



42C)

BRITISH LIBRARY
1 NOV 1944
OF POLITICAL AND
ECONOMIC SCIENCE

THE MINISTRY OF LABOUR GAZETTE

Vol. LII.—No. 10.]

OCTOBER, 1944.

[PRICE SIXPENCE NET.]

CONTENTS.

	PAGE		PAGE
Essential Work Orders	161	Trade Disputes in September	172
The New Social Insurance Plan: Proposals of H.M. Government	162	Changes in Retail Prices and Cost of Living	173
Re-allocation of Man-Power after the European War ..	164	Fatal Industrial Accidents; Industrial Diseases ..	174
Working Hours of Juveniles: Regulations relating to Printing, Bookbinding and Textile Factories ..	165	Unemployment Fund	174
Royal Commission on Equal Pay	165	Unemployment Allowances	174
Apprenticeships Interrupted by War Service: Government Proposals	165	Employment Overseas	174
Catering Wages Commission: Reports; Proposed New Wages Board	166	Retail Prices Overseas	175
Catering Wages Act: Regulations	167	Industrial Courts Act, 1919, and Conciliation Act, 1896: Arbitration Awards; Court of Inquiry	175
Industrial Relations Handbook	167	Conditions of Employment and National Arbitration Orders: Arbitration Awards	175
Food Control	167	Trade Boards Acts: Notices and Orders	176
Changes in Rates of Wages and Hours of Labour ..	168	Statutory Rules and Orders	176
		Official Publications Received	176

SPECIAL ARTICLES, REVIEWS, ETC.

ESSENTIAL WORK ORDERS.

ESSENTIAL WORK (SHIPBUILDING AND SHIP-REPAIRING) ORDER, 1944.

The Minister of Labour and National Service has made the above-mentioned Order,* amending in certain respects the Essential Work (Shipbuilding and Ship-repairing) (No. 2) Order, 1942, particulars of which were given on page 146 of the issue of this GAZETTE for August, 1942.

The principal amendment affects the provisions relating to persons dismissed from employment on the ground of serious misconduct. The Order of 1942 prescribes that the National Service Officer can direct the reinstatement of a worker who has been dismissed for serious misconduct if the Local Appeal Board is of opinion that the dismissal was not justified, and that in any such case where a reinstatement direction is given the guaranteed wage provisions shall apply to the period between dismissal and reinstatement and the dismissal shall be treated as ineffective. Under these provisions the application of the guaranteed wage provisions to the worker concerned hitherto depended on whether reinstatement was directed or not, and if, for practical reasons, reinstatement was not directed, even though the Appeal Board had found that the dismissal was not justified, the worker was unable to claim the guaranteed wage under the Order for the period concerned. The new Order corrects this anomaly by amending the relevant provisions of the earlier Order so as (i) to enable a National Service Officer in the above circumstances to give notice to both parties of the opinion of the Board without giving a reinstatement direction, (ii) to enable the guaranteed wage provisions to be applied to the period between the dismissal and the giving of the notice, (iii) to provide that the dismissal is ineffective up to the date of the notice, but that then the employment is properly at an end, and (iv) to provide that, where the worker has in the meanwhile taken other employment and earned wages in that employment, any wages so earned in each prescribed period falling within the period between dismissal and reinstatement or dismissal and notice shall be deducted from the guaranteed wage due in respect of that prescribed period.

* S.R. & O. 1944, No. 1143. H.M. Stationery Office; price 1d. net (2d. post free).

A further amendment effected by the new Order consists in the substitution in the earlier Order of more explicit provisions so as to make it clear that members of the armed forces and women belonging to certain classes (including members of the women's auxiliary services), when working in a scheduled undertaking, will not come under the Order, if, when so working, they are at the same time in receipt of pay as such members or as belonging to such classes.

The new Order came into force on 9th October, 1944.

ESSENTIAL WORK (EVACUATION) (No. 2) ORDER, 1944.

The Minister of Labour and National Service has made an Order* with the above title, re-enacting and amending the provisions of the Essential Work (Evacuation) Order, 1944.

Under the previous Order, persons—mainly women with young children—who were evacuated under Government plans owing to the action or threatened action of the enemy were allowed to leave their employment without giving any notice or obtaining the permission of a National Service Officer in those cases where such notice and permission were necessary. Similarly, persons who had been directed to unscheduled employment by directions given by a National Service Officer were able to leave their employment without having to apply to the National Service Officer for the withdrawal of the direction. The new Order extends the foregoing procedure to persons who, having been evacuated, are subsequently brought back to their homes or to some other place in accordance with plans prepared or approved by H.M. Government.

The Order also relieves employers of their obligation to give notice to a Local Office of the Ministry of Labour and National Service of the termination of the employment of the workers to whom the Order applies.

The Order, which took effect on 26th September, 1944, and revoked the earlier Order as from that date, applies only to persons transferring or re-transferring under or in accordance with the Government Evacuation Scheme, either in organised parties or under private arrangements with official assistance.

* S.R. & O. 1944, No. 1119. H.M. Stationery Office; price 1d. net (2d. post free).

THE NEW SOCIAL INSURANCE PLAN.

PROPOSALS OF H.M. GOVERNMENT.

The proposals of H.M. Government for a new scheme of social insurance have been published in two White Papers* recently issued by H.M. Stationery Office. The first of these White Papers sets out the Government's plans for social insurance generally (except for industrial injury) and for family allowances; the second contains their proposals for replacing the existing system of workmen's compensation by a new scheme of industrial injury insurance.

I.—SOCIAL INSURANCE (EXCEPT FOR INDUSTRIAL INJURY) AND FAMILY ALLOWANCES.

In an introduction to the first White Paper it is stated that one of the first questions to which the Government turned their minds when they began to develop a programme of post-war reconstruction was that of achieving social security by planning for the prevention of want, whether arising through loss of individual earning power due to ill-health, unemployment or old age, or through inability to provide properly for children. There were definite reasons why the question of social insurance engaged attention from the outset. For one thing, it had a particular urgency in the minds of large numbers who had before the war suffered from prolonged unemployment and its consequences. Again, the problems involved were concrete, specific and wholly within the scope of domestic policy. Lastly, much had already been done; the task was, not to start afresh, but to expand and improve a system of social insurance already at least as advanced, in nearly every respect, as any in the world. As far back as June, 1941, therefore, the Government invited Sir William Beveridge to take charge of a comprehensive survey of existing schemes. His Report, presented in November, 1942, was an outline plan, and did not purport to be a complete and final scheme. Further, it was based on three assumptions: first, the institution of a scheme of children's allowances; second, the framing of a comprehensive health service; and third, the avoidance of mass unemployment. The Government, while accepting these assumptions as necessary prerequisites to an improved and comprehensive plan of social insurance, have had to examine them closely in order to be reasonably sure that they could be realised in practice. Their proposals for a national health service were already under consideration and have been published, as has their policy for maintaining a high and stable level of employment after the war. Their plan for a scheme of family allowances is included in the proposals now put forward.

As regards the principles underlying the new scheme, which is largely based on the proposals contained in Sir William Beveridge's Report, the White Paper states that before the war poverty in its more extreme form affected households of two kinds—those in which the bread-winner was ill or out of work or past working age, and those in which the number of children strained overmuch the available resources of the household. The Government have therefore concluded that there must be both an increased rate of sickness and unemployment benefit and retirement pension, and a system of family allowances which will contribute substantially to the maintenance of growing children. The cost of these family allowances will be met wholly from the proceeds of taxation. With that exception the Government have adhered to the principle that freedom from want must be achieved in the first instance by social insurance—that benefits must be earned by contributions. Even so, the contributions from insured persons and their employers cover only part of the ground. They will not contribute directly to family allowances nor, of course, to National Assistance; and their contribution to the National Health Service will be relatively small. The balance has to be found from taxation. Towards the whole cost of the services named, 54 per cent. at first, and twenty years later 64 per cent., will have to come from taxation; and in the narrower field of insurance only, 31 per cent. at the outset, rising in twenty years to 50 per cent.

The Government have also decided that the scope of social insurance should be extended in respect of the range and amount of benefits provided and the number of people included. All the existing types of benefit will be increased, in most instances substantially, and they will be extended to include death grant. The scheme as a whole will embrace, not certain occupations and income groups, but the entire population. Certain other principles have been adopted in framing the scheme. There has been no attempt to vary contributions with the earnings of those who make them: broadly the principle adopted has been that of equal benefits for equal contributions. At the same time contributors and beneficiaries have been classified—not according to earnings but according to way of life—into six groups, differing in respect of the benefits they need and the contributions they must make to receive them. The Government have also adopted the principle that the administration of a single, comprehensive, universal scheme of social insurance must be unified, and that the various unco-ordinated sections of the system of to-day must be brought within a single administrative framework. Among other considerations which have been present to the mind of the Government in framing their policy is the fact that the stability of a vast scheme of this kind depends

* Social Insurance: *Part I* Cmd. 6550, price 6d. net (7d. post free); *Part II, Workmen's Compensation*, Cmd. 6551, price 3d. net (4d. post free). A "Brief Guide" to the proposals has also been published by H.M. Stationery Office, price 3d. net.

upon strict administrative economy, and that any laxity in the organisation of the unified system, or in the administration of benefits, would threaten the long-term continuance of the scheme. This will require the full co-operation of the public.

In fixing the rates of benefit to be provided, the Government have considered whether it would be practicable to adopt a subsistence basis for benefits. Examination of the question has confirmed their earlier view that this would not be practicable. In the first place, the definite linking of benefit to subsistence rates might involve the frequent variation of benefit rates in accordance with the cost of living. Secondly, social insurance must necessarily deal in averages of need and requirement, and cannot adapt itself to the almost infinite variety of individual conditions. It is an essential feature of an insurance scheme that equal contributions should provide equal benefits within a class or group.

OUTLINE OF THE PROPOSALS.

An outline of the main Government proposals is given below:—

Scope.—There will be a compulsory scheme of national insurance, unified in administration, to include everybody. The population will be divided into six classes, viz.:—

- I. Employees.
- II. Others gainfully occupied.
- III. Housewives.
- IV. Other persons of working age not gainfully occupied.
- V. Children below working age.
- VI. Persons retired and above working age.

Those below working age will be provided for by family allowances; those of working age by insurance benefits; and those beyond working age by retirement pensions. The scheme will apply to large categories not hitherto covered by insurance, e.g., those living on earnings gained otherwise than by salary or wages, or on earnings above £420 a year or on private income; and those employed in professions or industries hitherto specially excepted. Each insured person will pay a single weekly contribution for all benefits in the form of one stamp on a single document.

Rates of Contribution.—The rates of weekly contribution for persons over age 18 (covering for Class I the benefits under the Industrial Injury Insurance Scheme as well as the Social Insurance Scheme) will be:—

	Class I			Class II	Class IV
	Insured person	Employer	Total		
	s. d.	s. d.	s. d.	s. d.	s. d.
Men	3 10	3 1	6 11	4 2	3 4
Women	3 0	2 5	5 5	3 6	2 8

Family Allowances.—The existing provision of services in kind, including meals and milk at schools, will be extended; and a weekly cash allowance of 5s., derived from taxation, will be introduced. For the purpose of family allowances the children to be taken into account are those below school-leaving age and those remaining at school above that age, until 31st July following their 16th birthday. Of such children the first will not be counted for an allowance, although where the parent is in receipt of benefit 5s. will then be added to the benefit in respect of that child.

Orphan's Allowance.—For every child both of whose parents are dead, there will be a weekly allowance of 12s., of which 5s. will come from taxation and the balance of 7s. from Insurance Funds.

Sickness and Unemployment Benefit.—There will be a standard rate of benefit of 40s. a week for a married couple and 24s. for a single man or woman, with lower rates for those under 18. Both benefits will be limited in duration, but in different ways. Sickness benefit will end after three years of continuous disability and invalidity benefit at the standard retirement pension rate be substituted. Unemployment benefit will end after 30 weeks or a somewhat longer period in the case of those with a good employment record. (Periods covered by training allowance will not be taken into account.) After the end of either benefit, further contributions must be paid before an insured person can requalify for benefit. Benefit will be reduced when the contributor's insurance record does not comply with the prescribed contribution conditions.

Training Allowance.—Special allowances at a higher rate will be available to persons undergoing a course of approved training. The cost of training will be met from taxation, subject to a contribution from the Social Insurance Fund.

Sickness Benefit for the Self-employed.—People working on their own account will not receive sickness benefit during the first four weeks of any period of illness.

Dependant's Allowance.—An additional allowance—but only one—will be paid to those on single benefit (sickness, invalidity or unemployment) who have an adult dependant. It will be 16s. a week (15s. when added to invalidity benefit).

Retirement Pensions.—There will be a standard rate of retirement pension of 35s. for a married couple and 20s. for a single person. Pensions will be paid only to those who have retired, and will be reduced if more than 20s. weekly is earned during retirement. The minimum age of retirement will be 65 for men and 60 for women, but the joint pension will become payable when the husband qualifies, whatever the age of the wife, provided that if she is under 60 she is not gainfully occupied.

Pensions will depend upon contributions paid during the working life of the applicant and will be reduced when the contribution record shows a deficiency. Those who postpone retirement beyond the age of 65 (or 60 for women) will, when they do retire, get pensions increased by 2s. a week (joint) and 1s. (single) for each year of work after pensionable age. Special arrangements will be made covering persons already pensioned or insured when the scheme comes into operation.

Married Women.—The provisions to meet the needs of married women in the event of the illness, unemployment, retirement or death of their husbands are set out elsewhere in this summary. For childbirth, the following benefits (which will also be made available to unmarried women in all insurance classes) will be available subject to certain qualifying conditions:—

- (i) a maternity grant of £4; and, in addition,
- (ii) for gainfully occupied women, maternity benefit at the rate of 36s. a week for 13 weeks, provided that occupation is given up for that period; or
- (iii) for women not eligible for maternity benefit, an attendant's allowance of £1 a week for 4 weeks.

In addition there will be special provisions enabling married women to insure for a personal retirement pension of 20s. a week in lieu of their share in a joint retirement pension, and enabling employed married women earning more than 20s. a week to insure for:—

- (i) sickness benefit (after the first 4 weeks if self-employed) at the rate of 16s. a week; and
- (ii) unemployment benefit at the rate of 20s. a week.

If the woman is living apart from her husband and can get no support from him, these benefits will be at the rate of 24s. a week.

Widows.—The main provision for widows will be:—

- (i) A benefit of 36s. a week (with 5s. added for the first child, if the widow has one) for the first 13 weeks of widowhood. This will be payable to women widowed under 60 and to those widowed over that age whose husbands had not qualified for retirement pensions. It will, for the first 13 weeks, take the place of the benefits described below.
- (ii) If there is a dependent child, a guardian's benefit of 24s. a week (with 5s. added for the first or only child).
- (iii) A widow's pension of 20s. a week to widows who are 50 or over at the time when the husband dies or when the children cease to be dependent, provided that at least ten years have elapsed since the marriage.

These benefits will be at a reduced rate when the husband's contribution record shows a deficiency and will terminate on re-marriage; guardian's benefit and widow's pension will be reduced for substantial earnings. There will be special provisions for women who are already receiving widows' pensions and for women who at the start of the new scheme are married to men already insured for widows' pensions.

Death Grant.—Death grant will be paid at rates varying according to the age at which the death occurs, from £6 at under 3 years to £20 at over 18 years. For persons over 65 at the beginning of the scheme, no grant will be paid, and for persons then between 55 and 65, the grant will be £10. No grant will be paid in respect of a child dying below the age of 10 who was born before the beginning of the scheme.

Summary of main Benefit Rates.—A summary of the principal benefit rates proposed is given below:—

	Sickness Benefit	Invalidity Benefit	Unemployment Benefit	Retirement Pension
	s. d.	s. d.	s. d.	s. d.
Single man or woman	24 0	20 0	24 0	20 0
Married man with gainfully occupied wife	40 0	35 0	40 0	35 0
Married man with wife not gainfully occupied	16 0	16 0	20 0	20 0
Married woman gainfully occupied	16 0	15 0	16 0	—
Dependant's allowance where payable	—	—	—	—

These weekly rates are increased by 5s. where the beneficiary has a single dependent child, or, if he has more than one such child, by 5s. in respect of the first child. The scheme also makes provision for maternity, widowhood and death (see above).

Benefit while in Hospital.—The following benefits will be reduced by 10s. a week during maintenance in hospital after the first 28 days of such maintenance:—sickness and invalidity benefit, maternity benefit, widow's benefit, guardian's benefit, widow's pension and retirement pension.

Duplication of Benefits.—Not more than one social insurance benefit or pension will be payable to an individual at any one time. When a war or industrial pensioner becomes eligible for a social insurance benefit, there will be some adjustment in the benefit payable.

Administration.—A Ministry of Social Insurance will be set up which will be responsible for the whole of social insurance. The administration of assistance will be kept separate from the administration of insurance, though the Minister of Social Insurance will be responsible to Parliament for both.

National Assistance.—The present responsibilities of public assistance authorities for the payment of assistance in cash will be transferred entirely to the Assistance Board. At present Assistance is confined, on proof of need, to old age pensioners, widow pensioners with children, and able-bodied persons normally in insurable occupations. Under the new plan it will be extended to all on proof of need.

Agency Arrangements for paying Benefit.—The Government have come to the conclusion that it is not practicable to retain Approved Societies either as independent financial units or as agents in the administration of the scheme. The reasons for this decision are set out in detail in an Appendix to the White Paper. The Government also propose to abolish the arrangements for paying State unemployment benefit through Trade Unions and to abolish the special schemes of unemployment insurance for the banking and insurance industries and for agriculture.

Finance of the Scheme.—It is estimated that the total cost of social insurance and allied services (national assistance, family allowances and the health service) in 1945, if it were possible to bring the scheme into operation in that year, would be about £650 millions, rising to £831 millions in 1975, including £374 millions and £542 millions respectively, for social insurance benefits alone. Of the totals, £352 millions and £557 millions would fall to be met from the Exchequer (or local rates). The approximate cost of the existing social insurance schemes and allied services may be put at about £411 millions in 1945, and the extra cost of the new scheme would therefore be about £240 millions. A memorandum by the Government Actuary on the finance of the Government's proposals is printed as an Appendix to the White Paper.

II.—INDUSTRIAL INJURY INSURANCE.

The second White Paper sets out the Government's proposals for a new scheme of insurance against industrial injury, to take the place of the present system of workmen's compensation.

Under the existing system the compensation of workmen for industrial injury has for nearly half a century been a liability, imposed by law, upon their employer. It has been open to the employer, and in some cases obligatory on him, to insure himself against this liability; while it has been for the workman to make his claim and to take steps to enforce it, if challenged, in the Courts of Law. Inevitably, compensation has thus become a disputable issue between the two parties or their representatives. The result has naturally been a growth in legal complexity and the emergence of certain unsatisfactory features; for example, the practice of paying, in full discharge of liability for what may prove to be a permanent or long-continued loss of earnings, a lump sum which the employer may offer for the sake of simplicity and finality, and the workman may accept for the same reason.

Henceforward the Government propose, as part of their extension and recasting of the social insurance system, that provision for disablement or loss of life from industrial injury shall be treated not as part of the law of employers' liability but as a social service. As, however, the new scheme departs from the general scheme of social insurance as regards rates of benefit and is, in many respects, assimilated to the war pensions schemes, it will not be unified with the general scheme (described above) but will be a separate scheme. An outline of the scheme is given below:—

Scope.—The scheme will be comprehensive in scope, i.e., it will cover, broadly speaking, all persons working under a contract of service or apprenticeship, except those under school-leaving age. It will not provide for "contracting out" schemes. It will apply to accidents arising out of and in the course of employment, and to specified industrial diseases.

Finance.—An Industrial Injury Insurance Fund will be set up, out of which all benefits, both in disablement and in fatal cases, and administrative charges, will be paid.

Contributions.—The Fund will be maintained by weekly contributions from employers and workmen collected by stamp, with a contribution from the Exchequer. The weekly rates of contribution will be 6d. for adult men and 4d. for women, to be shared equally between the employer and the workman. The rates for juveniles will be half these rates. Benefits will not depend on a contribution qualification.

Administration.—The scheme will be under the general charge of the Minister of Social Insurance, but provision will be made for the collaboration of industry in the development and administration of the scheme in two ways. First, an Advisory Committee or Council will be set up on which employers and workmen will be equally represented, to advise the Minister on important matters of policy and administration referred to them. Secondly, employers and workmen will be equally represented on the local Appeal tribunals (see below).

Settlement of Claims.—The present procedure by which the workman claims against his employer, subject to appeals to Courts of Law, will be superseded by a system under which claims will first be dealt with by an Industrial Pensions Officer subject to rights of appeal to local tribunals, and further rights of appeal to an Industrial Injury Insurance Commissioner whose decision will be final.

Benefits.—In disablement cases, benefits will be at uniform flat rates. They will consist of an industrial injury allowance payable for an initial period while the workman is incapacitated for work, to be replaced, in cases where the disablement is likely to be permanent or prolonged, by an industrial pension, which will be supplemented by a special allowance if the pensioner is unemployable. Allowances will be given for family responsibilities. Treatment allowances and allowances for constant attendance will be provided in certain circumstances.

The industrial pension will not be based on loss of earnings, but on the degree of disablement due to the injury. The degree of disablement will be assessed by a medical board, subject to certain rights of appeal to a special tribunal, on a comparison

of the condition of the workman resulting from the injury with the condition of a normal healthy person of the same age and sex. The pension will be unaffected by subsequent earnings. No provision will be made for commutation of the pension by a lump sum payment.

Where the injury results in only a minor degree of disability, provision will be made for a final settlement by an award of a gratuity, or of a temporary allowance at a special rate with or without a final gratuity.

In fatal cases, provision will be made for payment of a pension to the widow with an allowance for the first child. Where the first child is an orphan, a higher rate of allowance will be payable. In addition, provision will be made in certain circumstances for payment of a pension to one or both parents, or where no widow or parent's pension is payable, the payment of a pension to one adult dependent member of the deceased workman's family. Provision will be made for payment of temporary pension or benefit in certain other cases.

Cost of the Scheme.—For reasons stated in the White Paper, it has not been possible to make an accurate forecast of the total cost of benefits under the new scheme, but the Government are advised that it is likely to be of the order of £20 millions a year, with a further £3 millions yearly as the cost of administration.

The White Paper points out that the new plan will avoid the main weaknesses and difficulties of the existing system and will remove workmen's compensation from the atmosphere of controversy and conflict with which it has been surrounded. It is the Government's intention, if the scheme commends itself to Parliament, to introduce and pass the necessary legislation as soon as practicable with a view to bringing it into operation at the same time as the general scheme of social insurance referred to above.

RE-ALLOCATION OF MAN-POWER AFTER THE EUROPEAN WAR.

A White Paper* describing the Government's plan for the re-allocation of man-power between the Armed Forces and civilian employment during any interim period between the defeat of Germany and the defeat of Japan has been presented to Parliament by the Minister of Labour and National Service. The plan is set out below.

General demobilisation, either of the Armed Forces or of war industry, cannot take place until the end of the war against the Axis Powers and their total defeat throughout the world. The present plan is framed on the basis that the war against the Axis Powers is one war and that hostilities will end first in Europe and it relates solely to the interim period between the defeat of Germany and the defeat of Japan. It is governed by the paramount consideration that there can be no break in the war effort after hostilities cease in Europe, and that, in association with the other Allied Powers at war with Japan, there must be the maximum deployment of the forces needed to bring complete and final victory at the earliest possible moment.

It follows that in the interim period the problem will not be one of demobilisation but of re-allocation of man-power between the Forces and industry in order best to provide for the requirements of the changed situation.

As an essential part of this re-allocation of man-power, it will be necessary to continue the compulsory recruitment of men for the Forces in order to bring relief to the men who have served for long periods and enable more of them to return to their homes. It will also be necessary to maintain the requisite control over industry and labour during the interim period in which there will continue to be heavy and over-riding demands for munitions of war and other essential production.

Until the requirements for the continuation of the war against Japan and for the garrisoning of occupied countries are finally known, it is impossible to determine precisely the level at which the Armed Forces will have to be maintained in the interim period. It is clear, however, that, taking the Armed Forces as a whole, re-allocation between them and industry will be possible on a substantial scale, although the rate of re-allocation must differ as between the three Services. Re-allocation must be governed by two main principles, *viz.*, military requirements must over-ride all other considerations; and the arrangements for the release of men from the Forces must be such as will be readily understood and accepted as fair by the Forces and must not be too complicated for practical application.

The Government adhere to the view that a fair and reasonable scheme can best be secured on the basis of release according to age and length of service, but they recognise that it will also be necessary to make a limited provision for certain urgent work of reconstruction on which a beginning must be made in the interim period. The plan accordingly provides for two separate methods of selecting men for return from the Forces. Those selected according to age and length of service will form one class (Class A), and those selected on account of their qualifications for urgent reconstruction work will form a second class (Class B); these classes are separately dealt with below.

It must be clearly understood that no man will be released or transferred from the Forces if his retention is considered necessary on military grounds, though the Services will make every effort to release men in their turn in whatever theatre of war they may be serving.

Men due for release or transfer from the Forces will be given

* Cmd. 6548. H.M. Stationery Office; price 1d. net (2d. post free).

an opportunity to volunteer for a further period of service.

The number of releases in Class A will correspond to the reduction in the strength of the Forces and will be increased in consequence of the calling up of further new recruits. Men will be released by release groups based on a combination of age and length of war service, except that men of 50 years of age and over will be treated as a priority class to be released if they so desire before other men. In general, war service means whole-time service in the Armed Forces since 3rd September, 1939, which counts for Service pay. Owing, however, to military considerations, release will necessarily proceed at different rates in the different Services. It will be necessary in some Services to deal separately with the several branches and possibly with trades and ranks (or ratings) in those branches.

Releases of men in Class A will begin as soon as practicable after the defeat of Germany, but there will necessarily have to be a pause during which the Services can identify the men who are to be released first and arrange for the return to this country of those who are overseas.

The combination of age and length of war service will be on the basis that two months of service is equivalent to one additional year of age. On this basis, for example, a man of 22 years of age with four years' service would be in the same release group as a man of 40 years of age with one year's service, and a man of 24 years of age with four years' service would be in the same group as a man of 30 years of age with three years' service.

The men in Class B, who will be specially transferred from the Forces will be those identified as belonging to particular occupational classes specified by the Minister of Labour and National Service as required for certain urgent reconstruction employments. They will be mainly required to supplement the labour force available for building houses against the time when sailors, soldiers and airmen will be returning in large numbers to civil life.

In addition, Class B will include a limited number of individual specialists, for whose transfer application may be made through Government Departments in accordance with existing arrangements.

The number of transfers in Class B will be small in proportion to the number of releases in Class A and transfers in Class B will not begin until a start has been made with releases in Class A. In order to increase the releases in Class A and to compensate for the transfers in Class B, numbers of young men at present deferred, particularly in the munitions industries, will be called up to the Forces. The actual numbers for transfer in Class B will be determined from time to time in the light of the immediate requirements for the reconstruction employments, and the extent to which those requirements will be met by releases in Class A and by transfer from munitions and other work at home.

The selection of the required number of men from a particular occupational class for transfer in Class B will, so far as possible, be based on the principle of age and length of war service.

It is essential to the scheme that there should be a clearly marked difference in the treatment of the men released in Class A in their turn, and of the men transferred to Class B out of their turn. Accordingly, the terms applying to the two classes will be sharply differentiated. Men in Class A, on release, will be given eight weeks' leave with full pay, ration allowance and, where applicable, family allowance, dependant's allowance and war service grant. Payment will be made by an advance on the day of release, the remainder being paid at regular intervals. These payments will be given to assist in resettlement. In addition to the period of eight weeks, men who are qualified will be given a further period of leave and payments as set out above in respect of foreign service; the method of assessment is set out below. All these payments will be made for the full period, irrespective of whether the recipients are in employment or not. At the expiration of leave as above they will be placed to a special class of Reserve, from which they would be recalled only in an extreme emergency. They will be permitted to exercise their reinstatement rights and go back to their former employment. If they have no jobs to which to return, the Employment Exchanges will give them every assistance in finding employment and will not, during the period in which they are receiving regular Service payments, regard them as subject to any powers of direction which are otherwise generally operative.

Men in Class B, on transfer, will be given three weeks' leave with full pay, ration allowance and, where applicable, family allowance, dependant's allowance and war service grant, and will then be placed to the Reserve. Payments due on account of foreign service will be held in suspense until after the end of the war. They will be directed to their reconstruction employments and this will preserve their reinstatement rights. They will be liable to be recalled individually to the Forces if they discontinue their reconstruction employment. Men selected for transfer in Class B will not be transferred against their wish, but it will be open to them, if they so desire, to await their normal turn for release in Class A. Once, however, a man has been transferred in Class B, he will not subsequently be eligible to apply for inclusion in Class A.

Compassionate Releases. It will be possible for men to obtain release on compassionate grounds in accordance with the arrangements already in force.

Discharges on Medical Grounds. Men to be discharged on medical grounds will receive the same benefits as men released in Class A.

APPRENTICESHIPS INTERRUPTED BY WAR SERVICE.

GOVERNMENT PROPOSALS.

In reply to a question in the House of Commons on 28th September, the Minister of Labour and National Service made the following announcement regarding the arrangements which it is proposed to make for dealing with apprenticeships which have been interrupted by war service:—

I. THE PROBLEM.

1. Men and women who were apprentices when they joined the Forces, or when they were diverted to other work during the war, will have lost periods of training which may amount to as much as three years or more. Apprentices in certain occupations may have served at their trade while in the Forces and will thus have been able to continue their training; others will return to industry with no greater skill and knowledge of their respective trades than when they joined the Forces; and many will have forgotten much of what they had learned, or, at any rate, will have lost the touch which is so important in some occupations. Experience has shown, however, that they will quickly pick up the threads of their training and readily re-adapt themselves to their former occupations.

2. In the case of apprentices whose apprenticeship has been interrupted by war service, reinstatement is only one aspect of their problem. Generally speaking, on discharge from the Forces the time would have passed at which they would otherwise have completed the original apprenticeship and qualified as journeymen. They will normally wish to resume their training with a view to qualifying as journeymen as soon as possible. The industries to which they belong will need them and the country will not be able to afford to lose this potential supply of skilled workers. But if they are to complete their training, the apprentices will require during the period of renewed apprenticeship a wage commensurate with their adult status and responsibilities, *i.e.*, a man's wage and not that of a boy; and that wage must be such as would attract the apprentice to resume training for his craft.

3. In general the skill of the men will be at best that of apprentices. It is true that they will be older and, in many cases, improved in health, physique, self-reliance and adaptability, and for this reason their industrial capacity will be greater than when they enlisted, but this will not be sufficient to compensate the employer for the increased wage which he must pay to the apprentices if they are to be attracted back to their former trades. The gap between the industrial value of his services and what the apprentice will need must be bridged if apprentices are to complete their training and become skilled workmen. In this matter the State has a responsibility; it called the apprentice to the Forces, or diverted him to other work, thus interrupting his training, and should share with the employer the cost of re-establishing him in his trade; but as the returned apprentice will be able to learn more quickly, the period of renewed apprenticeship can be shortened. Proposals for dealing with the problem are set out below.

II. THE SCOPE AND PRINCIPLES OF THE SCHEME.

Persons eligible.

4. The persons for whom provision will be made will be those whose apprenticeship to a skilled occupation has been interrupted by whole time service in His Majesty's Armed Forces (including training under the Military Training Act, 1939), the Merchant Navy or Mercantile Marine, the Civil Defence Services, the National Fire Service, the Police Auxiliary, or the Civil Nursing Reserve; by service in any of the capacities mentioned in the First Schedule to the Reinstatement in Civil Employment Act, 1944; or by other work of national importance, including industrial work, provided they were employed under arrangements made or approved by the Minister of Labour and National Service.

5. The occupations concerned will be those in which before the war the practice was to require a person, as a condition of recognition as a journeyman or skilled workman, to undergo a course of training of not less than three years' duration for a definite period fixed in advance.

6. The term "apprentice" will be interpreted in a broad sense and will include (a) those serving under an indenture or other written agreement; (b) those serving under less formal conditions, *e.g.*, under a verbal understanding between the parties or in accordance with the recognised custom or practice in the trade or industry concerned; and (c) recognised learners; provided that in each case, before joining the Forces, etc., the person was recognised as actually learning a skilled trade. Satisfactory evidence of this will be required.

Time Allowance in respect of War Service.

7. It is proposed that (a) an apprentice who was in the last year of apprenticeship before war service shall be regarded as a journeyman on returning to his former occupation; (b) in the case of other apprentices the period of training to be served as the renewed apprenticeship will be determined on the following basis: the unexpired apprenticeship shall be reduced by one-third of the period of war service, subject to a maximum reduction of one-third of the unexpired period of the original apprenticeship; (c) any time served by an apprentice at his trade or at work comparable with that of his trade during his war service will be counted as part of the apprenticeship.

War Gratuities and Post-War Credits. In addition to the Service leave payments given on release to Class A to assist in resettlement, or given on transfer to Class B, it is the Government's intention to introduce a scheme of war gratuities by way of reward for service. Separate announcements will be made in due course both about the amounts of these war gratuities, and the date on which they and the post-war credits, which are accruing in respect of other ranks' service from 1st January, 1942, will be made available through the Post Office Savings Bank.

Pensions. Men released or transferred who wish to claim pension for disablement due to war service may apply to the Ministry of Pensions immediately on release or transfer, and if they do so any pension found to be due will take effect from the date of cessation of service pay and allowances.

Civilian Clothing. Men released or transferred who have had at least six months' service will be given civilian clothes in addition to such Service clothes as they will be allowed to retain.

Women. The arrangements for release and transfer from the Forces described in this article will also apply to women with the addition that married women will have priority over all others, if they so desire. The financial arrangements will be on the same lines as for men. Civilian clothing will not be provided, but a cash grant and clothing coupons will be given instead. Certain articles of Service clothing will be retained.

ASSESSMENT OF LEAVE AND PAYMENTS IN RESPECT OF FOREIGN SERVICE.

The practices of the Royal Navy, Army and Royal Air Force as regards leave for foreign service have differed, and in order to introduce an approximate equality between the three Services, it is necessary to have differing rules for the calculation of the leave to be given in respect of foreign service to men released in the interim period.

In the case of the Royal Navy, it has been the practice to grant seven days' leave for each period of six months' foreign service at the end of each tour. In the case of the Army and the Royal Air Force, comparatively little foreign service leave has been granted hitherto.

In the circumstances, the existing practice of the Royal Navy will be continued during the interim period and those released from the Army and the Royal Air Force will have all their foreign service aggregated and their period of leave or payments assessed at the rate of one day for each completed month of foreign service subject to a minimum of six months' foreign service.

WORKING HOURS OF JUVENILES.

REGULATIONS RELATING TO PRINTING AND BOOKBINDING FACTORIES AND TO CERTAIN CLASSES OF TEXTILE, ETC., FACTORIES.

Regulations were made in October, 1939,* and in April, 1940,† respectively, authorising the employment of young persons under 16 years of age (a) for 45 hours a week in printing and bookbinding factories and (b) for 48 hours a week in certain classes of textile, etc., factories.

These Regulations were made after public enquiries as to whether certain special conditions laid down in Section 71 of the Factories Act, 1937, were fulfilled, and provision was made in the Regulations for their continuance in operation until 31st December, 1944, and thereafter if and so long as they were continued or renewed by further Regulations made after a further public enquiry as to whether the conditions continued to be fulfilled.

The Minister of Labour and National Service has received representations that the Regulations should not expire at the end of this year and, as contemplated by the Regulations, he has accordingly appointed Commissions to hold enquiries into the question whether the conditions are fulfilled in the case of factories to which the Regulations apply. Both Commissions consist of Sir Harold Morris, M.B.E., K.C., as President, and Messrs. J. McKie Bryce, C.B.E., and F. S. Button.

ROYAL COMMISSION ON EQUAL PAY.

In reply to a question in the House of Commons on 12th October, the Deputy Prime Minister stated that the King had approved the setting up of a Royal Commission on Equal Pay "to examine the existing relationship between the remuneration of men and women in the public services, in industry and in other fields of employment; to consider the social, economic and financial implications of the claim of equal pay for equal work; and to report."

The membership of the Royal Commission is as follows:—The Hon. Mr. Justice Asquith (Chairman), John Brown, Esq., Janet Maria, Mrs. Gourlay, O.B.E., D.M., F.R.C.P. (Dr. Janet Vaughan), the Countess of Limerick, C.B.E., Dame Anne Loughlin, D.B.E., Miss Lucy Frances Nettlefold, the Hon. Jasper Nicholas Ridley, O.B.E., Professor Dennis Holme Robertson, C.M.G., F.B.A., and Charles Stanley Robinson, Esq., C.B.E., M.I.Chem.E.

The Secretary of the Commission is Mr. W. G. Maclagan, at Treasury Chambers, Great George Street, London, S.W.1

* *The Weekly Hours of Young Persons under Sixteen in Factories (Printing and Bookbinding) Regulations, 1939*; S.R. & O. 1939, No. 1491.
† *The Weekly Hours of Young Persons under Sixteen in Factories (Various Textile and Allied Industries) Regulations, 1940*; S.R. & O. 1940, No. 611.

Provision of State Assistance.

8. It is proposed that allowances, as set out below, should be payable by the State during the period of renewed apprenticeship of those who satisfy the conditions laid down:

(a) *A Wages Allowance* in respect of apprentices receiving training in an employer's establishment after the date on which the original apprenticeship would have ended or the age of 21 (23 in certain cases in Scotland), whichever is the earlier, this allowance to be one-third of the recognised journeyman's rate, including war bonus, for the trade in the district concerned. It will not be payable until the apprentice reaches the age of 21 years (23 in some cases in Scotland) or until the date on which the original apprenticeship would have terminated if it had not been interrupted by war service, whichever is the earlier (see para. 9 (1) and (2) below).

(b) *A Maintenance Allowance* to apprentices receiving training in a technical institution or training centre (see para. 10 (1) below).

(c) *A Fees Allowance* to cover the cost of the fees payable in respect of training in a technical institution or training centres.

The above allowances will be payable up to a maximum of 104 weeks in the aggregate, and it will be necessary for the employer and the apprentice to enter into an agreement to comply with such terms and conditions as may be decided to be appropriate in any particular industry.

Wages payable by Employer to the Apprentice.

9. The employer will be required to pay to the apprentice wages as follows:

(1) Up to the date on which the original apprenticeship would have ended or until he reaches the age of 21 (23 in Scotland in certain cases), whichever is the earlier, the wages (including war bonus) paid in that trade and district to apprentices in that year of training which the apprentice would have reached had his apprenticeship not been interrupted by war service.

(2) Subsequently, not less than the fraction stated below of the journeyman's rate, including war bonus for the trade and district: (a) during the first half of the remaining period of training: ten-twelfths; (b) during the second half of the remaining period of training: eleven-twelfths.

The wage so calculated will include the Wages Allowance payable by the State (see para. 8 (a)), and will be paid by the employer to the apprentice. The employer, on giving proof that the proper amount has been paid to the apprentice, will reclaim from the Ministry of Labour and National Service the amount of the Wages Allowance.

Technical Training.

10. (1) During the period of approved whole-time training in a technical institution or training centre the apprentice will be paid by the Ministry an allowance at the same rates as may be fixed for the industrial training of new entrants.

(2) Where an apprentice is released during normal working hours for part-time training in a technical institution or training centre, the wages payable by the employer as in para. 9 above will continue to rank for the Wages Allowance.

(3) Where part of the renewed apprenticeship is served in a technical institution or training centre, such period will count for the purpose of calculating the amount of wages due to the apprentice in respect of that part of the renewed apprenticeship served in the employer's establishment.

III. PREPARATION OF SCHEMES.

11. The Minister will invite the following bodies to prepare, in consultation with his Department a scheme appropriate to their industry or trade:

- (1) National Joint Industrial Councils.
- (2) Trade Boards.

(3) Other joint bodies which, in the opinion of the Minister, are sufficiently representative of the employers and workpeople in their respective industries or trades. Where there is no such joint body the Minister himself may prepare a scheme to cover an industry or trade.

12. Schemes will not become effective until they have been approved by the Minister, who will satisfy himself that each scheme complies with the minimum conditions and, in particular, each scheme should provide—

- (1) a definition of the occupations to be covered and the amount and character of training to be given in each case;
- (2) the arrangements for the administration of the scheme and for the manner in which applications for payment of allowances are to be made;
- (3) arrangements for dealing with any difficulties or disputes that may arise in connection with the application of the scheme to the particular industry or trade; and
- (4) a form of agreement to be entered into by the employer and the apprentice.

13. It will be possible without legislation for the Minister to take the necessary steps to secure the proper observance of the schemes, and he will be able to suspend or discontinue allowances wherever that might seem necessary.

CATERING WAGES COMMISSION.

FIRST ANNUAL REPORT: 1943-1944.

The Catering Wages Commission, appointed in July, 1943, by the Minister of Labour and National Service under the Catering Wages Act, 1943,* have presented to the Minister their first Annual Report. The Report, which has recently been published as a White Paper,† gives an account of the activities of the Commission during the year ended 31st July, 1944, in the exercise of their functions under the Catering Wages Act, viz., to enquire into the existing methods of regulating the remuneration and conditions of employment of workers in the Catering Industry; to enquire into means for meeting the requirements of the public, including visitors from overseas, and for developing the tourist traffic; and to make any necessary recommendations on these matters to Government Departments.

Scope of the Catering Industry.—The Commission point out that in most of their first year's activities they have been breaking new ground and that a great deal of survey work has been involved in all their enquiries. For the purposes of these enquiries they have regarded the Catering Industry as including all such residential establishments as hotels, boarding houses, apartment houses and clubs; all such non-residential establishments as restaurants, cafes, public-houses and snack bars; catering departments of hospitals, schools, etc.; restaurants and bars in places of entertainment; and industrial and staff canteens.

Industrial Catering.—In carrying out their function of enquiring into the methods of regulating the remuneration and conditions of employment in the various branches of the Catering Industry, the Commission decided to review industrial catering first, primarily because of its importance in relation to the war effort and also because this branch of the Catering Industry employed a substantial number of workers and was easily identifiable. As the result of this investigation the Commission recommended the establishment of a Wages Board for Industrial and Staff Canteens, and effect was given to this recommendation by the Wages (Industrial and Staff Canteens Undertakings) Order, 1944.‡

Other Sections.—For the rest of the Catering Industry, the Commission express their unanimous view that general regulation of wages and conditions of employment, either on a voluntary or on a statutory basis, is in the general interest. They also state that the problem of grouping the various sections of the industry for Wages Board purposes had received much attention during the course of the year and that the tentative view of the Commission is in favour of the establishment of a small number of Wages Boards which will cover, with a few exceptions, the whole of the Catering Industry. As regards two of these exceptions, the Commission refer to two reports, relating to the catering activities of the Crown and of Theatre Managements, which they submitted to the Minister of Labour and National Service towards the end of the year under review under the powers conferred on them by the Catering Wages Act to report to the Minister accordingly in cases where they are of opinion that there exists voluntary joint machinery for the settlement of wages and conditions of employment which is adequate or can be made adequate. The Report relating to the catering activities of the Crown has been published and is reviewed below.

Post-war Rehabilitation.—On the subject of the post-war rehabilitation of the Catering Industry, the Commission state that they have conducted enquiries into the post-war de-requisitioning of properties, the restoration of war damage, methods of providing financial assistance to individual traders in the Catering Industry, the removal of Defence Works, priorities of labour and materials, training and resettlement of Catering Industry workers from the Services, and questions arising from the anticipated increased demand for post-war holiday facilities. The enquiries, it is stated, are nearing completion.

Tourist Traffic.—The Commission state that they have had little opportunity during their first year of existence of studying in detail the formidable problem of the development of the tourist traffic, including traffic from overseas. They refer, however, to the importance of the overseas tourist traffic as an invisible export and state that every effort should be made to encourage a thriving tourist industry in the country.

Workers' Holidays.—Regarding workers' holidays, the Commission are engaged on a separate enquiry into the question of holiday facilities and they express the view that, if the full benefits of holidays with pay are to be realised, a new approach to the whole question of the provision of holiday facilities for the workers may be necessary. It is clear, the Commission consider, that existing accommodation is likely to be inadequate to meet the post-war demand, and in this connection they are considering the staggering of holidays, as an important aspect of the general problem.

Training.—As part of a comprehensive enquiry which they have begun into the arrangements for training workers of all grades for the Catering Industry, the Commission are giving particular attention to the problems which will arise in connection with the demobilisation and resettlement of Service personnel, so far as these concern the Catering Industry.

* See the issues of this GAZETTE for February (page 20), June (page 78) and July, 1943 (page 96).

† H.C. 100 of 1943-1944. H.M. Stationery Office; price 3d. net (4d. post free).

‡ See the issue of this GAZETTE for March, 1944, page 48.

REPORT ON CROWN CATERING UNDERTAKINGS.

The Catering Wages Commission have made a Report* to the Minister of Labour and National Service on an enquiry made by the Commission under the Catering Wages Act, 1943, into the existing methods of regulating the remuneration and conditions of employment of workers employed by the Crown in catering undertakings.

For the purpose of their enquiry, the Commission surveyed the whole field of Crown civilian catering activities and they have arrived at the general conclusion that the existing voluntary Whitley machinery for regulating remuneration and conditions of employment of catering workers employed by the Crown is adequate for the purposes of the Catering Wages Act or can be made adequate by certain extensions. For the purpose of improving existing machinery, the Commission recommend that informal arrangements for the regulation of working conditions which have been made in certain cases between Government Departments and Trade Unions representing catering workers should be reviewed to ensure that all the matters on which Wages Boards have power to make proposals have been considered jointly. Where the workers are organised in Trade Unions but no agreements or informal arrangements have so far been made, it is recommended that agreements should now be negotiated. Lastly, in Crown establishments in which the conclusion of separate Departmental agreements is impracticable, owing to the absence of organisation on the part of the workers or to the small numbers concerned, the Report recommends that workers so circumstanced should not receive less favourable remuneration and conditions than those obtained under agreement by comparable grades of workers in similar Crown establishments.

After consultation with the Government Departments concerned, the Treasury have intimated that these recommendations are accepted, and that the methods of implementing them are being considered.

PROPOSED NEW WAGES BOARD.

The Catering Wages Commission have given notice of their intention to recommend to the Minister of Labour and National Service the establishment of a Wages Board in respect of workers employed in Great Britain in unlicensed non-residential places of refreshment and central catering establishments or by the catering contractors.

For this purpose an unlicensed place of refreshment is defined as a restaurant, dining room, cafe, tea-shop, or similar place, or a coffee-stall, snack bar or buffet, at which no intoxicating liquor is sold; and a central catering establishment is defined as an establishment which is mainly engaged in the preparation of food or drink for immediate consumption at places of refreshment carried on by the owners of the central establishment or at places at which they have contracted to supply food.

The workers concerned are those engaged in the preparation or service of food or drink, or on work incidental to this, and those associated with the places and establishments specified above, including transport, office and stores workers.

Certain exclusions from the scope of the proposed Wages Board are specified, viz., residential catering establishments such as hotels, boarding-houses, hostels and holiday camps; hospitals and orphanages; schools and colleges; catering carried on by railway companies; theatres and music halls where catering is carried on by the management; undertakings carried on directly by the Crown or a Local Authority; and industrial or staff canteens covered by the Wages Board (Industrial and Staff Canteens Undertakings) Order, 1944.‡

The Commission expect, in the near future, to publish notices of their intention to recommend the establishment of further Wages Boards in respect of workers employed by—

- (i) catering establishments, both residential and non-residential at which intoxicating liquor is sold;
- (ii) residential catering establishments at which intoxicating liquor is not sold;
- (iii) public-houses.

An opportunity to make representations in regard to such proposed recommendations will be given when the notices in question are published.

CATERING WAGES ACT.

CATERING WAGES REGULATION PROPOSALS AND ORDERS (NOTICES) REGULATIONS, 1944.

The Catering Wages Act, 1943, provides that Wages Boards established under the Act must give such notice as may be prescribed of wages regulation proposals made by the Boards and of wages regulation Orders made by the Minister of Labour and National Service, giving effect to proposals of the Boards. In view of the establishment, as reported in the issue of this GAZETTE for March, 1944, of a Wages Board for Industrial and Staff Canteen Undertakings and the proposed establishment of further Boards (see above), the Minister of Labour and National Service has made the Catering Wages Regulation Proposals and Orders (Notices) Regulations, 1944,‡ so as to enable Boards

* Catering Wages Commission. Report on an Enquiry under Section 2 (1) (a) of the Catering Wages Act into Existing Methods of Regulating the Remuneration and Conditions of Employment of Workers employed by the Crown in Catering Undertakings. H.M. Stationery Office, price 2d. net (3d. post free).

† See the issue of this GAZETTE for September, 1944, page 148.

‡ S.R. & O. 1944, No. 1145. H.M. Stationery Office, price 1d. net (2d. post free).

established under the Act to function and so as to ensure that wages regulation proposals and Orders are brought to the notice of employers and workers affected thereby.

The Regulations require that the Wages Board, before submitting proposals to the Minister, shall publish notice of them in the London or Edinburgh Gazette, or both, as appropriate, and shall send to all employers appearing to the Board to be affected thereby a notice setting out the proposals. Such notices must state the period within which representations may be made to the Board. Further, on receipt of an intimation that the Minister has made a wages regulation Order, the Board must send a notice setting out the contents of the Order to all employers affected thereby; and the employers are required to post up the notice for the information of the workers.

The Regulations took effect on 2nd October.

INDUSTRIAL RELATIONS HANDBOOK.

An "Industrial Relations Handbook," compiled by the Ministry of Labour and National Service, has been published by H.M. Stationery Office.* The Handbook was prepared originally for the use of officers of the Ministry of Labour and National Service, but it has now been issued for general publication in the belief that the information contained in it will be of wider interest, particularly to employers' organisations and trade unions.

Voluntary Negotiating Machinery.—The Handbook outlines the development of trade unions and employers' organisations and of collective bargaining from the beginning of the 19th century to the present day. It is pointed out that the main responsibility for the settlement of wages and conditions of employment rests with the joint voluntary machinery established between the organisations representing the two sides of industry. This system of collective bargaining has for many years been recognised in this country as the method of settling wages and conditions which is best adapted to the needs of industry and to the demands of the national character. The system has produced a highly co-ordinated structure of agreed working arrangements which affect in the aggregate large numbers of workpeople. These agreements define, often with great precision, almost every aspect of industrial relations.

The voluntary arrangements in a number of industries are described in the Handbook, to show the considerable variety of methods which have been adopted, and there is a list of joint organisations of a standing character, such as Whitley Councils, which have been set up in various industries.

Legislation affecting Industrial Relations.—The Handbook describes Trade Union legislation and the statutory powers of the Minister of Labour to assist in connection with trade disputes. The Ministry of Labour has a Conciliation staff in each Region in the country, and facilities for arbitration are provided through the standing Industrial Court or individual arbitrators appointed by the Minister. It has, however, been the continuous policy of the Ministry for many years to encourage self-government in industry, and no action is normally taken under statutory powers unless and until any agreed negotiating machinery has been fully utilised. The Handbook describes also the war-time provisions for compulsory arbitration.

Statutory Wages Regulation.—For the purpose of establishing minimum standards in certain industries where organisation is weak, the Minister of Labour has powers to appoint Trade Boards and Wages Boards to fix legal minimum rates. The Handbook describes the functions of such Boards, including those provided for in the Catering Wages Act, 1943.

Other Sections.—In other sections of the Handbook information is given regarding war-time industrial policy and legislation, holidays with pay, the cost of living index, systems of wage payment, and the International Labour Organisation.

FOOD CONTROL.

MAXIMUM RETAIL PRICES.

In the August issue of this GAZETTE reference was made to an Order controlling the retail prices of potatoes up to 5th October. The Minister of Food has recently made a further Order specifying the maximum retail prices for various classes of potatoes in different areas from 6th October until further notice. As compared with the period immediately preceding 6th October, the new maxima represent some increases in the prices of grade A potatoes and decreases in those of grade B potatoes.

As a result of other recent Orders made by the Minister of Food in replacement of earlier Orders, maximum retail prices have been specified for carrots from 11th September (13th September in Scotland and Northern Ireland), and for green vegetables and swedes, turnips, beetroot and parsnips from 2nd October. By a further Order the maximum retail price of pearl barley was reduced by ½d. per lb. from 15th October.

FOOD RATIONING.

The ordinary ration of cheese was increased from 2 ounces to 3 ounces per week from 15th October. On the other hand, the ordinary ration of bacon, which was temporarily increased to 6 ounces per week during July, reverted to 4 ounces per week from 17th September.

* Price 3s. 6d. net (3s. 9d. post free).

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR IN SEPTEMBER.

Rates of Wages.

In the industries covered by the Department's statistics,* the changes in rates of wages reported to have come into operation during September resulted in an aggregate increase estimated at about £75,000 in the weekly full-time wages of about 600,000 workpeople, and in a small decrease in the wages of about 2,000 workpeople.

The principal industries and services in which wage rates were increased during September included iron and steel manufacture, tinplate manufacture, iron-ore mining, the hollow-ware trade, the stamped and pressed metal wares trade, asbestos manufacture, the boot and shoe industry, tobacco manufacture, biscuit manufacture, the sugar confectionery, cocoa and chocolate and food preserving trades, and the non-trading services of local authorities.

The flat-rate additions to wages in the iron and steel industry (pig iron manufacture, iron puddling, steel melting and rolling, etc.) were increased in most districts by 1d. a shift for men and ½d. or ¼d. a shift for youths and boys, under the operation of sliding-scale agreements by which wage rates vary with movements in the official cost-of-living index number. Increases of similar amount took effect also in tinplate manufacture. In iron-ore mining there were increases for men of 1d. a shift in some districts and 0.8d. a shift in others, with smaller increases for younger workers. The minimum rates fixed under the Trade Boards Acts were raised by 1d. an hour for men and women in hollow-ware manufacture, and by 4s. a week or 1d. an hour for men and ½d. an hour for women in stamped and pressed metal wares manufacture. Men and women employed in the asbestos manufacturing industry were granted increases of ½d. and ¼d. an hour, respectively. In boot and shoe manufacture there were increases, under the operation of a sliding-scale agreement based on the official cost-of-living index number, of 3s. a week for

men and 2s. a week for women on time work and of 4½ per cent. on basic rates for piece workers. For workpeople employed in tobacco manufacture, the Trade Board minimum time rates were raised, under a cost-of-living sliding scale, by 5½d. a week in the case of men and 3½d. a week in the case of women and juveniles. In the biscuit industry, war bonuses were increased by 3s. a week for male workers 18 years and over, by 4s. a week for female workers 18 years and over, and by 2s. for younger workers. Workpeople engaged in sugar confectionery, cocoa and chocolate manufacture, and food preserving received increases of ½d. an hour or 3s. a week in the case of men and women and of ½d. an hour or 2s. a week in the case of younger workers. In the non-trading services of local authorities, the war-wage addition was increased by 4s. 6d. a week in the case of men and by smaller amounts in the case of women and younger workers. Increases were also granted to workers employed in horse-shoeing and smithy work in various localities, in electrical contracting in Scotland, and in button manufacture.

The only decrease in rates of wages reported during the month affected cokemen and by-product workers in Durham, whose wages fluctuate in accordance with a sliding-scale based on the selling price of coke.

Of the estimated increase of £75,000, about £55,000 was the result of arrangements made by joint standing bodies of employers and workpeople (including £1,000 under cost-of-living sliding scales arranged by such bodies); £11,000 was due to the operation of other sliding scales based on the cost-of-living index figure; £8,000 took effect under arbitration awards; and the remainder was the result of direct negotiations between employers and workpeople or their representatives.

Hours of Labour.

No important changes in hours of labour were reported during September.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING SEPTEMBER.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change. (Decrease in Italics.)
Coke Manufacture	Durham	1 Sept.	Cokemen and by-product workers	<i>Decrease of 1 per cent. on basis rates leaving wages 90 per cent. above the basis rates.</i> †
Mining and Quarrying.	South and West Durham.	4 Sept.	Limestone quarrymen	Flat-rate addition to wages, previously granted, increased† by 1d. a shift (2s. 7d. to 2s. 8d.) for men and youths 18 years and over, and by ½d. (1s. 3½d. to 1s. 4d.) for boys.
	Cleveland	do.	Iron-ore miners	War bonus increased by 1s. a shift (2s. to 3s.) for men and youths 18 years and over, and by 6d. (1s. to 1s. 6d.) for boys.‡
	West Cumberland	24th July.	Limestone quarryworkers	Flat-rate addition to wages, previously granted, increased† by 1d. a shift (3s. 7d. to 3s. 8d.) for men, by ½d. (2s. 8½d. to 2s. 9d.) for youths 18 and under 21 years, and by ¼d. (1s. 9½d. to 1s. 10d.) for boys.‡
	North Lincolnshire	3 Sept.	Ironstone miners and quarrymen	Flat-rate addition to wages, previously granted, increased† by 0.8d. a shift (2s. 7.2d. to 2s. 8d.) for men, by 0.6d. (1s. 11.4d. to 2s.) for youths 18 and under 21 years, and by 0.4d. (1s. 3.6d. to 1s. 4d.) for boys.‡
	Nottinghamshire, Leicestershire and adjoining parts of Lincolnshire.	do.	Ironstone miners and limestone quarrymen.	Flat-rate addition to wages, previously granted, increased† by 0.8d. a shift (2s. 7.2d. to 2s. 8d.) for men, by 0.6d. (1s. 11.4d. to 2s.) for youths 18 and under 21 years, and by 0.4d. (1s. 3.6d. to 1s. 4d.) for boys.‡
	Northamptonshire (excluding Corby).	do.	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages, previously granted, increased† by 0.8d. a shift (2s. 7.2d. to 2s. 8d.) for men, by 0.6d. (1s. 11.4d. to 2s.) for youths 18 and under 21 years, and by 0.4d. (1s. 3.6d. to 1s. 4d.) for boys.‡
	Banbury	do.	Ironstone miners and quarrymen	Flat-rate addition to wages, previously granted, increased† by 0.8d. a shift (2s. 7.2d. to 2s. 8d.) for men, by 0.6d. (1s. 11.4d. to 2s.) for youths 18 and under 21 years, and by 0.4d. (1s. 3.6d. to 1s. 4d.) for boys.‡
	Corby	do.	Ironstone miners and quarrymen and limestone quarrymen.	Flat-rate addition to wages, previously granted, increased† by 0.8d. a shift (2s. 7.2d. to 2s. 8d.) for men, by 0.6d. (1s. 11.4d. to 2s.) for youths 18 and under 21 years, and by 0.4d. (1s. 3.6d. to 1s. 4d.) for boys.‡
Slag and Tar Macadam.	Scunthorpe (certain firms).	4 Sept.	Men, youths and boys	Flat-rate addition to wages, previously granted, increased† by 0.1d. an hour (4.6d. to 4.7d.) for men, by 0.075d. (3.45d. to 3.525d.) for youths 18 and under 21 years, and by 0.05d. (2.3d. to 2.35d.) for boys.‡
Iron and Steel Manufacture.	Cleveland and Durham, West Cumberland and North Lancs., North Lincs., Notts., Leics., North Staffs., South Staffs., Bilston, Northants., and South Wales and Mon.	3 Sept.	Workpeople employed at blast-furnaces, except those whose wages are regulated by wages movements in other industries.	Flat-rate addition to wages, previously granted, increased† by 1d. a shift (3s. 7d. to 3s. 8d.) for men and for women and youths employed on men's work, by ½d. (2s. 8½d. to 2s. 9d.) for youths 18 and under 21 years and for women** employed on youths' work and by ¼d. (1s. 9½d. to 1s. 10d.) for boys and for girls doing boys' work.
	West of Scotland	Pay period beginning nearest	Workpeople employed at certain blast-furnaces, excluding those engaged on maintenance work.	Flat-rate addition to wages, previously granted, increased† by 1d. a shift (3s. 5d. to 3s. 6d.) for men, by ½d. (1s. 8½d. to 1s. 9d.) for youths and boys, by 1d. (2s. 1d. to 2s. 2d.) for women 21 years and over and by ½d. (1s. 0½d. to 1s. 1d.) for girls.
	Great Britain††	1 Sept. 4 Sept.	Workpeople employed at steel sheet rolling mills.	Flat-rate addition to wages, previously granted, increased† by 1d. a shift (3s. 7d. to 3s. 8d.) for men and women, by ½d. (2s. 8½d. to 2s. 9d.) for youths and girls 18 and under 21 years, and by ¼d. (1s. 9½d. to 1s. 10d.) for those under 18.

* 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 Government employees, agricultural workers, shop assistants and clerks, for which classes the information available is not sufficient to form a basis for statistics. Where information is available, however, details of changes in the wages and hours of these classes are shown in the list of principal changes recorded. The estimates of the effects of the changes on weekly wages are based on normal conditions of employment and do not take into account the effect either of short time or of overtime.

† This decrease took effect under an arrangement whereby wages fluctuate in accordance with a sliding scale based upon the selling price of coke. Flat-rate advances, previously granted in addition to basis rates and percentages, remained unchanged.

‡ Under cost-of-living sliding-scale arrangements.

§ These increases were agreed on 4th September and made retrospective to the date shown. Flat-rate additions to wages, payable under cost-of-living sliding scale arrangements, remain 2s. 2d. a shift for men and youths and 1s. 1d. a shift for boys.

|| Flat-rate additions are supplemented by 1s., 9d. and 6d. a shift, for men, youths and boys respectively.

¶ Wages continue to be supplemented by incentive bonuses of ½d. to 4d. an hour, according to output.

** Women aged 21 years and over may not receive less than 4s. 8d. a shift, plus additions of 53.7, 62.5, 66.5 or 67.5 per cent. according to district, and a flat-rate addition of 3s. 8d.

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

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING SEPTEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Iron and Steel Manufacture (continued).	North-East Coast Area	3 Sept.	Iron puddlers and millmen	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 7d. to 3s. 8d.) for men, by ½d. (2s. 8½d. to 2s. 9d.) for youths 18 and under 21 years, and by ¼d. (1s. 9½d. to 1s. 10d.) for boys.
	Great Britain†	do.	Workpeople employed in steel melting shops (melters, pitmen, slagmen, ladlemen, furnace helpers, gas producermen, semi-skilled workers and labourers, etc.).	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 7d. to 3s. 8d.) for men and women, by ½d. (2s. 8½d. to 2s. 9d.) for youths and girls 18 and under 21 years, and by ¼d. (1s. 9½d. to 1s. 10d.) for those under 18.
	North-East Coast Area	do.	Workpeople employed at steel rolling mills.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 7d. to 3s. 8d.) for men and women, by ½d. (2s. 8½d. to 2s. 9d.) for youths and girls 18 and under 21 years, and by ¼d. (1s. 9½d. to 1s. 10d.) for those under 18.
	Barrow-in-Furness	do.	Rail millmen, merchant millmen, enginemen, cranimen, etc.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 7d. to 3s. 8d.) for men and women, by ½d. (2s. 8½d. to 2s. 9d.) for youths and girls 18 and under 21 years, and by ¼d. (1s. 9½d. to 1s. 10d.) for those under 18.
	Workington	do.	Steel millmen and labourers (datal workers).	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 7d. to 3s. 8d.) for men and women, by ½d. (2s. 8½d. to 2s. 9d.) for youths and girls 18 and under 21 years, and by ¼d. (1s. 9½d. to 1s. 10d.) for those under 18.
	Scunthorpe	do.	Steel millmen, wagon builders and repairers.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 7d. to 3s. 8d.) for men and women, by ½d. (2s. 8½d. to 2s. 9d.) for youths and girls 18 and under 21 years, and by ¼d. (1s. 9½d. to 1s. 10d.) for those under 18.
Engineering	Bilston	do.	Steel millmen, maintenance men, etc.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 7d. to 3s. 8d.) for men and women, by ½d. (2s. 8½d. to 2s. 9d.) for youths and girls 18 and under 21 years, and by ¼d. (1s. 9½d. to 1s. 10d.) for those under 18.
	West of Scotland	do.	Millmen, gas producermen, enginemen, cranimen, firemen and mill labourers, semi-skilled workers and general labourers and locomotive drivers and firemen employed at steel rolling mills.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 7d. to 3s. 8d.) for men and for women employed on men's work and by ½d. (1s. 3d. to 1s. 3½d.) for youths and boys, and for women employed on youths' and boys' work.
	South-West Wales	do.	Workpeople employed in Siemens steel manufacture, except bricklayers and carpenters.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (2s. 6d. to 2s. 7d.) for men and for women employed on men's work and by ½d. (1s. 3d. to 1s. 3½d.) for youths and boys, and for women employed on youths' and boys' work.
	Maidstone district	11 Sept.	Skilled toolroom operatives	Increase of approximately ½d. an hour resulting from the adoption of a rate 2½d. an hour above the rate for a skilled production fitter.
	Swansea, Llanelly, Port Talbot, Neath and Mid-Glamorgan-shire.	10 Sept.	Recognised chargehands employed in engineering works and foundries.	Adoption of a rate of 3d. an hour above the journeymen's rate.‡
Galvanising	England and Wales§	4 Sept.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 7d. to 3s. 8d.) for men and women, by ½d. (2s. 8½d. to 2s. 9d.) for youths and girls 18 and under 21 years, and by ¼d. (1s. 9½d. to 1s. 10d.) for those under 18.
Tinplate Manufacture.	South Wales, Monmouthshire and Gloucestershire.	3 Sept.	Men, women and juveniles, excluding those engaged on maintenance work.	Flat-rate addition to wages, previously granted, increased* by 1d. a shift (3s. 7d. to 3s. 8d.) for men, and for women 21 years and over employed on men's work, and by ½d. (1s. 9½d. to 1s. 10d.) for other women and juveniles.
Hollow-ware Manufacture.	Great Britain	11 Sept.	Men, youths and boys	Increases of 1d. an hour in general minimum time rates and piecework basis time rates for men, and of ½d. to ¾d., according to age, for youths and boys. General minimum time rates after change, for men: fusers' helpers in enamel ware section, working in association with fusers, 1s. 10½d., others 1s. 7½d.‡
			Women and girls	Increases of 1d. an hour in general minimum time rates and piecework basis time rates for women 18 years and over, and of ½d. to ¾d., according to age, for girls. General minimum time rate after change, for women, 1s. 0½d.‡
Horse-shoeing, etc.	Great Britain (various localities)¶	1st pay day in Sept.	Farriers and blacksmiths	Increase of 1d. an hour. Rates after change: London (within a 12-mile radius of Charing Cross), dayworkers—firemen 102s. 11d. a week (47 hours), doormen 99s. 11d., pieceworkers—firemen 17s. 2d. a day, doormen 16s. 8d.; Glasgow, Paisley and Greenock districts—firemen 2s. 0½d. an hour, doormen 2s. 0½d.; other localities—firemen 94s. 1d. to 98s. a week (47 hours), doormen 91s. 1d. to 96s. 10½d.‡
Light Castings Manufacture.	England and Scotland	Beginning of 1st full pay period after 13 Sept.	Patternmakers	Special war bonus increased by 1s. 3d. a week. Rate after change: 47s. basic rate, plus 49s. bonus, plus 5s. 3d. special war bonus.**
Stamped and Pressed Metal Wares Manufacture.	Great Britain	4 Sept.	Polishers, braziers, burnishers, drop stampers, dippers who are also bronzers, dippers and annealers (men, youths and boys). Other men, youths and boys	Increases of 4s. a week in general minimum time rates and piecework basis time rates for men, of 2s. for youths 18 and under 21 years, and of 1s. for boys.‡
			Women and girls	Increases of 1d. an hour in general minimum time rate for men, of ½d. for youths 18 and under 21 years and of ¼d. for boys; and increases of approximately the same amounts in piecework basis time rates.‡
			Men, youths and boys	Increases of ½d. an hour in general minimum time rates for women, of ¼d. for girls 16 and under 18 years, and of ½d. for girls under 16; and increases of ½d. in piecework basis time rates for women and of ¼d. or ½d., according to occupation, for girls.‡
Brass, Copper and Light Alloy Manufacture.	Birmingham, Wolverhampton & Stafford district.	Beginning of 1st pay period after 1 Sept.	Men employed in strip and sheet rolling mills and tube mills:— Dayworkers	Minimum basic rates adopted, for a week of 47 hours, as follows: strip and sheet rolling mills—roller 62s., roller improver 56s., annealer 58s., electric annealer 56s., finished shearer 58s. (gullotine), 56s. (rotary), shearer, cutting to length, 54s., rough shearer 52s., pickler 55s., roller's assistant (behinder) 52s., labourer 50s.; tube mills—tool funder (fully skilled) 66s., annealer 58s., electric annealer, drawer (plain round tube), straightener (hand), sawyer, shoulder, swager, tagger 56s., pickler 55s., straightener (machine), dogger-up 52s., labourer 50s.; plus bonus of 26s. a week in each case.††
			Pieceworkers	Piecework prices to be such as will enable a worker of average ability to earn at least 27½ per cent. over the appropriate basic time rate, exclusive of the pieceworkers' bonus of 18s. a week (47 hours). Pieceworkers to be guaranteed weekly earnings equivalent to the appropriate basic time rate plus timeworkers' bonus of 26s. for a normal week's work.††

* Under cost-of-living sliding-scale arrangements.

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

‡ This increase applied to undertakings represented on the Welsh Engineers and Founders Conciliation Board.

§ This increase affected mainly the employees of firms which are members of the Galvanising Conciliation Board.

¶ These increases took effect under Orders issued under the Trade Boards Acts. Details of the minimum rates are contained in the Confirming Orders of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

** The localities include London (within a 12-mile radius of Charing Cross), Newcastle-on-Tyne, the West Riding of Yorkshire, Hull, Lancashire and Cheshire (except Liverpool and Birkenhead), Stoke-on-Trent, Burton-on-Trent, Derby, Leicester, Shrewsbury, Nottingham, Northampton, Birmingham, Walsall, Wolverhampton, Edinburgh, Glasgow, Paisley and Greenock. It is understood that in a number of undertakings in the London area the current rates are 103s. a week for firemen and 100s. for doormen.

†† This increase was the result of an award by the National Arbitration Tribunal.

‡‡ In the case of men whose basic rates are increased as a result of the present agreement and who are in receipt of bonuses, these bonuses may be varied to allow for the increased basic rates, provided that the normal week's wages are not less than before the adjustment. Able-bodied men employed on work recognised before the agreement for as youths' or women's work are to receive not less than the minimum basic rate for a labourer. Existing rates which are more favourable than those laid down in the agreement are not to be prejudiced by the agreement.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING SEPTEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Light Edge Tool Manufacture.	Sheffield	Beginning of 1st pay period after 20 Sept. 4 Sept.	Grinders	Increased piece work prices adopted for certain kinds of chisels and gouges and for cast steel irons.*
Asbestos Manufacture.	Great Britain	30 Sept.	Men, women and juveniles	Increases of 4d. an hour for men, of 4d. for women 18 years and over and of proportionate amounts for juveniles. Minimum rates after change, for adults: men 1s. 6d., women 1s. 0d.
Pressed Felt Manufacture.	Rossendale Valley (certain firms).	30 Sept.	Men, women and juveniles	Increases of 6d. a week for men and of 4d. for women 18 years and over and juveniles. Minimum rates after change: men 80s. 2d., youths and boys 33s. 2d. at 14 years rising to 59s. 8d. at 20, females—felt production processes 62s. 2d., cutting and stitching 55s. 4d.
Textile Making-up and Packing.	Manchester	Pay week ending 2 Sept.	Hydraulic packers—Men	Emergency war-time payment (additional to cost-of-living wage) of 2½d. an hour, to be counted in calculating overtime, granted in place of the existing emergency war-time payment of 5s. a week, resulting in an increase of 3s. 9d. a week (46½ hours) for those employed on ordinary timework. Rate after change: 66s. 6d. a week (46½ hours), plus 18s. 9d. a week war wage, plus 2½d. an hour emergency war-time payment.
			Apprentices	Increase of 10 per cent. on rates as determined by the current agreement. Rates after change: 35 per cent. of the journeyman's rate during 1st year of employment rising to 72½ per cent. during 5th year.
	do.	Pay week ending 16 Sept.	Workers other than hydraulic packers.	Emergency war-time payments (additional to cost-of-living wage) of 2½d. an hour for men, 1 35d. for youths 18 and under 21 years and women 18 and over, and 0 9d. for boys and girls, to be counted in calculating overtime, granted in place of the existing emergency war-time payments of 5s., 3s. and 2s. a week, respectively, resulting in increases of 3s. 9d. a week (46½ hours) for men, 2s. 3d. for youths and women and 1s. 6d. for boys and girls employed on ordinary timework. Rates after change include, for adults: men—competent grey and print 160kers 63s. a week (46½ hours), assistant lookers, stampers, etc., 60s., platers, general warehousemen, etc., 57s., porters 54s., plus 18s. 9d. a week war wage, plus 2½d. an hour emergency war-time payment; women—markers-off 38s. 6d. a week, cutters, etc., 35s. 6d., others 33s. 6d., plus 11s. 3d. a week and 1 35d. an hour.
Tailoring	Scotland	4 Sept.	Workpeople employed in retail bespoke tailoring.	Increases of 20 or 22½ per cent., according to area, on general minimum time rates, piecework basis time rates and general minimum piece rates operating at September, 1939, making the total war-time increase 40 per cent. in all areas.†
Boot and Shoe Manufacture.	Great Britain	1st pay day in Sept.	Workpeople paid at time rates—Men, youths and boys	Increase of 3s. a week for workers 18 years and over, and of 1s. or 2s., according to age, for younger workers. Minimum weekly rates after change: 23s. at 15 rising to 77s. at 21 and over.
			Women and girls	Increase of 2s. a week for workers 16½ years and over, and of 1s. for younger workers. Minimum weekly rates after change: 23s. at 15 rising to 52s. at 20 and over.
			Workpeople paid at piece rates	Increase of 4½ per cent. on basic statement prices, making a total addition of 27½ per cent.
Industries Ancillary to Boot and Shoe Manufacture.‡	Great Britain	1st pay day in Sept.	Workpeople, other than those employed in boot and shoe factories:—Timeworkers: Men, youths and boys	Increase of 3s. a week for workers 18 years and over, and of 1s. or 2s., according to age, for younger workers. Minimum weekly rates after change: 23s. at 15 rising to 77s. at 21 and over.
			Women and girls	Increase of 2s. a week for workers 16½ years and over, and of 1s. for younger workers. Minimum weekly rates after change: 23s. at 15 rising to 52s. at 20 and over.
			Pieceworkers	Further increase of 4½ per cent. on piecework rates, making the total addition 8 per cent. in the toe puff, wood heel manufacturing and wood heel processing industries; 25 per cent. in the stiffener industry and 27½ per cent. in the other industries.
Felt Hat Making.	Atherstone	Pay day in week ending 2 Sept.	Male pieceworkers Female pieceworkers	Bonus on basic rates increased from 45 to 52½ per cent. for workers engaged in the process of hand trimming and to 35 per cent. for other workers, and bonus of 5, 10 or 15 per cent. on total earnings discontinued, resulting in net increases of varying amounts.‡
Baking	England and Wales	8 Sept.	Men, youths, boys, women and girls	General minimum time rates for workpeople 21 years and over adjusted by the transfer of 2d. an hour from the war-time additions (which are not included in the calculation of overtime rates) to that portion of the rates upon which the calculation of overtime rates is based, with adjustments of half these amounts for younger workpeople. In the Northern and North-Western Counties of England there were further increases, not exceeding 1d. an hour for lower paid areas, in that portion of the rates upon which the calculation of overtime rates is based. Rates after change include: men—foremen 73s. to 83s., according to district and area, table-hands 63s. to 70s., plus an addition of 10s. a week in each case; women—forewomen 49s. to 58s., confectioners 43s. to 49s., plus an addition of 7s. in each case.‡
	Manchester and district.**	do.	Women and juveniles, except female bread workers not fully carrying out the work of men.	Weekly wages adjusted by the deduction from weekly bonus of 6d. a week for women 21 years and over and 1s. for boys and girls under 18, and the addition of equivalent amounts to hourly rates; in the case of girls other than confectioners, an additional increase in hourly rates, equivalent to 1s. for a 48-hour week, was granted to those 16 and under 18, and increases, equivalent to 1s. or 2s. a week, were granted to those 18 and under 21. Rates after change for adults include: forewomen 54s., confectioners 47s., plus a weekly bonus of 7s. 6d. and an additional bonus of 4s. conditional upon attendance for a full week (48 hours).
Tobacco, etc., Manufacture.	Great Britain	1 Sept.	Men, women and juveniles	Additions on a time basis to minimum rates of both time and pieceworkers increased† by 5½d. a week for men and by 3½d. for women and juveniles. The additions are not to be counted in calculating overtime.††
Biscuit Manufacture.	Great Britain	1st pay day after 3 Sept.	Men, youths, boys, women and girls	War bonuses increased by 3s. a week for male workers 18 years and over, by 4s. for female workers 18 and over and by 2s. for younger workers. Minimum day work rates after change, at 21 and over: men 63s. a week plus 13s. war bonus plus 4s. to 15s., according to grade of occupation; women 38s. plus 12s., plus 4s. or 6s.‡‡

* These increases were the result of an award by the Industrial Court.

† Under cost-of-living sliding-scale arrangements.

‡ These increases took effect under an Order issued under the Trade Boards Acts. Details are contained in the confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office. Corresponding increases had already been put into operation voluntarily in April.

§ The industries concerned are cut sole, last and upper pattern, stiffeners, toe puff, built heel and wood heel manufacturing and wood heel processing.

|| These increases resulted from alterations in the cost-of-living sliding-scale arrangements. The current amounts of bonus, shown above, are to operate while the official cost-of-living index figure is not less than 97 and not more than 102. In the case of female workers, the basic rates to which the percentages are applied are to be inclusive of any fixed bonus percentage which may have been paid to any group of female workers in February, 1940.

¶ The increases took effect under an Order issued under the Trade Boards Acts. Details are contained in the confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office. For the purposes of the Order, the country is divided into 10 districts, some of which are subdivided into 2 or 3 areas.

** Including Manchester, Salford, Stockport, Didsbury, Chorlton-cum-Hardy, Stretford, Urnston, Flixton, Irlam and Cadishead, Barton, Patricroft, Eccles, Swinton, Pendlebury, Prestwich, Middleton, Oldham, Stalybridge, Ashton-under-Lyne, Walkden, Hyde, Denton, Royton, Shaw, Crompton and Glossop.

†† These increases took effect under an Order issued under the Trade Boards Acts. Details are contained in the confirming Order of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

‡‡ These increases were the result of an award by the Independent Chairman of the National Joint Wages Council for the Biscuit Industry.

PRINCIPAL CHANGES IN RATES OF WAGES REPORTED DURING SEPTEMBER—continued.

Industry.	District.	Date from which Change took effect.	Classes of Workpeople.	Particulars of Change.
Sugar Confectionery, Cocoa and Chocolate Manufacture, and Food Preserving.	Great Britain	11 Sept.	Men, youths, boys, women and girls	Increases of 4d. an hour in the general minimum time rates fixed under the Trade Boards Acts for workers 21 years and over and of 4d. for younger workers, and increase of 4d. in piecework basis time rates.*
	do.	1st pay day in week beginning 11 Sept.	Timeworkers and pieceworkers employed in cocoa and chocolate manufacture.	War allowance increased by 3s. a week for men 21 years and over and for women 18 and over and by 2s. for youths, boys and girls. Minimum time rates after change for adults: men, other than shiftworkers, 67s., shiftworkers 73s. to 77s., plus war allowance of 12s. in each case; women, other than shiftworkers, 39s., shiftworkers 45s. to 49s. plus war allowance of 11s. in each case.†
	do.	do.	Timeworkers and pieceworkers employed in sugar confectionery, preserved foods and jam manufacture.	War allowance increased by 3s. a week for men 21 years and over and for women 18 and over and by 2s. for youths 19 and over and girls 17 and under 18; war allowance granted of 2s. for youths and boys 17 and under 19. Increase of 2s. in minimum time rates for boys under 17 and for girls under 16. Minimum time rates after change for adults: men, other than shiftworkers, 69s., shiftworkers 75s. to 79s., plus war allowance of 8s. 6d. in each case; women, other than shiftworkers, 41s., shiftworkers 47s. to 51s., plus war allowance of 8s. in each case.†
Electrical Contracting.	Scotland	25 Sept.	Journeyman electricians and apprentices employed on shore work.	Increases of 1d. an hour for journeymen and of ½d. for 3rd, 4th and 5th year apprentices. Rates after change, inclusive of cost-of-living (war) bonus: journeymen 2s. 1d., apprentices 4d. in 1st year rising to 1s. 0½d. in 5th year.
Merchant Navy.	United Kingdom	1 Sept.	Engineroom storekeepers and pumpmen. Boys in catering departments† on foreign-going vessels.	Increase of 2s. 6d. a month. Rate after change £15 12s. 6d. a month. Standard rates adopted as follows: Boys with less than 1 year's sea service £5 a month, 1 year's sea service and under 2 £6, 2 year's sea service or more £8. It is not intended that any boy in receipt of a higher rate should be reduced.
			Deck boys	Standard rate of £5 a month adopted. It is not intended that any boy in receipt of a higher rate should be reduced.
Local Authority Services.	England and Wales	Pay day in week beginning 4 Sept.	Manual workers in non-trading services, except those whose wages are regulated by movements in other industries.	Increase of 4s. 6d. a week in national war wage addition for men, of 75 per cent. thereof for women and of amounts varying according to age and area for juvenile workers. National war wage additions for adult workers after change: men 24s. a week or 6½d. an hour for a 47-hour week (or the corresponding hourly rates for a week of 44 hours or other duration), women 75 per cent. of men's rate.‡
	Scotland	Beginning of 1st full pay period after 22 Sept. 1st pay day after 21 Sept.‡	Manual workers in non-trading services, except those whose wages are regulated by movements in other industries.	Increase of 4s. 6d. a week (19s. 6d. to 24s.) in war wage for men employed full-time and of amounts varying according to area for youths, boys, women, girls and part-time workers.‡
Roller Leather Manufacture.	England and Wales	1st pay day in Sept.	Men, women and juveniles	Increase of 4½d. an hour for men and 4½d. for other workers on time-work, and further increase of 2½ per cent. on pre-war piecework rates, making the total increase 27½ per cent. Rates after change, for timeworkers: men—skilled day workers 1s. 9d., semi-skilled, Lancashire, Cheshire and Wrexham 1s. 6d. (wet workers), 1s. 6d. (dry workers), other districts 1s. 5½d., 1s. 4½d.; youths and boys 6½d. at under 16 years rising to 1s. 1½d. at 20; women and girls 6d. at under 16 rising to 1s. 0½d. at 21 and over.
Skip and Basket Making.	Lancashire and Cheshire.	1 Sept.	Skip and basket makers	Increase** in bonus of 1 per cent. on time rates and on list prices, making the bonus 142 per cent.
Button Manufacture.	Great Britain	11 Sept.	Workpeople paid at time rates	Increase of 1½d. an hour in general minimum time rates for men, youths 20 and under 21 years in specified occupations and women 18 and over, and of ½d., ¾d. or 1d., according to age, for other workers. Rates after change include: men—in specified occupations 1s. 7½d., 1s. 8d., 1s. 8½d., according to experience, others 1s. 7d., women 11½d.*
			Workpeople paid at piece rates	Increase of 1½d. an hour (1s. 11½d. to 2s. 1d.) in piecework basis time rates for male workers in specified occupations and of 1½d. (11½d. to 1s. 1d.) for female workers.*
General Waste Materials Reclamation.	Great Britain	1st pay day in week beginning 10 Sept.	Men, youths, boys, women and girls employed at undertaking scheduled under the Essential Work Order.	Increase of 2s. a week in minimum rates for men, of 3s. for women 18 years and over, and of proportionate amounts in the case of youths, boys and girls. Minimum rates after change, for adults: men 72s., women 45s. (the earnings of adult pieceworkers of average ability are to be not less than 15 per cent. over the time rates).††
Cinematograph Film.	United Kingdom	1 June	Workpeople employed in cinematograph film production, other than projectionists, laboratory workers, cine-technicians, and workers employed in the production of newsreels and short films.	Cost-of-living bonus merged in standard rates and a further increase of 4d. an hour granted, making a total increase on standard rates of 10d. an hour or 39s. 2d. for a 47-hour week (charge hand painters and painters 11½d. an hour).‡‡
	Great Britain	1st pay day in Sept.	Laboratory workers	Bonus increased** by 6d. a week (23s. to 23s. 6d.) at 21 years and over and by 4d. (15s. 4d. to 15s. 8d.) at under 21.
	do.	do.	Cine-technicians, whose normal salaries do not exceed £17 10s. a week.	
	United Kingdom	do.	Technical workers, including learners, employed in making newsreels.	
	Great Britain	do.	Technicians, whose normal salaries do not exceed £17 10s. a week, employed in the production of short films.	Bonus increased** by 6d. a week (23s. to 23s. 6d.) at 21 years and over and by 3d. (11s. 6d. to 11s. 9d.) at under 21.

* These increases took effect under Orders issued under the Trade Boards Acts. Details are contained in the confirming Orders of the Minister of Labour and National Service, obtainable from H.M. Stationery Office.

† These increases took effect under agreements arrived at by the Interim Industrial Reconstruction Committee of the Cocoa, Chocolate, Sugar Confectionery and Jam Industries.

‡ No person 19 years of age and with three years' sea service is to be rated as a boy in the Catering Department and no person 21 years or over is to be rated as a boy.

§ These increases took effect as the result of a recommendation of the National Joint Industrial Council for Local Authorities' Non-Trading Services (Manual Workers). The recommendation was adopted by all the constituent District Joint Industrial Councils. The areas affected and the minimum or standard rates, after change for general labourers (or equivalent classes of workpeople) in the sub-divisions of these areas are indicated below: Northern, 1s. 10½d. and 1s. 9½d. an hour (for a 44-hour week); West Riding of Yorkshire, 1s. 7½d., 1s. 7½d., and 1s. 6½d. an hour (for a 47-hour week); Lancashire and Cheshire, 75s. 8d., 75s. 8d. and 74s. 9d. a week; East Midlands, 1s. 9½d., 1s. 8½d., 1s. 8½d., 1s. 7½d., 1s. 7½d., and 1s. 6½d. an hour (for a 47-hour week); West Midlands, 78s. 8d., 77s. 2½d., 74s. 2d. and 71s. 3½d. a week; Eastern Area, 79s., 77s., 74s. and 72s.; South Midlands, 78s. 6d., 75s. 6d. and 73s.; London—Metropolitan Area, 63s. and 66s., plus in each case a bonus of 24s. a week; Middlesex, 61s. 2d., 58s. 9d., plus in each case a bonus of 24s. a week; Kent, Surrey and Sussex, 81s., 77s., 73s. and 71s.; Gloucestershire, Somersetshire and Wiltshire, 79s., 76s., 74s. and 71s.; Devonshire, Dorsetshire and Cornwall, 55s., 52s. 6d., 50s. and 48s., plus in each case a bonus of 24s. a week; North Wales, 76s., 74s. and 71s.

|| These increases were the result of an award of the National Arbitration Tribunal.

†† In respect of preceding pay period.

‡‡ Under cost-of-living sliding-scale arrangements.

§§ In the case of adults, the increases were the result of an award by an Arbitrator under the Industrial Courts Act.

¶¶ These changes were agreed upon in August and were made retrospective to the date shown above. The arrangements whereby rates of wages were varied in accordance with a sliding scale based upon the official cost-of-living index figure have been discontinued.

rate for metal dressers of 61s. per week of 47 hours and for the application to grinders of any advance granted to the dressers. *Award:* The Tribunal found against the claim.

Award No. 632 (21st September).—*Parties:* Members of the Shuttle Manufacturers' Association and certain members of the Yorkshire Shuttlemakers' Association, and members of the Society of Shuttlemakers employed by them. *Claim:* For certain specified improvements in the present wage rates and holiday payments to shuttlemakers. *Award:* The Tribunal found against the claim as presented. They were of opinion however, that there should be a resumption of negotiations between the parties with a view to the conclusion of an agreement on the lines of the form of agreement drawn up between representatives of the parties in the course of the negotiations in connection with the claim.

Award No. 637 (22nd September).—*Parties:* Local Authorities represented by the Employers' Side of the Joint Industrial Council for Local Authority Services in Scotland (Manual Workers in Non-Trading Departments), and members of the Trade Unions constituting the Trade Union Side of the Council in the employment of the above-mentioned employers. *Claim:* For a further increase in war bonus. *Award:* The Tribunal awarded a further war advance of 4s. 6d. per week for full-time male manual workers of 21 years of age or over, with proportionate amounts for adult female, non-adult and part-time employees.

Award No. 639 (29th September).—*Parties:* Members of the Coventry and District Engineering Employers' Association and members of the Amalgamated Engineering Union employed by them. *Claim:* That women inspectors replacing men inspectors should have their rates computed by reference to the inclusive rates (base rate, merit rate, national bonus and compensatory war allowance) provided by the local agreement for men inspectors. *Award:* The Tribunal were of opinion that the decision on the claim must turn solely on the proper interpretation of terms used in the national agreements in the engineering industry relating to the "Extended Employment of Women," and not at all on the question as to what rates should on merits be paid to women inspectors who had taken the place of men inspectors. On their view as to the meaning of the proper interpretation of the above agreements, the Tribunal found against the claim.

NATIONAL ARBITRATION TRIBUNAL (NORTHERN IRELAND) AWARDS.

During September, 1944, the National Arbitration Tribunal (Northern Ireland) issued twelve awards, Nos. 360 to 371. All of these awards related to cases affecting individual employers.

TRADE BOARDS ACTS.

NOTICES OF PROPOSAL.

During September, 1944, proposals to vary minimum rates of wages in the trades concerned were issued as shown below:—*Shirtmaking Trade Board (Great Britain).*—Proposal S. (26), dated 12th September, 1944.

Ready-made and Wholesale Bespoke Tailoring Trade Board (Great Britain).—Proposal R.M. (40), dated 15th September, 1944.

Retail Bespoke Tailoring Trade Board (Northern Ireland).—Proposal N.I.T.R.B. (N. 51), dated 1st September, 1944.

Shirtmaking Trade Board (Northern Ireland).—Proposal N.I.S. (N. 29), dated 8th September, 1944.

Further information concerning any of the proposals listed above may be obtained by persons engaged in the respective trades from the Secretary of the Board concerned at Ebury Bridge House, Ebury Bridge Road, London, S.W.1., for Boards in Great Britain, or at Tyrone House, Ormeau Avenue, Belfast, for Boards in Northern Ireland.

CONFIRMING ORDERS.

During September, 1944, Orders* confirming variations of minimum rates of wages in the trades concerned were made as follows:—

General Waste Materials Reclamation Trade Board (Great Britain).—Order D.B. (34), dated 21st September, 1944; effective from 4th October, 1944.

Milk Distributive Trade Board (England and Wales).—Order M.D. (42), dated 29th September, 1944; effective from 13th October, 1944.

STATUTORY RULES AND ORDERS.

The undermentioned Orders relating to matters with which the Ministry of Labour and National Service are concerned, either directly or indirectly, have recently been published in the series of *Statutory Rules and Orders*. The price of each Order,* unless otherwise indicated, is 1d. net (2d. post free).

The National Fire Service (General) Regulations, 1944, dated September 16, 1944, made by the Home Secretary under the Fire Services (Emergency Provisions) Act, 1941 (S.R. & O. 1944, No. 1077. 7d. net (8d. post free)).—These Regulations consolidate (with amendments) and revoke specified Regulations shown in a Schedule. By the more important amendments which affect the substance of the Regulations provision has been made for discharge from the National Fire Service to operate in the case of a person serving therewith by virtue of an enrolment notice under the National Service Act, 1941, as a discharge from the service of the Crown under that Act without the special consent of the Secretary of State; and for certain firemen and firewomen to receive increased rates of pay, with additional pay on account of length of war service and in respect of trade qualifications.

The Building and Civil Engineering Labour (Returns) Order, 1944 (S.R. & O. 1944, No. 1116).—This Order made by the Minister of Works on September 28, 1944, in the exercise of powers conferred by Regulation 56AB of the Defence (General) Regulations, 1939 (which relates to the control of building and civil engineering undertakings), provides that every person employing labour in building and civil engineering activities, as defined in the Regulation, shall within ten days after being requested before 31st December, 1944, so to do, make to the Minister of Works a return as respects persons employed by him in any of those activities. The return must be made on the date and in the form specified in the request and must contain all such particulars and information as are specified in the request.

The Essential Work (Evacuation) (No. 2) Order, 1944, dated September 26, 1944, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939 (S.R. & O. 1944, No. 1119).—See summary on page 161.

The Essential Work (Shipbuilding and Ship-repairing) Order, 1944, dated October 2, 1944, made by the Minister of Labour and National Service under Regulation 58A of the Defence (General) Regulations, 1939 (S.R. & O. 1944, No. 1143).—See summary on page 161.

The Catering Wages Regulation Proposals and Orders (Notices) Regulations, 1944, dated October 2, 1944, made by the Minister of Labour and National Service under the Catering Wages Act, 1943 (S.R. & O. 1944, No. 1145).—See summary on page 167.

OFFICIAL PUBLICATIONS RECEIVED.*

[NOTE.—The prices shown are net; those in brackets include postage.]

CATERING WAGES COMMISSION.—(i) *First Annual Report, 1943-44*. H.C. 100. Price 3d. (4d.). (ii) *Report on an Enquiry under Section 2(1)(a) of the Catering Wages Act into Existing Methods of Regulating the Remuneration and Conditions of Employment of Workers Employed by the Crown in Catering Undertakings, July 25th, 1944*. Ministry of Labour and National Service. Price 2d. (3d.).—See summaries on page 166 of this GAZETTE.

INDUSTRIAL RELATIONS HANDBOOK.—Ministry of Labour and National Service. Price 3s. 6d. (3s. 9d.). See page 167 of this GAZETTE.

MANPOWER.—*Re-allocation of Manpower between the Armed Forces and Civilian Employment during any Interim Period between the Defeat of Germany and the Defeat of Japan*. Cmd. 6548. Price 1d. (2d.).—See page 164 of this GAZETTE.

NATIONAL SERVICE.—*Selected Decisions given by the Umpire during July and August, 1944, in respect of Applications for Postponement of Liability to be called up for Service under the National Service Acts, 1939-1942*. N.S. Code 2. Pamphlets Nos. 5 and 6/44. Ministry of Labour and National Service. Price 2d. each (3d.).

SOCIAL INSURANCE.—(i) *Part I*. Cmd. 6550. Price 6d. (8d.). (ii) *Part II. Workmen's Compensation. Proposals for an Industrial Injury Insurance Scheme*. Cmd. 6551. Price 3d. (4d.). (iii) *Social Insurance, including Industrial Injury Insurance. Brief Guide to the Government's Plan*. Minister of Reconstruction. Price 3d. (4d.).—See page 162 of this GAZETTE for summaries of (i) and (ii).

*Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from H.M. Stationery Office at the addresses below.

LONDON: PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE.

To be purchased directly from H.M. STATIONERY OFFICE at the following addresses: York House, Kingsway, London, W.C.2; 13a. Castle Street, Edinburgh, 2; 39-41 King Street, Manchester, 2; 1 St. Andrew's Crescent, Cardiff; 80 Chichester Street, Belfast; or through any bookseller.

Annual Subscription, 7s. 6d. net, post free.