954. Several of them have developed new courses or have made more use of courses at technical colleges and other centres. One Division of the Coal Board, for example, extended the course of technical studies being undertaken by potential deputies to enable some instruction in the "skills of supervision", in standard costing and in methods study to be included. In the field of human relations, talks and discussions covered such subjects as:—

How the study of Human Relations can help the Deputy.

What the workman expects of the Deputy.

The Place of the Deputy in Management.

Consultation "on the job" and the maintenance of discipline.

The Central Electricity Authority have recently begun a one week's residential course for supervisors of clerical and administrative staff in addition to those they normally hold for supervisors on the production side. T.W.I. has been introduced in a number of the Authority's areas since 1954, and considerable efforts have been made to shape the T.W.I. programmes to the specific needs of the supervisors. The United Kingdom Atomic Energy Authority hold a six weeks' course for potential foremen as well as shorter courses for already promoted supervisors. British Transport Docks and Waterways have introduced T.W.I. and have held several one-week residential courses. London Transport Executive have developed a course for potential supervisors. Most of the Gas Boards have appointed education and training officers and look forward to considerable development of supervisory training started in the last two years.

External Courses

Valuable contributions to the facilities which are available for supervisory training have been made in the last few years by the courses organised by employers' associations. In particular may be mentioned those of the West of England Engineering and Allied Employers' Association and the Wool (and Allied) Textiles Employers' Council, though these, of course, are not the only ones. The latter especially have provided facilities for small firms which otherwise might have experienced some difficulty in giving their supervisors the type of theoretical knowledge which these courses provide.

An outline of the subjects covered by a three weeks' course in workshop supervision run by an employers' association is given below. In this case, in order to reduce the difficulty of releasing key men for three consecutive weeks, the course is divided into two sections separated by a week back in the supervisor's firm. The time available is divided approximately equally between the three main subjects and maximum use is made of exercises and practical work and of discussion methods dealing with points arising out of the experience and problems of course members.

Outline of a Three Weeks' Course in Workshop Supervision

I. Factory Administration and the Foreman

- (1) General survey of the organisation of a firm.
- (2) The major divisions in a firm and their relationship.
- (3) Types of organisation.
- (4) Principles of organisation.
- (5) Relationship between production method and type of organisation.
- (6) Preparation for production:—
 - (a) Process planning, etc.

(b) Production planning:—(i) Batch sizes; (ii) Machine loading; (iii) Scheduling; (iv) Routing.

(c) Material control:—(i) Requisitioning; (ii) Buying; (iii) Urging; (iv) Receiving; (v) Storing; (vi) Issuing; (vii) Transporting.

- (d) The Progress Department.
- (7) Elements of costing.
- (8) Relationship between cost accounts and financial accounts.
- (9) The costing service to foremen.
- (10) The Factory Acts and Safety.

II. Human Factor Subjects and the Foreman

- (1) General Survey.
- (2) Treatment of the New Employee.
- (3) Weighing People Up:—A systematic approach: The use and limitations of tests: Getting to know about your men: Selecting chargehands.
- (4) "Putting it across"—practice in speaking.
- (5) What makes us behave as we do.
- (6) Factory Communications.
- (7) Training and developing your men.
- (8) The Foreman, the Unions and the Shop Steward.
- (9) The Foreman and Union Agreements.
- (10) The Foreman's Responsibilities—a summary.
- (11) An experienced Foreman talks about his job.
- (12) Leadership and Loyalties—Some Do's and Don'ts.
- (13) Problem Situations (four).
- (14) Summing up.

III. Work Study and the Foreman

- (1) Survey of Work Study.
- (2) Introduction to Motion Study.
- (3) An exercise, illustrated by a film.
- (4) Developing better methods.
- (5) Exercise in making a process chart.
- (6) Applying Motion Study in the Factory.
- (7) Discussion—introducing better methods to workpeople.
- (8) Introduction to Time Study.
- (9) Simple Timing exercises.
- (10) Introduction to effort rating.
- (11) Effort Rating illustrations.
- (12) Discussion—How fair is Time Study.
- (13) Bonus Schemes and Incentives.
- (14) Problem situation.

The number of students attending the part-time evening courses at technical colleges which extend over one or more complete sessions has not altered appreciably during the last two years. On the other hand, there has been a substantial increase in the number of part-time day release courses for supervisors and in the number of short evening courses of lecture discussions. The latter courses, directed to a specific objective without any examination or certification, have had a very wide appeal, in particular to the older foremen. Such courses, sometimes more than one per session, are known to have been organised at almost 40 technical colleges throughout the country at the suggestion, or with the assistance, of the Ministry's Personnel Management Adviser. Local industrialists have frequently co-operated with the technical colleges in their organisation. The following is a fairly typical example of such a course:—

"The Foreman's Place in Management"—by a General Manager.

"Human Relations—Co-operation and Discipline"—by a Personnel Officer.

"Health and Safety—the Supervisor's Responsibilities"—by the District Inspector of Factories.

"Work Study—the foreman's part"—by a Method Study Engineer.

"Recruitment, Selection and Training"—by a Personnel Officer.

"Quality Control and Economy"—by a "Chief Inspector" of a local company.

"Works Information and Communication"—by a Personnel Management Adviser.

"Problems of Supervision"—by a Works Manager of a local firm.

Instead of holding a course of lectures, one technical college organised a series of discussion groups. One or two other colleges have held three or four week-end conferences planned so that each formed part of the total syllabus. In one such case, for example, two separate week-ends were devoted to detailed study of "Incentives—Financial and Non-Financial" and a third one to "Problems of Discipline". On each occasion the programme consisted of lectures, case-studies and practical demonstrations.

Most of these courses have been over-subscribed and attendance has been well maintained. Foremen and managers have expressed their appreciation of the practical value of the courses. Firms appear to be willing generally to release supervisors to attend such courses provided they are convinced that the course is likely to be practical, not theoretical.

Reports from Scotland indicate that the demand for supervisory training is growing there and more firms are becoming interested each year. Short full-time courses, including residential courses, varying from one to four weeks have been started at at least three colleges and some short day or evening courses have been held at a few others. In the woollen industry a series of short residential conferences is still in progress and to enable the foremen to apply the lessons gained in a sympathetic atmosphere on their return to the mills similar conferences of managers were held. A new development has been the establishment by the Royal Technical College, Glasgow, of a residential centre and increasing provision is being made for supervisory training in addition to the professional and managerial courses.

The adult educational centres report that the number of the courses they have provided has not increased to any appreciable

extent, but in some cases experimental courses have been tried with some success and further series are being planned. On the other hand, the demand for places at all the courses has increased and attendances are very satisfactory. One or two centres say that they are at present contemplating extensions of their programmes. The Report of the Committee has itself been discussed in detail at courses for junior managers.

With the possible exception of the Institute of Industrial Supervisors, the voluntary organisations have been playing a rather less active part in the supervisory training field. The British Association for Commercial and Industrial Education have latterly concentrated attention on the training of training officers. The Industrial Welfare Society have continued their conferences for foremen and have carried out a limited survey of the development of supervisory training, the results of which confirm the impression indicated earlier in this article.

The Contribution of the Ministry

The "Conclusions" of the Committee with regard to the Ministry's own contribution to the development of supervisory training related to the Training Within Industry programmes; the utilisation of the Ministry's Staff College at Letchworth for courses for firms' training officers; the provision, on request, of advice to industry by the Personnel Management Advisers; and the convening of meetings of employers by the Regional Controllers (see the issue of this GAZETTE for August, 1954, page 265).

The Personnel Management Advisers have found during the last year or so that the subject of supervisory training has arisen in the majority of their discussions with employers and many requests for assistance and information have been made to them.

Thirty-five half-day discussion meetings for employers have been held in the last two years and have been very successful, in terms of the response to the invitation, the level of management participating, and the interest which has been aroused. Positive results have not been seen in all the firms but many have benefited from the discussion with representatives of other organisations and a number of the short courses at technical colleges have been the direct result of these meetings. In all cases the technical colleges have been represented at the meetings.

Mention may well be made here of the rather more ambitious, but very successful, conference organised by the Regional Advisory Council for the Organisation of Further Education in the East Midlands in April of this year, which is to be followed by local meetings throughout the Region.

Facilities at the Ministry's Staff College at Letchworth have been made available to industry and, at the present time, courses are already fully booked until the end of this year. The course meets the need for training in the skills of instruction. Letchworth is the only place where such a course is available.

Action was taken at an early date on the conclusions the Committee reached with regard to the Training Within Industry programmes provided by the Ministry. An improved version of the Job Instruction programme including a greater variety of demonstrations was brought into use in December, 1954. Three new case histories were introduced into the Job Relations programme in March, 1956. Several others have since been collected or devised. A study of the Method Study courses conducted by various organisations was made and, as a result, a new Job Methods Programme has been devised which should be generally available from November of this year. A further programme on Job Safety has been devised and is being tried out experimentally.

The Ministry's trainers have continued to provide service for industry under the T.W.I. scheme. They have latterly given much attention to encouraging firms to maintain an adequate follow-up of the training of their supervisors. The new T.W.I. Application Course is now available for senior supervisors showing them the opportunities for the use of T.W.I. and how to guide and coach their junior supervisors in its use.

SUMMARY OF THE MONTHLY STATISTICS

The following is a summary of the principal statistics of the month. Further details and analyses will be found on pages 299 to 317.

Employment

It is estimated that the number of persons in civil employment in Great Britain rose during June by 14,000 (+4,000 males and +10,000 females), the number at the end of the month being 23,031,000. The basic industries (mining, gas, electricity and water supply, transport, agriculture and fishing) showed an increase of 7,000, manufacturing industries a decrease of 15,000 and other industries and services an increase of 22,000. The total working population, including H.M. Forces, the unemployed, and men and women on release leave who have not taken up employment, is estimated to have increased by 5,000 from 23,984,000 to 23,989,000.

Unemployment

The number of persons registered as wholly unemployed at Local Offices of the Ministry of Labour and National Service in Great Britain rose from 189,528 to 192,700 between 11th June and 16th July, 1956, and the numbers registered as temporarily stopped rose from 33,049 to 45,437. In the two classes combined there was a rise of 14,814 among males and 746 among females.

Rates of Wages

The index of weekly rates of wages, based on June, 1947 (taken as 4715)

An effort has been made in the last two years to meet the needs of smaller firms, particularly through training a representative of the firm to be a T.W.I. trainer. One of the major difficulties which the small organisation faces is to release a member of the staff for the period of the normal T.W.I. programmes. Variations have been made, therefore, which make it possible to present the programme to groups of three or five supervisors in a total of seven hours per programme and to one or two supervisors at a time in a total of six hours per programme. Representatives of medium and small firms have been trained, in courses of five days' duration, to present the seven-hour programmes to their supervisors. In the very small firms, the Ministry of Labour trainer has visited the firm and trained the firm's nominee to present the six-hour programme.

This change in procedure was in full operation by July, 1955, and from that date to March, 1956, 148 firms' outside nominees were qualified after attendance at Regional courses to present the seven-hour programme, in addition to 109 firms' nominees trained by the Ministry's Regional trainers to present the six-hour programme. During that time the Ministry's trainers carried out the training of supervisors in 458 firms, while at the same time the demand for Institute training increased. These figures indicate that many firms have continued to prefer the Ministry trainers to carry out the training of their supervisors. On the other hand, many small firms who were previously unable or unwilling to participate have shown an active interest in the new scheme. The Ministry propose in future to limit direct training of supervisors to the smallest firms, while continuing to give every help and encouragement to medium and larger firms to have their own trainer.

Conclusion

There has been a great deal of activity in the supervisory training field in the last two years and the developments are likely to continue. Senior management is increasingly aware of the problems involved, though there is sometimes rather less co-operation at the department level. An awareness of the problem, however, does not always result in action, and there are difficulties which undoubtedly limit the possibilities of providing effective training. Not least is the problem, which is becoming more acute, of finding sufficiently experienced teaching staff or training officers.

Two years is probably too short a period in which to expect any substantial progress in raising the status of the supervisor. Managements generally accept the foreman as the "first line of management" and an effort has been made in some directions to re-examine his position and to give him increased responsibility. On the other hand, it is often not very easy in practice to integrate the foreman into the management structure. It is made much easier where supervisory training has been introduced and the management shows real interest in its development.

There has thus been encouraging progress, but it is still true to say, in the words of the Report, that "British industry as a whole is still a long way from full realisation of the importance of the subject". Everything within the power of the Ministry of Labour and National Service will continue to be done to bring home more generally to higher management the contribution to improved relations within industry and higher productivity which a well-conceived and well-executed scheme of supervisory training can make. A Discussion Leaflet on Supervisory Training has recently been produced by the Ministry and will be given a wide distribution. Supervisory training is, however, essentially a question which demands the attention of higher management if it is to be effective. The Ministry have noted with interest and satisfaction the stimulus which has been given to progress in industries where the employers' organisation have taken an active part in creating interest, circulating information and even providing facilities for supervisory training, and they wish to re-emphasise the point made in the Report that the part which employers' organisations and the Boards of nationalised undertakings can play in supervisory training is of cardinal importance.

100) remained unchanged in July at 164. The changes in the rates of wages reported to the Department during July resulted in an increase estimated at approximately £166,000 in the weekly full-time wages of about 684,000 workpeople and in a decrease of £4,000 for 170,000 workpeople. The principal increases affected certain classes of workpeople in the general printing industry, and workers employed in boot and shoe manufacture, in furniture manufacture, in textile bleaching, dyeing, printing and finishing and in paper box making.

Retail Prices

At 17th July, 1956, the retail prices index was 102 (prices at 17th January, 1956=100), the same figure as at 12th June.

Industrial Disputes

The number of workers involved during July in stoppages of work arising from industrial disputes (including those thrown out of work at the establishments where the stoppages occurred, though not themselves parties to the disputes) was about 58,000. The aggregate time lost during the month at the establishments where the stoppages occurred was about 286,000 working days. The number of stoppages which began in the month was 152, and, in addition, 14 stoppages which began before July were still in progress at the beginning of the month.

REPORT OF COMMITTEE OF INQUIRY INTO DOCK LABOUR SCHEME

The Report has recently been published of the Committee of Inquiry which was appointed by the Minister of Labour and National Service in July, 1955, under the Chairmanship of the Hon. Mr. Justice Devlin (see the issue of this GAZETTE for August, 1955, page 275) "to inquire into the working of the Dock Labour Scheme and to advise what alterations, if any, should be made in the terms of the Scheme". The Report has been published as a Command Paper.*

In the introductory section of the Report the Committee say that their main business proved to be the consideration of a proposal by the National Association of Port Employers that the Scheme should be the subject of a major alteration. Under the Scheme, as it at present exists, the management of the labour force in the whole industry is entrusted to a body, the National Dock Labour Board, on which both employers and workers are equally represented. The port employers proposed that dual control should be abolished and replaced by control by an organisation representative of employers alone. A large part of the Report is devoted to a detailed examination of this proposal, which the Committee rejected. The Committee note in their introductory remarks that dual control when first introduced into the docks in 1941 was a novel idea and that it has not been introduced in the same form into any other industry. As the results of this experiment are of interest to others besides those concerned in the industry, the Committee, in addition to submitting their recommendation about the port employers' proposal and giving their reasons for reaching it, have also set out in general terms the way in which the Scheme has been operated. Some of the main points made in the Committee's examination of the port employers' proposal and survey of the operation of the Scheme are set out below.

Origin and Nature of the Scheme

The Report describes the man-power structure of the industry, the events which led to the setting up of the present Scheme, and the organisation and functions of the National Dock Labour Board. It explains in particular that the Scheme governs the make-up and distribution of the labour force of the industry but is not concerned with the terms and conditions of employment under which dockers are employed. These and other related matters are settled by agreements made between the employers' association and the trade unions concerned and were not investigated by the Committee, whose terms of reference did not authorise them to inquire into the industry generally.

Causes of Unrest in the Industry

The Report says that the Committee's investigations were dominated by the fact that the period during which the Scheme had been in operation had also been a period of grave unrest in the industry. An analytical examination is made of the principal dock strikes during the period in the light of the conclusions reached by the various committees appointed by Ministers to inquire into them. Of the six major dock strikes since 1947, three were in some way connected with the provisions of the Scheme and, in all, eighteen of the thirty-five strikes considered arose out of decisions taken by a local Dock Labour Board. The Committee concluded from their examination that, although these strikes arose out of the working of the Scheme, they expressed dissatisfaction, not with the provisions of the Scheme, but with decisions taken under them. The Report sums up the underlying causes of unrest as the recollection of past sufferings, the tradition of solidarity, the close congregation of dockers in the larger ports, communist influence, dissatisfaction with trade union organisation, inter-union rivalry, resistance to obligations under the Scheme, and the fact that conditions in the industry have never permitted the creation of an ordinary human relationship between employer and worker.

Discipline

The Committee gave consideration to suggestions for using the Scheme to deal with mass indiscipline by making provision for its withdrawal or suspension during an official strike, or, alternatively, by amplifying the Scheme so as to enable persistent agitators to be dismissed from the industry. Both these suggestions are rejected by the Committee. They say that it is unrealistic to talk of suspending the Scheme, which is not less valuable to the employer than it is to the worker and must now be regarded as an essential part of the industry. With regard to the persistent agitator, the Committee note that this problem is common to all industries. The persistent agitator cannot be dealt with satisfactorily without first convincing the men who have followed him that they acted wrongly in doing so. The Committee conclude that mass indiscipline has not been dealt with satisfactorily under the Scheme and they cannot recommend any amendment by which it could be. They do not consider this to be a defect in the Scheme itself, and they comment that the kind of conduct in question, for which "indiscipline" is really a misnomer, is not punishable in any other industry and could only be made so if the right to strike were removed. Until the unofficial strike is more fully recognised as discreditable and is repudiated in the docks as well as in other industries, the disciplinary provisions of the Scheme, designed primarily to cover cases of individual indiscipline, must, the Report says, be used against strikers with as much restraint as in similar cases in other industries employers use the powers of dismissal.

On the subject of individual indiscipline, the Committee reject a proposal by the employers that the maximum period of seven days' suspension without pay under existing provisions should be

* Port Transport Industry. Report of a Committee appointed on 27th July, 1955, to inquire into the operation of the Dock Workers (Regulation of Employment) Scheme, 1947. Cmd. 9813. H.M. Stationery Office; price 3s. 6d. net (3s. 8d. including postage).

increased and that there should be an agreed code of penalties, including fines. In the view of the Committee the machinery for dealing with industrial discipline under the Scheme is at least as severe as in any other industry and there is no need for penalties to be increased. In general, the Committee were of the opinion that, whatever are the employers' problems on discipline, the Scheme does not aggravate them.

Weekly Workers

In a section dealing with weekly workers and the question of further decasualisation the Report says that the progress which is being made in increasing the number of weekly workers is not unsatisfactory. At the end of 1955, about 16,900, or 21 per cent. of the register, were employed on a weekly basis, compared with 11,200, or 14 per cent., when the Scheme was started.

Character and Functioning of National Board

On the subject of the character and functioning of the National Board the Committee say that, as regards its functioning, the only matter in which dual control has made itself felt and resulted in compromise solutions is the control of the register. The Report comments that it is natural that the two sides should look at this problem from different angles and sometimes oppose each other on questions of recruitment. The Committee suggest that the Board, as the general employer, should undertake all those activities that a good employer should for the comfort and happiness of his workers but which in the nature of things cannot be done in the docks by the port employers. In particular, the Board should take the initiative in suggesting changes in any procedure which gives rise to discontent even if it is of an industrial character. The Report discusses the difficulties which arise from the fact that there are more trade unions than there are places for workers' representatives on the Board; it does not, however, recommend any change in the present procedure.

The Employers' Proposals

The Report sets out three criticisms made by the port employers of the principle of joint control, namely, that joint control leads to ineffectiveness in the working of the Scheme, that it divides the loyalty of the trade union representatives between the Board and the men, and that it interposes a barrier between the employers and the men. The Committee examine each of these three criticisms in order to assess how far they are justified by the facts, whether joint control has contributed to unrest in the industry, and whether the assumption of control by the port employers would allay unrest and improve the working of the Scheme.

The first criticism was not strongly pressed, being later directed only to disagreement as to control and the size of the registers. The Report notes that jointly agreed solutions about the size of the registers were frequently the subject of unofficial strikes but points out that a stronger decision taken by the port employers alone would inevitably have evoked stronger opposition. In the opinion of the Committee dual control is the best way of solving labour problems of this kind in the docks, and no ground is seen for dissatisfaction in its working to date.

On the criticism that the Scheme divides the loyalty of trade union representatives, the Committee comment that the position of trade union leaders on the Boards is not so very different from that which they occupy in industrial joint councils in the docks and other industries. The employers' argument on this matter is, the Committee suggest, based on a confusion between two things, participation in the Scheme and co-operation with the employers; there is no evidence that the men object to the principle of joint control, whatever criticism there may be of particular decisions given under the Scheme.

In considering the charge of impersonality, the Report points out that the Scheme did not break off any relationship previously existing between employers and dockers, as there was none. A Board composed entirely of employers' representatives would be just as impersonal as the present Board and its impersonality would be even less attractive to the men. What is new in the Scheme is the thought that two sides of the industry will get on better with the management of the labour force if they think of themselves as partners rather than bargainers.

The Committee conclude that the decision to base the Scheme on the idea of partnership was sound in principle, and, even if it were not, it cannot now be remedied on the lines suggested by the port employers. In the opinion of the Committee there is not even a reasonably good chance that the employers' proposals could now be successfully introduced and operated.

The Future of the Scheme

The Report finds that after eight years' working there is much to be put to the credit of the Scheme and none of the grave unrest that has occurred can be put down to any provision of the Scheme that has turned out to be unworkable. It expresses disappointment, however, that the National Dock Labour Board has not matured into a more positive force and has not made a greater contribution towards curing the malady in the industry.

The Committee express the hope that, if their Report is accepted, the port employers will embrace the spirit of the Scheme, as they have already accepted it in the letter, as an association of equal partners pooling their ideas for keeping the labour force contented and happy. The Report emphasises, however, that if the employers will embrace the Scheme in this spirit it is imperative that the trade union leaders should meet them more than half-way. Reference is made to the industry's bad record of strikes, frequently relating to matters that are no concern of the employers, which have subjected the employers to serious injury. The trade union leaders

proposed no means of dealing with the problem of unrest and gave the Committee, as well as the employers, the impression that they have not sufficiently considered whether there are any such means. The Report insists that sacrifice of powers must be mutual and as the trade unions have been given a share in the management of labour, which in ordinary industry belongs to the employers alone, so they should admit the employers to a share in the functions and duties which in ordinary industry belong to the trade unions alone.

The Committee suggest that there should be a renewed attempt to settle the troubles of the industry and that the driving force behind it should be a new sense of equal partnership, with the Scheme as the articles of partnership and the Board the symbol as well as the instrument of unity. The Report does not suggest any departure from the principle that the Board should be used only for the execution of agreed policies but that the Board as an institution has potentialities far beyond its present activities. A new and more powerful spirit of co-operation giving a wider field of agreement on policy could enrich the work of the Board so that it became a positive force for good. It is pointed out also that as a means of educating the dockworker as to his responsibilities the Board is in a better position than either the employers or the trade unions alone.

Consideration of Minor Amendments

The Report explains that, under the provisions of the Dock Workers (Regulation of Employment) Act, 1946, amendments to the Scheme are effected by preparing a subsequent scheme to vary the original one. The new Scheme, like the original one, is to be submitted to the Minister of Labour and National Service by the National Joint Council for the Port Transport Industry and embodied by the Minister, if he approves it, in a draft Order. Provision is made in the Schedule to the Act for the hearing of objections to the draft and the holding of an Inquiry. The Committee examined various suggestions for the amendment of the Scheme put forward by interested parties, but, in view of the procedure laid down by the Act, they did not attempt to phrase precise amendments or to consider points of detail but only to express their views on matters of principle. The suggested amendments were:

(1) *Delegation of certain functions of local Boards.* While the Committee feel that there is no objection to giving the local Board power to delegate any of its powers to a Committee of the Board itself and that some measure of delegation of minor disciplinary powers to the Manager is desirable, they consider that the terms of the amendment on this subject already discussed and agreed by the National Joint Council are too wide and should be reconsidered.

(2) *Appeal Tribunals.* The Committee reject the port employers' proposals that the Tribunals should consist of an independent chairman with an assessor from each side of the industry and that the Tribunal should have power to award an increased penalty.

RECENT COLLECTIVE AGREEMENTS

Sliding Scale Arrangements for Wages Adjustments in the Furniture Manufacturing Industry

The British Furniture Trade Joint Industrial Council has announced that under the terms of a new agreement entitled "Cost of Living Agreement, 1956," dated 27th June, 1956, it has been agreed to substitute the clauses reproduced below for clauses 18 and 18A of the National Labour Agreement for the Furniture Manufacturing Trade. The new provisions include a supplementary cost of living allowance based on the Official Index of Retail Prices (January, 1956 = 100) to replace that based on the earlier Interim Index of Retail Prices (June, 1947 = 100).

The text of the new clauses is as follows:—

18. Cost of Living Bonus.

(i) Adult Male Workers.

In the current minimum time rate as specified in Clause 4 hereof there is included a cost of living bonus of 8½d. per hour.

(ii) Women Workers, Male and Female Apprentices, Learners and Other Juvenile Labour.

The current minimum time rates for women workers, male and female apprentices and learners and all other juvenile labour are fixed at specified proportions of the appropriate adult male workers' current minimum time rate, and therefore the cost of living bonus as set out in sub-clause (i) above is automatically provided in the rates of such workers.

18A. Supplementary Cost of Living Allowance.

(i) A cost of living sliding scale shall operate so as to provide a supplementary cost of living allowance as set out in sub-clause (iii) hereof.

(ii) The said supplementary cost of living allowance shall be calculated and paid as a separate and supplementary allowance. For the removal of doubt it is expressly stated that such allowance, not being part of the current minimum time rate, shall not be included in calculations for the payment of bonuses under payment by result schemes.

(iii) Adult Male Workers.

(a) The cost of living sliding scale referred to in sub-clause (i) above shall be based on the Index of Retail Prices prepared by the Ministry of Labour and the supplementary cost of living allowance due under such scale to adult male workers shall be paid in the manner specified in sub-clause (ii) hereof and as hereinafter provided.

They do not recommend any alteration to the constitution and powers of the Tribunals. The Committee make the suggestion, however, in dealing with delegation, that, while appeals might in certain cases be determined by the Local Board and not go to an Appeal Tribunal, Appeal Tribunals might be kept alive for dealing with cases of dismissal.

(3) *Penalties for Employers.* A suggestion by both sides of the industry that the disciplinary penalties for registered employers should be amplified to include a power to fine is recommended for acceptance.

(4) *Suspension of the Scheme.* As stated in the part of the Report dealing with discipline, an amendment giving power to suspend the Scheme during an unofficial strike is not recommended.

(5) *Overtime.* The Committee advise against the amendment of Clause 8 (5) (b) of the Scheme to include a specific reference to overtime, such as was suggested by the port employers.

(6) *Pensions.* No recommendation is made in respect of a proposal by the trade unions that the Scheme should contain a provision for the payment of pensions. Pending the formulation of any agreed pension scheme the Committee regard this as essentially a matter for industrial negotiation.

(7) *Non-Scheme Ports.* On a suggestion by the trade unions and the Board that certain ports at present outside the Scheme should now be brought within it, the Committee agree that the list of ports covered by the Scheme should be reviewed and recommend that when the time comes for the draft order for the amendment of the Scheme to be prepared it should be drafted in terms which permit objections to be made to the list of ports already covered.

(8) *Classes of dockworkers within the Scheme.* The Report recommends that these classes should now be more particularly defined and suggests that there should be a schedule to the Scheme specifying in relation to each port the classes and descriptions of dockworkers which are subject to the Scheme.

(9) *Cold Storage Undertakings.* The Committee recommend that the claim of certain undertakings to be excluded from the Scheme should be the subject of further inquiry and suggest that this should be done by preparing the draft order in a form which enables interested parties to object to the provisions insofar as they relate to cold storage undertakings.

(10) *Work in connection with timber cargoes.* A recommendation similar to that made in the case of cold storage undertakings is made in view of the difference of opinion on the wording of Appendix II to the Scheme.

(11) *The register and membership of trade unions.* The Report does not recommend that the Scheme should be amended so as to include an express provision that membership of a trade union should not be made a condition of entry into the dock labour register.

(b) Such supplementary cost of living allowance shall be paid in accordance with the following sliding scale:—

	Index of Retail Prices	Supplementary Cost of Living Allowance Per Hour
From:		
(i) The beginning of the first full pay week in January if the Index figure of the Index of Retail Prices (all items) published during the preceding month of November is not less than	90	9d.
	91	9½d.
	92	9½d.
	93	10d.
	94	10½d.
	95	11d.
(ii) ditto, April–February	96	11d.
	97	11½d.
(iii) ditto, July–May	98	1s. 0d.
	99	1s. 0½d.
	100	1s. 0½d.
	101	1s. 1d.
	102	1s. 1½d.
	103	1s. 2d.
	104	1s. 2d.
	105	1s. 2½d.
	106	1s. 3d.
	107	1s. 3½d.
	108	1s. 3½d.
	109	1s. 4d.
	110	1s. 4½d.
	111	1s. 5d.
	112	1s. 5d.
	113	1s. 5½d.
	114	1s. 6d.
	115	1s. 6½d.
	116	1s. 6½d.
	117	1s. 7d.
	118	1s. 7½d.
	119	1s. 8d.
	120	1s. 8d.

(c) Supplementary cost of living allowances per hour in relation to an increase in the Index of Retail Prices above 120 or a decrease below 90 shall be calculated in the same manner as such allowances are calculated between the Index figures of 90 and 120.

(iv) Adult Women Workers.

The supplementary cost of living allowance to be paid to women workers, except women employed on men's work, shall

be 75 per cent. of the supplementary cost of living allowance due to be paid at any time to adult male workers.

(v) *Male Apprentices, Learners and Other Juvenile Labour.*

The supplementary cost of living allowance to be paid to male apprentices, learners and other juvenile labour shall be the same percentages of the supplementary cost of living allowance for adult male workers as are provided in Clause 6 of this Agreement to calculate the current minimum time rates of such male apprentices, learners and other juvenile labour.

(vi) *Female Apprentices, Learners and Other Juvenile Labour.*

The supplementary cost of living allowance to be paid to female apprentices, learners and other juvenile labour shall be the same percentages of the supplementary cost of living allowance for adult female workers as are provided in Clause 7 of this Agreement to calculate the current minimum time rates of such female apprentices, learners and other juvenile labour.

(vii) In the case in which the Index of Retail Prices shall fall below the figure of 66 then variations in the cost of living bonus set out in Clause 18 (i) hereof shall be calculated in the same manner as is provided herein to arrive at the supplementary cost of living allowances due under sub-clause (iii) hereof.

The provisions of the agreement came into operation as from 1st August, 1956, and it is laid down that they shall continue to operate—“(a) until amended or terminated by the British Furniture Trade Joint Industrial Council, or (b) until terminated by either the British Furniture Trade Confederation, Employers' Side, or the National Federation of Furniture Trade Unions, Workers' Side, giving three months notice of termination to the other.”

Sliding Scale Arrangements for Wages Adjustments in the Hosiery Manufacturing Industry

The National Joint Industrial Council of the Hosiery Trade agreed on 3rd May, 1956, to adopt the new official Index of Retail Prices (January, 1956 = 100) as the basis for the payment of the Cost of Living Bonus in place of the previous Interim Index of Retail Prices (June, 1947 = 100).

The following is the text of the new Table which has been inserted in the Agreement on Wages and Conditions of Employment.

“A Cost of Living Bonus shall be added to each shilling in the basic wages, ascertained in accordance with the following table:—

When the Index of Retail Prices is	Bonus payable on each shilling
from 65 to 67	Nil
from 68 to 70	½d.
from 71 to 73	1d.
from 74 to 76	1½d.
from 77 to 78	2d.
from 79 to 81	2½d.
from 82 to 84	3d.
from 85 to 87	3½d.
from 88 to 89	4d.
from 90 to 92	4½d.
from 93 to 95	5d.
from 96 to 98	5½d.
from 99 to 100	6d.
from 101 to 103	6½d.
from 104 to 106	7d.
from 107 to 109	7½d.
from 110 to 111	8d.
from 112 to 114	8½d.
from 115 to 117	9d.
and so on.”	

It is also provided that these arrangements shall be re-examined by the Council if the Index of Retail Prices reaches a figure below 77.

ACTIVITIES OF THE NATIONAL JOINT ADVISORY COUNCIL

Since the publication, in the issue of this GAZETTE for August, 1955 (page 274), of the last review of the work of the National Joint Advisory Council, the Council has held four meetings at quarterly intervals under the chairmanship of the Minister of Labour and National Service. The following subjects are among the matters to which the Council gave attention.

Industrial Relations

At two meetings of the Joint Consultative Committee held in September and November, 1955, detailed discussions took place on ways of improving employer-worker relations. At these meetings there was an exchange of views on the general economic aspects of good industrial relations and on various suggestions that had been made for dealing with specific problems.

Industrial Safety

In October, 1955, the Council discussed and approved for publication the Report of the Industrial Safety Sub-Committee on Industrial Accident Prevention. The Council later set up a Standing Sub-Committee on Industrial Safety as recommended in the Report. In July, 1956, the Council was informed of proposed action to secure higher standards of compliance with the require-

ments of the Factories Acts as regards means of escape and safety in case of fire.

Young Workers

In January, 1956, the Council decided to set up a Committee to consider the arrangements for the training of young workers in industry. Details of the work being done by the Committee are given on page 220 of the June, 1956, issue of this GAZETTE.

Efficient Use of Man-Power

Following the Council's discussion of the subject of restrictive labour practices in April, 1956, the Joint Consultative Committee considered in May how both sides of industry could have their attention drawn to the need for an examination of practices impeding the efficient use of man-power. The Minister subsequently asked the three sides of the Council to bring the matter to the attention of their constituents in individual industries who would report back direct to him.

Automation

In July, 1956, the Council considered the problems of automation in the light of the Report by the Department of Scientific and Industrial Research. The Council was in broad agreement with the assessment of the present position made in the Report. The three sides decided to study the subject further individually, and agreed to consider in what ways they might co-operate with the Department of Scientific and Industrial Research in the collection of more information.

Other Matters

The Council has continued to keep under review at each meeting the country's economic position and the extent of overtime, short-time and unemployment in each region. Other subjects which have been considered by the Council during the year include employment of older workers, co-operation between the Employment Services of the countries of the Western European Union, the revocation of the Notification of Vacancies Order, and the training of supervisors.

BOOKLET ON TRAINING FOR SUPERVISORS

The fourth in a series of booklets designed to assist in the development and improvement of industrial relations has recently been issued by the Ministry of Labour and National Service under the title “Training for Supervisors”.

The booklet has been prepared in order to make known to a wide industrial public some of the recommendations of the Report of the Committee of Inquiry on the Training of Supervisors which was published in 1954 (see the issue of this GAZETTE for August, 1954, page 263). Five people, a training officer, a general manager, a director, a production superintendent and a shop foreman were invited to meet round a table under the chairmanship of an officer of the Ministry, express their views on the Report and its conclusions, and relate these conclusions to their own experience in industry. The Chairman of the Committee of Inquiry on the Training of Supervisors was also asked to attend, and when the group met he explained how the Committee came to be set up and gave a brief survey of the Report. The discussion which followed was recorded verbatim and is reproduced in the booklet in a condensed form without alteration of the actual words of the speakers.

The booklet was prepared in collaboration with the Central Office of Information and with the aid of a grant made available under the Conditional Aid Scheme for the Use of Counterpart Funds derived from United States Economic Aid. Copies may be obtained on request from the Director of Public Relations, Ministry of Labour and National Service, 8 St. James's Square, London, S.W.1.

INDUSTRIAL SAFETY, HEALTH AND WELFARE

Factory Orders, 1956 Edition

A 1956 Edition of Factory Orders has recently been published by H.M. Stationery Office, price 15s. net (15s. 10d. including postage). The new edition supersedes the 1951 edition and is a revised, comprehensive volume of Statutory Regulations, Orders, Rules, etc., which are at present in force under the Factories Acts, 1937 and 1948. It also contains some associated Statutory Instruments made under other Acts and under Defence Regulation 59(1) and various Certificates of Exemption and Approval issued by H.M. Chief Inspector of Factories.

The Agriculture (Safety, Health and Welfare Provisions) Act, 1956

The Agriculture (Safety, Health and Welfare Provisions) Act, 1956,* received the Royal Assent on 5th July. The Act makes provision for securing the safety, health and welfare of persons employed in agriculture and certain other occupations and for the avoidance of accidents to children arising out of the use, in connection with agriculture, of vehicles, machinery or implements.

The Act contains a general provision empowering the Minister of Agriculture, Fisheries and Food, for England and Wales, and,

* 4 & 5 Eliz. 2. Ch. 49. H.M. Stationery Office, price 1s. net (1s. 2d. including postage).

for Scotland, the Secretary of State, to make regulations for protecting workers employed in agriculture against risks of bodily injury or injury to health arising out of the use of any machinery, plant, equipment or appliance, the carrying on of any operation, the use of any process or the management of animals, for securing to such workers safe places to work in and safe means of access thereto and for protecting them against risks of bodily injury arising out of their falling through apertures in floors and walls, or from their workplaces, or while ascending or descending ladders or staircases. Specific powers are also provided by the Act in

relation to the prohibition of the lifting of excessive weights, the provision, maintenance, and cleanliness of sanitary conveniences and the position of suitable washing facilities, and first-aid requisites. In connection with the prevention of accidents to children, the Act provides power to prohibit children from riding on or driving vehicles, machinery or implements used in agriculture. Other provisions of the Act relate to the notification of, and the keeping of records of, accidents and diseases and the appointment of a number of inspectors, with powers specified in the Act, for the necessary execution of the requirements of the Act.

EDUCATION IN 1955

The Report of the Ministry of Education for the year 1955 has recently been published by H.M. Stationery Office as a Command Paper (Cmd. 9785), price 9s. 6d. net (9s. 11d. including postage).

The Minister says in the introduction to the Report that during the year the Department's most conspicuous task continued to be maintaining the supply of teachers and new schools to match the increase in the numbers of children. The provision of both teachers and buildings has, however, kept pace sufficiently with the growth in the school population to make it possible to plan for the future. In particular, preparations began during 1955 for a major development in technical education, and a comprehensive plan has now been published (see the issue of this GAZETTE for March, page 93).

In January, 1955, the number of pupils on the registers of maintained and assisted primary and secondary schools (other than nursery and special schools) in England and Wales was 6,516,000, an increase of 140,000 during the year 1954, compared with increases of 170,000 during 1953 and 236,000 during 1952. In the primary schools there was a decrease of 84,000 in the number of infant pupils in 1954, but the number of juniors, *i.e.*, children between the ages of seven and eleven years, increased by 148,000. It was expected that there would be a further decrease in the numbers in the infant schools and departments during 1955 but that there would be no relaxation in the pressure on the junior schools until 1957; the primary schools as a whole were probably carrying their maximum load in 1955. The number of senior pupils increased during 1954 by 76,000, 30,000 more than had previously been estimated, the large increase being due in part to a substantially greater number of children remaining at school beyond the statutory school-leaving age. This increase, the Report says, provided a preliminary test of the capacity of the secondary schools to find room during 1955 for the first of five successive annual waves, of which none would bring in less than 100,000 additional pupils.

The number of new schools completed and brought into use in the year ended 1st October, 1955, was 495, and at the same date 878 were under construction. The total of 208,865 additional school places provided during the year ended 1st October, 1955, included 92,010 in secondary schools. The Report gives details of the numbers of new school places in the various types of schools provided for in the plans of local education authorities for 1955-56, with figures for earlier years for comparison. The plans reflect the forthcoming movement from primary to secondary schools of the exceptionally large numbers of children in the seven to eleven age-groups, but the Report notes a number of difficulties which have arisen, indicating that the supply of new school places in 1956 may fall short of expectations.

Figures in the Report show the number of full-time teachers employed in maintained and assisted schools (other than special schools) in January of each year from 1951 to 1955, together with estimated figures for January, 1956. The number of teachers rose by 7,600 during 1954 to a total of 241,300 in January, 1955. The increase in 1954, the Report says, was the greatest in any year since 1947, when the emergency training programme was at its peak. A further increase of at least 7,000 is expected in 1955, bringing the estimated total of full-time teachers in January, 1956, to 248,300, including 93,000 men and 155,300 women. The number of classes for junior pupils increased during 1954, but for the first time since 1951 those with more than 40 children decreased in number. The total number of senior classes also increased in 1954 and there was an increase in the number of classes with more than 30 pupils. In January, 1955, 44.7 per cent. of the pupils in maintained primary and secondary schools were being taught in oversize classes, *i.e.*, those exceeding the prescribed maxima of 40 for juniors and 30 for senior classes. The corresponding figure for January, 1954, was 47.1 per cent. The number of pupils to each full-time teacher in January, 1955, was 31.5 for juniors and 21.0 for seniors, compared with 32.1 and 20.9, respectively, in January, 1954. These figures, the Report comments, show that the year 1954 was an important turning-point. For the first time for several years the increase in the number of teachers was sufficient to provide a margin to improve staffing conditions in the schools. In primary schools a steady improvement by the gradual elimination of oversize classes can be expected in the next few years, but recent improvements in staffing in the secondary schools are likely to be halted temporarily owing to the passing into these schools of the large post-war age-groups. Staffing requirements in secondary schools are also expected to become greater and more complex because of the increasing demand for specialist as well as for general teachers. The Report says, however, that the buoyancy of recruitment gives ground for hoping that a serious deterioration in the staffing of senior classes can be avoided without impairing the steady improvement in the primary schools. The scheme for prescribing a maximum establishment of certain categories of women teachers for each local education authority continued throughout 1955, but progress in achieving a better distribution of the teachers concerned is described as disappointing. There was evidence of a growing feeling that the scheme in its present form had outlived its usefulness and at the end of the year the scheme was under review by the Minister and the National Advisory Council on the Training and Supply of Teachers.

The need to increase the supply of teachers of science and mathematics, the Report says, engaged much attention throughout 1955. During the twelve months ended 31st March, 1955, the number of graduate teachers of mathematics and science continued to rise, but more slowly than in previous years. The total of 11,418 at 31st March, 1955, was 218 more than a year previously. The corresponding net increases in the years 1951-52, 1952-53 and 1953-54 were 400, 355 and 349 respectively. There were indications at the end of the year of an upward trend in the numbers of science and mathematics graduates entering upon professional training as teachers and also in the numbers entering teaching without professional training, but the Report notes that a much greater increase in recruitment will be required to meet the needs of schools during the next few years. Apart from expansion and improvement in science teaching, an additional 3,600 teachers of mathematics and science will be needed because of the increase of 700,000 in the numbers of senior pupils by 1961. Steps taken during 1955 to stimulate recruitment included provision for special allowances to be paid to teachers undertaking advanced work in schools and arrangements for deferment of National Service for first and second class honours graduates in mathematics and science who take up certain teaching posts (see the issue of this GAZETTE for August, 1955, page 276). In November a number of large firms in the chemical, electrical and mechanical industries announced the establishment of a Trust to advance the teaching of pure and applied science in independent and direct grant schools.

In reviewing further education during 1955 the Report says that increasing prominence was given to the need for more and better technical education. In July the Minister of Education announced that he had accepted the proposals submitted to him by the National Advisory Council on Education for Industry and Commerce to establish a National Council to create and administer awards of national currency available to students in technical colleges who successfully completed courses in higher technology approved by the Council. This Council, the National Council for Technological Awards, was established towards the end of the year. Its main functions are to decide the character and standards of the new awards and to consider for approval courses proposed by the colleges. During the year the number of courses in advanced technology at technical colleges approved by the Ministry for grant at the special rate of 75 per cent. increased from 493 courses at 24 colleges to 616 courses at 25 colleges. There was also further development of advanced short courses for scientists and technologists employed in industry; the number of full-time courses notified to the Ministry rose during the year from 45 to 83 and the number of part-time courses from 829 to 843. Considerable attention was given by the National Advisory Council on Education for Industry and Commerce to the development of sandwich courses, which combine periods of full-time education, usually in a technical college, with alternating periods of full-time work in industry. A marked increase of interest in these courses was also shown by industry, and several of the largest firms in the country began during the year to send selected apprentices to sandwich courses at technical colleges. As a result of these developments the number of sandwich courses increased in 1955 from 70 to 100. The Report says that the present tendency is for sandwich courses to last for four or five years, to aim at a very high standard for the final qualification and to give a broad type of training including general studies and aspects of management as well as technical theory and practice. Reference is also made in the Report to the progress achieved in arranging courses of work study (a study now generally recognised as an important means of securing rapid and substantial increases in productivity) and also to the progress of the national colleges for horology, rubber technology, leather and food technology. Major building projects to the value of £5,510,000 were completed during the year ended 1st October, 1955, at places of further education, bringing the post-war total to just over £21 millions. The number of students taking courses of further education in the 1954-55 session was more than two million and included about 63,000 full-time students, 402,000 part-time day students and 1,901,000 evening students. The numbers of young workers released by their employers to attend part-time day courses continued to increase and the total was about 355,000 in 1955, compared with 326,000 in 1954. This continued expansion in the practice of part-time day release was reflected in the increasing number of part-time students taking and passing technical examinations.

Other matters dealt with in the Report include developments in the last ten years in the special services provided for handicapped pupils (this part of the Report will also be published later as a separate document); the training and supply of teachers; the educational building programme; university awards; education in Wales and Monmouthshire; information services and external relations; legal matters affecting the Ministry; and the work of the Victoria and Albert Museum and the Science Museum. Part II of the Report contains statistics of public education in England and Wales for the year 1954-55. A list of Statutory Instruments made by the Minister during 1955 and other relevant information is contained in appendices to the Report.

NATIONAL INSURANCE

Report of Ministry of Pensions and National Insurance for 1955

The Report of the Ministry of Pensions and National Insurance for the year 1955 has been presented to Parliament by the Minister and published by H.M. Stationery Office as a Command Paper (Cmd. 9826), price 5s. net (5s. 3d. including postage). The Report reviews the work of the Ministry during the year in the administration of the Family Allowances, National Insurance, Industrial Injuries and related schemes. It also contains an account of the Ministry's work for war pensioners, and this information, together with reports from the Ministry of Health and the Department of Health for Scotland concerning the work for war pensioners undertaken by those Departments, has been published in a separate Report on War Pensioners for the year 1955 (House of Commons Paper No. 331, Session 1955-56, price 4s. 6d. net, 4s. 10d. including postage).

In the introductory paragraphs the Report says that the most important events of 1955 were the payment of increases in war pensions and the implementation of the National Insurance Act, 1954. (For details of the provisions of the Act and the dates on which they were brought into operation, see the issues of this GAZETTE for December, 1954, page 413, and January and February, 1955, pages 11 and 48.) The Act provided for increased benefits under the National Insurance and Industrial Injuries schemes affecting seven million beneficiaries and two million dependants, and for increases in the weekly rates for national insurance and industrial injuries contributions. Reference is also made in the Report to further important changes announced early in 1956. These included increases in the allowances for war widows' children and for war orphans; changes in family allowances and in insurance benefits for widows and children and in the earnings rules for retirement and widow pensioners; and the payment of a supplementary allowance to totally disabled men still drawing weekly payments of workmen's compensation. These changes are now being implemented under recent legislation (see the article below). Some details are given in the following paragraphs of the main facts and statistics, other than those relating to the administration of war pensions, contained in the Report.

National Insurance, General Scheme

Unemployment benefit continued to be administered by the Ministry of Labour and National Service on behalf of the Ministry of Pensions and National Insurance. The standard rate of unemployment benefit was increased from 32s. 6d. to 40s. a week in May, 1955. In December, 1955, about 121,000 persons were in receipt of unemployment benefit, compared with 148,000 in December, 1954. The total number of new claims to benefit made during 1955 was over 2½ millions, including about 1,200,000 claims made in respect of second and subsequent spells of unemployment in the same benefit year. Regulations made during the year, referred to in the Report, provided that persons who put restrictions of various kinds on the work which they are prepared to take and, as a result, have no reasonable prospect of getting a job, cannot be treated as unemployed for benefit purposes except in certain defined circumstances; these Regulations also amended the conditions under which people following subsidiary occupations may receive unemployment benefit (see the issue of this GAZETTE for February, 1955, page 48). The cost of unemployment benefit for the financial year ended 31st March, 1955, was £15½ millions.

The number of new claims for sickness benefit made during 1955 (covering 53 weeks) was 7,919,000, compared with 7,173,000 for 1954 (52 weeks). The standard rate of sickness benefit was increased from 32s. 6d. to 40s. a week in May, 1955. The Report notes that, as in 1954, there was no epidemic in 1955 comparable with the influenza epidemics of 1951 and 1953. At the beginning of the year, however, the number of current claims for sickness benefit was higher than at the same time in each of the previous three years, and towards the end of January rose to its peak figure of 1,175,000. Thereafter the number fell slowly, reaching its lowest point of just under 800,000 in early August, rising to 924,000 in early November and falling again to below 900,000 by the end of the year. The cost of sickness benefit for the financial year ended 31st March, 1955, was £84½ millions. Previous Annual Reports have given statistics of the age of claimants for sickness benefit and the duration of incapacity due to sickness, but the changes shown from one year to the next have been very small and it has been decided to exclude them from this and future Reports. These figures and other statistics about spells of incapacity are, however, given in a "Digest of Statistics Analysing Certificates of Incapacity, 1953-54", which can be obtained by research workers on application to the Statistics Division of the Ministry of Pensions and National Insurance.

It is estimated that about 746,000 maternity grants were awarded in the year ended 31st January, 1955, and that in the same period 287,000 home confinement grants and 196,000 maternity allowances were awarded. For the financial year ended 31st March, 1955, the cost of maternity benefits amounted to £13 millions. Increases in maternity benefits were made in May, 1955. The maternity grant was increased from £9 to £10, the home confinement grant from £3 to £4, and the maternity allowance from 32s. 6d. weekly to 40s. weekly.

During 1955 about 400,000 new retirement pensions came into payment, with increases for dependants where appropriate. Of the total, about 100,000 were awarded to women claiming on the insurance of their husbands who had also been awarded retirement pensions. At the end of the year there were about 4½ million retirement pensioners. In addition, about 35,000 widows over the

age of 60, most of whom had not yet retired from regular work, were receiving contributory old age pensions of 10s. a week. Of a total expenditure of £496½ millions on all benefits under the National Insurance scheme during the financial year ended 31st March, 1955, about £348 millions was on retirement pensions. Compared with the previous year, expenditure on retirement pensions in 1954-55 showed an increase, mainly due to a rise in the number of pensioners, of £14 millions. The increase in the standard rate of retirement pensions from 32s. 6d. to 40s. a week took effect in April, 1955. At 31st December, 1955, there were nearly 450,000 persons who had reached the minimum pensionable age during the previous five years but had not yet retired and could therefore earn increments to the pensions payable to them on their eventual retirement. An analysis of the retirement pensions awarded during the year ended 30th June, 1955, showed that the average number of increments earned by those who qualified for at least one increment was 6.4 for men and 6.2 for women awarded pensions on their own insurance. The corresponding figures for the previous year were 6.3 for men and 6.2 for women. It is estimated that by the end of 1955 the numbers of retirement pensions in payment which included increments represented, as a proportion of the total number of pensions, 19 per cent. for men and 11 per cent. for women insured on their own account. The proportion of retirement pensions in payment which include increments, the Report says, is likely to go on increasing for many years.

Information is also given in the Report of the numbers of awards during the year of widows' benefits and guardians' allowances, the numbers of persons drawing these benefits at the end of the year, the numbers of death grants awarded for deaths in the year 1954, and of the cost of these benefits during the financial year ended 31st March, 1955. Statistics relating to claims for National Insurance benefits submitted to Local Tribunals show that 37,105 appeals from adverse decisions of insurance officers were heard by Tribunals during the year. In addition, the Tribunals decided 875 claims referred to them for decision by insurance officers. About 24 per cent. of all decisions of Local Tribunals were in the claimant's favour; this percentage, the Report says, remains fairly constant. The National Insurance Commissioner decided 885 appeals against decisions given by Local Tribunals; in 334 cases the Commissioner's decision was in the claimant's favour.

National Insurance, Industrial Injuries

The Report refers to an important change recently made in the Industrial Injuries scheme as a result of a review of the provision made for byssinosis which was undertaken by the Industrial Injuries Advisory Council during 1955 at the Minister's request. The Advisory Council recommended that the qualifying period of employment in the prescribed processes should be reduced from 20 years to 10 years and that payment of benefit should no longer be restricted to disablement assessed at 50 per cent. or more. The Advisory Council also reported on cadmium poisoning and recommended that cadmium poisoning should be prescribed under the Industrial Injuries Act in relation to persons whose occupations involved exposure to cadmium fumes. These recommendations were accepted by the Minister and implemented by amending Regulations (see the issue of this GAZETTE for February, 1956, pages 48 and 49).

The number of claims for injury benefit in 1955 (covering 53 weeks) was 831,000, compared with 803,000 in 1954 (52 weeks). The cost of injury benefit for the financial year ended 31st March, 1955, was more than £10½ millions. In May, 1955, injury benefit was increased from 55s. 0d. to 67s. 6d. a week for an adult.

The rise in the number of claims for disablement benefit, which was discussed in the Report for 1954, continued in 1955. The Report says that it is uncertain how long the rise will continue and it is impossible to say when the situation will become stabilised. The total number of disablement pensions in payment also increased and by October, 1955, had reached about 127,000, compared with 120,600 a year earlier. The proportion of current pensions which relate to life awards also increased and, the Report says, will soon be the main cause of the rising number of current pensions. About 70,000 special hardship allowances were in payment in October, 1955, compared with 66,000 in October, 1954. Constant attendance allowances were being paid in October, 1955, to 1,040 pensioners as well as to 490 men receiving workmen's compensation. About 570 hospital treatment allowances were being paid also at that date and about 475 persons were receiving the unemployment supplement. The total estimated cost of disablement benefit and the various supplementary allowances for the year ended 31st March, 1955, was £13,174,000.

Other Contents

Other information given in the Report and its detailed statistical appendices relates to finance, contributions and classification of contributors under the National Insurance Acts, and legal proceedings in the case of contribution and benefit offences. There are chapters on the administration of family allowances and on overseas arrangements, dealing with the arrangements for war pensioners living overseas and for payment abroad of National Insurance benefits and family allowances.

At the end of 1955 about 3¼ million families with nearly 8½ million children were receiving family allowances of 8s. a week for each child after the first within the age limit. It is estimated that in 1955 nearly £106½ millions was paid in family allowances. An analysis of the numbers of families of different sizes receiving the allowances at 31st January, 1955, showed that about 64 per cent. of the families had two children under the age limit and were receiving one weekly allowance of 8s.; these families received during the year about £43½ millions. Nearly 23½ per cent. of the

families had three such children and received £32 millions; 8 per cent. had four and received £16½ millions; and 4½ per cent. had five or more such children and received £14 millions.

The number of war pensions in payment continued to decrease during 1955 and at the end of the year numbered 871,377, compared with 900,141 at the end of 1954. At the end of 1955 expenditure on war pensions and allowances was at the rate of £90 millions a year.

The receipts and payments of the National Insurance and Industrial Injuries Funds in 1954-55 are set out in the Report, together with comparative figures for the preceding four years and a statement of the progress of the balances of the two Funds and of the National Insurance (Reserve) Fund. The Accounts of the Funds for the year ended 31st March, 1955, were published recently (see the issue of this GAZETTE for April, page 130). Figures contained in the Report of the estimated numbers of contributors in the three classes under the National Insurance scheme during 1954 are reproduced from the Fifth Interim Report of the Government Actuary on the operation of the National Insurance Act (see the issue of this GAZETTE for June, page 223). The chapter on overseas arrangements shows that about 29,500 United Kingdom war pensioners and 32,200 persons in receipt of retirement pensions and widows' benefits were living in overseas countries at the end of 1955. Reciprocal arrangements on social security were in operation at the beginning of the year with Northern Ireland, the Isle of Man, Jersey, Australia, the Irish Republic, Denmark, France, Italy, Switzerland and, on family allowances only, with Guernsey and New Zealand. During the year agreements with Luxembourg and the Netherlands came into operation. Brief details are given of the new agreements and also of an agreement with New Zealand on Social Insurance which came into operation on 1st April, 1956. Negotiations on social security continued during the year with Belgium, the German Federal Republic and Austria, and negotiations were begun with Norway, Sweden and Yugoslavia.

Changes in Benefit Conditions and Payments

A number of changes and improvements in family allowances, national insurance and industrial injuries benefits for widows and children, and in the earnings rules for retirement and widow pensioners, have recently been made under the National Insurance Act, 1956,* and the Family Allowances and National Insurance Act, 1956,† both of which received the Royal Assent on 5th July. Provision for the payment of a supplementary allowance to totally disabled men in receipt of workmen's compensation is made under the Workmen's Compensation and Benefit (Supplementation) Act, 1956,‡ which also received the Royal Assent on 5th July.

In announcing the arrangements for introducing the changes made under the new legislation, the Ministry of Pensions and National Insurance announced also an increase of 5s. a week from 6th August in the allowance paid for each child of a war widow and for each war orphan. The maximum rent allowance, paid for rent and rates in excess of 6s. a week, has also been raised from 15s. to 20s. a week from the same date. The increased payments are being made automatically and no claim is needed.

Some particulars are given below of the main changes provided under the three new Acts. Further information about these and other changes, including the effect of certain foreign marriages on eligibility for family allowances and national insurance benefits, is given in leaflets obtainable from any Local Office of the Ministry of Pensions and National Insurance. The Ministry of Pensions and National Insurance point out that, as changes in income are taken into account by the National Assistance Board in assessing entitlement to national assistance, the increases in allowances, pensions and benefits will raise above the assistance level the income of some people who have been receiving national assistance; for some others the increases may mean a reduction in the amount of national assistance received.

National Insurance Act, 1956

The National Insurance Act, 1956, makes provision for altering the extent to which deductions from widows' benefits and retirement pensions payable under the National Insurance Act, 1946, are made in respect of earnings. The changes were brought into operation on 30th July by the National Insurance Act, 1956 (Commencement) Order, 1956 (S.I. 1956 No. 1071 (C.7); price 2d. net, 4d. including postage), made on 11th July by the Minister of Pensions and National Insurance, in conjunction with the Treasury.

Under the new arrangements, operative from 30th July, the net amount which retirement and widow pensioners can earn without reduction in their pensions is raised from 40s. to 50s. a week. Pensioners earning more than 50s. a week will have sixpence, instead of one shilling as previously, deducted from their pensions for each shilling earned between 50s. and 70s.; one shilling will continue to be deducted for each shilling earned in excess of 70s. a week. This earnings rule applies to men under 70 years of age and women under 65 and gives effect to recommendations made by the National Insurance Advisory Committee in their Report (Command Paper No. 9752) on the review of earnings limits for national insurance benefits (see the issue of this GAZETTE for May, page 178).

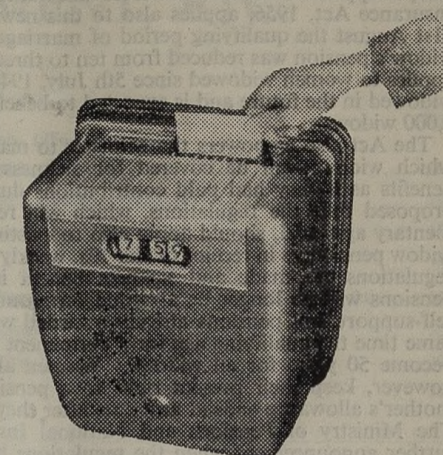
The net amount which a widowed mother can earn without reduction in her allowance remains at 60s. a week, but, from 30th July, sixpence, instead of one shilling, is to be deducted for each shilling earned between 60s. and 80s. a week; one shilling will continue to be deducted for each shilling earned over 80s. a week.

* 4 & 5 Eliz. 2. Ch. 47. Price 3d. (5d.). Copies of this Act and of the Acts referred to in footnotes † and ‡ below are obtainable from H.M. Stationery Office at the prices shown (those in brackets include postage).

† 4 & 5 Eliz. 2. Ch. 50. Price 9d. (11d.).

‡ 4 and 5 Eliz. 2. Ch. 51. Price 8d. (10d.).

Insert the
time card—
and the
record's
made!



Registrations of time, correctly positioned on the time card—checked easily with direct-read time numerals on the front of the machine.

Automatic printing in red of all lost time and overtime, visible to employees and assisting the wages department.

Automatic operation of bells and hooter signals to pre-arranged time schedules.

All electric without batteries, ensuring accurate uniform time

IBM INTERNATIONAL
Ask for booklet J 564/4 describing these Time Recorders, included in the range of International Business Machines.

IBM UNITED KINGDOM LTD.

INTERNATIONAL TIME RECORDING DIVISION

8 BERKELEY SQUARE, LONDON, W.1 Tel.: MAYfair 2004

Showrooms and Offices also at Birmingham, Manchester, Leeds and Glasgow

FACTORIES: LONDON AND GREENOCK

★ Trade Mark.

Family Allowances and National Insurance Act, 1956

Increases in the rate of family allowances payable to families with three children or more and in the payments under the National Insurance and Industrial Injuries schemes to widows left with young children are provided for under the Family Allowances and National Insurance Act, 1956. The Act also raises the upper age limit generally in the case of children who are still at school or in apprenticeship and provides for a number of other changes in the Family Allowances, National Insurance, and Industrial Injuries schemes. The changes in the National Insurance scheme give effect to the recommendations of the National Insurance Advisory Committee in their Report (Command Paper No. 9684) on widows' benefits (see the issue of this GAZETTE for February, page 48). The various provisions of the Act come into operation on dates in August or October, 1956, as set out in the Schedule to the Family Allowances and National Insurance Act, 1956 (Commencement) Order, 1956 (S.I. 1956 No. 1072 (C.7); price 3d. net, 5d. including postage), which was made on 11th July by the Minister of Pensions and National Insurance, in conjunction with the Treasury.

From 1st August school children and apprentices who are not fully earning their own living count for purposes of family allowances and for the children's benefits under the National Insurance and Industrial Injuries schemes up to their 18th birthday. Before 1st August, 1956, the age limit was the 31st July following their 16th birthday. It is estimated that about 100,000 families will benefit from this change. Also from 1st August the age limit for children physically or mentally too ill to go to school or to work is raised from the 15th to the 16th birthday; after reaching 16 years of age these children can, as was previously the case, obtain national assistance in their own right.

From 2nd October family allowances for the third and younger children will be increased to 10s. a week. At present the allowance is 8s. a week for each child except the first. About 1,150,000 families, or more than one-third of the families in receipt of allowances, will receive an increase. Also from 2nd October widows' allowances and widowed mothers' allowances will be increased by 5s. a week for each child. More than 100,000 widows will benefit from this change. The similar allowances for children paid to widows under the Industrial Injuries scheme will also be increased by 5s. a week.

A new benefit, the widowed mother's personal allowance, was introduced from 21st August for widows who do not qualify for the ordinary widowed mother's allowance because they no longer have a child at school or in apprenticeship. The allowance, normally 40s. a week, will be paid to a widow who has a son or daughter under 18 years of age living at home, even though the son or daughter is earning a living. It cannot, however, be paid in addition to a widow's pension. A similar provision for widows is being made under the Industrial Injuries scheme. The new earnings

rule, as applied to widowed mothers' allowances under the National Insurance Act, 1956, applies also to this new benefit. Also from 21st August the qualifying period of marriage for the receipt of a widow's pension was reduced from ten to three years. This change applies to women widowed since 5th July, 1948, as well as to those widowed in the future and is expected to benefit immediately about 6,000 widows.

The Act also empowers the Minister to make regulations under which widows will be covered for sickness and unemployment benefits as if they had paid contributions during marriage. It is proposed that the regulations, which will require special Parliamentary approval, should apply also to existing widows, including widow pensioners in receipt of the 10s. weekly pension. When the regulations are made and sickness benefit is available, widows' pensions will no longer be awarded on grounds of incapacity for self-support, but pensions already awarded will continue. At the same time the qualifying age for a permanent widow's pension will become 50 years for all widows. Women already widowed will, however, keep their present right to a pension if their widowed mother's allowance ends at any time after they reach the age of 40. The Ministry of Pensions and National Insurance will make a further announcement when the regulations have been made.

Workmen's Compensation and Benefit (Supplementation) Act, 1956

The Workmen's Compensation and Benefit (Supplementation) Act, 1956, is designed to assist persons who are totally disabled as a result of an injury or disease at work before the Industrial Injuries scheme started in July, 1948. These persons were covered by the Workmen's Compensation Acts. The Act provides for the payment from the Industrial Injuries Fund of a weekly allowance of 17s. 6d. to totally disabled persons who are drawing weekly payments of workmen's compensation. It was brought into operation on 29th August by the Workmen's Compensation and Benefit (Supplementation) Act, 1956 (Commencement) Order, 1956 (S.I. 1956 No. 1128 (C.8); price 2d. net, 4d. including postage), made on 20th July by the Minister of Pensions and National Insurance. It is estimated that about 14,000 men will qualify for the supplementary allowance.

Workmen's Compensation and Benefit (Supplementation) Regulations, 1956

On 25th July the Minister of Pensions and National Insurance made the Workmen's Compensation and Benefit (Supplementation) Regulations, 1956. The Regulations contain miscellaneous provisions relating to the award of allowances under the Workmen's Compensation and Benefit (Supplementation) Act, 1956 (see above). They deal with the disqualification of persons during periods of imprisonment and absence abroad; the obligations of claimants and beneficiaries; the manner in which claims for, and payments of, allowances are to be made and the procedure to be followed on the consideration and determination of claims and questions. The provisions contained in the Regulations are based upon the corresponding provisions of the National Insurance (Industrial Injuries) Act, 1946, and regulations made thereunder, and they provide for the determination of claims and questions by the determining authorities constituted under that Act and by the Silicosis Medical Board.

Copies of the Regulations (S.I. 1956 No. 1147) can be purchased from H.M. Stationery Office, price 6d. net (8d. including postage).

Report on Assessment of Disablement in Special Cases

At the request of the Minister of Pensions and National Insurance the Industrial Injuries Advisory Council have been reviewing the rules governing the assessment of disablement in cases involving damage to an organ which, in a normal person, is one of a pair. Their Report has recently been presented to the Minister and published as a Command Paper (Cmd. 9827) by H.M. Stationery Office, price 8d. net (10d. including postage).

The Report directs attention to the features of the present rules which in the view of the majority of the members of the Council

are unsatisfactory and makes recommendations for certain changes in these rules. The Report, however, is not unanimous and the difference of view centres on issues which are difficult and technically complex. The Minister of Pensions and National Insurance is going further into these questions before deciding what action he will take in the light of the Report.

INTERNATIONAL LABOUR ORGANISATION

Fifth Session of Building, Civil Engineering and Public Works Committee

The Fifth Session of the Building, Civil Engineering and Public Works Committee was held in Geneva from 14th to 25th May (see the issue of this GAZETTE for May, page 180). Twenty of the 21 countries which are members of the Committee were represented by tripartite delegations. The Union of Soviet Socialist Republics, although not a member of the Committee, was represented by observers. Also in attendance were representatives of the United Nations, the European Productivity Agency, the European Coal and Steel Community and observers from nine international non-Governmental organisations.

The agenda was as follows:—

(1) A general report dealing particularly with (a) action taken in the various countries in the light of the conclusions adopted at previous sessions of the Committee; (b) steps taken by the International Labour Office to follow up the studies and inquiries proposed by the Committee; and (c) recent events and developments in the construction industry.

(2) Safety in the Construction Industry.

(3) National Housing Programmes and Full Employment.

The Committee set up two Sub-Committees, one on safety in the construction industry and the other on national housing programmes and full employment. A Working Party was also appointed to examine the effect given to conclusions adopted by the Committee at its previous sessions.

The Sub-Committee on Safety in the Construction Industry unanimously adopted two resolutions. The first resolution recognised that, in view of the risks inherent in construction operations, there was need for constant and determined efforts to secure greater practicable measures of safety and suggested a number of ways in which a high degree of safety for workers in this industry could be achieved. It was recommended that further information on causes of accidents and safety measures already in operation in the construction industry should be obtained. The second resolution, on technical assistance in the field of safety in the construction industry, suggested ways in which the International Labour Office should extend its action in collecting and disseminating information.

The Sub-Committee on National Housing Programmes and Full Employment adopted a resolution which recognised that housing shortages existed in most countries, that adequate housing was an important factor in promoting good human relations and increasing productivity, and that sound housing programmes were useful in achieving full employment in the construction industry. The resolution suggested that there should be regular building activity, planned to take account of several factors, including the need to preserve the mobility of labour.

The Working Party on the Effect given to Conclusions adopted by the Committee at its Previous Sessions classified these conclusions into three categories according to their degree of current interest. In respect of four conclusions it was suggested that it would be useful for the Committee to receive further information for its next session.

The reports and resolutions of the Sub-Committees, together with the Working Party's suggested classification of conclusions, were adopted by the Committee in Plenary Session. At this Session the Committee also invited the Governing Body to consider a number of subjects for inclusion on the agenda for the next session of the Committee.

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

Ministry of Labour and National Service—Factory Department

ACCIDENTS—HOW THEY HAPPEN AND HOW TO PREVENT THEM

Descriptions of certain accidents in factories, docks, building operations and works of engineering construction notified to H.M. Inspectors of Factories.

Quarterly 1s. (by post 1s. 2d.) Annual subscription 4s. 6d., including postage.

Obtainable from
HER MAJESTY'S STATIONERY OFFICE

at the addresses on page 323
or through any bookseller

EMPLOYMENT, UNEMPLOYMENT, ETC.

Contents of this Section

Page	Page
Employment in Great Britain in June, 1956:	Unemployment at 16th July, 1956—continued
General Summary 299	Disabled Persons (Employment) Act 303
General Man-power Position 299	Numbers Unemployed: Industrial Analysis 304
Analysis of Numbers in Civil Employment 299	Placing Work of Employment Exchanges 306
Industrial Analysis 299	Labour Turnover 307
Unemployment at 16th July, 1956:	Insured Persons Absent from Work owing to Sickness or Industrial Injury 308
Summary for Great Britain 302	Work of Appointments Services 308
Numbers Unemployed in United Kingdom: Regional Analysis .. 302	Coal Mining, Employment in June 309
Numbers Unemployed in Principal Towns 303	Employment Overseas 309
Numbers Unemployed, 1939-1956 303	

Employment* in Great Britain in June

GENERAL SUMMARY

The number in civil employment at the end of June was estimated to be over 23 millions, having risen by 14,000 during the month. There was a decrease of 15,000 in the manufacturing industries but this was offset by increases, largely seasonal in character, in the basic industries, in distribution and in the miscellaneous services (hotels, catering, etc.).

The Employment Exchanges filled 156,000 vacancies in the four weeks ended 27th June, 1956, a decrease of 6,000 compared with the previous month. The number of vacancies notified to the Exchanges but unfilled on 27th June was 407,000. This was 10,000 more than on 30th May but 54,000 less than a year previously.

The number registered as unemployed on 16th July was 238,000. There were 193,000 wholly unemployed and 45,000 temporarily stopped. Between 11th June and 16th July unemployment increased by 15,500, mainly due to an increase in the numbers temporarily stopped. At the latter date it was 53,000 more than a year previously. Expressed as a proportion of the estimated number of employees, unemployment in July was 1.1 per cent., compared with 1.0 per cent. in June and 0.9 per cent. in July, 1955. The number unemployed more than eight weeks was 83,000, which was 43 per cent. of the wholly unemployed.

The strength of the Forces at the end of June was 761,000.

It is estimated that the total working population† at the end of June was 23,990,000, slightly more than at the end of May.

GENERAL MAN-POWER POSITION

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

	Thousands				
	End-June, 1955	End-April, 1956	End-May, 1956	End-June, 1956	Change during June, 1956
Number in Civil Employment ..	22,933	22,990†	23,017†	23,031	+ 14
Men	15,182	15,234†	15,254†	15,258	+ 4
Women	7,751	7,756†	7,763†	7,773	+ 10
Wholly Unemployed§	170	218	196	191	- 5
Temporarily Stopped§	22	26	31	39	+ 8
Total Registered Unemployed§	192	244	227	230	+ 3
H.M. Forces and Women's Services	803	770	765	761	- 4
Men	784	754	749	745	- 4
Women	19	16	16	16	..
Ex-Service men and women on release leave who have not taken up employment ..	6	6	6	6	..
Total Working Population† ..	23,912	23,984†	23,984†	23,989	+ 5
Men	16,084	16,136†	16,138†	16,136	- 2
Women	7,828	7,848†	7,846†	7,853	+ 7

* The figures of employment for all dates after June, 1955, are provisional and subject to revision in the light of more complete information to be obtained on the basis of the count of national insurance cards in mid-1956.

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

‡ Revised figure.

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

(4716)

ANALYSIS OF NUMBERS IN CIVIL EMPLOYMENT

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

	Thousands				
Industry or Service	End-June, 1955	End-April, 1956	End-May, 1956	End-June, 1956	Change during June, 1956
Basic Industries					
Mining and Quarrying (Wage-earners on Colliery Books)	862	864	862	861	- 1
Gas, Electricity and Water	(704)	(706)	(704)	(703)	(- 1)
Transport and Communication	378	379	378	376	- 2
Agriculture and Fishing	1,713	1,711	1,719	1,724	+ 5
	1,066	1,022	1,037	1,042	+ 5
Number in Basic Industries ..	4,019	3,976	3,996	4,003	+ 7
Manufacturing Industries					
Chemicals and Allied Trades ..	519	528	527	528	+ 1
Metal Manufacture	571	582	580	579	- 1
Vehicles	1,231	1,251	1,246	1,237	- 9
Engineering, Metal Goods and Precision Instruments ..	2,760	2,803	2,793	2,791	- 2
Textiles	955	945	937	932*	- 5
Clothing (inc. footwear)	675	680	673	669	- 4
Food, Drink and Tobacco	901	906	911	918	+ 7
Other Manufactures	1,594	1,589	1,582	1,580	- 2
Number in Manufacturing Industries	9,206	9,284	9,249	9,234	- 15
Building and Contracting ..	1,486	1,488	1,510†	1,515	+ 5
Distributive Trades	2,811	2,839	2,834	2,842	+ 8
Professional, Financial and Miscellaneous Services ..	4,122	4,116	4,139	4,146	+ 7
Public Administration—					
National Government Service ..	563	560	560	559	- 1
Local Government Service ..	726	727†	729†	732	+ 3
Total in Civil Employment	22,933	22,990†	23,017†	23,031	+ 14

NUMBERS EMPLOYED: INDUSTRIAL ANALYSIS

The Table on the next page shows, for those industries for which comparable figures are available, the numbers employed at the end of June, 1955, and April, May and June, 1956. The figures relate to employees (including persons temporarily laid off but still on the employers' pay-rolls); they exclude employers and persons working on their own account, and they are thus different in scope from those given in the preceding paragraphs. Satisfactory estimates of the changes in the numbers within the latter classes cannot be made at monthly intervals for the individual industries.

The figures are based primarily on the estimates of the total numbers of employees and their industrial distribution at the middle of each year which have been computed on the basis of the counts of insurance cards. In the case of all industries other than coal mining, building and civil engineering and gas and electricity, use has also been made of the monthly returns rendered by employers under the Statistics of Trade Act, 1947. All employers with more than ten employees in manufacturing industries, and a sample of employers in the distributive trades and miscellaneous services, are required to supply information every month under the provisions of the Act. The returns show the numbers on the pay-rolls (including those temporarily laid-off and those absent from work owing to sickness, etc.) at the beginning of the month and at the end of the month; the two sets of figures are summarised separately for each industry, and the ratio between the two totals is the basis for computing the change in employment during the month. Certain industries and services which are not covered by employers' returns (or are only partially covered), or for which figures are not available in the same form as for those shown below, are omitted from the Table.

* Cotton—252,000. Wool—207,000. Other textiles—473,000.

† Revised figure.

A**

NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Thousands)

Industry	Males				Females				Total			
	End-June, 1955	End-April, 1956	End-May, 1956	End-June, 1956	End-June, 1955	End-April, 1956	End-May, 1956	End-June, 1956	End-June, 1955	End-April, 1956	End-May, 1956	End-June, 1956
Mining, etc.												
Coal Mining	767.1	768.8	767.0	765.6	15.8	15.8	15.8	15.8	782.9	784.6	782.8	781.4
Non-Metalliferous Mining Products	257.6	258.9	258.2	258.2	85.7	82.6	81.9	81.2	343.3	341.5	340.1	339.4
Bricks and Fireclay Goods .. .	75.1	74.6	74.4	74.4	8.7	8.8	8.9	8.9	83.8	83.4	83.3	83.3
China and Earthenware .. .	33.6	32.8	32.3	32.0	43.7	40.8	40.1	39.6	77.3	73.6	72.4	71.6
Glass (other than containers) ..	33.5	34.7	34.4	34.3	13.4	13.3	13.2	13.1	46.9	48.0	47.6	47.4
Glass Containers .. .	20.7	21.5	21.5	21.6	6.2	6.1	6.1	6.1	26.9	27.6	27.6	27.7
Cement .. .	14.5	14.5	14.5	14.5	1.3	1.3	1.3	1.3	15.8	15.8	15.8	15.8
Other Non-Metallif. Mining Manufactures ..	80.2	80.8	81.1	81.4	12.4	12.3	12.3	12.2	92.6	93.1	93.4	93.6
Chemicals and Allied Trades	367.4	374.9	374.3	374.8	149.2	150.9	151.0	151.2	516.6	525.8	525.3	526.0
Coke Ovens and By-Product Works ..	19.8	20.7	20.7	21.0	0.6	0.6	0.6	0.6	20.4	21.3	21.3	21.6
Chemicals and Dyes .. .	174.2	180.6	180.2	180.2	46.4	48.6	48.5	48.7	220.6	229.2	228.7	228.9
Pharmaceutical Preparations, Perfumery, etc.	25.8	26.2	26.2	26.3	35.6	35.3	35.7	35.7	61.4	61.5	61.9	62.0
Explosives and Fireworks .. .	33.3	31.7	31.6	31.6	19.8	19.6	19.5	19.5	53.1	51.3	51.1	51.1
Paint and Varnish .. .	29.2	29.6	29.6	29.7	12.5	12.9	12.8	12.8	41.7	42.5	42.4	42.5
Soap, Candles, Polishes, Ink, Matches, etc.	29.5	29.4	29.3	29.2	20.0	19.6	19.6	19.6	49.5	49.0	48.9	48.8
Mineral Oil Refining .. .	39.5	31.7	31.8	31.8	6.3	6.3	6.3	6.3	38.0	38.1	38.1	38.1
Other Oils, Greases, Glue, etc. ..	25.1	25.0	24.9	25.0	8.0	8.0	8.0	8.0	33.1	33.0	32.9	33.0
Metal Manufacture	499.9	511.2	509.8	508.7	69.9	69.8	69.5	69.6	569.8	581.0	579.3	578.3
Blast Furnaces .. .	20.7	21.6	21.7	21.7	0.5	0.5	0.5	0.5	21.2	22.1	22.2	22.2
Iron and Steel Melting, Rolling, etc. ..	202.7	209.6	209.5	209.3	19.2	19.3	19.3	19.4	221.9	228.9	228.8	228.7
Iron Foundries .. .	109.8	107.8	106.9	106.5	17.2	16.3	16.3	16.3	127.0	124.1	123.2	122.8
Tinplate Manufacture .. .	11.9	12.2	12.2	12.1	1.9	1.9	1.9	1.9	13.8	14.1	14.1	14.0
Steel Sheet Manufacture .. .	20.3	20.9	20.8	20.6	1.3	1.3	1.3	1.3	21.6	22.2	22.1	21.9
Iron and Steel Tubes .. .	40.2	43.6	43.9	44.0	8.5	8.9	8.8	8.8	48.7	52.7	52.7	52.8
Non-Ferrous Metals Smelting, Rolling, etc.	94.3	95.5	94.8	94.5	21.3	21.6	21.4	21.4	115.6	117.1	116.2	115.9
Engineering, Shipbuilding and Electrical Goods	1,588.8	1,628.9	1,625.8	1,625.3	474.0	467.1	464.5	463.6	2,062.8	2,096.0	2,090.3	2,088.9
Shipbuilding and Ship Repairing ..	196.4	204.9	204.9	204.9	8.7	8.9	8.9	8.8	205.1	213.8	213.8	213.7
Marine Engineering .. .	77.2	77.0	76.6	76.5	4.4	4.4	4.4	4.4	81.6	81.4	81.0	80.9
Agricultural Machinery (exc. tractors) ..	35.8	35.9	35.6	35.4	5.5	5.8	5.8	5.8	41.3	41.7	41.4	41.2
Boilers and Boilerhouse Plant .. .	28.2	28.8	28.5	28.5	3.0	3.0	3.0	3.0	31.2	31.8	31.5	31.5
Machine Tools and Engineers' Small Tools ..	91.3	95.2	95.2	95.3	21.3	22.5	22.4	22.4	112.6	117.7	117.6	117.7
Stationary Engines .. .	23.6	24.5	24.4	24.7	3.7	3.8	3.8	3.8	27.3	28.3	28.2	28.5
Textile Machinery and Accessories .. .	55.9	53.7	53.5	53.1	9.9	9.6	9.6	9.6	65.8	63.3	63.1	62.7
Ordnance and Small Arms .. .	49.2	49.5	48.7	48.4	14.7	14.4	14.3	14.2	63.9	63.0	63.0	62.6
Constructional Engineering .. .	77.2	78.0	78.9	78.8	7.0	7.1	7.1	7.1	84.2	85.0	85.0	85.9
Other Non-Electrical Engineering .. .	532.1	550.2	550.0	549.7	124.9	128.9	128.5	128.5	657.0	679.1	678.8	678.2
Electrical Machinery .. .	138.4	144.2	144.1	144.5	49.2	49.9	49.5	49.5	187.6	194.4	193.7	194.0
Electrical Wires and Cables .. .	41.3	41.4	41.2	41.2	23.7	23.4	23.2	23.2	65.0	65.1	64.6	64.4
Telegraph and Telephone Apparatus ..	33.3	35.0	35.1	35.1	22.4	24.1	24.3	24.4	55.7	59.1	59.4	59.5
Wireless Apparatus and Gramophones ..	72.7	71.1	70.6	70.7	67.4	55.4	55.6	55.6	140.1	126.5	126.2	127.1
Wireless Valves and Electric Lamps ..	24.3	24.3	23.7	23.5	28.3	25.7	24.9	24.6	52.6	50.0	48.6	48.1
Batteries and Accumulators .. .	11.3	11.5	11.4	11.4	8.5	9.2	9.1	9.1	19.8	20.7	20.5	20.4
Other Electrical Goods .. .	100.6	103.7	103.4	103.6	71.4	70.8	69.5	68.9	172.0	174.5	172.9	172.5
Vehicles	1,016.1	1,035.3	1,030.9	1,023.9	180.6	182.3	181.3	179.5	1,196.7	1,217.6	1,212.2	1,203.4
Manufacture of Motor Vehicles and Cycles ..	281.3	285.1	281.8	276.3	48.0	46.7	45.9	45.0	329.3	331.8	327.7	321.3
Motor Repairs and Garages .. .	243.0	247.4	246.6	246.4	39.4	42.1	42.4	42.4	282.4	289.5	289.0	288.8
Manufacture and Repair of Aircraft .. .	208.6	216.9	217.5	217.3	34.8	36.1	36.2	36.0	243.4	253.0	253.7	253.3
Manufacture of Parts and Accessories for Motor Vehicles and Aircraft .. .	126.0	129.7	129.1	128.2	46.6	45.6	45.0	44.4	172.6	175.3	174.1	172.6
Locomotive Manufacture .. .	72.9	71.1	71.0	70.8	4.8	4.8	4.8	4.7	77.7	75.9	75.8	75.5
Manufacture and Repair of Railway Carriages and Wagons and Trams .. .	79.5	80.3	80.2	80.2	4.1	4.1	4.1	4.1	83.6	84.4	84.3	84.3
Carts, Perambulators, etc. .. .	4.8	4.8	4.7	4.7	2.9	2.9	2.9	2.9	7.7	7.7	7.6	7.6
Metal Goods not Elsewhere Specified	321.8	330.3	329.1	329.2	191.3	190.1	188.3	187.3	513.1	520.4	517.4	516.5
Tools and Cutlery .. .	26.5	27.1	26.9	26.8	19.1	19.1	18.7	18.5	45.6	46.2	45.6	45.3
Bolts, Nuts, Screws, Rivets, Nails, etc. ..	23.7	24.9	24.8	24.9	19.0	19.2	19.1	19.0	42.7	44.1	43.9	43.9
Iron and Steel Forgings .. .	33.8	35.3	35.3	35.3	5.6	5.8	5.8	5.8	39.4	41.1	41.1	41.1
Wire and Wire Manufactures .. .	29.3	30.4	30.4	30.4	10.6	10.7	10.6	10.6	39.9	41.1	41.1	41.0
Hollow-ware .. .	27.2	27.2	27.1	27.1	33.1	31.6	31.3	31.1	60.3	58.8	58.4	58.2
Brass Manufactures .. .	31.5	32.3	32.2	31.9	18.8	18.3	18.2	18.0	50.3	50.6	50.4	49.9
Metal Industries not elsewhere specified ..	149.8	153.1	152.4	152.8	85.1	85.4	84.5	84.3	234.9	238.5	236.9	237.1
Precision Instruments, Jewellery, etc.	88.7	90.7	90.4	90.4	56.8	57.0	56.4	56.2	145.5	147.7	146.8	146.6
Scientific, Surgical, Photographic Instruments	56.7	58.6	58.5	58.6	32.3	33.1	33.0	33.0	89.0	91.7	91.5	91.6
Watches and Clocks .. .	9.5	9.5	9.4	9.4	8.7	8.4	8.2	8.1	18.2	17.9	17.6	17.5
Jewellery, Plate, Refining of Precious Metals	15.4	15.4	15.4	15.3	13.8	13.4	13.1	13.0	29.2	28.8	28.5	28.3
Musical Instruments .. .	7.1	7.2	7.1	7.1	2.0	2.1	2.1	2.1	9.1	9.3	9.2	9.2
Textiles	400.4	395.9	392.8	391.3	546.1	539.8	534.4	531.0	946.5	935.7	927.2	922.3
Cotton Spinning, Doubling, etc. .. .	52.3	50.1	49.7	49.4	98.4	95.7	95.0	94.4	150.7	145.8	144.7	143.8
Cotton Weaving, etc. .. .	39.2	36.7	36.3	36.1	77.9	72.6	71.8	71.0	117.1	109.3	108.1	107.1
Woolen and Worsted .. .	90.6	91.1	90.3	90.0	115.0	115.4	114.0	114.0	205.6	206.5	204.7	204.0
Rayon, Nylon, etc., Production .. .	28.8	29.2	29.1	29.0	9.7	10.6	10.6	10.6	38.5	39.8	39.7	39.6
Rayon, Nylon, etc., Weaving and Silk ..	21.4	21.9	21.6	21.5	30.5	30.7	30.1	29.8	51.9	52.6	51.7	51.3
Linen and Soft Hemp .. .	8.7	8.6	8.6	8.6	6.6	6.4	6.4	6.4	10.9	10.4	10.2	10.2
Jute .. .	4.3	4.3	4.3	4.3	3.8	3.7	3.7	3.7	8.0	7.9	7.8	7.8
Rope, Twine and Net .. .	5.7	5.7	5.7	5.7	9.4	9.0	8.7	8.6	15.1	14.7	14.4	14.3
Hosiery and other Knitted Goods .. .	34.9	35.2	35.1	35.0	87.8	90.3	90.0	90.0	122.7	125.7	125.4	125.0
Lace .. .	4.9	4.6	4.6	4.6	5.6	5.5	5.5	5.5	10.7	10.2	10.1	10.1
Carpets .. .	14.8	14.3	14.1	14.1	15.8	15.2	15.4	15.4	30.4	28.5	28.0	27.9
Narrow Fabrics .. .	6.9	7.1	7.1	7.1	15.2	15.5	15.4	15.4	22.1	22.6	22.5	22.5
Made-up Textiles .. .	9.3	9.1	9.2	9.2	20.8	20.5	20.4	20.4	19.7	20.6	20.2	20.2
Textile Finishing, etc. .. .	59.2	58.9	58.2	58.1	29.9	29.7	29.3	29.2	88.6	87.5	87.5	87.3
Other Textile Industries .. .	19.4	19.5	19.5	19.4	12.7	12.8	12.7	12.7	32.1	32.3	32.2	32.1
Leather, Leather Goods and Fur	41.6	40.2	39.7	39.4	30.5	29.3	29.0	28.6	72.1	69.5	68.7	68.0
Leather (Tanning, Dressing), Feltmongery ..	27.6	26.8	26.4	26.2	7.9	7.8	7.7	7.6	35.5	34.6	34.1	33.8
Leather Goods .. .	9.1	8.5	8.4	8.3	17.2	16.4	16.2	15.9	26.3	24.9	24.6	24.2
Fur .. .	4.9	4.9	4.9	4.9	5.4	5.1	5.1	5.1</				

Unemployment at 16th July, 1956

SUMMARY FOR GREAT BRITAIN

The numbers of persons registered as unemployed at 11th June and 16th July, 1956, were as follows:—

	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
11th June	142,128	4,078	72,114	4,257	222,577
16th July	155,484	5,536	71,933	5,184	238,137
Inc. (+) or Dec. (-)	+ 13,356	+ 1,458	- 181	+ 927	+ 15,560

It is estimated that the number of persons registered as unemployed at 16th July represented 1.1 per cent. of the total number of employees. The corresponding percentage at 11th June was 1.0.

An analysis of the figures for 16th July according to duration of unemployment is given in the following Table:—

	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
Men 18 and over	35,359	30,381	58,155	123,895	31,589	155,484
Boys under 18	3,390	1,136	586	5,112	424	5,536
Women 18 and over	16,422	19,576	23,405	59,403	12,530	71,933
Girls under 18	2,828	1,057	405	4,290	894	5,184
Total ..	57,999	52,150	82,551	192,700	45,437	238,137

The total of 238,137 includes 37,235 married women.

The numbers of wholly unemployed persons in each Region at 16th July, 1956, analysed according to duration of unemployment, and also the numbers temporarily stopped, are given in the Table below. Separate figures are given for males and females. The changes, compared with 11th June, 1956, in the total numbers unemployed in each Region are shown in the first Table on the next page.

Region	Wholly Unemployed (including Casuals)				Temporarily Stopped	Total
	Unemployed for more than 2 weeks	Unemployed for more than 2 weeks but not more than 8 weeks	Unemployed for more than 8 weeks	Total		
Men 18 and over	35,359	30,381	58,155	123,895	31,589	155,484
Boys under 18	3,390	1,136	586	5,112	424	5,536
Women 18 and over	16,422	19,576	23,405	59,403	12,530	71,933
Girls under 18	2,828	1,057	405	4,290	894	5,184
Total ..	57,999	52,150	82,551	192,700	45,437	238,137

The following Table gives the numbers of persons registered as unemployed at 16th July, 1956, and the percentage rates of unemployment in each Region:—

Region	Numbers of persons registered as unemployed at 16th July, 1956			Percentage rate of unemployment*		
	Males	Females	Total	Males	Females	Total
London and South-Eastern	22,453	10,815	33,268	0.7	0.5	0.6
Eastern	5,333	2,237	7,570	0.7	0.6	0.6
Southern	6,880	2,610	11,290	1.2	0.7	1.1
South-Western	6,908	3,179	10,087	0.9	0.9	0.9
Midland	29,922	10,626	40,548	2.2	1.4	1.9
North-Midland	5,242	3,192	8,434	0.5	0.7	0.6
East and West Ridings	7,788	3,615	11,403	0.6	0.6	0.6
North-Western	22,219	13,503	35,722	1.2	1.2	1.2
Northern	10,446	5,136	15,582	1.2	1.4	1.2
Scotland	29,296	15,647	44,943	2.1	2.1	2.1
Wales	12,733	6,557	19,290	1.9	2.5	2.0
Great Britain ..	161,020	77,117	238,137	1.1	1.0	1.1

NUMBERS UNEMPLOYED IN THE UNITED KINGDOM: REGIONAL ANALYSIS

The total number of unemployed persons on the registers of Employment Exchanges in the United Kingdom at 16th July, 1956, was 263,438, including 173,521 men, 6,668 boys, 77,589 women and 5,660 girls. Of the total, 217,472 (including 2,718 casual workers) were wholly unemployed and 45,966 temporarily stopped. The temporarily stopped are persons suspended from work on the understanding that they are shortly to return to their former employment.

The numbers of unemployed persons on the registers in each Region at 16th July, 1956, are shown below.

Region	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
London and South-Eastern	20,463	648	9,947	432	31,490
Eastern	5,030	127	2,074	118	7,349
Southern	4,503	179	2,096	150	6,928
South-Western	6,667	177	2,917	208	9,969
Midland	10,434	184	5,257	176	16,051
North-Midland	4,083	91	2,535	115	6,824
E. and W. Ridings	7,065	194	2,701	194	10,154
North-Western	19,969	852	9,888	689	31,398
Northern	9,888	276	4,626	276	15,066
Scotland	25,630	1,792	12,842	1,269	41,533
Wales	10,163	592	4,520	663	15,938
Great Britain ..	123,895	5,112	59,403	4,290	192,700
Northern Ireland	17,810	1,127	5,391	444	24,772
United Kingdom	141,705	6,239	64,794	4,734	217,472

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

NUMBERS UNEMPLOYED IN THE PRINCIPAL TOWNS

The Table below shows the total numbers of unemployed persons on the registers of the Employment Exchanges and Youth Employment Offices in each administrative Region of England, and in Scotland, Wales and Northern Ireland at 16th July, 1956, and the numbers of persons on the registers of the Exchanges and Offices situated in some of the principal towns in each Region, together with the increase or decrease compared with 11th June, 1956.

Regions and Principal Towns	Numbers of Persons on Registers at 16th July, 1956					Inc. (+) or Dec. (-) in Totals as compared with 11th June, 1956
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total 15 and over	
London and South-Eastern (County)	21,787	666	10,374	441	33,268	- 689
London (Administrative)	9,723	199	4,885	120	14,927	+ 106
Acton	87	1	32	1	121	+ 7
Brentford and Chiswick	65	2	51	1	119	+ 14
Brighton and Hove	1,180	30	308	16	1,534	- 88
Chatham	237	26	242	28	533	+ 66
Croydon	375	4	169	5	553	+ 67
Dagenham	199	9	120	10	338	- 89
Faling	150	9	102	2	263	+ 15
East Ham	165	12	143	5	325	- 29
Enfield	195	9	110	5	319	+ 153
Harrow and Wembley	259	18	183	12	472	+ 13
Hayes and Harlington	50	3	20	2	75	+ 41
Hendon	220	14	103	5	342	- 13
Ilford	315	9	65	3	392	+ 89
Leyton and Walthamstow	525	17	196	5	743	+ 112
Tottenham	477	21	277	18	793	+ 42
West Ham	453	23	248	11	735	+ 48
Willesden	366	22	246	10	644	+ 179
Eastern	5,205	128	2,118	119	7,570	- 1,147
Bedford	67	7	98	8	180	+ 3
Cambridge	113	—	56	—	169	+ 13
Ipswich	328	11	89	19	447	+ 14
Luton	94	8	44	8	149	+ 6
Norwich	665	8	189	4	866	+ 84
South-east-on-Sea	510	14	126	5	655	+ 35
Watford	117	3	71	5	196	+ 6
Southern	8,434	246	2,439	171	11,290	+ 3,728
Bournemouth	427	5	94	2	528	+ 51
Oxford	2,682	67	277	9	3,035	+ 2,902
Portsmouth (inc. Gosport)	951	17	431	15	1,414	+ 111
Reading	170	18	94	13	295	+ 35
Slough	121	4	76	2	203	+ 27
Southampton	732	28	396	10	1,166	- 137
South-Western	6,730	178	2,970	209	10,087	- 576
Bristol (inc. Kingswood)	1,352	35	469	19	1,875	+ 104
Exeter	338	4	187	2	531	+ 122
Gloucester	159	5	109	7	280	+ 25
Plymouth	803	22	767	37	1,629	- 171
Swindon	127	8	156	26	317	+ 67
Midland	29,530	392	10,184	442	40,548	+ 14,893
Birmingham	15,622	165	3,462	135	19,384	+ 9,239
Burton-on-Trent	92	—	59	—	151	+ 39
Coventry	2,713	33	1,206	22	3,974	+ 892
Oldbury	197	4	78	9	288	+ 88
Smethwick	540	25	297	44	906	+ 577
Stoke-on-Trent	1,238	25	1,727	60	3,050	+ 476
Walsall	539	15	220	6	773	+ 245
West Bromwich	350	—	133	6	483	+ 230
Wolverhampton	449	7	213	11	680	+ 19
Worcester	154	—	40	—	194	+ 24
North-Midland	5,137	105	2,994	198	8,434	+ 966
Chesterfield	123	—	37	—	162	+ 28
Derby	677	4	153	5	837	+ 47
Grimsby	468	11	60	11	550	+ 42
Leicester	388	4	172	3	567	+ 24
Lincoln	184	7	41	5	237	+ 11
Mansfield	147	3	106	19	275	+ 58
Northampton	160	2	85	1	248	+ 11
Nottingham	851	9	335	10	1,171	+ 98
Peterborough	55	4	125	5	189	+ 5
Scunthorpe	31	3	495	20	549	+ 263
East and West Ridings	7,590	198	3,355	260	11,403	+ 172
Barnsley	222	5	177	45	449	+ 65
Bradford	462	22	139	9	632	+ 39
Dewsbury	125	—	55	—	180	+ 100
Doncaster	299	5	268	5	577	+ 64
Halifax	95	33	81	19	228	+ 94
Huddersfield	184	2	109	4	299	+ 31
Hull	1,722	27	360	21	2,130	+ 125
Leeds	1,251	16	328	6	1,601	+ 46
Rotherham	140	6	138	5	289	+ 15
Sheffield	650	9	191	19	869	+ 57
Wakefield	106	2	101	1	210	+ 20
York	306	7	47	4	364	+ 33
North-Western	21,362	857	12,755	748	35,722	+ 260
Accrington	133	—	202	—	335	+ 87
Ashton-under-Lyne	3	3	179	2	185	+ 29
Barrow	303	1	534	17	855	+ 29
Birkenhead	645	26	465	19	1,155	+ 17
Blackburn	342	4	391	3	740	+ 183
Blackpool	497	16	84	5	602	+ 1
Bolton	470	5	211	3	699	+ 206
Burnley	335	2	335	3	675	+ 534
Bury	79	—	47	—	126	+ 88
Crewe	168	6	130	12	316	+ 32
Liverpool (inc. Bootle)	8,264	290	2,003	166	10,723	+ 64
Manchester (inc. Strretford)	2,457	51	1,041	44	3,593	+ 50
Oldham (inc. Failsworth and Royton)	521	20	457	12	1,017	+ 160
Preston	273	—	304	11	597	+ 87
Rochdale	157	—	304	—	461	+ 112
St. Helens	349	5	594	5	953	+ 28
Salford (inc. Eccles and Pendlebury)	648	11	323	18	1,000	+ 68
Stockport	305	14	324	59	702	+ 100
Wallasey	341	22	112	16	491	+ 14
Warrington	221	5	186	4	416	+ 3
Wigan	388	53	236	38	715	+ 7

Regions and Principal Towns					
-----------------------------	--	--	--	--	--

WAGES, DISPUTES, RETAIL PRICES

Contents of this Section

Table listing page numbers for 'Changes in Rates of Wages and Hours of Labour', 'Index of Rates of Wages', 'Industrial Disputes', and 'U.K. Index of Retail Prices'.

Changes in Rates of Wages and Hours of Labour

RATES OF WAGES

Changes in July

In the industries covered by the Department's statistics*, the changes in the rates of wages reported to have come into operation in the United Kingdom during July resulted in an aggregate increase estimated at approximately £166,000 in the weekly full-time wages of about 684,000 workpeople, and in a decrease of £4,000 for 170,000 workpeople.

The principal increases affected certain classes of workpeople in the general printing industry, and workers employed in boot and shoe manufacture, in furniture manufacture, in textile bleaching, dyeing, printing and finishing and in paper box making. Others receiving increases included workpeople employed in leather production, the manufacture of carpets, wire and wire rope manufacture, toy manufacture, and domestic and ancillary workers in hospitals and allied institutions in the London area.

In the general printing industry in England and Wales, including envelope and stationery manufacture and periodical and newspaper production other than certain national newspapers, a new cost-of-living bonus of 7s. 0d. a week for men and 5s. 3d. for women was introduced. Other new cost-of-living agreements in the industry resulted in weekly increases ranging from 2s. 0d. to 7s. 0d. for certain craftsmen and operatives, including workers in Scotland and Northern Ireland.

Workers employed in leather production received an increase in basic timework rates of 3d. an hour for men and 2½d. for women, and for pieceworkers there was an increase of 1½d. in the existing hourly bonus. In carpet manufacture the percentage of basic earnings calculated as cost-of-living bonus was raised by 2½ per cent. Wire and rope workers received a cost-of-living bonus increase of 6d. a week for men and 5d. for women.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING JULY

(NOTE.—The figure in brackets below an item in the column headed "District" relates to the page in the volume "TIME RATES OF WAGES AND HOURS OF LABOUR, 1ST APRIL, 1956," on which details for that date are given.)

Main table listing principal changes in rates of wages reported during July, including industry, district, date of change, classes of workpeople, and particulars of change.

* The particulars of numbers affected by changes in rates of wages and working hours, and of the amount of change in weekly wages and hours of labour, exclude changes affecting clerical workers, for whom the information available is not sufficient to form a basis for statistics.

Principal Changes in Rates of Wages Reported during July—continued

Continuation of the main table from page 310, listing principal changes in rates of wages reported during July, including industry, district, date of change, classes of workpeople, and particulars of change.

* These decreases affected employees of firms which are members of the Iron and Steel Trades Employers' Association. † Under sliding-scale arrangements based on the official index of retail prices.

Principal Changes in Rates of Wages Reported during July—continued

Table with columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workpeople, and Particulars of Change (Decreases in italics). Rows include Paper Box Manufacture, Printing, Toy Manufacture, and Cinematograph Film Production.

* These increases took effect under an Order issued under the Wages Councils Act. See page 283 of the July issue of this GAZETTE. † The workpeople concerned are employees of members of the British Federation of Master Printers, and are members of the National Union of Printing, Book-binding and Paper Workers, the National Society of Operative Printers and Assistants, The Monotype Casters and Typefounders Trade Society and the National Society of Electrotypers and Stereotypers; the increase is the first payment under a new cost-of-living agreement based on the official index of retail prices. (See § and ¶ footnotes on page 68 of the February issue of this GAZETTE).

Principal Changes in Rates of Wages Reported during July—continued

Table with columns: Industry, District (see also Note at beginning of Table), Date from which Change took effect, Classes of Workpeople, and Particulars of Change. Rows include Admiralty Dockyards and Establishments, Civil Air Transport, River Authorities, Hospitals and Allied Institutions, Licensed Non-Residential Establishments, Cemeteries, Fish Curing and Fish Marketing.

PRINCIPAL CHANGES IN HOURS OF LABOUR REPORTED DURING JULY

Table with columns: Industry, District, Date from which Change took effect, Classes of Workpeople, and Particulars of Change. Row: Fish Curing and Fish Marketing, Hull, First full pay period following 9 July, Male workers, Normal weekly working hours reduced from 45 to 44½.

Index of Rates of Wages

The index figure of rates of wages measures the movement, from month to month, in the level of full-time weekly rates of wages in the principal industries and services in the United Kingdom compared with the level at 30th June, 1947, taken as 100. The industries and services covered by the index and the method of calculation were described on page 41 of the issue of this GAZETTE for February, 1948. The index is based on the recognised rates of wages fixed by collective agreements between organisations of employers and workpeople, arbitration awards or statutory orders.

Table with columns: Date, Men, Women, Juveniles, All Workers. Rows show monthly index values from December 1947 to July 1956.

Table with columns: Year, Jan., Feb., Mar., Apr., May, June, July, Aug., Sept., Oct., Nov., Dec. Rows show monthly index values for All Workers from 1947 to 1956.

Where necessary, the figures have been revised to include changes arranged with retrospective effect or reported too late for inclusion in the current figures. In the first Table opposite are shown the separate index figures for men, women, juveniles and "all workers" for December in each of the years 1947 to 1954, inclusive, for March, June, September and December, 1955, and for each month of 1956 to date. The second Table shows the figure for "all workers" for each month since June, 1947. All figures in the Tables are on the basis of 30th June, 1947 = 100, and relate to the end of the month.

ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

Contents of this Section

Page	Page
Arbitration Awards:	Notices and Orders
Industrial Disputes and National Arbitration Tribunals 320	Wages Councils Acts 321
Civil Service Arbitration Tribunal 320	Legal Cases Affecting Labour 321
Industrial Court 320	Decisions of National Insurance Commissioner 321
Single Arbitrators, etc. 320	

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

Industrial Disputes Tribunal Awards

During July the Industrial Disputes Tribunal issued fourteen awards, Nos. 866 to 879.* Five of the awards are summarised below; the others related to individual employers.

Award No. 866 (3rd July).—Parties: Employers represented by the Management Side of the Ancillary Staffs Council of the Whitley Councils for the Health Services (Great Britain) and members of the trade unions represented on the Trade Union Side of the Council in their employment. **Claim:** That the London "weighting" should be increased from 6s. to 11s. a week. **Award:** The Tribunal awarded that the London weighting of the workers concerned should be 8s. a week.

Award No. 871 (19th July).—Parties: Employers represented by the Employers' Side of the Joint Industrial Council for the Bobbin Making Industry, and members of the trade unions represented on the Trade Union Side of the Council in their employment. **Claim:** For an increase of 15 per cent. in the wage rates of male and female operatives and for an amendment to the working rules to provide for an incentive payment of 25 per cent. above the day rates for pieceworkers. **Award:** The Tribunal awarded that the minimum rate of wages for higher skilled adult male workers should be increased by 6s. a week with consequential increases for other workers. In other respects the Tribunal found that the claim had not been established.

Award No. 874 (24th July).—Parties: Members of the Association of Master Lightermen and Barge Owners, and members of the Watermen, Lightermen, Tugmen and Bargemen's Union and of the Transport and General Workers' Union employed by them as lightermen, tugmen and bargemen on the River Thames and docks, creeks and canals adjoining. **Claim:** For all existing differential payments to be increased by one-thirteenth, i.e., the *pro rata* of the recent national increase on the basic day rate for dock workers. **Award:** The Tribunal found in favour of the claim as regards night work payments but that in other respects the claim had not been established.

Award No. 878 (26th July).—Parties: Employers represented by the Employers' Side of the Scottish Joint Industrial Council for the Woven Wire Industry, and members of the trade unions represented on the Trade Union Side of the Council in their employment. **Claim:** That all normal nightshift work should be paid at the rate of time-and-one-third. **Award:** The Tribunal found in favour of the claim.

Award No. 879 (27th July).—Parties: Employers affiliated to constituent Associations and Federations of the Wool (and Allied) Textile Employers' Council, and members of the Amalgamated Engineering Union in their employment. **Claim:** For a substantial increase in wages for mechanics employed in the Wool Textile Industry. **Award:** The Tribunal awarded that the wages of the mechanics concerned should be increased by 10s. a week.

National Arbitration Tribunal (Northern Ireland) Awards

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

Award No. 1163 (28th July).—Parties: The member firms of the Derry and District Licensed Vintners' Association and certain employees of the member firms. **Claim:** For an increase of 17s. 6d. a week for barmen with proportionate increases for apprentices. **Award:** The Tribunal found and awarded that the wages of barmen to whom the claim relates shall be increased by 10s. a week with proportionate increases for apprentices. The award to have effect from the beginning of the first full pay period following the date of the award.

Civil Service Arbitration Tribunal

During July the Civil Service Arbitration Tribunal issued one award, No. 314*, which is summarised below.

Award No. 314 (6th July).—Parties: Institution of Professional Civil Servants and the Board of Trade. **Claim:** For increased salary scales with retrospective effect for Assistant Assizer, Assizer and Senior Assizer in the Standard Weights and Measures Department, Board of Trade. **Award:** The Tribunal awarded (a) that with effect from 1st August, 1953, the salary scales (London, male) of the grades specified, in the Standard Weights and Measures Department of the Board of Trade, shall be:—Assistant Assizer £395 by £20 to £475 by £25 to £550 (minimum linked to age 21 with weight for age up to 25), Assizer £550 by £25 to £750 by £30 to £780,

* See footnote * in second column on page 322.

Senior Assizer £800 by £35 to £975; (b) that the above salary scales shall attract Pay Supplement from 1st July, 1954, and additional Pay Supplement from 1st July, 1955, and 1st April, 1956; (c) that normal Civil Service Provincial Differentiation shall apply; (d) that the "corresponding points" principle shall be applied in the assimilation to the new scales of officers in post.

Industrial Courts Act, 1919, and Conciliation Act, 1896

Industrial Court Awards

During July the Industrial Court issued seven awards, Nos. 2614 to 2620, which are summarised below.

Award No. 2614 (4th July).—Parties: London County Council Staff Association and London County Council. **Claim:** For increase in the salary scale of Senior Child Welfare Officers employed in the Children's Department of the Council. **Award:** The Court awarded that the Senior Child Welfare Officer at present graded as Social Worker Grade III shall be graded as a Social Worker Grade IV and shall receive a salary appropriate to that of Grade IV, i.e., £550 by £25 to £700 per annum. Effect to be given to the award from the beginning of the first full pay period following the date of the award.

Award No. 2615 (6th July).—Parties: The National Union of General and Municipal Workers and the Iron and Steel Trades Employers' Association. **Claim:** For an increase of 3d. an hour on the existing stabilised bonus paid to craftsmen's mates and certain miscellaneous grades employed in the works of Messrs. Steel, Peech and Tozer and the Park Gate Iron and Steel Company Limited. **Award:** No evidence had been put before the Court of any material alteration of circumstances since 4th November, 1955, the date upon which Award No. 2586 was made, and they therefore found against the present claim.

Award No. 2616 (18th July).—Parties: Mr. W. Kearns and George Wimpey and Company Limited. **Claim:** As to whether, in the execution of Air Ministry contracts, the requirements of the Fair Wages Resolution passed by the House of Commons on 14th October, 1946, were observed. **Award:** On the evidence adduced the Court were unable to say that George Wimpey and Company Limited did not comply with the requirements of Clause 1(a) and Clause 1(b) of the Fair Wages Resolution of the House of Commons in the execution of Air Ministry contracts between 21st October and 3rd December, 1955.

Award No. 2617 (18th July).—Parties: Staff Side and Management Side of the Nurses and Midwives' Council of the Whitley Councils for the Health Services (Great Britain). **Claim:** For an increase in the maximum of the salary scale of Nursing Assistants Class I. **Award:** The Court found that the claim had not been established and awarded accordingly.

Award No. 2618 (26th July).—Parties: Staff Side and Management Side of the Nurses and Midwives' Council of the Whitley Councils for the Health Services (Great Britain). **Claim:** That, in the mental nursing service, staff entitled to receive payment for hours worked in excess of 96 a fortnight should be paid for such hours at overtime rates of time-and-a-quarter for the first two hours and time-and-a-half for all additional hours. **Award:** The Court found that the claim had not been established and awarded accordingly.

Award No. 2619 (26th July).—Parties: Trade Union and Official Sides of the Admiralty Industrial Council. **Claim:** That lithographic draughtsmen and comparable grades at the Hydrographic Survey Establishment, Taunton, should have their annual paid leave increased to 127½ hours. **Award:** The Court found that in existing circumstances the claim had not been established and awarded accordingly.

Award No. 2620 (31st July).—Parties: Trade Union and Official Sides of the Shipbuilding Trades Joint Council. **Claim:** That the Patternmakers' differential rate, which now stands at 9s., be paid in addition to any Merit Pay awarded under the Merit Pay Scheme set out in A.F.O. 4/56. **Award:** The Court awarded that the Patternmakers' differential rate, which at present stands at 9s., be paid in addition to any Merit Pay awarded under the Merit Pay Scheme set out in A.F.O. 4/56.

Single Arbitrators and ad hoc Boards of Arbitration

During July an Arbitrator was appointed by the Minister of Labour and National Service, under his general powers, to determine a difference between the Transport and General Workers' Union on the one hand, and the London Motor Cab Proprietors' Association and the Taxi Fleet Operators' Federation on the other hand, arising from the Union's claim for the introduction of a Holiday Payments Scheme for journeymen taxicab drivers engaged in the industry within the licensing area of the Metropolitan Police. The Arbitrator recommended that the principle of a Holiday Payments Scheme should be accepted and, in view of the special relationship between the journeyman and the proprietor, he further recommended that the driver should bear a proportionate part of the burden of providing holiday pay.

Wages Councils Acts, 1945-1948

Notices of Proposals

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

Pin, Hook and Eye, and Snap Fastener Wages Council (Great Britain).—Proposal O.(55), dated 10th July, for fixing revised general minimum time rates and piecework basis time rates for male and female workers (other than homeworkers).

Road Haulage Wages Council.—Proposal R.H.(57), dated 13th July, for amending the provisions relating to overtime worked on a Saturday.

Flax and Hemp Wages Council (Great Britain).—Proposal F.H.(83), dated 13th July, for fixing revised general minimum and guaranteed time rates and piecework basis time rates for male and female workers and for amending the provisions relating to holiday remuneration for pieceworkers.

Boot and Floor Polish Wages Council (Great Britain).—Proposal B.P.(44), dated 13th July, for fixing revised general minimum time rates and piecework basis time rates for male and female workers.

Retail Drapery, Outfitting and Footwear Trades Wages Council (Great Britain).—Proposal R.D.O.(25), dated 17th July, for fixing minimum remuneration for temporary shop managers and shop managers and for amending the definition of "weekly short day".

Retail Food Trades Wages Council (England and Wales).—Proposal R.F.C.(22), dated 24th July, for re-defining workers in managerial grades and substituting a revised table of minimum remuneration for managers and manageresses.

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

Wages Regulation Orders

During July the Minister of Labour and National Service made the following Wages Regulation Orders* giving effect to proposals submitted to him by the Wages Councils concerned:—

The Fur Wages Council (Great Britain) Wages Regulation Order, 1956: S.I. 1956 No. 1099 (Z.70), dated 16th July and effective from 3rd August. This Order prescribes revised general minimum, guaranteed and piecework basis time rates and general minimum piece rates for male and female workers.

The Milk Distributive Wages Council (England and Wales) Wages Regulation (No. 2) Order, 1956: S.I. 1956 No. 1117 (M.D. (86)), dated 19th July and effective from 12th August. This Order prescribes revised general minimum time rates for male and female workers.

Wages Councils Act (Northern Ireland), 1945

Notices of Proposals

No notices of proposal were issued during July.

Wages Regulation Orders

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

The Paper Box Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1956 (N.I.B. (N.63)), dated 2nd July and effective on and from 16th July. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.

Legal Cases Affecting Labour

Building (Safety, Health and Welfare) Regulations, 1948, Regulations 4, 7 and 12—Use of equipment not provided by the employers.

Several contractors were at work at a railway station whose roof was being cleaned. Scaffolding had to be erected for the purpose and the equipment had been inspected at the defendants' store and was listed and sent to the railway station, where it was stored in a place used by other contractors, the chargehand on the job being responsible for it. There had been several chargehands responsible for the work as the job proceeded. The system of work was that, after the painting of one bay of the railway station was completed, the scaffolding was dismantled and re-erected in a new bay.

When re-erecting the scaffolding in a new bay the deceased used a defective coupler which slipped, causing him to fall to the ground and to be killed. The coupler in question was not supplied by the defendants but belonged to another contractor and had been used in erecting the scaffolding in the previous bay.

The deceased's widow claimed damages and the defendants admitted that they were in breach of the Building (Safety, Health and Welfare) Regulations, 1948, Regulations 7 and 12, but contended that their duties under these Regulations had been delegated to the deceased as chargehand at the job.

The Court of Appeal (Lords Justices Singleton, Jenkins and Hodson) held: (i) That there had been no delegation of statutory

* See footnote * in second column on page 322.

duties to the deceased; (ii) (Lord Justice Hodson dissenting) the deceased was negligent or in breach of the Building (Safety, Health and Welfare) Regulations, 1948, in selecting defective equipment for erecting the scaffolding, which he should have recognised as not of a type supplied by his employers, and in the circumstances his share of responsibility for the accident was to be assessed at one-fifth. *Davison v. Apex Scaffolds Limited.* Court of Appeal, 19th, 20th and 23rd January, 1956.

Master and Servant—Liability of Master for negligence of fellow servant in a gang of workmen of equal status—Joint negligence of all members of the gang.

The plaintiff was one of a team of six men unloading bags of sodium carbonate from a barge. They were directed by the foreman to use the normal safe method of unloading, but when he was away on other work they followed a different method. On his return the foreman again directed them to use the first safe method of working and subsequently he gave a direct order to the plaintiff to take bags from a top tier. This was not done and further warnings by the Master and the Mate of the barge were disregarded. A pile of bags collapsed and injured the plaintiff.

The case was heard by Mr. Justice Lynskey at Liverpool Assizes, who held that the employers of the gang were liable to the plaintiff for the negligence of his fellow workmen in adopting the unsafe method of work. However, the plaintiff had joined in this unsafe method of work which could not have been followed without his consent, and he was therefore guilty of contributory negligence, his share of responsibility for the accident being assessed at one-half. *Williams v. Port of Liverpool Stevedoring Company Limited and Another.* Liverpool Assizes, 13th, 14th, 15th and 23rd February, 1956.

Factories Act, 1937, Section 14(1)—Dangerous Machinery—Danger from material in the machine—Negligence.

In a wire rope factory the plaintiff was in charge of a machine which twisted several strands of wire wound on bobbins into wire rope on a revolving barrel, which was partially guarded at the top. There was a danger that one of the strands might break between the bobbin and the barrel and the end would lash out, which in fact happened and caused injury to the plaintiff.

The Court of Appeal (Lords Justices Singleton, Morris and Romer) held: The plaintiff was entitled to recover damages for negligence because the risk was known and her employers had failed to take reasonable care for her safety. She could not recover for the alleged breach of statutory duty to fence dangerous machinery because that duty related to danger from the machinery and not from the material in process, which caused the injury in this case. *Kilgollan v. William Cooke and Company Limited.* Court of Appeal, 16th, 17th and 18th April, 1956.

Docks Regulations, 1934—Inefficient lighting of a ship—Liability of ship owner and of employer.

The plaintiff, while employed in unloading a ship, came up a ladder from a hatch, caught his foot, tripped and fell. The ship's lighting was inefficient at the place of the accident. The plaintiff sued both his employers and the owners of the ship for damages for breach of statutory duty.

The Court of Appeal (Lords Justices Singleton, Morris and Romer) held: The owners of the ship were liable to the plaintiff because they had failed in their duty under Regulation 12 of the Dock Regulations, 1934, to light efficiently that part of the ship. The plaintiff's employers were also liable because they knew, or ought to have known, of the failure of the owners to light the ship and they had a duty to act in default under Regulation 50. *Simons v. W. H. Rhode and Sons Limited and Another.* Court of Appeal, 7th and 8th May, 1956.

Decisions of the Commissioner under the National Insurance Acts

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

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

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

A recent decision of general interest is set out on the next page.

* Selected decisions of the Commissioner are published periodically in the following series:—Series "R(U)"—decisions on unemployment benefit; Series "R(P)"—decisions on retirement pensions; Series "R(S)"—decisions on sickness benefit; Series "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; Series "R(I)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. An Index to Commissioner's Decisions, which is kept up to date by amendments published at monthly intervals, is also available. Applications and enquiries should be addressed to H.M. Stationery Office at any of the addresses shown in the second column on page 323.

Decision No. R(U) 10/56 (16th May)

After 68 hours' continuous employment a share fisherman finished work at about 8 a.m. on a Saturday. Held that unemployment benefit was not payable for the Saturday as on that day he had worked as a share fisherman. The Night Workers Regulations did not apply, being overridden by regulation 16 of the Mariners Regulations. Decision R(U) 39/52 not to be followed.

Decision of the Commissioner

"My decision is that the claim for unemployment benefit is disallowed.

"The claimant is a 'share fisherman' within the definition contained in the National Insurance (Mariners) Regulations, 1948 [S.I. 1948 No. 1467 as amended by S.I. 1949 No. 301] (hereafter called 'the Mariners Regulations') and therefore a 'mariner' for the purposes of those regulations. At or about noon on Wednesday, 14th September, 1955, the claimant embarked, with others, upon a fishing expedition. His vessel returned to port at or about 4 a.m. on Saturday, 17th September, when the catch of fish was washed, landed and sold, the decks were swilled and the nets repaired. The vessel was finally cleared some four hours later (i.e., at about 8 a.m.) when the claimant ceased work for the day, having been employed as a share fisherman continuously since the time of the vessel's sailing three days earlier. He claimed unemployment benefit for the Saturday and the local insurance officer referred the case to the local tribunal for decision.

"The local tribunal decided that, in relation to the claimant, Saturday, 17th September, 1955, was a day of unemployment and awarded him unemployment benefit; hence this appeal by the insurance officer now concerned.

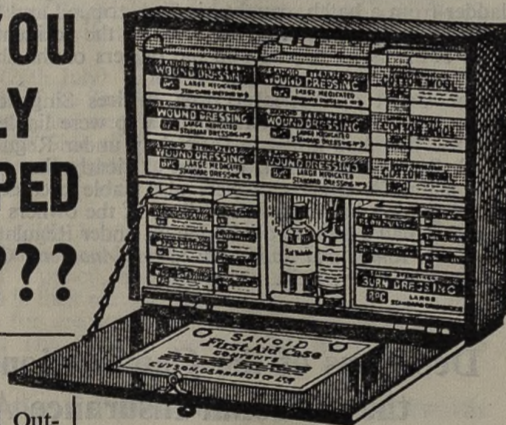
"The local tribunal relied on Commissioner's Decision R(U) 39/52 in which it was held that a share fisherman who had been employed at sea from 6 p.m. on one day to 2 a.m. on the next day was entitled to unemployment benefit in respect of the latter day by virtue of regulation 5 of the National Insurance (Unemployment and Sickness Benefit) Regulations, 1948 [S.I. 1948 No. 1277 as amended by S.I. 1949 No. 1983] hereafter called 'the Night Workers Regulation'.

"It was submitted for the insurance officer now concerned that the Night Workers Regulation can have no application in relation to a period of employment which (as in the present case but not in that dealt with in Decision R(U) 39/52) lasts for more than 24 hours on either side of midnight.

"As at present advised I think this submission is correct but it is not necessary to give a final opinion on the point for the purpose of this decision for I agree with the further submission for the insurance officer now concerned that even if the Night Workers Regulation did apply to such a period as that in question in the present case that regulation would not assist the claimant having regard to the express provisions of the Mariners Regulations.

"By regulation 14B(1) of the Mariners Regulations it is provided (subject to a qualification which has no application to this case)

**ARE YOU
FULLY
EQUIPPED
???????**



The First Aid Outfit illustrated is in accordance with S.R. & O. 1938, No. 486 (Standard Outfit B) for concerns in which mechanical power is used, and in which the number of persons employed exceeds ten but does not exceed fifty.

Price:
A182W — 42s. 6d.
each, complete;
carriage paid.

A PRODUCT OF
**Cuxson, Gerrard
& Co. Ltd.**
OLDBURY BIRMINGHAM

INDUSTRIAL FIRST AID

The Factories Act, 1937, stipulates that First Aid arrangements are required in ALL CONCERNS to which the Act applies. Statutory requirements vary according to the number of employees and nature of the work carried out. As Pioneers of Industrial First Aid, established in 1878, we shall be pleased to advise and supply you with the appropriate equipment.

that it shall be an additional condition with respect to the receipt of unemployment benefit by a share fisherman in respect of any day that it is a day on which he performs no work as a share fisherman. By regulation 16 it is provided that the provisions of the National Insurance Act, 1946, and of the regulations made thereunder shall, so far as they are not inconsistent with the provisions of these regulations, apply to mariners with a modification which has no application in this case. It follows that since the claimant is a share fisherman and worked as a share fisherman on 17th September, 1955, the conditions for the receipt of unemployment benefit for that day were not satisfied in his case. It also follows from the words underlined above that, on the assumption that the effect of the Night Workers Regulation would be that the claimant would be deemed to be unemployed on 17th September, that regulation is inapplicable to this case.

"In the case to which Decision R(U) 39/52 relates the Deputy Commissioner's attention had unfortunately not been directed to regulation 16 of the Mariners Regulations. Decision R(U) 39/52 should no longer be followed.

"The insurance officer's appeal is allowed."

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments,* relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have been published in the series of *Statutory Instruments*. The list also includes certain regulations, etc., published in the series of *Statutory Rules and Orders of Northern Ireland*, additional to those contained in the lists appearing in previous issues of the GAZETTE. The prices shown are net; those in brackets include postage. Where no price is shown, the instrument costs 2d. net (4d. including postage).

The Fur Wages Council (Great Britain) Wages Regulation Order, 1956 (S.I. 1956 No. 1099; price 9d. (11d.)), dated 16th July; The Milk Distributive Wages Council (England and Wales) Wages Regulation (No. 2) Order, 1956 (S.I. 1956 No. 1117; price 6d. (8d.)), dated 19th July. These Orders were made by the Minister of Labour and National Service under the Wages Councils Act, 1945.—See page 321.

The Fire Services (Conditions of Service) (Scotland) Amendment Regulations, 1956 (S.I. 1956 No. 988 (S.46)), made on 26th June by the Secretary of State for Scotland under the Fire Services Act, 1947. These Regulations, which came into operation on 9th July, amend the Fire Services (Conditions of Service) (Scotland) No. 2 Regulations, 1954, and provide that an assistant firemaster shall be provided by the fire authority with residential accommodation free of charge or shall be paid a rent allowance.

The Probation (Scotland) Amendment (No. 2) Rules, 1956 (S.I. 1956 No. 1053 (S.49)); price 3d. (5d.)), made on 5th July by the Secretary of State for Scotland under the Criminal Justice (Scotland) Act, 1949. These Rules, which came into operation on 16th July, amend the Probation (Scotland) Rules, 1951, and subsequent amending Rules by increasing the salaries of all whole-time probation officers, including principal and deputy principal probation officers and temporary probation officers.

(i) *The National Insurance Act, 1956 (Commencement) Order, 1956 (S.I. 1956 No. 1071 (C.6)); (ii) The Family Allowances and National Insurance Act, 1956 (Commencement) Order, 1956 (S.I. 1956 No. 1072 (C.7)); price 3d. (5d.)). These Orders were made on 11th July by the Minister of Pensions and National Insurance, in conjunction with the Treasury, (i) under the National Insurance Act, 1956, and (ii) under the Family Allowances and National Insurance Act, 1956.—See page 297.*

(i) *The Workmen's Compensation and Benefit (Supplementation) Act, 1956 (Commencement) Order, 1956 (S.I. 1956 No. 1128 (C.8)), dated 20th July; (ii) The Workmen's Compensation and Benefit (Supplementation) Regulations, 1956 (S.I. 1956 No. 1147; price 6d. (8d.)), dated 25th July. These Instruments were made by the Minister of Pensions and National Insurance under the Workmen's Compensation and Benefit (Supplementation) Act, 1956.—See page 298.*

The Rope, Twine and Net Wages Council (Northern Ireland) Wages Regulation (Amendment) Order, 1956 (S.R. & O. of Northern Ireland 1956 No. 102; price 4d. (6d.)), dated 1st June. This Order was made by the Ministry of Labour and National Service under the Wages Councils Act (Northern Ireland), 1945.—See last month's issue of this GAZETTE, page 283.

OFFICIAL PUBLICATIONS RECEIVED*

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

Atomic Energy.—United Kingdom Atomic Energy Authority, Second Annual Report, 1955–56. H.C. 323. Price 2s. 6d. (2s. 8d.).

Careers.—Choice of Careers, New Series. (i) No. 10. Dress Designer. Price 6d. (8d.). (ii) No. 41. Radiographer. 2nd Edition, 1956. Price 9d. (11d.). Ministry of Labour and National Service.

Census of Production for 1951.—Reports. (i) Volume 4, Trade I Mechanical Engineering (General). Price 2s. (2s. 4d.). (ii) Volume 6, Trade C, Woollen and Worsted. Price 2s. (2s. 2d.). (iii) Volume 11, Trade G, Cinematograph Film Production. Price 1s. 6d. (1s. 8d.), Board of Trade.

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

Education.—Education in 1955. Report of the Ministry of Education and the Statistics of Public Education for England and Wales. Cmd. 9785. Price 9s. 6d. (9s. 11d.).—See page 295.

Factory Orders.—A Volume of Regulations, Orders, Rules, etc., under the Factories Acts, 1937 and 1948, and certain other Acts. 1956 Edition. Ministry of Labour and National Service. Price 15s. (15s. 10d.).—See page 294.

Medical Research.—Medical Research Council Report for 1954–55. Cmd. 9787. Price 10s. (10s. 6d.).

National Insurance.—(i) Report of the Ministry of Pensions and National Insurance for the year 1955. Cmd. 9826. Price 5s. (5s. 3d.).—See page 296. (ii) National Insurance (Industrial Injuries) Act, 1946. Report of the Industrial Injuries Advisory Council in accordance with Section 61 of the National Insurance (Industrial Injuries) Act, 1946, on the rules governing assessment of disablement in cases involving damage to an organ which, in a normal person, is one of a pair. Cmd. 9827. Price 8d. (10d.).—See page 298.

National Service.—National Service Acts, 1948 to 1955. Selected Decisions given by the Umpire in respect of Applications for Postponement of Liability to be Called up for Service under the above-mentioned Acts. Pamphlet No. 3/56. May, 1956. Ministry of Labour and National Service. Price 4d. (6d.).

Pensions.—(i) Royal Warrant to amend certain Royal Warrants concerning Retired Pay, Pensions and other grants for Officers, Nurses and Soldiers disabled, and for the Widows and Children of Officers and Soldiers deceased, in consequence of service during the 1914 World War. Cmd. 9821. (ii) Royal Warrant to amend the Royal Warrant of 24th May, 1949, concerning Retired Pay, Pensions and other grants for Members of the Military Forces and of the Nursing and Auxiliary Services thereof disabled, and for the Widows, Children, Parents and other Dependents of such Members deceased, in consequence of service after the 2nd September, 1939. Cmd. 9822. (iii) Order by Her Majesty to amend the Order of the 27th September, 1949, concerning Retired Pay, Pensions and other grants for Members of the Air Forces and of the Nursing and Auxiliary Services thereof disabled, and for the Widows, Children, Parents and other Dependents of such Members deceased, in consequence of service after the 2nd September, 1939. H.C. 339. (iv) Order by Her Majesty to amend certain Orders concerning Retired Pay, Pensions and other grants for Officers, Nurses and Airmen disabled, and for the Widows and Children of Officers and Airmen deceased, in consequence of service during the 1914 World War. H.C. 340. Ministry of Pensions and National Insurance. Price 4d. (6d.) each.

Port Transport Industry.—Report of a Committee appointed on 27th July, 1955, to inquire into the operation of the Dock Workers (Regulation of Employment) Scheme, 1947. Cmd. 9813. Price 3s. 6d. (3s. 8d.). Ministry of Labour and National Service.—See page 292.

Social Security.—Netherlands. Convention between the Government of the United Kingdom of Great Britain and Northern Ireland and the Government of the Kingdom of the Netherlands on Social Security (with Protocol). (Treaty Series No. 20, 1956). Cmd. 9792. Price 1s. 9d. (1s. 11d.).

War Pensioners.—Report on War Pensioners for the year 1955. Made by the Minister of Pensions and National Insurance, the Minister of Health and the Secretary of State for Scotland. H.C. 331. Price 4s. 6d. (4s. 10d.).

MINING QUALIFICATIONS BOARD

The next Mining Qualifications Board Examinations for First and Second Class Certificates of Competency as Managers and Under-Managers of Mines will be held on 20th, 21st and 22nd November, 1956, at Glasgow, Sunderland, Doncaster, Wigan, Cardiff and Stoke-on-Trent. Candidates for Limited Certificates of Competency as Managers and Under-Managers of Stratified Ironstone Mines will attend the Doncaster Centre.

The Mining Legislation Examinations for Mechanical Engineer's Certificates, Electrical Engineer's Certificates, Mechanic's Certificates Class I, and Electrician's Certificates Class I, will be held at the above Centres on 20th November, 1956.

The written part of the Examination for Certificates of Qualification as Surveyors of Mines will be held at the above Centres on 21st November, 1956, and the Oral and Practical Examinations, to be attended only by those who qualify in the written test, in January, 1957.

Intending candidates should apply after 27th August for the necessary forms, stating whether they have previously attended an examination for any of the above Certificates. The completed applications should be returned to the Secretary as soon as possible, and must in any event be received not later than 26th September, 1956. Letters should be addressed to the Secretary, Mining Qualifications Board, Ministry of Fuel and Power, Thames House South, Millbank, London, S.W.1.

NOTICE**SUBSCRIPTIONS AND SALES**

Annual subscription 19s. 6d.

All communications concerning subscriptions and sales of this GAZETTE should be addressed to H.M. Stationery Office at any of the following addresses: York House, Kingsway, London, W.C.2; 423 Oxford Street, London, W.1; P.O. Box 569, London, S.E.1; 13a Castle Street, Edinburgh, 2; 39 King Street, Manchester, 2; 2 Edmund Street, Birmingham, 3; 109 St. Mary Street, Cardiff; Tower Lane, Bristol, 1; 80 Chichester Street, Belfast.

Communications with regard to the contents of the GAZETTE should be addressed to the Director of Statistics, Ministry of Labour and National Service, Orphanage Road, Watford, Herts. (Telephone: Bushey Heath 3211.)

ADVERTISEMENTS

Applications concerning the insertion of advertisements in the GAZETTE should be addressed to the Director of Publications, H.M. Stationery Office, Advertisement Section, Atlantic House, Holborn Viaduct, London, E.C.1. (Telephone: City 9876, extensions 147 and 148.)

The Government accept no responsibility for any of the statements in the advertisements, and the inclusion of any particular advertisement is no guarantee that the goods or services advertised therein have received official approval.

Crown Copyright Reserved

PRINTED AND PUBLISHED BY H.M. STATIONERY OFFICE
Printed in Great Britain

Industrial Relations Handbook

The structure of British industry as it concerns the organisation and inter-relation of employer and worker.

Price 4s. 6d. By post 4s. 10d.

SUPPLEMENT No. 4: WAGE INCENTIVE SCHEMES

Price 1s. 6d. By post 1s. 8d.

Obtainable from

H.M. STATIONERY OFFICE

AT THE ADDRESSES SHOWN IN THE NOTICE ABOVE

OFFICIAL
ID

BRITISH GOVERNMENT CONTRACTORS

These announcements are restricted to firms and companies on the lists of contractors to H.M. Government Departments.

BOOK CLOTHS, ETC.

RED BRIDGE BOOK CLOTH CO. LTD.

BOLTON (LANCS) & LONDON

Manufacturers of High-class

BOOK CLOTHS & TRACING CLOTHS

London: Holb. 3368

Bolton 279

CHAS. TURNER & CO. LTD.

SPRINGSIDE MILLS, BELMONT, Nr. BOLTON, LANCS.
Telephone No.: EAGLEY 126 & 7. Telegrams: TURNERS BELMONT LANCS.
M.G. Litho Papers, Cellulose Wadding, Envelopes, Square and Angle Cut, Coloured and Special M.Gs., Ribbed and Plain, Banks, Bonds, Glazed Imitation Parchment for waxing and Envelope and Drawing Cartridges.
London Agents: Johnston Horsburgh & Co. Ltd. 20/21 Queenhithe, E.C.4
Phone: Central 3636

SAFES, ETC.

SAFES AND STRONG ROOMS

Speciality: TWELVE-CORNER BENT STEEL SAFES

SAMUEL WITHERS & Co., Ltd.

WEST BROMWICH

Telegrams: "SAFES, WEST BROMWICH." Telephone: West Bromwich 2065/6
Telegrams: "POSTULATA, LONDON." "Shoreditch 7773"

CLEANING CLOTHS

CLEANING CLOTHS

Cleaning Cloths of various kinds, Sponge Cloths, Dorset Scourers, Universals, All White Dish Cloths, Twill Scourer—Cloths in gross or on Rolls. Yarn Spun and Cloths manufactured entirely on our own premises.

WILD & CO.,

MOSS MILLS, HEYWOOD, LANCS.

Telephone No. 6207.

Telegraphic Address: "SPINNERS"

SURGICAL DRESSINGS

CARUS of DARWEN

manufacturers of

SURGICAL DRESSINGS

ALEXANDER CARUS & SONS LTD.

Huddlesden Mills, Darwen, Lancs.
London Office: 41-47, Leswin Rd., N16

EYELETS

BODILL, PARKER (1922) LTD.

Great Hampton Row
BIRMINGHAM 19

Manufacturers of
BRASS SPUR
TEETH
GROMMETS



BRASS EYELETS
and RINGS
VENTILATOR
EYELETS

Telephone CENTral 6643-4

All Kinds of SURGICAL DRESSINGS

Established 1839

ROBINSON & SONS Ltd.,

Wheat Bridge Mills, CHESTERFIELD
and King's Bourne House,

229-231 High Holborn, LONDON, W.C.1

Telephone No. 2105.

Telegraphic Address "Staglint, Chesterfield."

PAPER

CALDWELL'S PAPER MILL Co. Ltd.

Inverkeithing, Fifeshire. T. "Caldwell, Inverkeithing."

Telephone No.: 1 Inverkeithing.

Tub-sized: Air-dried Extra Strong Ledger, Writings, White and Tinted Boards, Envelope Paper and Cartridge. Engine-sized: Extra Strong Ledger, Writings, Banks, Bonds, Watermarked and Plain, Linen-faced Writings, Printings, Cartridge, Envelope and Cover Papers, Glazed Imitation Parchment, Special Soft and Hard Greaseproofs.

London Address: Brettenham House, Lancaster Place, Strand, W.C.2.
Telegrams: "Calpamil, Rand." Telephone No.: Temple Bar 8684

EAST LANCASHIRE PAPER MILL Co. Ltd. RADCLIFFE, Nr. MANCHESTER

Makers of Fine ESPARTO, STRAW and WOODFREE PRINTINGS
and ENAMELLING PAPERS

Telephone
Radcliffe 2284-5-6-7.

Telegrams
"SULPHITE RADCLIFFE."

LONDON OFFICE
VINTRY HOUSE, QUEEN STREET PLACE, LONDON, E.C.4.

TOWELLING

TURKISH TOWELS

LETTERED TOWELS, LETTERED ROLLERS
PLAIN WHITES, PLAIN TERRIES
FANCY TOWELS, BATH GOWN TERRIES

WILLIAM R. LEE LTD.

Hooley Bridge Mills :: HEYWOOD, LANCS.

GOVERNMENT PUBLICATIONS

required by customers in Northern Ireland may be obtained quickly from
H.M. STATIONERY OFFICE, 80 CHICHESTER STREET, BELFAST