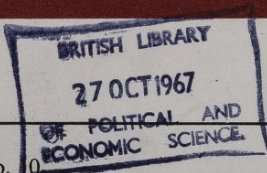




# Ministry of Labour Gazette



October 1967

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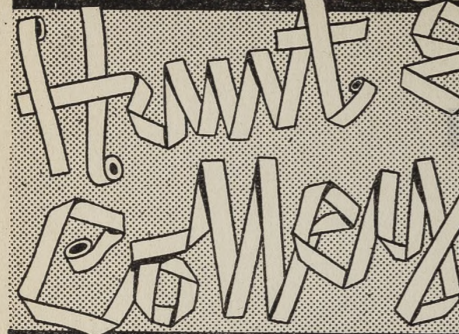
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# Selective Employment Payments: The first year

On 9th August 1966, the Selective Employment Payments Act received the Royal Assent. The Act provided for the refund to employers in manufacturing industries of the amount of Selective Employment Tax paid, together with an additional sum (the total payment being known as a premium), and for the refund of the tax, without the additional sum, to employers in certain other industries, including agriculture, forestry, mining, quarrying and transport, and to charities.

Before claiming payment, employers were required to register their establishments with the appropriate Ministry—the Ministry of Agriculture, Fisheries and Food or the Department of Agriculture and Fisheries for Scotland for establishments in agriculture, horticulture and forestry; the Ministry of Labour for establishments in all other industries. Charities were not required to register, but had to present to the Ministry of Labour a certificate issued by the Charity Commissioners, the Department of Education and Science or the Secretary of State for Scotland, to confirm their charitable status. This article is concerned only with the Ministry of Labour's part in the administration of the Act.

## Registration of establishments

By the week beginning 5th September, which was the operative date of the tax, the Ministry of Labour had arranged for 300,000 copies of a 32-page Guide for Employers and forms of application for registering establishments to be printed and distributed to employment exchanges throughout the country. The guide

TABLE A

| Up to and including          | ESTABLISHMENTS REGISTERED FOR |        | NUMBER OF PERSONS EMPLOYED IN ESTABLISHMENTS |         | CHARITIES PRESENTING CERTIFICATES | PERSONS EMPLOYED BY THESE CHARITIES |
|------------------------------|-------------------------------|--------|--|---------|-----------------------------------|-------------------------------------|
|                              | Premium                       | Refund | Premium                                      | Refund  |                                   |                                     |
| 31st October 1966 . . . . .  | 27,640                        | 5,483  | 2,255,554                                    | 127,334 | 6,595                             | 153,343                             |
| 30th November 1966 . . . . . | 52,794                        | 11,743 | 4,375,558                                    | 286,985 | 11,873                            | 235,054                             |
| 31st December 1966 . . . . . | 85,064                        | 21,362 | 6,872,110                                    | 555,402 | 15,316                            | 272,289                             |
| 31st January 1967 . . . . .  | 99,366                        | 26,147 | 7,812,027                                    | 680,562 | 16,929                            | 290,960                             |
| 28th February 1967 . . . . . | 104,842                       | 27,302 | 8,203,236                                    | 731,654 | 17,831                            | 296,340                             |
| 31st March 1967 . . . . .    | 107,529                       | 28,315 | 8,270,659                                    | 752,329 | 18,431                            | 303,908                             |
| 30th June 1967 . . . . .     | 110,283                       | 29,190 | 8,302,028                                    | 760,217 | 19,245                            | 307,382                             |

explained the provisions of the Act, and outlined the procedures for registering establishments and claiming payment of premium and refund. Copies of the guide and form were supplied to employers on demand.

Employers were asked to apply to register their establishments between 1st October and 31st December 1966, and were promised that applications made before

31st December would be back-dated to 5th September 1966. By this means it was hoped to allow the work of registration in employment exchanges to be spread evenly over the three months, and, in fact, the number of establishments registered by the Ministry was 33,000 in October, 31,000 in November and 42,000 in December. In addition, 15,300 charities had submitted certificates to employment exchanges by 31st December 1966. It was obvious, however, that a great many establishments had not registered by the end of 1966, and it was announced that registration, with back-dating to 5th September 1966, would continue to 31st March 1967. This was later extended to 30th June 1967, and, finally, to 4th September 1967. Applications received after 4th September 1967 are accepted from the date of receipt, unless there are special reasons for registering the establishment from an earlier date.

The table below shows the details of the establishments registered and charities recorded up to 30th June 1967:

## Payment of premium and refund

The payment of premium and refund to employers whose establishments had been registered, and to charities, began in January 1967. Claims were made on a simple form distributed from and returned to employment exchanges, and payment was made by credit transfer from five Regional Finance Offices. Arrangements were available for employers with a number of establishments to make central claims for all, or for

groups of their establishments. The first claim period was for the 17 weeks from 5th September 1966 to 1st January 1967, the second for the 13 weeks from 2nd January to 2nd April 1967. After that, to spread the work more evenly in the Ministry's offices, and to speed payment to employers, a system of staggering was introduced which provided for claims for roughly one-third of

establishments to be made for the five-week period 3rd April to 7th May 1967, one-third for the nine-week period 3rd April to 4th June 1967, and one-third for the 13-week period 3rd April to 2nd July 1967. After that all claims were made for 13-week periods, roughly one-third coming in each month. In January 1967 the average time between receipt of a claim in the employment exchange and payment being available in the employer's account was about 12 working days. By August 1967, this had fallen to eight working days.

In January, February and March 1967 the number of claims received by the Ministry of Labour was 75,326, 40,786 and 14,576 respectively. All these claims were for the first period of 17 weeks. Payments made by the Ministry in these months amounted to £83,564,514, £81,837,334 and £24,325,603. This total of £189,727,451 compared with the estimate of £190 million for the financial year 1966-67.

The following table shows numbers of claims received and amounts, by categories of repayment, disbursed each month:

TABLE B

| 1967               | CLAIMS   |        | PAYMENTS (£m.) |                      |               |       |
|--------------------|----------|--------|----------------|----------------------|---------------|-------|
|                    | Received | Paid   | Premiums       | Refunds to Charities | Other Refunds | Total |
| January . . . . .  | 75,326   | 69,281 | 77.4           | 1.8                  | 4.3           | 83.5  |
| February . . . . . | 40,786   | 45,920 | 74.3           | 2.1                  | 5.4           | 81.8  |
| March . . . . .    | 14,576   | 15,082 | 22.2           | 0.5                  | 1.7           | 24.4  |
| April . . . . .    | 100,751  | 89,153 | 56.2           | 1.5                  | 4.3           | 62.0  |
| May . . . . .      | 57,779   | 64,110 | 78.4           | 1.8                  | 5.0           | 85.2  |
| June . . . . .     | 46,310   | 49,957 | 17.0           | 1.7                  | 4.7           | 23.4  |
| July . . . . .     | 53,347   | 48,313 | 45.5           | 0.7                  | 2.7           | 48.9  |
| August . . . . .   | 48,588   | 49,637 | 60.4           | 0.3                  | 1.0           | 61.7  |

During 1968 the Ministry intends to transfer selective employment claims and payments work to an automatic data processing system, in two stages. Claims made in the Eastern and Southern, London and South Eastern and Midlands regions, which together account for approximately half the total, will be transferred first.

## Eligibility for registration

Decisions on whether establishments qualify for registration have necessarily occupied a considerable part of the Ministry's time during the first year of the Act's operation. Although mostly straightforward, entitlement to registration has, in a minority of cases, been a subject of dispute between the employer and the Minister over whether an establishment's activities fall under a particular heading in the Standard Industrial Classification, under for example a heading in one of the Orders III to XVI, which cover manufacturing industries, rather than under a possible alternative, but ineligible, heading. In some of these cases the Minister's decision has subsequently been reversed, usually as a result of adjudication by industrial tribunals.

## Work of industrial tribunals

The Act provides that employers who disagree with the Minister's decision to reject an application for registration may ask for the question to be referred to the industrial tribunals set up under the Industrial Training Act 1964 (see MINISTRY OF LABOUR GAZETTE, April 1967, page 287). Each tribunal consists of a legally qualified chairman and two other members, selected by the President of the industrial tribunals from the employers' and employees' panels appointed by the Minister of Labour. The tribunals sit in different parts of the country as required. Their decisions are final, except that either party may appeal to the High Court (in Scotland, the Court of Session) on a point of law. Decisions of the tribunals are reported in the publication "Industrial Tribunals".

So far as has been possible the Ministry has endeavoured to avoid an undue number of references to tribunals. Local officers have explained to employers the reasons for adverse decisions, and have been ready to consider, and, if necessary, to refer to the Ministry's

headquarters for a ruling any fresh facts placed before them. Nevertheless, the tribunals have played an important part in the administration of the Act, and have during 1967 faced a heavy programme of adjudication, as the following table, which includes only Ministry of Labour cases, shows:

|   | CUMULATIVE TOTALS TO END OF |            |           |            |
|---|-----------------------------|------------|-----------|------------|
|   | Dec. 1966                   | March 1967 | June 1967 | Sept. 1967 |
| Applications for decisions received . . . . .                           | 136                         | 759        | 967       | 1,105      |
| Hearings arranged (including some adjourned cases) . . . . .            | 102                         | 474        | 720       | 843        |
| Cases heard . . . . .   | 27                          | 276        | 484       | 550        |
| Cases decided in favour of the Minister . . . . .                       | —                           | —          | 339       | 383        |
| Cases decided against the Minister . . . . .                            | —                           | —          | 131       | 167        |
| Cases withdrawn . . . . .   | 0                           | 66         | 114       | 210        |
| Appeals to the High Court or Court of Session by the Minister . . . . . | 0                           | 6          | 12        | 14         |
| Appeals to the High Court or Court of Session by employers . . . . .    | 0                           | 2          | 10        | 17         |

Most of the work of registration and in connection with claims falls to the employment exchange in whose area the employers' premises are situated. In most employment exchanges this work has generally been done without extra staff, but in the larger urban offices additional staff was necessarily engaged. Overtime had to be worked to cope with the initial rush of claims for repayment early in 1967, when employment exchanges were also extremely busy on other items of work, and again during the period April to June just before and when the system of staggering claims was introduced. The staffs of regional offices and selected "group" employment exchanges were also

## Safeguards Against Arbitrary Dismissal

The extension of satisfactory internal procedures is urged by the Committee on Dismissal Procedures in its report published recently (H.M.S.O., or through any bookseller, price 5s. 9d. net) as the best way to improve safeguards against arbitrary dismissal in this country. It describes such procedures as having the great advantages of being simple, inexpensive and quick, and recommends that their development, and the improvement of existing procedures, should be encouraged by the Ministry of Labour, by the Confederation of British Industry and the Trades Union Congress and their member organisations, and by individual managements, including those in the public sector, in the different ways open to them.

It is also recommended that all industries which do not already have them should be encouraged to develop voluntary procedures, external to the firm, capable of handling dismissal cases satisfactorily and of allowing them to come before people unconnected with the particular circumstances of the case.

The committee was set up by the National Joint Advisory Council in April 1965 and asked to collect further information about dismissal procedures, to establish what would be a satisfactory procedure and to consider the promotion of such procedures in industry generally. It included representatives of the TUC, the CBI and the nationalised industries.

In his foreword, Mr. Ray Gunter, Minister of Labour, points out that when the National Joint Advisory Council discussed the report there was a wide measure of agreement with its conclusions. All those represented, the TUC, the CBI and the nationalised industries—supported its recommendations on internal and external dismissal procedures, and on the importance of improving and developing these. But on the question of statutory machinery the TUC expressed the view that the present protection was inadequate, and that there should be legislation to give a right of appeal against dismissal. The TUC agreed with the report's view that if such machinery was set up it should be flexible and should

strengthened at clerical, and sometimes executive officer level to deal with the more difficult classification and procedural problems that arose, and to perform validity checks. In all an average of about 450 staff have been employed during the twelve months on administration; this figure includes 325 in regional and local offices, 110 in regional finance offices for the payment of claims, and 15 on administrative and policy work in headquarters. Payments of regional employment premiums (see MINISTRY OF LABOUR GAZETTE, June 1967, page 476) which take effect from the second year of the tax, are not expected to lead to any increases in staff.

make provision for the exemption of satisfactory voluntary procedures. The Minister states that the question of legislation on this subject will need to be considered further after the Royal Commission on Trade Unions and Employers' Associations has reported. He goes on to express the hope that the publication of the report will stimulate the growing interest in dismissal procedures and encourage the development and extension of good procedures throughout industry.

The report states that there are probably upwards of 10 million terminations of employment each year, but the number of employees involved in terminations is much smaller as some, for example casual workers, change jobs many times during the year. The great majority of terminations are caused by the employee leaving voluntarily, and although exact figures are not available, it is estimated roughly that there are probably about three million dismissals every year for a number of reasons including unsuitability, redundancy, misconduct and sickness.

According to statistics of stoppages of work reported to the Ministry of Labour, those arising from dismissals other than redundancy in the three years 1964–1966 were about nine per cent. of all stoppages and about eight per cent. of the total number of working days lost. In the same period stoppages known to be due to dismissal because of trade union activities were few: they represented about four per cent. of all stoppages due to dismissal in circumstances other than redundancy, and accounted for about eight per cent. of the days lost for those reasons.

Legal safeguards against arbitrary dismissal are limited in Great Britain, but in practice most workers enjoy security of employment going well beyond their legal rights. Dismissal procedures play an important part in this protection.

Formal dismissal procedures, the committee states, are general in the public sector of employment in Britain, and fairly widespread in large firms, especially those employing 2,000 or more workers. They usually provide

for the decision on dismissal to be taken at a level higher than that of the immediate supervisor; for the personnel department to play a part (often advisory) in the decision-making process; and for the employee to have an opportunity to appeal. Appeal is normally to a higher level of management, though there are a handful of cases where it is to a joint body, or an independent body or person. Firms may agree with the trade unions concerned to approach the Ministry of Labour with a view to arbitration. Such arbitrations over dismissal, for which the Minister of Labour is usually asked to appoint a single arbitrator under the Industrial Courts Act 1919, have averaged four or five cases a year in recent years.

Usually appeals are made in few cases and only a minority of appeals—sometimes a small minority—succeed. This may well indicate that the main value of a formal procedure is that it has the effect of ensuring that employees are not dismissed without good reason, in other words, it is as much preventive as remedial.

The committee does not think it possible to lay down a standard form of internal procedure suitable in all circumstances. But it says there are certain important features which should as far as possible form part of all internal procedures. First, both workers and management at all levels should know and understand the procedure, and management should take positive steps to ensure this. After probation, a worker whose performance becomes unsatisfactory should not be dismissed without having been given fair warning and opportunity to improve. The decision whether to dismiss should not rest solely in the hands of one individual, and it is often best taken at a level of line management higher than the immediate supervisor, in consultation where necessary with the personnel department.

### Workers' rights

Decisions on dismissal should not be taken hastily or without the facts of the matter having been fully established, and where necessary the worker should be suspended pending a decision rather than instantly dismissed. There are advantages in management consulting an appropriate trade union representative before taking a decision. Before any decision is made to dismiss the worker he should have the chance to state his side of the case personally with assistance (for example from his trade union representative) if he wishes.

Secondly, when dismissal has been decided on, the worker should be told the reason clearly and frankly. He should always be able to appeal against dismissal, with assistance if he wishes, and the hearing of the appeal must be impartial and be seen to be impartial. If appeal is to a higher level of management, the person hearing the appeal should be far enough removed from the immediate circumstances to be able to consider the facts without bias, and he must rid his mind of any feeling that it is his duty to support the actions of subordinate levels of management irrespective of the rights and wrongs of the case—nor must he give any appearance of acting in that way. Finally, every effort should be made to ensure that the procedure works quickly and without undue formality.

In small firms particularly, the committee recognises that there may be practical difficulties about establishing

a procedure which includes all these features. Where, however, the firm is covered by an external procedure, this will normally give opportunity for the trade union to bring the matter before people unconnected with the dispute in question. It should be known and understood by all concerned in the small firm that no decision to dismiss should be taken hastily, without all the facts having been established or without the worker having been given the chance to improve his performance, where appropriate; that the worker should have the chance to state his side of the case, with assistance if he wishes; that in all appropriate cases his trade union representative should have full opportunity to discuss the matter with management and the worker before a decision is taken; and that a dismissed worker should be given the reason for dismissal clearly and frankly.

Joint internal procedures are rare in this country. The committee recognises their value in ensuring proper consultation and sympathetic consideration of the worker's side of the case but considers that joint decision-making procedures could raise problems—though employers and trade unions are free to agree on them if they wish.

### Disputes procedures

The purpose of external procedures is to deal with questions which cannot be settled within the firm or establishment. Most industries have agreed disputes procedures which can deal with dismissal cases. The value of these procedures is a commonplace of the industrial relations system in this country, and is demonstrated by the almost invariable acceptance of their results, and by the fact that, because of their conciliation function, they not infrequently result in reinstatement (which is not a remedy provided to employees by the courts.)

In practice most external procedures deal with few dismissal cases, and the delays that are sometimes inevitable may mean that such a case lapses without having been properly settled. But they can be and are a valuable supplement to internal procedures, especially as they give an opportunity for the matter to be considered by people divorced from the particular circumstances of the case—an especially important point in disputes arising within small firms. The position is different in single-employer industries, such as some of the nationalised industries, but in this area internal procedures frequently incorporate safeguards that can do much to ensure objective consideration of dismissal questions including appeals against dismissal.

### Joint investigation

The value of special arrangements to enable dismissal cases to be dealt with by external procedures more quickly and informally was considered by the committee. An arrangement which merits consideration is for dismissal cases which cannot be settled within the firm or establishment to be jointly investigated at short notice on the spot by representatives of both sides of the industry who have no connection with the case. One or two industries already have arrangements of this general character. Rules cannot be laid down about this, although

it is thought that such special arrangements have considerable attractions in expediting the handling of dismissal cases under external procedures.

#### External procedures

External voluntary procedures are not available to non-members of trade unions nor to those employed by non-federated employers. In the latter case, it is thought that the parties to external procedures might consider allowing their procedure to be used to settle dismissal questions arising in non-federated firms (as it can be in, for example, the building industry), subject to any necessary conditions, and, if they wish, charging the firm concerned an appropriate fee. This is, of course, entirely a matter for the parties to the procedure to decide. In the former case, while not disputing the need for every worker to have the right of appeal against dismissal, it is not considered unreasonable that, as far as voluntary external procedures are concerned, a worker who chooses not to be a trade union member should forfeit its protection about dismissal just as he forfeits other forms of protection by the union. It is recognised, however, that special problems arise in the less highly organised sectors of employment where it may not be easy to obtain trade union protection.

The report recommends that all industries should be encouraged to develop voluntary procedures, external to the firm, capable of handling dismissal cases satisfactorily and of allowing them to come before people unconnected with the particular circumstances of the case. Industries should review their established procedures to ensure that they can deal with dismissals expeditiously and to see whether there is a need for special arrangements of the kind described above. Those few industries which have no procedure, or whose procedure is restricted in the types of dismissal cases it can handle, should make every effort to establish procedures or to remove such restrictions. As has been indicated, however, special considerations apply in the case of single-employer industries.

#### Problem of smaller firms

Having considered internal and external dismissal procedures, the report points out that there remains a large number of firms, including the vast majority of smaller firms, which have no formal procedure. In most cases disputes over dismissal may be taken up through the industry's disputes procedure, but the inevitable limitations of external procedures in this field mean that they cannot take the place of satisfactory internal procedures.

Some employees, particularly those employed by small firms in the less highly organised sectors of employment, may well have no effective means of redress against arbitrary dismissal, whether through the courts, through a disputes procedure or through a procedure within the firm. It is difficult, however, to ascertain the extent of this problem. Enquiries of trade unions in agriculture, distribution and white collar employment produced little factual evidence, and showed that impressions of the extent of the problem varied.

Discussing the position in some other countries—West Germany, France, the U.S.A., Italy and Sweden, the committee points out that both the type of safeguards provided and their effectiveness vary between different countries, and it is always necessary to view a country's dismissal arrangements in the light of its general industrial relation system. Similar arrangements can also produce different problems when seen against different background.

Procedures for contesting arbitrary dismissal have been agreed by voluntary agreement in Italy, Sweden and the U.S.A. or by statute in West Germany and France. In three, France, West Germany and Italy, appeals can be brought by the individual employee. In Sweden only a union can use the procedure. In the U.S.A. the initiative rests with the union, but generally if the employee is dissatisfied with its handling of his case he may then raise it himself.

#### Labour courts abroad

Where a court or tribunal etc. has been established, the body may comprise only representatives of both sides of industry (as in France), or may, in addition, include an independent element (West Germany and Italy). In three countries (France, West Germany and Sweden) the tribunal's jurisdiction extends to disputes over interpretation of other aspects of collective agreements or contracts.

The procedure in West Germany provides for the preliminary consideration of all dismissals by the works council, though the employer is not bound by its opinion.

Redress to an employee found to have been unjustifiably dismissed usually takes the form of compensation. In Sweden the Labour Market Council can award damages only. In France the courts will not generally award reinstatement. In Italy reinstatement can be ordered, but it is not enforced: the defaulting employer instead pays damages to the worker. The German labour courts can order reinstatement, but either the employer or employee can opt for compensation instead. In the U.S.A., however, the courts will enforce reinstatement if recommended by arbitrators. This is the only country where reinstatement seems to be a reality, a fact perhaps connected with its higher proportion of large enterprises (where it will usually be easier to re-absorb an employee, for example in a different section).

#### Burden of proof

The burden of proof may rest on either the employer or employee. In Italy and Sweden it is for the employer to show that he had just cause or material grounds for the dismissal; in France the employee must show that the employer has abused his rights. In Germany the onus is on the employer when dismissal is due to operational requirements or is connected with the employee's personal conduct, but on the employee when he considers that the employer has failed to give due weight to social considerations.

In four of the countries there are additional safeguards for those involved in union activities: the special procedures may for example require that any such dismissal should be agreed first by the joint works council.

In the four countries that have established labour courts or similar bodies, these have an important conciliatory role; in Italy, the majority of appeals are settled through conciliation. It is only when conciliation fails or is inappropriate that the case goes to judgement or arbitration.

Little is known about the speed of procedures generally but there is some evidence of delay, particularly in the U.S.A.

In the light of its consideration of internal and external procedures and of foreign practice, the committee examined whether, besides encouragement of the development and improvement of voluntary procedures, there should be statutory machinery to which a worker could appeal against arbitrary dismissal. It first considered (without prejudging whether this is desirable or not) what form such machinery should take if it was decided to establish it. In the committee's opinion any statutory machinery could make provision for the Minister of Labour to grant exemption to agreed voluntary procedures, whether internal or external, on the joint application of the employers and trade unions concerned. Before granting exemption the Minister would, it is suggested, need to be satisfied that the procedure provided adequate safeguards: in particular, that it covered all relevant types of dismissal, that the organisations party to it were adequately representative of the employers and workers concerned, and that there were suitable arrangements to overcome certain difficulties which might arise about non-members.

It is envisaged by the committee that a worker aggrieved over dismissal who could satisfy an appropriate length of service qualification might be able to take his case first to a statutory official, who, before accepting it, should satisfy himself that there was no procedure exempted by the Minister which was applicable. If satisfied, he would make immediate enquiries on the spot and attempt to conciliate if appropriate. If unable to resolve the matter, he should refer it to a tribunal with an independent chairman and one representative each of employers and workers. As this tribunal would not be concerned with interpreting detailed statutory provisions like the Industrial Tribunals, it might need to be constituted differently from them. It should approach its task as essentially one of conciliation, and it would need a wide measure of discretion. If the parties still could not be brought to agree on a settlement, the tribunal should have

power to award compensation if it found the dismissal unjustified. The tribunal should have discretion over the amount, but it would be necessary to give some guidance—for example in the form of a range of payments, taking account of such factors as the employee's age, earnings and length of service and the consequence of dismissal, or perhaps in the form of an overall maximum.

A most important argument in favour of such machinery is the need to improve the protection of workers in the less highly organised sectors of industry, where the development of satisfactory voluntary procedures is bound to be a slow process. But there are serious objections to it. It would lessen the incentive to develop voluntary procedures, and even though there was provision for exemption, some undermining of existing procedures might be unavoidable; it might well bring a legalistic atmosphere into work-place relations, and weaken the authority of management, particularly the supervisor; and it would raise difficult questions as to what should be done about strikes over dismissals. Moreover, such information as the committee was able to obtain about the extent of the problem in the less highly organised sectors did not produce evidence of large numbers of unjustified dismissals or of workers with grievances over dismissal.

These considerations the report states provide strong arguments against the introduction at an early date of legislation to provide for statutory machinery. The immediate programme should be to encourage the development and extension of satisfactory voluntary procedures. But it is recognised that progress may well be slow, particularly in the less highly organised sectors of employment, and that changes in the present system of industrial relations—such as might result from the report of the Royal Commission on Trade Unions and Employers' Associations—might lessen some of the difficulties arising over statutory machinery. The Minister of Labour it is suggested should in due course review the position, in particular the need for and progress towards satisfactory procedures. Pending consideration of what further action may be desirable, a more active role might be assigned to the Ministry's Industrial Relations Officers, both in advising on the establishment of internal dismissal procedures and by developing their conciliation work in dismissal cases. Action on these lines could provide information and experience which would be of value when the time came to review the position.

# Management Training and Development

Guidance to industrial training boards and to individual firms on ways to promote and improve management education, training and development is given in a report by the Management Training and Development Committee of the Central Training Council, which has just been published (*An Approach to the Training & Development of Managers*, H.M.S.O., or through any bookseller, price 1s. 6d. net).

In a foreword to the report, Sir Joseph Hunt, chairman of the committee, writes that although it is addressed in the first place to industrial training boards, he hopes that it will also be of value to those firms, including the smaller ones, which are now—perhaps for the first time—giving thought to the way in which they should tackle management training.

"In the long run," he continues, "management training must justify itself in economic terms, through the contribution it makes to improving the quality of performance at all levels. In preparing their programmes of management training and development firms will aim to achieve this improvement by selecting the right people; placing them in the right jobs at the right time; giving them the opportunity to gain appropriate knowledge and experience; and enabling them to mature in a way which meets their own needs as well as those of the organisation."

"The report sets down, in a systematic way, the steps towards achieving these objectives. Although the circumstances of individual firms vary widely the committee believe that the essential features of management training and development are applicable, in appropriate forms, to all industries and all firms whatever their size."

## Advice to boards

The committee, Sir Joseph adds, hopes that training boards will find in its recommendations a "sound, but flexible basis on which to build their policies, remembering that many companies are already carrying out progressive policies and schemes for management training and development. It is particularly desirable that boards should try as far as possible, and within the limits of their grant arrangements, to develop a simple and common approach towards approval of external courses, taking fully into account the work of the professional organisations in the management field."

The committee hopes at a later stage to study and report on more specific aspects of the subject of management training and development. It recognises that in this rapidly developing area, all its work, including the conclusions of the present report, will need to be kept under review to make full use of the experience of the training boards, of other organisations and of people closely concerned.

The Central Training Council has endorsed the report, and proposes to industrial training boards that they should take its recommendations into account when framing their own recommendations under Section 2 of the Industrial Training Act.

In this report the committee is concerned with the training and development of those in managerial or executive work full time and also with those in departmental or technical posts who

have, or may be given some managerial responsibilities, either in their own specialist field or in general management. It presents in general terms the common features of effective schemes of management training and development, offers guidance on the best use of the available facilities for management education, and gives guidance to training boards on the ways in which their grant schemes can help to promote and improve management education, training and development in their industries.

If boards are to influence management training, it states, they need first to identify the features which they regard as essential in any effective and coherent scheme. These features, which are to be found already in one form or another in the schemes of many companies with successful programmes, cover—

- (a) assignment of responsibility for management training and development; analysis of managerial jobs; and assessment of present and future needs at the management level;
- (b) recruitment and selection; maintenance of personal records; and appraisal; leading to
- (c) construction and operation of systematic programmes of education, training and development.

## Features of scheme

In discussing these features in detail, the committee include the following comments:

**Assignment of responsibility.** To ensure that due priority is given to the organisation of management training the head of the firm, or a senior colleague on his behalf, should accept direct responsibility for it. The identification of a senior executive for this purpose must not however be allowed to obscure the duty of staff at lower levels to ensure the adequate training of their subordinates.

**Analysis of managerial jobs.** The analysis of jobs and drawing up of job specifications are essential preliminaries to the planned training of those who are to hold them in the future. The specifications, which should be kept under review to ensure that they are up to date, should be designed to show the requirements of the job rather than the experience and qualities of the man who happens to hold it at any particular time. There are a number of ways in which this analysis can be carried out and the choice between them is a matter of judgement in the individual case, but training boards should have staff able to advise firms in this respect, particularly those that lack previous experience of it.

**Assessment of present and future needs.** From the firm's point of view, the economic justification for training is that it should lead to improved performance of existing managers and also help to develop those who may fill future managerial vacancies. Training plans should be based on a periodic assessment of present and future needs. This assessment should indicate the recruitment and promotions that may be necessary to meet normal wastage, retirements and transfers and must also take account of estimated future growth or possible reorganisation arising, for example, from reviews of marketing plans or business budgets. The forecast of future needs should

extend as far ahead as is practicable, to give time for the adequate training of those selected for higher management positions.

**Appraisal.** The larger the firm the greater the need for periodic and deliberate assessment of performance and potential, details of which would usually be filed with the personal records. Even in smaller firms where the chief executive knows his managers well, there is advantage in maintaining records of this kind. Such assessments are often used in relation to periodic salary reviews and as a guide to future promotion possibilities.

Advice on the preparation of management training and development programmes is dealt with under three headings, training, management studies and career development. On training, the committee emphasises that the key to good management training lies in the care and personal interest taken by managers in training those placed under them. They must be prepared to spend time and effort on this, giving their subordinates the opportunity to acquire new knowledge and letting them have increasing personal responsibility. There is no real substitute for the skill of managers in training their subordinates. It is for each company to ensure that its managers are fully aware of the importance of this personal role in training and that their success in it will have a bearing on their own career prospects.

Other activities include induction courses; broadening experience; individual or group projects; planned or directed visits; attendance at meetings, conferences and lectures; short courses, discussions or talks within the firm.

## Career development

Dealing with career development, the report states that most junior managers achieve a measure of promotion but only a few can reach the more senior positions. The most difficult problem for individual companies is to identify at an early stage those with the capacity to succeed at higher levels of management and to prepare them, by training, education and experience, for the responsibilities they will have to exercise. Career development within a firm is essentially a matter of planning to provide experience.

Although training boards will wish, by means of their grant schemes, to recognise sound management training and career development practices in their industries, it should never be overlooked that the progress of a manager will depend in large measure on his own efforts and initiative. No system of training can be a substitute for what an individual can achieve for himself. The aim of good management training practice must be to provide the means by which, under the guidance of competent superiors, a manager can help himself.

The committee's recommendations relating to grants by training boards recognise that boards will need to formulate their grant schemes according to the situation in their own industries, so that firms already active are properly rewarded and the utmost encouragement is given to those who have made little or no progress in introducing more systematic methods.

It is expected that boards will need to establish a progressive system of criteria for grant recognition, very simple at first and gradually becoming more comprehensive, until firms generally include in their schemes the recognised features of effective management training and development plans.

Although it will be difficult for all firms to follow a common pattern of development, the committee suggests two phases which, it says, training boards may find helpful. First, an introductory phase in which general responsibility for schemes of management training and development is assumed by the head of the firm or assigned to a senior executive. This will provide the opportunity for initiating work on the firm's future plan of action. It is recommended that for all firms this condition should be regarded as a prerequisite for the payment of grants. Secondly, the implementation phase, during which a firm would show the seriousness of its intentions by indicating how it proposes to put into practice the essential features, as already discussed, and how it will apply these to the training of individual managers to improve their present performance, to enhance their prospects for promotion and to meet the needs of the firm.

## Grant arrangements

It is recommended that a board's initial grant arrangements should take into consideration the time and effort that may have to be expended in introducing a more systematic programme. They may find that an interim solution is the introduction of a special "Development Grant" that would be payable, for a limited period only, to firms that had advanced beyond the introductory phase but had not yet introduced a fully comprehensive programme.

Whatever stage a firm may have reached it will naturally seek recognition of training costs actually incurred. In working out grant schemes boards will need to consider both the criteria for eligibility for grant and the grants to be paid. It is recommended that boards should try to adopt a common approach to what should be approved for grant purposes: this will be particularly helpful to organisations providing management education and training and to firms or groups which include establishments that come under a number of training boards.

Referring to training within the firm, the report recommends that training boards should satisfy themselves that the conditions applying to the introductory phase have been met. The committee intends to give further consideration to the problem of costing on-the-job training but for the present boards are advised to confine any financial assessments to those activities within the firm which are normally undertaken off the job. For external courses it is recommended that boards should recognise, for grant purposes, costs incurred in sending managers on external courses, providing the boards are satisfied that the conditions of the introductory phase have been met; and that firms are able, if called upon to do so, to show that the selected course is relevant both to the needs of the firm and those of the individual.

On the amount of grant training boards offer for management training, the report gives guidance on the duration of courses, course fees, salaries of trainees, and subsistence and travelling allowances.

# Accidents in Construction Industry

About two-thirds of reportable accidents on selected sites in the construction industry studied by two of H.M. Inspectors of Factories last year were, according to a report based on their enquiries, which has just been published (H.M.S.O., or through any bookseller, price 7s. 9d. net), caused by faulty methods of work, untidiness of sites and human failure. There was little evidence that action was being taken by safety organisations to deal with accidents caused by failure of the human factor.

The survey by the two inspectors, Mr. W. D. Brittain-Jones and Mr. D. G. Whomsley, was undertaken at the request of the Minister of Labour because of the continued rise in reported accidents in the industry. The details were approved by the Minister's Joint Advisory Committee on Safety & Health in the Construction Industry. The enquiries covered 12 large sites, a group of 20 small to medium-sized firms which were members of the same group safety supervisor scheme, and a comparable group of 19 firms with a work load and labour force to balance that of the members of the group scheme.

Mr. W. J. C. Plumbe, H.M. Chief Inspector of Factories, in presenting the report to the Minister, writes that the conclusions to which the survey team came "are of considerable significance to accident prevention work in the construction industry. The report also contains a substantial amount of factual information which the industry should find valuable in considering what more can be done to improve the accident position."

The conclusions in the report can be conveniently divided into three groups; those which, if accepted, would give rise to legislative changes; those which call for action by the industry; and those which are of interest so far as they add weight, or are contrary, to commonly held views within the industry on certain aspects of the accident position.

## Survey of 140 sites

The survey team kept 140 sites under surveillance, and during the six months ended 30th June 1966, 270 reportable accidents occurred on these sites. According to site records, there were a further 2,900 non-reportable accidents, but only three "near misses". "It is doubtful, however" the report adds, "whether most of the employers concerned kept careful records of non-reportable accidents or (even more doubtful) of near misses. In any case, it was impossible in the time available for the survey team to make any investigations or study of the non-reportable accidents."

On reportable accidents, it was their opinion that of the 270 reportable accidents, only 50 (19 per cent.) could be regarded as clear breaches of the regulations. Their assessment of changes necessary in legislation was, therefore, restricted to the possible inclusion of a requirement about the use of protective clothing to guard against head and foot injuries, and a review of the adequacy of regulations 5 and 6 of the Construction (General Provisions) Regulations 1961 concerning safety supervisors.

It is pointed out in the preface that the Commissioner appointed to hold an inquiry on the Draft Construction (Working Places) Regulations and the Draft Construction (Health & Welfare) Regulations had agreed that more education was necessary before a requirement about the provision and use of safety helmets where there was a danger of being struck by falling

objects could be included in legislation. It is doubtful whether the situation has changed sufficiently since the summer of 1965 to justify the inclusion in the Construction Regulations of requirements relating to the provision and the use of safety helmets and safety footwear, but this is a question which both sides of the industry will wish to consider further.

It is evident from the results of the enquiries, the report goes on, that what has been done in the past is not getting to the root of the problem of accident prevention. The conclusions point to the action which needs to be taken. This includes agreeing a positive safety policy and ensuring that it is known at all levels and at all times; active management participation and backing of the safety supervisor so that he can play his co-ordinating role in making the policy effective; arranging for adequate training of personnel; and dissemination of safety propaganda and information. The need for training at site agent and foreman level and for methods of recruitment and training of new entrants from labourers upwards to be considered at industry level are emphasised. Consideration, it is suggested, should be given to a wider use of TWI Courses.

## Role of safety supervisors

The report expresses the view that the safety supervisor has achieved only a small measure of the success which might be expected from the legal requirements. It recommends that the industry should undertake a comprehensive reappraisal of the status, functions and conditions of employment of safety supervisors, and suggests that consideration should be given to the appointment of site safety supervisors on large sites.

Too often little attention is given to the dissemination of safety propaganda and information and the report urges that consideration should be given to a greater use of leaflet-type publications dealing with particular safety problems, and in particular to the publication by the industry of its own safety journal. It emphasises the considerable interest in safety problems among trade union district officials, but states that trade union participation at site level was limited. The effectiveness of a well organised site safety committee is indicated.

Other action which it is recommended might be taken by the industry includes site tidiness in the early stages of a contract, the use of safety supervisors at the planning stage of a project, the need to ensure that plans for safe working are followed on the site, and, on the smaller sites, to improve the competence of persons undertaking particular inspections under the Construction Regulations, the provision of artificial lighting at the earliest possible stage, and the encouragement of employers to join industrial health schemes where they are in existence.

The report suggests that workers are now better able financially to withstand necessary periods of absence from work which will ensure full recovery from injury—this could be a factor in the rise in the total number of reportable accidents in recent years, and that there was no conclusive evidence to relate the incidence of accidents to labour turnover, although the efforts of some contractors who attempted to instruct inexperienced employees on site hazards tended to be nullified by high labour turnover.

# Occupational Earnings of Manual Workers

The Ministry of Labour has, since January 1963, carried out enquiries twice a year into the occupational earnings and hours of adult male manual workers. The industries now covered by the enquiries are engineering, vehicle manufacture, shipbuilding and ship repairing, chemical manufacture, iron and steel manufacture and the construction industries. This article summarises the results of the June 1967 enquiry, except for information about the construction industries which will be published later.

About 2,570 employers in Great Britain with 25 or more employees in the industries concerned were asked to provide details, against each occupational heading, about the numbers employed in a particular pay-week, the number of hours worked, including overtime, the number of overtime hours worked, total earnings and overtime payments.

Occupations for which information was sought varied between industry and industry to make the results as significant as possible. In all cases timeworkers were distinguished from workers paid by results, except in shipbuilding where information about individual occupations was collected for the latter category of workers only. Information about timeworkers in this industry was obtained in summary form.

The sampling frame used for the enquiry was the list of addresses relating to the half-yearly enquiries held in April and October. Enquiry forms were sent to all firms on this list with 500 or more employees, to a 50 per cent. sample of those with between 100 and 499, and to a 10 per cent. sample of those with between 25 and 99 employees. Nearly 2,370 forms were returned which were suitable for processing.

Table 1

|  | Number of returns received suitable for tabulation | Number of men covered by returns tabulated |
|--|--|--|
| <b>Engineering:</b>                        |  |  |
| Firms with 500 or more employees . . . . . | 657  | 676,268                                    |
| Firms with 100-499 employees . . . . .     | 946  | 137,282                                    |
| Firms with 25-99 employees . . . . .       | 296  | 11,238                                     |
| <b>Shipbuilding:</b>                       |  |  |
| Firms with 500 or more employees . . . . . | 51   | 60,817                                     |
| Firms with 100-499 employees . . . . .     | 38   | 6,075                                      |
| Firms with 25-99 employees . . . . .       | 7  | 272  |
| <b>Chemical manufacture:</b>               |  |  |
| Firms with 500 or more employees . . . . . | 58   | 33,635                                     |
| Firms with 100-499 employees . . . . .     | 113  | 12,604                                     |
| Firms with 25-99 employees . . . . .       | 27   | 921  |
| <b>Iron and steel manufacture:</b>         |  |  |
| Firms with 500 or more employees . . . . . | 97   | 133,459                                    |
| Firms with 100-499 employees . . . . .     | 69   | 14,694                                     |
| Firms with 25-99 employees . . . . .       | 8  | 436  |

The results of the enquiry, after adjustment for sampling fractions, cover about 1,063,000 adult male workers in engineering industries, 76,000 in shipbuilding, 68,000 in chemical manufacture, and 167,000 in iron and steel manufacture who were at work during the whole or part of the pay-week which included 14th June. It is estimated that these numbers represent approximately four-fifths of all men in the occupation concerned in each of the industries covered.

Not all male manual workers in these industries were included. For example, transport workers, storemen, warehousemen or canteen workers were not covered. Where an establishment was stopped for all or part of the particular pay-week details of the nearest week of an ordinary character were substituted.

For each of the industries included in the enquiry it is possible to study the changes in average earnings between January and June 1967. Too much weight must not be attached to movements for individual occupations in a particular industry group, as each enquiry related only to a specific pay-week in the month concerned, and the enquiries do not relate to matched samples.

Figures are given for average weekly earnings including overtime premium, and for average hourly earnings excluding overtime premium. They include details for skilled and semi-skilled men and for labourers, those for timeworkers and payment-by-result workers being shown separately.

## Engineering

In the enquiry, after adjustment for sampling fractions, timeworkers numbered 566,240, consisting of 273,553 skilled men, 228,319 semi-skilled and 64,368 labourers; payment-by-result workers totalled 496,972 of whom 237,479 were skilled, 239,065 were semi-skilled and 20,428 were labourers.

During the period under review, shown in the following table, there have been no changes in nationally negotiated rates of wages in the engineering and allied industries.

Table 2

|  | January 1967 | June 1967 | Absolute change | % change |
|--|--------------|-----------|-----------------|----------|
| <b>Average weekly earnings including overtime premium:</b> |              |           |                 |          |
| <b>Timeworkers</b>   | s. d.        | s. d.     | s. d.           |          |
| Skilled . . . . .  | 446 7        | 458 1     | +11 6           | + 2.6    |
| Semi-skilled . . . . .                                     | 373 10       | 389 11    | +16 1           | + 4.3    |
| Labourers . . . . .  | 314 3        | 325 6     | +11 3           | + 3.6    |
| All timeworkers . . . . .                                  | 402 1        | 415 6     | +13 5           | + 3.3    |
| <b>Payment-by-result workers</b>                           |              |           |                 |          |
| Skilled . . . . .  | 463 7        | 476 6     | +12 11          | + 2.8    |
| Semi-skilled . . . . .                                     | 405 2        | 424 5     | +19 3           | + 4.8    |
| Labourers . . . . .  | 332 10       | 341 7     | + 8 9           | + 2.6    |
| All payment-by-result workers . . . . .                    | 430 4        | 445 11    | +15 7           | + 3.6    |
| All skilled workers . . . . .                              | 454 6        | 466 8     | +12 2           | + 2.7    |
| All semi-skilled workers . . . . .                         | 390 2        | 407 7     | +17 5           | + 4.5    |
| All labourers . . . . .                                    | 318 6        | 329 4     | +10 10          | + 3.4    |
| All workers covered . . . . .                              | 415 5        | 429 9     | +14 4           | + 3.4    |
| <b>Average hourly earnings excluding overtime premium:</b> |              |           |                 |          |
| <b>Timeworkers</b>   | d.           | d.        | d.              |          |
| Skilled . . . . .  | 113.2        | 114.7     | + 1.5           | + 1.3    |
| Semi-skilled . . . . .                                     | 96.0         | 96.7      | + 0.7           | + 0.7    |
| Labourers . . . . .  | 78.1         | 79.2      | + 1.1           | + 1.4    |
| All timeworkers . . . . .                                  | 102.3        | 103.3     | + 1.0           | + 1.1    |
| <b>Payment-by-result workers</b>                           |              |           |                 |          |
| Skilled . . . . .  | 126.2        | 128.2     | + 2.0           | + 1.6    |
| Semi-skilled . . . . .                                     | 111.9        | 114.6     | + 2.7           | + 2.4    |
| Labourers . . . . .  | 83.7         | 84.1      | + 0.4           | + 0.5    |
| All payment-by-result workers . . . . .                    | 117.6        | 119.8     | + 2.2           | + 1.8    |
| All skilled workers . . . . .                              | 119.2        | 120.3     | + 1.1           | + 0.9    |
| All semi-skilled workers . . . . .                         | 104.1        | 105.6     | + 1.5           | + 1.5    |
| All labourers . . . . .                                    | 79.4         | 80.4      | + 1.0           | + 1.2    |
| All workers covered . . . . .                              | 109.3        | 110.8     | + 1.5           | + 1.4    |

Average weekly earnings, including overtime premium, rose for each of the individual classes of workers shown in table 2, the increases ranging from 8s. 9d. for payment-by-result labourers to 19s. 3d. for semi-skilled payment-by-result workers.

Average hourly earnings, excluding overtime premium, also rose, the absolute increases ranging from 0.4d. to 2.7d. and the percentage increases varying between 0.5 and 2.4.

Hours worked by all workers in engineering covered by the returns averaged 44.3 compared with 43.6 in January 1967 and with 45.4 in June 1966.







Table 11 Occupational analysis for all industries covered: Great Britain

Table with columns for Classes of workers, Timeworkers (including lieu workers), and Payment-by-result workers. Rows include 'All engineering industries covered\*' and 'Iron and steel manufacture\*††'. Each row lists various worker categories like 'Fitters', 'Turners', and 'Labourers' with their respective numbers and earnings data.

\* Comprising Minimum List Headings in the Standard Industrial Classification as follows: All engineering industries covered: 331-349; 361; 363-369; 370-2; 381-385; 391; 393; 399. Iron and steel manufacture: 311-312.

† Where no figure is given, it is because either it would reveal the earnings in a particular firm or the number of workers covered by the returns is too small to provide a satisfactory basis for a general average. †† Payment-by-result workers in iron and steel manufacture include lieu workers.

Table 11 (continued) Occupational analysis for all industries covered: Great Britain

Continuation of Table 11, including sections for 'Shipbuilding and ship repairing\*†' and 'Chemical manufacture\*'. It follows the same structure as the previous table, listing worker categories and their earnings data.

Table 12 Occupational analysis for particular industry groups: Great Britain

Table with columns for Mechanical engineering\*, Electrical engineering\*, and other specific industry groups. It lists worker categories and provides detailed earnings and overtime data for each.

\* See footnote to Table 6. (96512)

† Payment-by-result workers include pieceworkers, contract workers and lieu workers. A\*\*\* 3









# Quarterly Statistics of Total Employment

## Great Britain

The estimated numbers in the working population in March 1967 were 16,416,000 males and 8,929,000 females, a total of 25,344,000.

Between December 1966 and March 1967, there was a decrease in the working population of 231,000, including 203,000 males and 37,000 females. After adjustment for normal seasonal variations, there was a decrease in the working population of 219,000, including 144,000 males and 75,000 females; the number in employment decreased by 172,000 males and 77,000 females.

In the twelve months from March 1966 to March 1967 the working population decreased by 247,000, including 203,000 males. The number in employment decreased by 385,000 males and 81,000 females.

The numbers in the main categories, the seasonally adjusted figures, and the changes since March and December 1966 are given in table 1.

## Standard regions

The numbers in the main categories of the civilian labour force in each Standard Region in March 1967 are given in table 2 and the changes since March and December 1966 in tables 3 and 4.

As explained on page 101 of the February issue of the GAZETTE, because of changes from quarter to quarter in the number of national insurance cards exchanged by employers centrally in regions different from those in which the persons are employed, the regional estimates for March and December, and so the estimated changes derived from them, are not so reliable as those for June.

Between December 1966 and March 1967, civil employment decreased in all regions, including reductions of 96,000 in the South East, of 53,000 in North Western, and 42,000 in West Midlands Regions. Part of these changes are attributable to

seasonal variations: seasonally adjusted figures, however, are not available.

In the twelve months from March 1966 to March 1967, there were decreases of 122,000 in the number in employment in the South East Region, 81,000 in West Midlands and 60,000 in North Western Regions.

## Methods of compilation

The national statistics are compiled by methods described in the article "A New Quarterly Series of Total Employment" [MINISTRY OF LABOUR GAZETTE, May 1966, pages 207-214] and continue the series from June 1950 to September 1965 given in that article. Some figures from June 1961 are also given in table 101 of this issue.

The regional statistics are compiled by methods described in the article "Regional Employment Statistics" [MINISTRY OF LABOUR GAZETTE, July 1966, pages 389-391] and continue the series from June to December 1965 given in that article. Some figures are also given in table 102 of this issue.

The national and regional estimates assume no short-term changes in the numbers of employers and self-employed persons. Regional estimates of such persons obtained from the 1961 Census of Population were given on page 390 of the July 1966 issue of the GAZETTE; they are subject to revision when the 1966 Census of Population results become available.

## Correction

The change between September and December 1966 in the number of female employees in the Total Civilian Labour Force in the East Midlands Region should read—4,000, not—14,000, as published in table 3 on page 555 of the July 1967 issue of the GAZETTE.

Table 1 Working Population: Great Britain

|  | THOUSANDS  |         |        |                                |         |       |                                |         |       |
|--|------------|---------|--------|--------------------------------|---------|-------|--------------------------------|---------|-------|
|  | March 1967 |         |        | Changes Dec. 1966 to Mar. 1967 |         |       | Changes Mar. 1966 to Mar. 1967 |         |       |
|  | Males      | Females | Total  | Males                          | Females | Total | Males                          | Females | Total |
| <b>Unadjusted for seasonal variations</b>      |            |         |        |                                |         |       |                                |         |       |
| Working population                             | 16,416     | 8,929   | 25,344 | -203                           | -27     | -231  | -203                           | -44     | -247  |
| H.M. Forces                                    | 403        | 16      | 419    | —                              | —       | —     | —                              | +1      | +1    |
| Employers and self-employed                    | 1,346      | 327     | 1,673  | —                              | —       | —     | —                              | —       | —     |
| Employees                                      | 14,667     | 8,586   | 23,252 | -203                           | -27     | -231  | -203                           | -45     | -248  |
| Wholly unemployed                              | 421        | 104     | 525    | +48                            | +10     | +58   | +182                           | +36     | +218  |
| Total in civil employment                      | 15,592     | 8,809   | 24,401 | -251                           | -37     | -288  | -385                           | -81     | -466  |
| Employees in employment                        | 14,246     | 8,482   | 22,728 |                                |         |       |                                |         |       |
| <b>Adjusted for normal seasonal variations</b> |            |         |        |                                |         |       |                                |         |       |
| Working population                             | 16,444     | 8,910   | 25,354 | -144                           | -75     | -219  | -203                           | -44     | -247  |
| Total in civil employment                      | 15,651     | 8,802   | 24,453 |                                |         |       |                                |         |       |
| Employees in employment                        | 14,305     | 8,475   | 22,780 | -172                           | -77     | -249  | -385                           | -81     | -466  |

Notes: (1) Each series has been rounded in thousands separately and so the totals shown may differ slightly from the sum of the components.

(2) Each series has been adjusted separately for normal seasonal variations and so the figures for totals may differ slightly from the sum of those for males and for females.

Table 2 Civilian Labour Force, March 1967: By Standard Region

|                                    | THOUSANDS  |             |               |               |               |                     |               |          |          |       |                |
|------------------------------------|------------|-------------|---------------|---------------|---------------|---------------------|---------------|----------|----------|-------|----------------|
|                                    | South East | East Anglia | South Western | West Midlands | East Midlands | Yorks & Humber-side | North Western | Northern | Scotland | Wales | Great Britain* |
| <b>Employees in Employment</b>     |            |             |               |               |               |                     |               |          |          |       |                |
| Males . . . . .                    | 4,811      | 389         | 816           | 1,444         | 896           | 1,314               | 1,802         | 829      | 1,302    | 634   | 14,246         |
| Females . . . . .                  | 3,049      | 211         | 462           | 826           | 511           | 747                 | 1,121         | 437      | 806      | 311   | 8,482          |
| Total . . . . .                    | 7,861      | 600         | 1,278         | 2,270         | 1,407         | 2,061               | 2,924         | 1,265    | 2,108    | 945   | 22,728         |
| <b>Total in Civil Employment</b>   |            |             |               |               |               |                     |               |          |          |       |                |
| Males . . . . .                    | 5,228      | 445         | 944           | 1,555         | 973           | 1,428               | 1,956         | 900      | 1,431    | 723   | 15,592         |
| Females . . . . .                  | 3,146      | 220         | 488           | 856           | 530           | 777                 | 1,175         | 454      | 830      | 332   | 8,809          |
| Total . . . . .                    | 8,375      | 665         | 1,432         | 2,411         | 1,503         | 2,205               | 3,132         | 1,353    | 2,261    | 1,055 | 24,401         |
| <b>Wholly Unemployed</b>           |            |             |               |               |               |                     |               |          |          |       |                |
| Males . . . . .                    | 112        | 12          | 29            | 33            | 19            | 31                  | 54            | 40       | 60       | 31    | 421            |
| Females . . . . .                  | 21         | 2           | 8             | 8             | 4             | 7                   | 14            | 9        | 22       | 9     | 104            |
| Total . . . . .                    | 132        | 14          | 36            | 41            | 24            | 38                  | 68            | 49       | 82       | 40    | 525            |
| <b>Total Employees</b>             |            |             |               |               |               |                     |               |          |          |       |                |
| Males . . . . .                    | 4,923      | 401         | 845           | 1,477         | 916           | 1,345               | 1,856         | 869      | 1,362    | 664   | 14,667         |
| Females . . . . .                  | 3,070      | 213         | 470           | 834           | 515           | 753                 | 1,136         | 445      | 828      | 320   | 8,586          |
| Total . . . . .                    | 7,993      | 614         | 1,314         | 2,311         | 1,431         | 2,099               | 2,992         | 1,314    | 2,190    | 984   | 23,252         |
| <b>Total Civilian Labour Force</b> |            |             |               |               |               |                     |               |          |          |       |                |
| Males . . . . .                    | 5,340      | 457         | 973           | 1,588         | 993           | 1,459               | 2,010         | 940      | 1,491    | 753   | 16,013         |
| Females . . . . .                  | 3,167      | 222         | 496           | 864           | 534           | 783                 | 1,190         | 462      | 852      | 341   | 8,913          |
| Total . . . . .                    | 8,507      | 679         | 1,468         | 2,452         | 1,527         | 2,243               | 3,200         | 1,402    | 2,343    | 1,094 | 24,925         |

Table 3 Civilian Labour Force: Changes, December 1966—March 1967: By Standard Region

|                                      | THOUSANDS  |             |               |               |               |                     |               |          |          |       |                |
|--------------------------------------|------------|-------------|---------------|---------------|---------------|---------------------|---------------|----------|----------|-------|----------------|
|                                      | South East | East Anglia | South Western | West Midlands | East Midlands | Yorks & Humber-side | North Western | Northern | Scotland | Wales | Great Britain* |
| <b>Employees in Employment</b>       |            |             |               |               |               |                     |               |          |          |       |                |
| <b>Total in Civil Employment</b> †   |            |             |               |               |               |                     |               |          |          |       |                |
| Males . . . . .                      | -101       | -6          | -8            | -37           | -13           | -15                 | -32           | -12      | -15      | -12   | -251           |
| Females . . . . .                    | +4         | -3          | -3            | -5            | +1            | +3                  | -22           | -12      | -15      | +1    | -37            |
| Total . . . . .                      | -96        | -9          | -11           | -42           | -12           | -12                 | -53           | -25      | -15      | -12   | -288           |
| <b>Wholly Unemployed</b>             |            |             |               |               |               |                     |               |          |          |       |                |
| Males . . . . .                      | +15        | +2          | +1            | +6            | +1            | +4                  | +9            | +3       | +5       | +2    | +48            |
| Females . . . . .                    | +3         | —           | —             | +1            | —             | +1                  | +2            | +1       | +3       | —     | +10            |
| Total . . . . .                      | +16        | +1          | —             | +7            | +3            | +5                  | +11           | +4       | +8       | +2    | +58            |
| <b>Total Employees</b>               |            |             |               |               |               |                     |               |          |          |       |                |
| <b>Total Civilian Labour Force</b> † |            |             |               |               |               |                     |               |          |          |       |                |
| Males . . . . .                      | -87        | -4          | -7            | -31           | -10           | -11                 | -23           | -9       | -10      | -12   | -203           |
| Females . . . . .                    | +7         | -3          | -3            | -3            | +1            | +3                  | -19           | -13      | +2       | +1    | -27            |
| Total . . . . .                      | -80        | -7          | -11           | -35           | -10           | -7                  | -42           | -21      | -7       | -11   | -231           |

Table 4 Civilian Labour Force: Changes, March 1966—March 1967: By Standard Region

|                                      | THOUSANDS  |             |               |               |               |                     |               |          |          |       |                |
|--------------------------------------|------------|-------------|---------------|---------------|---------------|---------------------|---------------|----------|----------|-------|----------------|
|                                      | South East | East Anglia | South Western | West Midlands | East Midlands | Yorks & Humber-side | North Western | Northern | Scotland | Wales | Great Britain* |
| <b>Employees in Employment</b>       |            |             |               |               |               |                     |               |          |          |       |                |
| <b>Total in Civil Employment</b> †   |            |             |               |               |               |                     |               |          |          |       |                |
| Males . . . . .                      | -125       | -30         | -31           | -71           | -18           | -7                  | -24           | -22      | -32      | -23   | -385           |
| Females . . . . .                    | +3         | -6          | -4            | -10           | +10           | -8                  | -38           | -13      | -11      | -2    | -81            |
| Total . . . . .                      | -122       | -36         | -35           | -81           | -8            | -15                 | -60           | -37      | -43      | -25   | -466           |
| <b>Wholly Unemployed</b>             |            |             |               |               |               |                     |               |          |          |       |                |
| Males . . . . .                      | +56        | +5          | +12           | +22           | +9            | +15                 | +22           | +14      | +18      | +10   | +182           |
| Females . . . . .                    | +8         | —           | +3            | +4            | +2            | +3                  | +5            | +3       | +5       | +3    | +36            |
| Total . . . . .                      | +63        | +5          | +14           | +26           | +11           | +17                 | +27           | +17      | +23      | +13   | +218           |
| <b>Total Employees</b>               |            |             |               |               |               |                     |               |          |          |       |                |
| <b>Total Civilian Labour Force</b> † |            |             |               |               |               |                     |               |          |          |       |                |
| Males . . . . .                      | -69        | -25         | -19           | -49           | -8            | +7                  | -2            | -8       | -15      | -13   | -203           |
| Females . . . . .                    | +11        | -6          | -1            | -5            | +11           | +7                  | -32           | -11      | -5       | +1    | -45            |
| Total . . . . .                      | -58        | -31         | -22           | -55           | +3            | +2                  | -33           | -20      | -20      | -13   | -248           |

\* The Great Britain figures include Civil Servants stationed outside the United Kingdom and the regional figures have been rounded individually so regional figures do not add up to the national figures.

† The number of employers and self-employed are assumed to be unchanged.

Note.—Because of changes from quarter to quarter in the numbers of national insurance cards exchanged by head offices etc. in regions different from those in which the persons are employed, the regional estimates for December and March (and so estimated changes derived from them) are not as reliable as those for June—see February 1967 issue of the Ministry of Labour Gazette (page 101).



# Safety in Offices and Shops

More than 18,500 accidents were reported in 1966 in premises covered by the Offices, Shops and Railway Premises Act 1963, according to a report on the Act for the year 1966, which was published recently (HC No 585, H.M.S.O., or through any bookseller, price 4s. 9d. net).

This is the third report to be issued by the Minister of Labour on the operation of the Act, and it shows that at the 31st December 1966, over 7,844,000 people were employed in 728,937 registered premises.

By the end of 1966, when the Act had been in operation for two and a half years, it was estimated that about 75 per cent. of local authorities had inspected more than 50 per cent. of the premises registered in their areas, while H.M. Factory Inspectorate had inspected 50 per cent. and H.M. Inspectorate of Mines and Quarries 78 per cent. of the registered premises for which they were responsible.

It was apparent from the reports by local authorities that many occupiers were still unaware of the need to register their premises under the Act, especially those who had moved into other premises since it came into operation. Many employers who had moved from one address to another in the same town appeared to be under the impression that their original registration was a once for all obligation.

## Co-operation of occupiers

The report states that occupiers and owners were generally co-operative, both in facilitating inspections and in endeavouring to comply with the requirements of the Act. In the main there appeared to be a much better awareness of the statutory provisions and a genuine desire by employers to co-operate in providing better working conditions for their staff.

Considerable variations were reported in the attitude of employees. Some authorities mentioned that employees still seemed unaware of the benefits which they could derive from the Act; others said that employees were becoming more familiar with the provisions of the Act with a resulting increase in the number of complaints received. Most of the complaints drawing attention to unsatisfactory working conditions related to inadequate sanitary facilities or lack of adequate heating. At the same time there was still reported to be a reluctance on the part of some employees to complain themselves to enforcing authorities about unsatisfactory working conditions. In some cases the complaints were made through relatives or friends.

## Visits and inspections

During 1966, 237,857 registered premises were inspected, and the total number of visits to registered premises, including inspections, was 673,302, compared with 566,818 in 1965. In the enforcement of the Act it was found that older premises, especially converted dwellings which were not designed for the purpose for which they were being used, had usually the most unsatisfactory conditions. In most factory offices a good standard of compliance was reported which may be due in no small measure to the Factories Act, which, although designed to ensure reasonable working conditions for the industrial worker, has incidentally benefited the office worker.

Examining the operation of the general provisions of the Act, the report makes the following comments:

**Cleanliness.** Despite reports of a general improvement in the standard of cleanliness of premises a poor standard continued to be reported in the stockrooms and storerooms of some shops and smaller offices. Even in many modern shops, where trading conditions made bulk deliveries essential, adequate provision for the storage of goods had not been made. The accumulation of packing material and paper in shops was another factor contributing to a low standard of cleanliness.

**Overcrowding.** Most cases of overcrowding reported were confined to older buildings and particularly to low-ceilinged rooms. In new buildings the conditions found were generally well above those required by the Act.

**Temperature.** There were few problems as far as offices were concerned, but difficulties were experienced in shops, especially those selling perishable foods. Surprisingly, in those premises where a reasonable temperature was not maintained, few complaints were received from the employees.

**Ventilation.** Generally this was satisfactory, and the increasing use of mechanical ventilation helped to overcome the problems of windows permanently closed for security reasons and achieved the necessary air changes in a room without the introduction of draughts.

**Lighting.** It was again reported that storerooms, stairs, passages, landings, basements and toilets were frequently found to be poorly lit. Even where fluorescent lighting was installed it was sometimes unsatisfactory because dirty shades and diffusers considerably reduced the efficiency of the units.

**Lavatories.** There was a steady improvement in the provision of sanitary conveniences following the coming into operation of the Sanitary Conveniences Regulations. Unusual lavatory accommodation was again reported: in an estate agent's office, a basement water-closet compartment was reached from an inner office by moving a desk and lifting up a trap-door. The female employees declined to use this means of access.

**Washing facilities.** The main contraventions of this section were the absence of an adequate hot water supply, poor maintenance of the accommodation, and failure to mark the accommodation where it was required to be separated for the sexes.

**Accommodation for clothing.** Little difficulty was experienced in the enforcement of these provisions other than for arrangements for drying clothing.

**Seating.** Cases were mentioned of some objections from shop managers to their staff using seats, and some even actively discouraged their staff from using them. It was, however, encouraging to note that occupiers in general were giving more attention to the welfare of their employees.

**Floors, passages and stairs.** Numerous defects were found, generally in connection with floors; another frequent contravention was the absence of handrails on stairs, especially those leading to basements or cellars. Trap-doors left unguarded in the open position accounted for several accidents.

**Dangerous machinery.** The main problems continued to arise with the guarding of the dangerous parts of food slicing machines, particularly those of the gravity feed type.

The number of office and shop premises registered for fire purposes rose in 1966 by 56,000 to a total of 756,000. Of these, it was estimated that more than one-fifth, about 155,000, required fire certificates. The rate of progress in enforcement reported in 1965 was more than maintained in 1966. There was a substantial increase in the number of inspections carried out and the number of fire certificates issued (14,154) was about one-third higher than in 1965. Certificates were in force at the end of the year for 25,891 offices and shop premises, or nearly 17 per cent. of the estimated total of certifiable premises.

The total number of accidents last year, (18,533), was about 7.7 per cent. higher than in 1965. This rise, the report points out, probably indicates that occupiers and employers are becoming more aware of their responsibility for notifying accidents rather than that there has been a significant increase in the accident rate. There was a welcome, if slight, fall in the number of fatal accidents—from 34 to 29.

## UNEMPLOYED REGISTER: ENTITLEMENT TO BENEFIT

Of the 556,000 persons registered as unemployed in Great Britain on 14th August, 1967, it is estimated that about 233,000 were receiving unemployment benefit only, 73,000 were in receipt of unemployment benefit and a supplementary allowance\*. About 101,000 were in receipt of supplementary allowance\* only, and 149,000 who were registered as unemployed received no payment.

Details are given in the table below.

The basis of the analysis, which is produced quarterly, was explained in an article in the MINISTRY OF LABOUR GAZETTE (November, 1960, page 423) when these details were published in this form for the first time. This article also commented on the various categories concerned, but the term "supplementary allowance" should now be substituted for all references to "national assistance".

## NUMBERS EMPLOYED BY LOCAL AUTHORITIES AND IN POLICE FORCES: JUNE 1967

Analyses of employment published in the GAZETTE (see, for example, table 103 on page 828 of this issue) give separate figures for "local government service". Those figures relate to local government service as defined in the Standard Industrial Classification, and exclude those employees of local authorities, such as teachers, transport staffs, and building workers, who, in accordance with the principles underlying the Standard Industrial Classification, are included in other industry groups.

The figures are based primarily on the counts of national insurance cards exchanged and, as the counts have to be made on the basis of the Standard Industrial Classification, it is not possible to obtain information from that source about the total numbers employed by local authorities.

The co-operation of local authorities, however, makes it possible to publish full details for mid-June of each year. The authorities complete a return at that time showing the numbers employed in each of the main departments and services, and figures for June 1966 obtained from this source were published in the GAZETTE for November 1966 (page 736). Corresponding figures for June 1967 are given in the table on page 808.

The figures cover (a) all employees of the councils of all counties, boroughs (county, London and municipal), urban districts and rural districts in England and Wales and of counties and burghs

(96512)

More accidents were reported from falls than from any other single cause. Females were more prone to this type of accident than males. Almost half of all the accidents to women, and more than 41 per cent. of those to girls, were caused by falls. The handling of goods, which accounted for 20 per cent. of the notified accidents, caused a much higher proportion of accidents among men than among women, and was the principal cause of reported accidents in wholesale departments and warehouses. One in ten of reported accidents arose from stepping on or striking against an object or person. They happened more frequently in offices than in any other workplace, to females more than to males, and to adults more than to young people. The use of hand tools was the major cause of accidents to boys, and the figures, says the report, pin-point the need for careful supervision and systematic training of young persons in the use of hand tools. Accidents from this cause occurred more frequently in retail shops than elsewhere.

The number of prosecution proceedings instituted during and completed by the end of the year was 300 compared with 121 in 1965.

## Entitlement to Benefit

|   | Men | Single women (inc. widowed and divorced) | Married women | Boys and girls | Total |
|---|-----|--|---------------|----------------|-------|
| Receiving unemployment benefit only                         | 185 | 20                                       | 20            | 8              | 233   |
| Receiving unemployment benefit and supplementary allowance* | 66  | 4  | 1             | 2              | 73    |
| Total receiving unemployment benefit                        | 251 | 25                                       | 21            | 10             | 306   |
| Receiving supplementary allowance only*                     | 82  | 11                                       | 2             | 6              | 101   |
| Others registered for work                                  | 70  | 13                                       | 15            | 50             | 149   |
| Total   | 403 | 48                                       | 38            | 66             | 556   |

\* Formerly termed national assistance.  
Note.—Figures have been rounded to the nearest 1,000 and the sum of the constituent items in consequence may differ slightly from the total as shown.

(large and small) in Scotland, and (b) members of the police forces (including the Metropolitan Police). The figures for the police forces have been obtained from the Home Office and the Scottish Home and Health Department.

The figures represent the total numbers on the pay-rolls at 17th June 1967 including those temporarily absent through sickness, holidays or other causes. All persons with a normal full-time engagement are included in the columns headed "full-time" and the persons in the columns headed "part-time" are those engaged on a part-time basis whose employment ordinarily involves service for not more than 30 hours a week.

The figures for construction in the table represent, broadly, workpeople employed in separate building or civil engineering departments engaged on the building of houses, schools, etc. and construction of roads, sewers, etc. If, however, an authority has only a small maintenance staff engaged solely in the upkeep of its offices and buildings, the employees are included in the figures for "all other local authority departments".

Similarly, roadmen engaged on sweeping and tidying and doing minor repairs are excluded from construction and included in the figures for "all other local authority departments". The figures for transport services cover not only road transport services, but also docks, river and harbour services, airports and all other forms of public transport operated by local authorities.

A qualification that must be borne in mind is that some of the part-time employees of a local authority, for example, teachers

A\*\*\*\*



# News and Notes

## EFFICIENT USE OF MANPOWER

The vast majority of British companies have been faced throughout the post-war period with a recurrent labour shortage problem; it has been particularly acute in certain areas and for certain types of skill. These shortages have often contributed to lengthening order books, inadequate plant utilisation, dislocation of production and rising costs. To make the most of this scarce and costly factor of production, firms need to give close attention to the efficient use of manpower. Just over a year ago a number of directors and senior managers from firms in the Midlands, at the invitation of the Ministry of Labour's Regional Industrial Relations Officer, formed a small study group to examine means of securing more efficient use of manpower at plant level, and its report has just been published (Efficient Use of Manpower, H.M.S.O., or through any bookseller, price 1s net.)

Although some time has elapsed since the group met, the subsequent experience of its members has confirmed the findings of the report.

Since the report was written it has become even clearer that the more efficient deployment of labour resources in each individual firm would make a substantial contribution to increased productivity and would go a long way towards solving the difficulties with which the country is faced. The responsibility for the effective use of manpower resources is one of the most challenging facing modern management, the significance of which has been underlined in recent months by the requirements of the prices and incomes policy.

The report says that national and international comparisons indicate plentiful scope for raising the standard of utilisation of manpower. It has been suggested that under-employment, even among the more efficient companies, is in the region of 10 to 15 per cent, but clearly it is not spread evenly throughout all industries and firms. If the standard of firms could be raised to that of the highest, the problem of labour shortages would largely disappear.

Underlying the forms of inefficient use of manpower discussed in the report, the group says, lie weaknesses in management performance, trade union restrictive practices and workers' resistance to change. In its opinion over-manning in much of British industry stems more from management weaknesses than from trade union performance, because with management lies the initiative and the responsibility for effecting improvements.

The group examines ways of establishing correct manning and improving poor manpower utilisation, and suggests seven ways in which managements can raise the

standards of utilisation. Among its other conclusions are: a need for more conscientious use of the well-known techniques of work measurement, labour standards and cost controls; a wider application to indirect labour and office functions of techniques which have been used with success for many years in improving direct labour utilisation; labour/management negotiations and consultation at factory level can contribute substantially to productivity improvement; the need to extend and improve training of specialists and production management in techniques of work measurement and cost control; a need for improved communications to ensure that the problems and objectives of the enterprise are fully understood throughout the management group and, where appropriate, among shop stewards; and the requirement that a company must operate profitably to be widely understood and accepted by all.

## LABOUR IN CONSTRUCTION

Top management in 1,000 construction firms and 115 local authorities are being interviewed about the degree to which their organisations maintain a permanent labour force, how far they rely on casual labour and labour-only sub-contractors, and what their relative experience and views are on these different forms of labour.

These interviews are part of a research project being carried out by an independent research firm, Research Services Ltd., on behalf of the committee under Professor Phelps Brown, which is inquiring into the engagement and use of labour in building and civil engineering (see MINISTRY OF LABOUR GAZETTE, March 1967, page 228). The committee decided this research was needed because of the inadequacy of existing statistical information on subjects within their terms of reference.

The firms that are being invited to co-operate in this project have been selected as a representative sample of the industry covering both general building and civil engineering firms and also specialist firms. A number of interviews were first carried out on a pilot basis, and a favourable response was received.

Arrangements are being made during the project to obtain from the firms some information about their sites so that the interviewers can visit about 600 sites to obtain information and views from site management. Among the points to be covered in the interviews are the policies for recruiting craftsmen and other operative workers, the degree of labour turnover and stability, and the experience of management in relation to the quality and productivity of work done by labour-only sub-contractors. The programmes of interviewing are due to be completed by mid-November.

Among other research projects, the committee has arranged for the Building Research Station to carry out a programme of detailed research on 50 construction sites. An observer has been stationed full-time on each of the sites, and, as well as making a study of the system of communication of information on the site in connection with other work being done by the Building Research Station, has also been conducting interviews with a sample of workers on the site including new recruits to the site and workers leaving the site. Investigators from the Building Management Unit of the London School of Economics will be using some of this information later as a background to discussion with the supervisors on these sites about the advantages and disadvantages of different ways of organising the labour force. It is hoped to receive reports on these various pieces of research early next year. The committee is expected to report in the course of 1968.

In addition to receiving formal evidence and research reports, the committee is making regional visits itself to construction sites, and is having meetings with employers and trade unions in certain regions. The purpose of these visits is to obtain first-hand background knowledge on the various labour problems which the committee has to consider. Some visits have been made in London and the South East, and Manchester, and further regional visits will be made.

The committee has consulted the major organisations representing employers and workers in the industry, and has obtained their support for its research.

## ECONOMIC PROBLEMS OF INTERMEDIATE AREAS

After its first meeting earlier this month, the committee set up under the chairmanship of Sir Joseph Hunt to study the problems of the intermediate areas has asked for information or representations to be sent to it as soon as possible.

The committee would be pleased to receive written evidence under the following headings:

The criteria for identification of such intermediate areas.

The case for so designating an individual area or areas.

Factors which make for economic growth with particular reference to intermediate areas.

Factors influencing the mobility of firms. Possible remedial measures.

Any other factors which bear on the economic growth of intermediate areas.

The committee was established with the following terms of reference "to examine in relation to the economic welfare of the country as a whole and the needs of the development areas, the situation in other areas where the rate of economic growth

gives cause (or may give cause) for concern, and to suggest whether revised policies to influence economic growth in such areas are desirable and, if so, what measures should be adopted."

Although the committee reserve the right to publish written and oral evidence, if evidence is clearly indicated as confidential this will be taken into account by the committee. After studying written representations the committee will decide whether to invite oral evidence.

It would be convenient if people intending to submit evidence could let the joint secretaries Mr. T. U. Burgner (tel: 01-839 7848 Ext: 334) and Mrs. D. E. F. Carter (tel: 01-222 7877 ext: 3187), at the Department of Economic Affairs, Storey's Gate, London S.W.1, know in advance.

## INDUSTRIAL TRAINING DEVELOPMENTS

The twenty-first industrial training board to be set up under the Industrial Training Act 1964—covering the chemical and allied products industry—has been constituted under an Order made by the Minister of Labour and presented to Parliament recently (SI 1967 No. 1386, H.M.S.O., or through any bookseller, price 1s. 6d. net).

The Order came into operation on 9th October.

The main activities to be covered by the board are: the manufacture of heavy chemicals; dyestuffs or pigments; petrochemicals; fine chemicals; pharmaceutical chemicals; explosives; fertilisers; plastics raw material or synthetic rubber; disinfectants, pesticides or herbicides; paints, stains, varnishes or distempers; carbon black; ink; drugs or medicines; aromatic compounds; cosmetics, perfumery and toiletries; soap products, detergents, scouring products, household cleaners or similar products; aerosols; polishes, waxes, candles; and putty or adhesives (other than from rubber), the production of coke (other than in the iron and steel industry), solid smokeless fuel or tar; the production of certain non-ferrous metals by chemical processes; the manufacture, processing or printing of photographic films; the mining of rock salt or the raising or processing of brine; the splitting or distillation of vegetable, animal or fish fats and the production of their derivatives; and the activities of the United Kingdom Atomic Energy Authority.

Excluded from the board's scope are the processing of human or animal foods and drinks, the manufacture of essences, flavours and colourings for use in food; the production of vegetable, animal or fish oil; and the production of glues or gelatines from animal or fish waste.

The chairman of the board is Mr. C. M. Wright, formerly personnel director, Imperial Chemical Industries Ltd.

## Engineering Industry Levy

Proposals submitted by the Engineering Industry Training Board for a levy on employees in the industry equal to 2.5 per cent. of their payroll in the year ended 5th April 1968, have been approved by the Minister of Labour (SI 1967 No 1427, H.M.S.O., or through any bookseller, price 10d. net.)

(96512)

The levy will be used mainly to meet grants for training in the industry. Grants are paid by the board under three main headings: general grant calculated on an employer's performance rating based on the quality and quantity of training he does in relation to his own needs; specific grant for the first year training for craft and technician occupations; supplementary grants for certain items of training which the board particularly wishes to encourage.

The order approving the board's levy proposals came into operation on 9th October.

## Levy for Road Transport Industry

Proposals submitted by the Road Transport Industry Training Board for a levy on employers in the industry equal to 1.6 per cent. of their payroll in the year ended 5th April 1967, have been approved by the Minister.

The order approving these proposals (SI 1967, No. 1309 H.M.S.O., or through any bookseller, price 10d net) came into operation on 13th September.

The bulk of the levy will be used to pay grants to employers in respect of the training of, among others, operatives, technicians, managers and training officers.

## Iron and Steel Industry Levy

The Minister has approved proposals submitted by the Iron and Steel Industry Training Board for a levy on employers coming within the scope of the board at the rate of £18 an employee. The number of employees will be calculated as the average of those employed on 30th September 1966 and on 31st March 1967. The levy will be used to make grants for training in the industry. The order approving the proposals (SI 1967, No. 1334 H.M.S.O., price 8d net) came into operation on 19th September.

## Shipbuilding Industry Levy

Proposals submitted by the Shipbuilding Industry Training Board for a levy on employers coming within its scope equal to 1.55 per cent. of their payroll in the year ended 5th April 1967 have been approved by the Minister of Labour.

The order approving these proposals (SI 1967 No. 1387 H.M.S.O., or through any bookseller, price 8d net) came into operation on 2nd October.

The levy will be used to make grants for training in the industry. The board has made training recommendations covering the majority of skilled occupations in the industry, compliance with which will become a condition for the receipt of grant.

## INDUSTRIAL FATALITIES AND DISEASES

In September, 42 fatalities were reported under the Factories Act, compared with 51 in August. This total included 24 arising from factory processes, 16 from building operations and works of engineering construction, and two in docks and warehouses.

Fatalities in industries outside of the Factories Act included 28 in quarries reported in the five weeks ended 30th September, compared with 28 in the four weeks ended 26th August. The 28 included 20 underground coal mine workers and six in quarries, compared with 15 and three a month earlier.

In the railway service there were six fatal accidents in September and seven in the previous month.

In September, four seamen employed in ships registered in the United Kingdom were fatally injured, compared with nine in August.

In September, 15 cases of industrial diseases were reported under the Factories Act. No fatal cases were reported; three were of chrome ulceration, three of lead poisoning, two of compressed air illness, three of epitheliomatous ulceration and four of aniline poisoning.

## DISABLED PERSONS REGISTER

At 17th April 1967 the number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 655,379 compared with 654,483 at 18th April 1966.

There were 59,125 disabled persons on the register who were registered as un-employed at 11th September 1967, of whom 51,828 were males and 7,297 females. Those suitable for ordinary employment were 51,091 (44,772 males and 6,319 females), while there were 8,034 severely disabled persons classified as unlikely to obtain employment other than under special conditions. These severely disabled persons are excluded from the monthly unemployment figures given elsewhere in the GAZETTE.

In the four weeks ended 6th September, 4,614 registered disabled persons were placed in ordinary employment. They included 3,690 men, 770 women and 154 young persons. In addition, 177 placings were made of registered disabled persons in sheltered employment.

## PROFESSIONAL AND EXECUTIVE REGISTER

The total number of persons on the Professional and Executive Register on 6th September 1967 was 27,155 consisting of 25,395 men and 1,760 women, of whom 13,425 men and 696 women were in employment.

During the period 8th June 1967 to 6th September 1967 the number of vacancies filled was 1,986. The number of vacancies unfilled at 6th September was 9,492.

## UNEMPLOYMENT BENEFIT

For the period of thirteen weeks ended 8th September 1967 expenditure on unemployment benefit in Great Britain (excluding cost of administration) amounted to approximately £26,466,000. During the thirteen weeks ended 9th June 1967 the corresponding figure was £29,342,000 and during the thirteen weeks ended 9th September 1966 it was £10,435,000.

**SAFETY IN USE OF LIQUID CHLORINE**

Chlorine is widely used in industry and is a powerful irritant to the eyes, nose, throat and lungs. Great care needs to be taken wherever it is stored or used.

Precautions which should be taken in the handling, storage and use of liquid chlorine, either in transit on premises covered by the Offices, Shops and Railway Premises Act or when being used in industry are recommended in a new Safety, Health and Welfare booklet PRECAUTIONS IN THE HANDLING, STORAGE AND USE OF LIQUID CHLORINE, published recently by the Ministry of Labour, (New Series No. 37 H.M.S.O., or through any bookseller price 1s 9d net).

It is emphasised that the supplier's instructions should be strictly observed in all cases. The booklet advises that all operations concerned with the storage and handling of chlorine should be adequately supervised and no liquid chlorine should be discharged from any container unless the person in charge has been trained and has the necessary knowledge and experience.

Cylinders and drums containing liquid chlorine should be stored:

- on the ground floor under cover, preferably not in the main building nor near to any exit from this building.
- protected from heat and damp.
- away from any flammable material or of any plant in which fire or explosion is likely to occur.

so as to allow for ready removal in case

of fire, for example cylinders kept on wheeled racks to facilitate handling.

Other recommendations in the booklet deal with the stability of containers, the opening of cylinders, the need for adequate ventilation and obtaining expert advice concerning the installation of pipe work for a chlorine system. It is stressed that direct heat in any form must not be applied to liquid chlorine containers to assist liberation of gas. It is important that correct tackle should be used to lift cylinders and that each sling should have been tested and thoroughly examined by a competent person, both before it is used the first time and then at least once every six months, and a record of the examination kept in a proper register.

When discharge pipes are being coupled or uncoupled to tank cars containing chlorine a suitable breathing apparatus or cannister respirator should be worn and there should be a proper staircase with handrails for easy access to the top of the tank car. The discharge area should be well illuminated and all unauthorised persons should be excluded.

Concentrations of chlorine in the atmosphere where people are exposed should not normally exceed one part per million, and ten times that amount may cause serious effects. The booklet deals with the treatment to be given to people who have been gassed with chlorine, and with the general precautions to be taken if a substantial escape of gas should occur. No building where this has happened should be entered until a chemical test described in Safety,

Health and Welfare New Series booklet No. 10 "METHODS FOR THE DETECTION OF TOXIC SUBSTANCES IN AIR", has been observed.

**SAFETY IN USE OF ABRASIVE WHEELS**

Mr. Ray Gunter, Minister of Labour, has published a statutory draft of special regulations he proposes to make to enable standards of safety to be laid down for the use of abrasive wheels.

These proposed regulations will be in place of the present absolute requirement under Section 14 of the Factories Act 1961. This requirement cannot in practice be carried out.

They will impose provisions to give the greatest practicable degree of safety consistent with the efficient use of abrasive wheels, and are particularly designed to help in reducing the risk of injury caused by wheels bursting.

Their main provisions seek to ensure:

- (a) wheels are properly mounted;
- (b) wheels are not overspeeded;
- (c) protection flanges are used where it is not practicable to provide a guard to contain the parts of a wheel in the event of a burst; and
- (d) rests supporting workpieces are properly secured and adjusted.

The sale or hire of certain abrasive wheels is prohibited unless they are marked with their maximum permissible speeds: certain machines on which such wheels are mounted are also required to be marked with their working speeds.

# Monthly Statistics

**SUMMARY****Employment in Production Industries**

The estimated total number of employees in employment in industries covered by the index of industrial production in Great Britain was 11,109,600 in August (8,275,600 males 2,834,000 females). The total included 8,505,900 (5,844,600 males 2,661,300 females) in manufacturing industries, and 1,629,000 (1,536,200 males 92,800 females) in construction. The total in these production industries was 22,000 higher than that for July 1967 and 455,000 lower than in August 1966. The total in manufacturing industry was 10,000 higher than in July 1967 and 403,000 lower than in August 1966. The number in construction was 14,000 higher than in July 1967 and 32,000 lower than in August 1966.

**Unemployment**

The number of registered wholly unemployed excluding school leavers on 11th September in Great Britain was 503,329. After adjustment for normal seasonal variations, the number in this group was about 563,000 representing 2.4 per cent. of employees compared with about 559,000 in August.

In addition, there were 22,385 unemployed school leavers and 29,665 temporarily stopped workers registered, so the total registered unemployed was 555,379, representing 2.4 per cent. of employees. This was 200 less than in August but the percentage rate was unchanged.

Among those wholly unemployed in September, 232,173 (44.2 per cent) had been registered for not more than 8 weeks compared with 250,045 (46.9 per cent.) in August; 103,747 (19.7 per cent.) had been registered for not more than 2 weeks, compared with 99,622 (18.7 per cent.) in August.

Between August and September the number temporarily stopped rose by 7,053 and the number of school leavers unemployed fell by 17,569.

**Vacancies**

The number of unfilled vacancies for adults at Employment Exchanges in Great Britain on 6th September 1967, was 176,602; 2,854 more than on 9th August. After adjustment for normal seasonal variations, the number was about 164,500, compared

with about 154,700 in August. Including 69,612 vacancies for young persons at Youth Employment Offices, the number of unfilled vacancies on 6th September was 246,214, 9,796 less than on 9th August.

**Overtime and short-time**

In the week ended 19th August 1967, the estimated number of operatives other than maintenance workers working overtime in establishments with eleven or more employees in manufacturing industries, excluding shipbuilding and ship-repairing, was 1,717,700. This is about 29.9 per cent. of all operatives. Each operative on average worked about 8½ hours overtime during the week.

In the same week the estimated number on short-time in these industries was 76,800 or about 1.3 per cent. of all operatives, each losing about 11 hours on average.

**Rates of wages and hours of work**

At 30th September 1967, the indices of weekly rates of wages and of hourly rates of wages for all workers (31st January 1956=100) were 161.3 and 177.7 compared with 160.5 and 176.8 at 31st August 1967.

**Index of Retail Prices**

At 19th September the official retail prices index was 118.8 (prices at 16th January 1962=100) compared with 118.9 at 22nd August and 117.1 at 20th September 1966. The index figure for food was 116.7 compared with 117.3 at 22nd August.

**Stoppages of work**

The number of stoppages of work due to industrial disputes in the United Kingdom beginning in September, which came to the notice of the Ministry of Labour, was 161, involving approximately 92,200 workers. During the month approximately 103,300 workers were involved in stoppages, including those which had continued from the previous month, and 353,000 working days were lost, including 28,000 days lost through stoppages which had continued from the previous month.













## WEEKLY RATES OF WAGES, NORMAL WEEKLY HOURS AND HOURLY RATES OF WAGES

At 30th September 1967 the indices of changes in *weekly* rates of wages, of normal weekly hours and of *hourly* rates of wages for all workers, compared with a month and a year earlier, were:

31st JANUARY 1956 = 100

| Date               | All industries and services |                     |              | Manufacturing industries only |                     |              |
|--------------------|-----------------------------|---------------------|--------------|-------------------------------|---------------------|--------------|
|                    | Weekly rates                | Normal weekly hours | Hourly rates | Weekly rates                  | Normal weekly hours | Hourly rates |
| 1966 Sept. . . . . | 154.6                       | 91.0                | 169.8        | 151.5                         | 91.2                | 166.1        |
| 1967 Aug. . . . .  | 160.5                       | 90.8                | 176.8        | 157.9                         | 90.7                | 174.1        |
| 1967 Sept. . . . . | 161.3                       | 90.8                | 177.7        | 158.0                         | 90.7                | 174.2        |

Note.—The August figures have been revised to include changes having retrospective effect.

## CHANGES IN RATES OF WAGES AND HOURS OF WORK

Full details of changes during the month are given in the separate publication "Changes in Rates of Wages and Hours of Work" which is published concurrently with this GAZETTE.

## Principal changes effective in September

**Local authorities' services (manual workers):** Increase of 10s. a week for men 21 years and over in England and Wales, and 20 years and over in Scotland (4th September).

**Health services (domestic and ancillary workers):** Standard weekly rates increased by 10s. for men and 8s. 4d. for women (pay week including 1st September).

**Agriculture—Scotland:** Minimum weekly rates increased by 14s., 15s., or 15s. 9d. for men, according to occupation, and by 10s. 9d., 11s. 6d., or 12s. for women (4th September).

**Retail newsagency, tobacco and confectionery trades (Wages Council)—England and Wales:** Increases in statutory minimum remuneration of 12s. a week for men and 10s. for women (11th September).

**Vehicle building:** Increase of 2½ per cent. in minimum earnings guarantee (11th September).

**Dock workers:** Introduction of a guaranteed weekly payment of £15 under the terms of a provisional national agreement (18th September).

A half-yearly adjustment of rates of wages in the footwear manufacturing industry became operative from the first pay day in September, giving increases under cost-of-living sliding-scale arrangements. Other industries in which sliding-scale adjustments resulted in increases included carpet manufacture and wholesale newspaper distribution (provinces in England and Wales). On the other hand, under similar arrangements based on monthly adjustments, decreases became operative for workers employed in some industries, including iron and steel manufacture.

Estimates of the changes which came into operation in September show that 1,070,000 workers were affected by increases in their basic full-time weekly rates of wages and that the net increase amounted to £700,000. During the month 2,000 workers had their normal weekly hours reduced by an average of one hour. Of the net increase of £700,000, about £600,000 resulted from arrangements made by joint industrial councils or similar bodies established by voluntary agreements, £70,000 from statutory wages regulation orders, £15,000 from direct negotiations

between employers' associations and trade unions, and the remainder from cost-of-living sliding-scale adjustments and arbitration awards.

## Analysis of changes during the period January–September

Details, by industry groups, of the numbers of workers affected by increase in basic full-time rates of wages or minimum entitlements and the aggregate amounts of such increases, and by reductions in normal weekly hours of work and the aggregate amounts of such reductions, are set out in the following table:

| Industry group  | Basic full-time weekly rates of wages                   |                                  | Normal weekly hours of work                          |   |
|---|---|----------------------------------|--|---|
|   | Approximate number of workers affected by net increases | Estimated net amount of increase | Approximate number of workers affected by reductions | Estimated amount of reduction in weekly hours |
|   |   | £                                |  |   |
| Agriculture, forestry, fishing . . . . .                  | 425,000   | 140,000                          | —  | —   |
| Mining and quarrying . . . . .                            | 60,000  | 40,000                           | 35,000   | 35,000  |
| Food, drink and tobacco . . . . .                         | 385,000   | 240,000                          | 7,000  | 6,000   |
| Chemicals and allied industries . . . . .                 | 40,000  | 30,000                           | —  | —   |
| Metal manufacture . . . . .                               | 245,000   | 100,000                          | 60,000   | 120,000                                       |
| Engineering and electrical goods . . . . .                | 2,210,000   | 1,735,000                        | —  | —   |
| Shipbuilding and marine engineering . . . . .             | 195,000   | 190,000                          | —  | —   |
| Vehicles . . . . .  | 95,000  | 50,000                           | —  | —   |
| Metal goods not elsewhere specified . . . . .             | 175,000   | 80,000                           | 15,000   | 10,000  |
| Textiles . . . . .  | 380,000   | 120,000                          | 330,000  | 285,000                                       |
| Leather, leather goods and fur . . . . .                  | 30,000  | 25,000                           | 45,000   | 45,000  |
| Clothing and footwear . . . . .                           | 175,000   | 85,000                           | 65,000   | 65,000  |
| Bricks, pottery, glass, cement, etc. . . . .              | 135,000   | 55,000                           | 120,000  | 120,000                                       |
| Timber, furniture, etc. . . . .                           | 135,000   | 40,000                           | 5,000  | 5,000   |
| Paper, printing and publishing . . . . .                  | 40,000  | 15,000                           | 12,000   | 18,000  |
| Other manufacturing industries . . . . .                  | 110,000   | 75,000                           | 1,000  | 1,000   |
| Construction . . . . .                                    | 1,540,000   | 1,200,000                        | —  | —   |
| Gas, electricity and water . . . . .                      | 75,000  | 45,000                           | —  | —   |
| Transport and communication . . . . .                     | 535,000   | 465,000                          | 10,000   | 10,000  |
| Distributive trades . . . . .                             | 1,380,000   | 715,000                          | 95,000   | 95,000  |
| Public administration and professional services . . . . . | 880,000   | 915,000                          | —  | —   |
| Miscellaneous services . . . . .                          | 355,000   | 160,000                          | 10,000   | 10,000  |
| <b>Total . . . . .</b>                                    | <b>9,600,000</b>  | <b>6,520,000</b>                 | <b>810,000</b>                                       | <b>825,000</b>                                |

These figures relate to wage earners only, and the monetary amounts represent the increase in basic rates or minimum entitlements only, not the total increase in earnings. The estimates are based on normal conditions of employment, and do not take into account the effects of short-time or overtime. Workers who are affected by two or more changes during the period are counted only once. Included in the figures are about 650,000 workers who had both wage increases and reductions in hours.

In the corresponding months of 1966, about 8,595,000 workers had a net increase of approximately £4,535,000 in their basic weekly wages or minimum entitlements, and approximately 4,295,000 had an aggregate reduction of about 5,745,000 hours in their normal weekly hours of work. Virtually the whole of these changes occurred in the period preceding the introduction of the standstill policy on 20th July 1966.

## Notes on Wages Statistics

The official statistics on wage rates (see this page and tables 130 and 131) relate to changes in basic rates of wages or minimum entitlements which are invariably the outcome of changes made under centrally-determined arrangements, usually national collective agreements and statutory wages regulation orders. In general, therefore, the statistics do not take account of changes determined by local negotiations at establishment or shop floor level.

Changes in actual earnings are the outcome of a number of factors, including changes in basic rates of wages or minimum entitlements, but changes in the latter do not necessarily imply a corresponding rate of change in earnings.

## RETAIL PRICES, 19th September 1967

At 19th September 1967 the official retail prices index was 118.8 (prices at 16th January 1962=100), compared with 118.9 at 22nd August and 117.1 at 20th September 1966.

The index measures the changes from month to month in the average level of prices of the commodities and services purchased by the great majority of households in the United Kingdom, including practically all wage earners and most small and medium salary earners.

The indices for three sub-divisions of the food group were 113.7 for items whose prices are affected by seasonal variations (fresh milk, eggs, potatoes, and other fresh vegetables, apples and pears, fish and home-killed mutton and lamb), 122.9 for those items which are affected by changes in import prices (bacon, cooked ham, butter, cheese and chilled beef) and 117.0 for other items.

The principal changes in the month were:

## Food

Reductions in the prices of fresh vegetables and apples were partly offset by increases in the prices of eggs. The index for foods the prices of which are affected by seasonal variations fell by 2½ per cent. to 113.7, compared with 116.6 in the previous month. The index for the food group as a whole fell by one-half of one per cent. to 116.7, compared with 117.3 in August.

## Miscellaneous Goods

There was a rise in the average level of prices for newspapers and periodicals and for some other items in the group and the group index figure rose by nearly one-half of one per cent. to 113.5, compared with 113.1 in August.

## Other groups

In the remaining eight groups there was little change in the general level of prices.

## INDUSTRIAL HEALTH AND SAFETY CENTRE

To show how accidents and industrial diseases can be prevented, the Industrial Health and Safety Centre in Horseferry Road, London, maintains an exhibition of the latest devices and techniques for promoting safety and health in industry. There is a wide variety of machinery, incorporating the latest safety precautions, and other displays at the centre include protective clothing and equipment for personal protection. There are also displays of good and bad hand-tools—a large number of accidents every year are caused by defective hand-tools. Other exhibits show safe anchorages for industrial safety belts, safety in the use of portable power operated tools—drills and hammers—and safety nets for use in the construction industry. Another function of the centre is to show how potentially dangerous substances including radioactive isotopes can be used and handled with safety.

Every year thousands of people, including organised parties, visit the centre and many employers and trade union representatives seek guidance on problems relating to industrial health and safety.

Detailed figures for various groups and sub-groups are;

| Group and sub-group   | Index figure |
|---|--------------|
| <b>I FOOD:</b>  |              |
| Bread, flour, cereals, biscuits and cakes   | 123          |
| Meat and bacon  | 122          |
| Fish  | 118          |
| Butter, margarine, lard and cooking fat   | 107          |
| Milk, cheese and eggs   | 114          |
| Tea, coffee, cocoa, soft drinks, etc.   | 106          |
| Sugar, preserves and confectionery  | 123          |
| Vegetables, fresh, dried and canned   | 116          |
| Fruit, fresh, dried and canned  | 104          |
| Other food  | 113          |
| <b>TOTAL (Food)</b>   | <b>116.7</b> |
| <b>II ALCOHOLIC DRINK</b>   | <b>125.4</b> |
| <b>III TOBACCO</b>  | <b>120.8</b> |
| <b>IV HOUSING</b>   | <b>135.2</b> |
| <b>V FUEL AND LIGHT:</b>  |              |
| Coal and coke   | 120          |
| Other fuel and light  | 121          |
| <b>TOTAL (Fuel and light)</b>   | <b>120.9</b> |
| <b>VI DURABLE HOUSEHOLD GOODS:</b>  |              |
| Furniture, floor coverings and soft furnishings   | 116          |
| Radio, television and other household appliances  | 100          |
| Pottery, glassware and hardware   | 112          |
| <b>TOTAL (Durable household goods)</b>  | <b>109.0</b> |
| <b>VII CLOTHING AND FOOTWEAR:</b>   |              |
| Men's outer clothing  | 116          |
| Men's underclothing   | 113          |
| Women's outer clothing  | 110          |
| Women's underclothing   | 112          |
| Children's clothing   | 111          |
| Other clothing, including hose, haberdashery, hats and materials  | 107          |
| Footwear  | 116          |
| <b>TOTAL (Clothing and footwear)</b>  | <b>112.0</b> |
| <b>VIII TRANSPORT AND VEHICLES:</b>   |              |
| Motoring and cycling  | 104          |
| Fares   | 131          |
| <b>TOTAL (Transport and vehicles)</b>   | <b>112.7</b> |
| <b>IX MISCELLANEOUS GOODS:</b>  |              |
| Books, newspapers and periodicals   | 133          |
| Medicines, toilet requisites, soap, cleaning materials, matches, etc.                                       | 103          |
| Stationery, travel and sports goods, toys, photographic and optical goods, etc.                             | 114          |
| <b>TOTAL (Miscellaneous goods)</b>  | <b>113.5</b> |
| <b>X SERVICES:</b>  |              |
| Postage and telephones  | 123          |
| Entertainment   | 120          |
| Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning | 134          |
| <b>TOTAL (Services)</b>   | <b>127.0</b> |
| <b>ALL ITEMS</b>  | <b>118.8</b> |













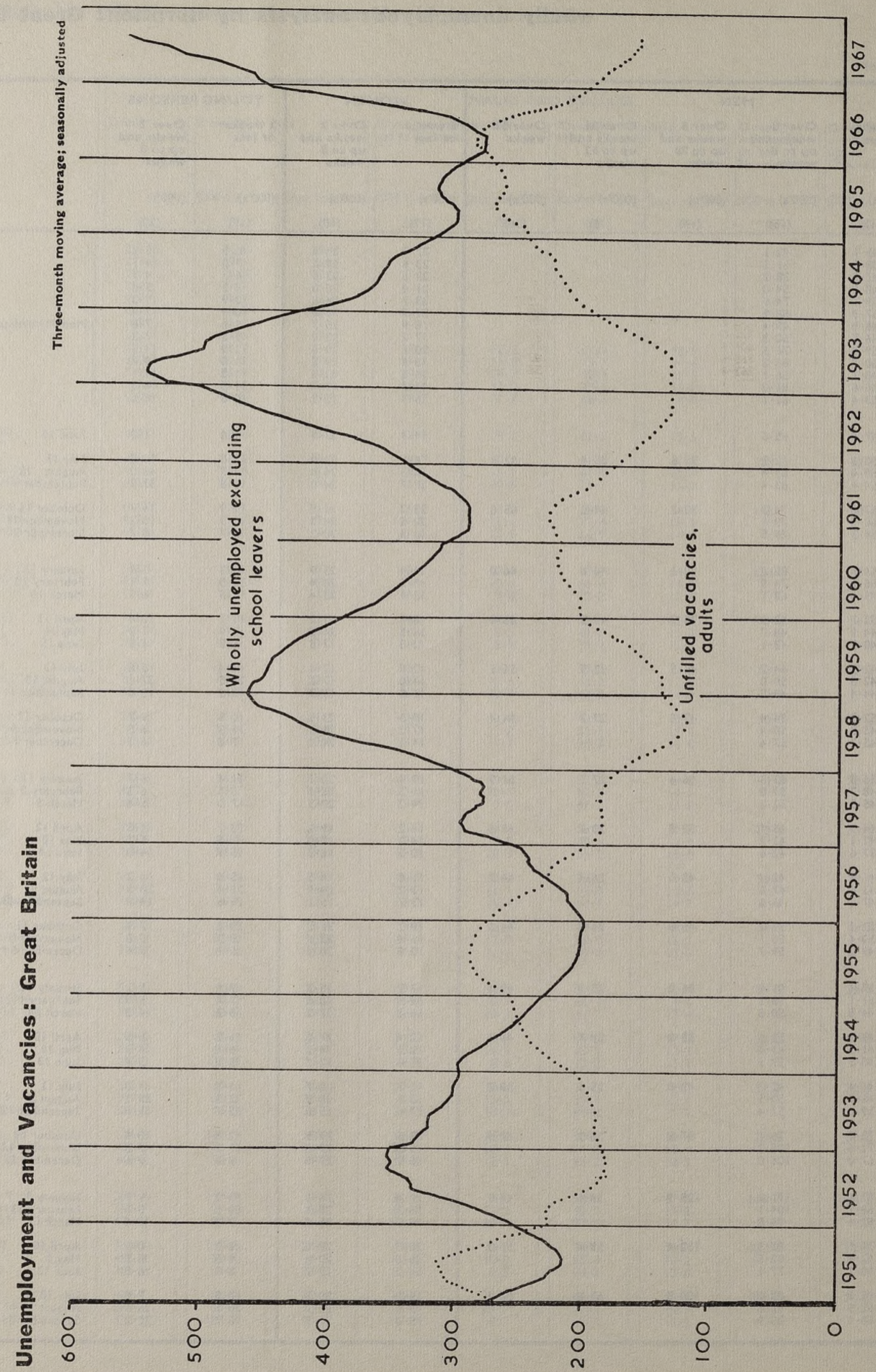












Unemployment and Vacancies: Great Britain

VACANCIES  
vacancies notified and remaining unfilled: Great Britain

TABLE 119

THOUSANDS

|      | TOTAL       | ADULTS        |                     | YOUNG PERSONS |     |     |     |
|------|-------------|---------------|---------------------|---------------|-----|-----|-----|
|      |             | Actual Number | Seasonally adjusted |               |     |     |     |
|      |             |               | Men                 | Women         |     |     |     |
| 1959 | 223         | 157           | 88                  | 69            | 67  |     |     |
| 1960 | 314         | 212           | 121                 | 91            | 102 |     |     |
| 1961 | 320         | 213           | 124                 | 89            | 107 |     |     |
| 1962 | 214         | 149           | 78                  | 72            | 64  |     |     |
| 1963 | 317         | 221           | 71                  | 73            | 53  |     |     |
| 1964 | 196         | 144           | 115                 | 106           | 96  |     |     |
| 1965 | 384         | 265           | 143                 | 122           | 119 |     |     |
| 1966 | 371         | 255           | 138                 | 117           | 116 |     |     |
| 1963 | June 5      | 215           | 158                 | 133           | 77  | 81  | 57  |
|      | July 10     | 233           | 160                 | 131           | 79  | 81  | 73  |
|      | August 7    | 220           | 153                 | 134           | 77  | 77  | 66  |
|      | September 4 | 214           | 158                 | 146           | 79  | 80  | 56  |
|      | October 9   | 215           | 160                 | 160           | 81  | 79  | 55  |
|      | November 6  | 214           | 157                 | 173           | 80  | 77  | 57  |
|      | December 4  | 213           | 155                 | 181           | 79  | 76  | 58  |
| 1964 | January 8   | 229           | 166                 | 193           | 83  | 83  | 63  |
|      | February 5  | 250           | 178                 | 198           | 90  | 88  | 73  |
|      | March 11    | 297           | 202                 | 213           | 104 | 99  | 95  |
|      | April 8     | 307           | 212                 | 209           | 108 | 104 | 95  |
|      | May 6       | 327           | 227                 | 215           | 116 | 111 | 100 |
|      | June 10     | 368           | 251                 | 226           | 128 | 122 | 118 |
|      | July 8      | 380           | 250                 | 222           | 128 | 123 | 130 |
|      | August 5    | 357           | 239                 | 220           | 123 | 115 | 119 |
|      | September 9 | 335           | 239                 | 226           | 125 | 114 | 96  |
|      | October 7   | 325           | 233                 | 233           | 124 | 110 | 91  |
|      | November 4  | 319           | 230                 | 246           | 125 | 105 | 89  |
|      | December 2  | 311           | 222                 | 248           | 120 | 102 | 89  |
| 1965 | January 6   | 311           | 221                 | 248           | 118 | 103 | 90  |
|      | February 3  | 326           | 229                 | 250           | 124 | 105 | 96  |
|      | March 3     | 358           | 249                 | 260           | 137 | 112 | 109 |
|      | April 7     | 408           | 274                 | 271           | 149 | 125 | 133 |
|      | May 5       | 420           | 287                 | 275           | 155 | 132 | 133 |
|      | June 9      | 449           | 302                 | 277           | 162 | 140 | 147 |
|      | July 7      | 452           | 296                 | 268           | 158 | 138 | 156 |
|      | August 4    | 422           | 282                 | 263           | 153 | 129 | 139 |
|      | September 8 | 392           | 275                 | 263           | 148 | 127 | 117 |
|      | October 6   | 373           | 265                 | 265           | 144 | 122 | 107 |
|      | November 3  | 355           | 253                 | 269           | 138 | 115 | 102 |
|      | December 1  | 347           | 246                 | 273           | 135 | 111 | 100 |
| 1966 | January 5   | 346           | 245                 | 272           | 132 | 113 | 101 |
|      | February 9  | 373           | 260                 | 281           | 141 | 120 | 113 |
|      | March 9     | 405           | 274                 | 285           | 149 | 126 | 131 |
|      | April 13    | 432           | 289                 | 286           | 155 | 134 | 143 |
|      | May 11      | 439           | 296                 | 284           | 159 | 137 | 143 |
|      | June 8      | 450           | 300                 | 275           | 161 | 139 | 150 |
|      | July 6      | 455           | 296                 | 268           | 158 | 138 | 159 |
|      | August 3    | 410           | 273                 | 255           | 148 | 126 | 137 |
|      | September 7 | 351           | 247                 | 235           | 132 | 115 | 104 |
|      | October 5   | 301           | 217                 | 217           | 117 | 100 | 84  |
|      | November 9  | 253           | 186                 | 201           | 102 | 84  | 67  |
|      | December 7  | 234           | 173                 | 200           | 97  | 76  | 61  |
| 1967 | January 4   | 224           | 164                 | 191           | 89  | 75  | 60  |
|      | February 8  | 236           | 168                 | 188           | 91  | 76  | 68  |
|      | March 8     | 256           | 174                 | 184           | 94  | 80  | 82  |
|      | April 5     | 258           | 178                 | 174           | 96  | 82  | 81  |
|      | May 3       | 262           | 180                 | 168           | 97  | 83  | 82  |
|      | June 7      | 281           | 187                 | 162           | 98  | 89  | 95  |
|      | July 5      | 284           | 184                 | 155           | 95  | 88  | 101 |
|      | August 9    | 256           | 174                 | 155           | 91  | 83  | 82  |
|      | September 6 | 246           | 177                 | 165           | 90  | 87  | 70  |



EARNINGS AND HOURS
United Kingdom: wage earners: average weekly and hourly earnings and hours worked

TABLE 122 MEN (21 YEARS AND OVER)\*

Table with columns for industry (Food, drink and tobacco; Chemicals and allied industries; Metal manufacture; etc.), and rows for years (1962, 1963, 1964, 1965, 1966, 1967) showing Average Weekly Earnings, Average Hours Worked, and Average Hourly Earnings in £ s. d. format.

WOMEN (18 YEARS AND OVER)\*

Table with columns for industry (Food, drink and tobacco; Chemicals and allied industries; Metal manufacture; etc.), and rows for years (1962, 1963, 1964, 1965, 1966, 1967) showing Average Weekly Earnings, Average Hours Worked, and Average Hourly Earnings in £ s. d. format.

\* Working full-time.

EARNINGS AND HOURS
wage earners: average weekly and hourly earnings and hours worked: United Kingdom

TABLE 122 (continued) MEN (21 YEARS AND OVER)\*

Table with columns for industry (Timber, furniture, etc.; Paper, printing and publishing; Other manufacturing industries; etc.), and rows for years (1962, 1963, 1964, 1965, 1966, 1967) showing Average Weekly Earnings, Average Hours Worked, and Average Hourly Earnings in £ s. d. format.

WOMEN (18 YEARS AND OVER)\*

Table with columns for industry (Timber, furniture, etc.; Paper, printing and publishing; Other manufacturing industries; etc.), and rows for years (1962, 1963, 1964, 1965, 1966, 1967) showing Average Weekly Earnings, Average Hours Worked, and Average Hourly Earnings in £ s. d. format.

\* See footnote on previous page.
† Except railways, London Transport and before October 1966 British Road Services.
‡ Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.





**EARNINGS**  
Great Britain: all employees (monthly enquiry): index of average earnings

TABLE 127

|           | Food, drink and tobacco | Chemicals and allied industries | Metal manufacture | Engineering and electrical goods | Ship-building and marine engineering | Vehicles | Metal goods not elsewhere specified | Textiles | Leather, leather goods and fur | Clothing and footwear | Bricks, pottery, glass, cement, etc. | Timber, furniture, etc. |
|-----------|-------------------------|---------------------------------|-------------------|----------------------------------|--------------------------------------|----------|-------------------------------------|----------|--------------------------------|-----------------------|--------------------------------------|-------------------------|
| 1963      |                         |                                 |                   |                                  |                                      |          |                                     |          |                                |                       |                                      |                         |
| January   | 81.8                    | 80.6                            | 79.2              | 81.3                             | 74.6                                 | 81.0     | 79.9                                | 81.4     | 83.4                           | 81.1                  | 77.2                                 | 78.9                    |
| February  | 82.0                    | 84.9                            | 81.3              | 81.5                             | 75.0                                 | 83.8     | 81.7                                | 82.3     | 83.1                           | 81.3                  | 78.7                                 | 79.9                    |
| March     | 85.2                    | 81.3                            | 83.0              | 83.3                             | 75.1                                 | 85.8     | 83.2                                | 84.0     | 88.5                           | 82.9                  | 81.2                                 | 83.2                    |
| April     | 84.6                    | 81.6                            | 81.7              | 81.8                             | 75.6                                 | 82.6     | 81.2                                | 81.0     | 84.2                           | 82.1                  | 81.3                                 | 82.9                    |
| May       | 86.0                    | 82.9                            | 83.4              | 84.7                             | 77.0                                 | 86.3     | 83.4                                | 84.5     | 86.3                           | 84.0                  | 83.5                                 | 86.0                    |
| June      | 88.3                    | 85.9                            | 83.8              | 84.9                             | 79.0                                 | 86.3     | 84.6                                | 85.4     | 92.2                           | 84.2                  | 89.2                                 | 86.3                    |
| July      | 86.7                    | 83.7                            | 85.0              | 84.4                             | 78.5                                 | 86.2     | 85.9                                | 86.7     | 92.8                           | 86.5                  | 84.0                                 | 88.6                    |
| August    | 85.4                    | 82.1                            | 84.2              | 83.0                             | 76.4                                 | 85.9     | 84.4                                | 84.5     | 91.7                           | 84.1                  | 82.9                                 | 86.8                    |
| September | 84.7                    | 83.1                            | 85.3              | 83.2                             | 78.0                                 | 85.5     | 84.7                                | 84.3     | 92.4                           | 84.2                  | 84.2                                 | 89.5                    |
| October   | 84.5                    | 83.5                            | 86.1              | 84.4                             | 78.8                                 | 86.9     | 85.1                                | 85.7     | 90.3                           | 85.5                  | 85.5                                 | 89.1                    |
| November  | 85.8                    | 83.9                            | 87.0              | 85.6                             | 79.2                                 | 87.9     | 86.4                                | 86.4     | 89.1                           | 86.5                  | 85.6                                 | 90.0                    |
| December  | 91.7                    | 87.1                            | 89.8              | 87.8                             | 81.4                                 | 89.8     | 87.5                                | 86.1     | 92.0                           | 85.7                  | 86.1                                 | 88.5                    |
| 1964      |                         |                                 |                   |                                  |                                      |          |                                     |          |                                |                       |                                      |                         |
| January   | 86.6                    | 85.9                            | 88.6              | 88.3                             | 83.7                                 | 86.9     | 88.3                                | 87.2     | 87.6                           | 87.3                  | 86.6                                 | 88.0                    |
| February  | 87.3                    | 91.2                            | 90.5              | 88.8                             | 83.9                                 | 92.2     | 89.4                                | 87.8     | 88.2                           | 88.5                  | 87.5                                 | 88.0                    |
| March     | 90.2                    | 86.0                            | 90.9              | 88.8                             | 83.4                                 | 93.2     | 89.3                                | 87.9     | 89.4                           | 88.0                  | 87.5                                 | 89.4                    |
| April     | 88.8                    | 86.4                            | 91.5              | 90.1                             | 83.6                                 | 93.1     | 89.8                                | 89.2     | 90.2                           | 89.1                  | 89.6                                 | 91.9                    |
| May       | 90.4                    | 89.0                            | 91.2              | 89.8                             | 83.7                                 | 90.6     | 88.4                                | 87.3     | 92.1                           | 88.5                  | 89.9                                 | 91.9                    |
| June      | 92.2                    | 90.4                            | 92.6              | 91.6                             | 88.5                                 | 93.5     | 93.1                                | 91.7     | 91.5                           | 91.3                  | 93.1                                 | 94.2                    |
| July      | 92.1                    | 90.0                            | 92.5              | 91.4                             | 87.5                                 | 93.2     | 97.0                                | 93.7     | 91.6                           | 92.8                  | 92.1                                 | 95.9                    |
| August    | 90.7                    | 87.7                            | 91.7              | 89.1                             | 85.8                                 | 92.0     | 91.2                                | 89.6     | 91.8                           | 89.1                  | 91.2                                 | 92.9                    |
| September | 89.7                    | 88.7                            | 92.7              | 89.8                             | 87.0                                 | 91.7     | 90.6                                | 89.8     | 92.5                           | 89.5                  | 92.2                                 | 94.8                    |
| October   | 90.4                    | 89.7                            | 93.0              | 91.6                             | 87.9                                 | 93.4     | 92.0                                | 91.7     | 93.2                           | 90.8                  | 93.4                                 | 93.9                    |
| November  | 92.2                    | 92.1                            | 94.3              | 92.4                             | 87.9                                 | 94.3     | 93.8                                | 92.6     | 95.9                           | 91.1                  | 93.4                                 | 95.4                    |
| December  | 97.8                    | 92.7                            | 91.7              | 90.7                             | 85.5                                 | 92.3     | 88.1                                | 85.9     | 94.4                           | 86.0                  | 89.1                                 | 90.5                    |
| 1965      |                         |                                 |                   |                                  |                                      |          |                                     |          |                                |                       |                                      |                         |
| January   | 94.0                    | 93.9                            | 95.1              | 93.8                             | 91.4                                 | 95.7     | 93.4                                | 93.7     | 94.2                           | 91.6                  | 93.0                                 | 95.0                    |
| February  | 93.3                    | 99.8                            | 96.0              | 93.9                             | 91.2                                 | 95.9     | 94.9                                | 93.9     | 94.4                           | 92.6                  | 94.2                                 | 95.0                    |
| March     | 100.6                   | 94.5                            | 97.3              | 95.4                             | 93.5                                 | 98.0     | 95.7                                | 94.6     | 95.1                           | 95.6                  | 94.8                                 | 99.2                    |
| April     | 95.1                    | 94.4                            | 96.5              | 93.2                             | 90.5                                 | 94.9     | 93.7                                | 91.9     | 94.3                           | 94.1                  | 94.9                                 | 95.2                    |
| May       | 96.6                    | 98.3                            | 98.3              | 97.7                             | 94.4                                 | 98.3     | 97.8                                | 96.4     | 96.2                           | 95.3                  | 98.6                                 | 98.7                    |
| June      | 97.8                    | 98.5                            | 99.1              | 97.1                             | 98.0                                 | 99.3     | 98.0                                | 96.7     | 98.3                           | 95.3                  | 98.2                                 | 101.2                   |
| July      | 96.8                    | 97.0                            | 99.2              | 96.2                             | 101.0                                | 98.9     | 99.5                                | 97.7     | 102.4                          | 98.7                  | 98.1                                 | 98.7                    |
| August    | 96.4                    | 93.8                            | 98.1              | 93.8                             | 93.3                                 | 96.6     | 97.7                                | 95.7     | 100.8                          | 94.6                  | 96.0                                 | 98.7                    |
| September | 96.6                    | 95.1                            | 99.7              | 95.5                             | 96.2                                 | 97.4     | 98.1                                | 95.9     | 99.1                           | 97.5                  | 97.3                                 | 101.3                   |
| October   | 97.3                    | 96.4                            | 100.8             | 98.2                             | 96.6                                 | 99.8     | 100.1                               | 98.3     | 100.5                          | 98.9                  | 100.3                                | 102.1                   |
| November  | 99.4                    | 96.5                            | 101.3             | 98.9                             | 97.7                                 | 99.8     | 98.7                                | 99.3     | 100.4                          | 98.0                  | 99.0                                 | 101.3                   |
| December  | 103.4                   | 98.5                            | 98.6              | 96.8                             | 93.0                                 | 98.9     | 98.6                                | 94.6     | 98.2                           | 94.7                  | 95.3                                 | 94.7                    |
| 1966      |                         |                                 |                   |                                  |                                      |          |                                     |          |                                |                       |                                      |                         |
| January   | 100.0                   | 100.0                           | 100.0             | 100.0                            | 100.0                                | 100.0    | 100.0                               | 100.0    | 100.0                          | 100.0                 | 100.0                                | 100.0                   |
| February  | 100.6                   | 108.3                           | 101.7             | 100.0                            | 99.2                                 | 102.7    | 101.6                               | 100.8    | 101.4                          | 101.0                 | 100.4                                | 100.0                   |
| March     | 109.4                   | 101.5                           | 103.5             | 102.2                            | 103.3                                | 111.9    | 103.9                               | 102.5    | 102.9                          | 103.0                 | 101.7                                | 102.8                   |
| April     | 103.3                   | 101.7                           | 102.9             | 102.3                            | 104.6                                | 106.2    | 103.0                               | 102.4    | 101.7                          | 102.7                 | 103.1                                | 103.0                   |
| May       | 103.8                   | 101.6                           | 103.3             | 103.0                            | 104.1                                | 106.6    | 103.4                               | 101.9    | 103.6                          | 102.5                 | 104.4                                | 103.8                   |
| June      | 105.5                   | 105.1                           | 105.3             | 103.1                            | 103.8                                | 107.5    | 104.7                               | 103.9    | 102.8                          | 104.3                 | 105.5                                | 107.3                   |
| July      | 104.7                   | 102.7                           | 104.8             | 103.2                            | 107.8                                | 106.0    | 104.3                               | 104.2    | 102.5                          | 106.3                 | 103.4                                | 107.1                   |
| August    | 102.4                   | 100.3                           | 103.5             | 100.7                            | 100.9                                | 102.4    | 102.8                               | 102.8    | 98.7                           | 103.4                 | 102.5                                | 101.4                   |
| September | 103.3                   | 101.1                           | 103.6             | 101.0                            | 103.7                                | 99.6     | 101.4                               | 101.9    | 101.1                          | 103.3                 | 103.9                                | 104.3                   |
| October   | 103.2                   | 101.3                           | 103.2             | 102.3                            | 103.2                                | 99.2     | 102.7                               | 102.7    | 103.3                          | 104.1                 | 105.1                                | 105.1                   |
| November  | 104.5                   | 104.0                           | 102.4             | 101.6                            | 103.8                                | 98.1     | 103.3                               | 103.5    | 103.3                          | 103.8                 | 104.8                                | 103.5                   |
| December  | 108.4                   | 102.7                           | 101.1             | 99.9                             | 98.8                                 | 97.1     | 98.5                                | 100.9    | 101.7                          | 100.9                 | 99.7                                 | 97.0                    |
| 1967      |                         |                                 |                   |                                  |                                      |          |                                     |          |                                |                       |                                      |                         |
| January   | 103.7                   | 102.5                           | 102.6             | 102.3                            | 103.8                                | 101.3    | 102.0                               | 102.6    | 100.0                          | 103.3                 | 103.4                                | 102.8                   |
| February  | 104.5                   | 110.6                           | 104.3             | 103.0                            | 103.0                                | 101.6    | 102.8                               | 104.4    | 100.5                          | 103.8                 | 104.2                                | 104.4                   |
| March     | 111.8                   | 101.8                           | 103.2             | 100.9                            | 98.5                                 | 100.0    | 101.0                               | 97.9     | 99.2                           | 103.4                 | 102.1                                | 101.3                   |
| April     | 105.5                   | 103.6                           | 104.6             | 103.8                            | 104.4                                | 104.9    | 105.0                               | 105.1    | 103.2                          | 104.8                 | 106.6                                | 107.3                   |
| May       | 106.1                   | 103.5                           | 104.9             | 104.8                            | 105.4                                | 106.0    | 105.4                               | 105.5    | 102.0                          | 104.1                 | 107.1                                | 107.6                   |
| June      | 110.7                   | 105.7                           | 106.7             | 105.2                            | 105.3                                | 106.3    | 107.3                               | 107.5    | 103.4                          | 106.5                 | 109.4                                | 111.3                   |
| July      | 111.1                   | 107.8                           | 109.2             | 106.3                            | 108.4                                | 106.0    | 109.0                               | 109.7    | 105.6                          | 106.5                 | 107.4                                | 112.9                   |
| August*   | 108.8                   | 104.3                           | 107.8             | 104.3                            | 103.1                                | 104.3    | 105.6                               | 106.9    | 100.3                          | 104.0                 | 105.0                                | 109.6                   |

Note.—This new series is explained in an article on page 214 of the March 1967 issue of the GAZETTE.  
\* Provisional.

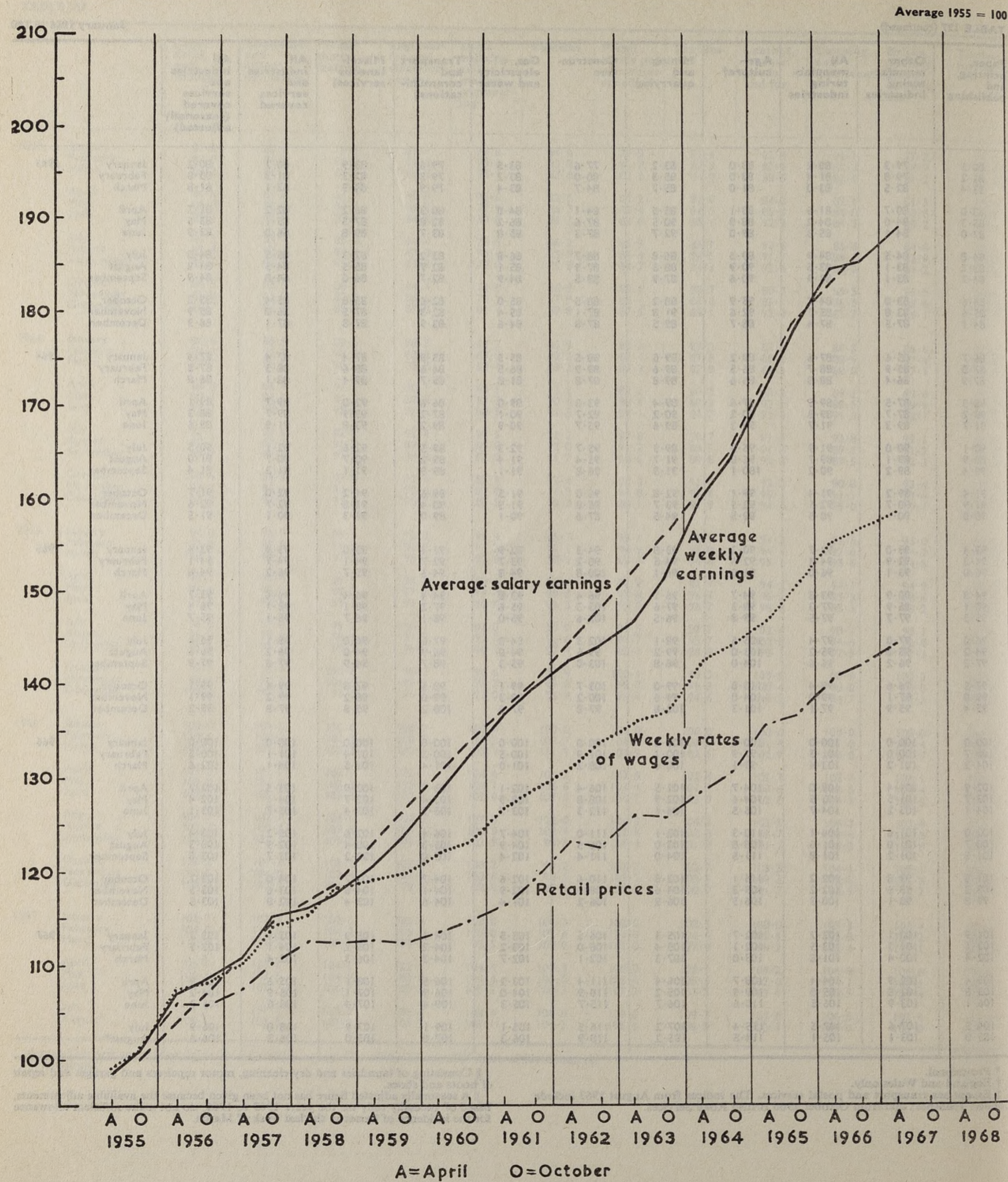
**EARNINGS**  
all employees (monthly enquiry): index of average earnings: Great Britain

TABLE 127 (continued)

January 1966 = 100

|           | Paper, printing and publishing | Other manufacturing industries | All manufacturing industries | Agriculture† | Mining and quarrying | Construction | Gas, electricity and water | Transport and communications‡ | Miscellaneous services§ | All industries and services covered | All industries and services covered (seasonally adjusted) |              |
|-----------|--------------------------------|--------------------------------|------------------------------|--------------|----------------------|--------------|----------------------------|-------------------------------|-------------------------|-------------------------------------|---|--------------|
| 1963      |                                |                                |                              |              |                      |              |                            |                               |                         |                                     |   |              |
| January   | 80.5                           | 79.3                           | 80.2                         | 83.0         | 83.2                 | 77.6         | 83.5                       | 79.6                          | 83.9                    | 80.2                                | 80.2  | January 1963 |
| February  | 81.2                           | 79.8                           | 81.4                         | 83.0         | 85.3                 | 80.0         | 83.2                       | 79.3                          | 82.3                    | 81.3                                | 80.8  | February     |
| March     | 83.4                           | 82.5                           | 83.0                         | 81.0         | 85.7                 | 84.7         | 83.4                       | 79.9                          | 84.9                    | 83.1                                | 81.8  | March        |
| April     | 83.0                           | 80.7                           | 81.6                         | 83.1         | 85.5                 | 84.1         | 84.0                       | 80.3                          | 86.2                    | 82.2                                | 81.7  | April        |
| May       | 85.3                           | 84.0                           | 84.2                         | 88.8         | 90.5                 | 87.6         | 86.2                       | 82.8                          | 87.5                    | 85.1                                | 83.6  | May          |
| June      | 87.0                           | 84.1                           | 85.3                         | 89.0         | 92.7                 | 87.3         | 85.8                       | 83.7                          | 89.8                    | 86.0                                | 83.9  | June         |
| July      | 84.8                           | 84.5                           | 84.9                         | 89.6         | 86.8                 | 88.7         | 86.8                       | 83.2                          | 87.3                    | 85.5                                | 84.0  | July         |
| August    | 83.2                           | 83.1                           | 83.5                         | 90.9         | 88.3                 | 87.9         | 85.1                       | 82.7                          | 85.5                    | 84.5                                | 84.8  | August       |
| September | 84.2                           | 83.1                           | 83.9                         | 90.6         | 87.9                 | 88.5         | 84.9                       | 82.7                          | 86.0                    | 84.8                                | 84.9  | September    |
| October   | 84.6                           | 83.0                           | 84.7                         | 95.9         | 88.2                 | 88.5         | 85.0                       | 82.6                          | 85.8                    | 85.4                                | 85.2  | October      |
| November  | 85.6                           | 83.8                           | 85.7                         | 92.6         | 91.8                 | 87.1         | 85.4                       | 82.3                          | 87.5                    | 86.0                                | 85.9  | November     |
| December  | 84.1                           | 87.5                           | 87.4                         | 88.7         | 89.5                 | 87.8         | 84.6                       | 82.9                          | 87.8                    | 87.1                                | 88.3  | December     |
| 1964      |                                |                                |                              |              |                      |              |                            |                               |                         |                                     |   |              |
| January   | 86.7                           | 85.6                           | 87.6                         | 89.2         | 89.5                 | 88.5         | 85.3                       | 83.8                          | 87.4                    | 87.4                                | 87.4  | January 1964 |
| February  | 87.0                           | 85.9                           | 88.7                         | 86.5         | 89.9                 | 88.5         | 86.5                       | 84.6                          | 88.6                    | 88.3                                | 87.8  | February     |
| March     | 87.9                           | 86.4                           | 88.8                         | 86.6         | 89.8                 | 87.8         | 81.8                       | 85.7                          | 89.4                    | 88.1                                | 86.8  | March        |
| April     | 88.3                           | 87.5                           | 89.5                         | 87.6         | 89.4                 | 93.8         | 89.0                       | 86.8                          | 92.0                    | 89.7                                | 89.1  | April        |
| May       | 90.2                           | 87.7                           | 89.3                         | 90.2         | 90.2                 | 92.7         | 90.1                       | 87.2                          | 93.9                    | 89.7                                | 88.3  | May          |
| June      | 91.7                           | 89.3                           | 91.7                         | 94.3         | 89.6                 | 95.7         | 90.3                       | 89.2                          | 93.8                    | 91.9                                | 89.6  | June         |
| July      | 90.1                           | 90.0                           | 91.9                         | 95.3         | 95.7                 | 92.3         | 90.9                       | 89.5                          | 92.6                    | 92.1                                | 90.5  | July         |
| August    | 88.9                           | 89.1                           | 89.7                         | 96.0         | 91.7                 | 95.4         | 91.4                       | 89.2                          | 90.7                    | 90.7                                | 91.0  | August       |
| September | 90.4                           | 89.2                           | 90.2                         | 100.1        | 91.3                 | 96.8         | 91.1                       | 89.8                          | 91.1                    | 91.3                                | 91.4  | September    |
| October   | 91.4                           | 89.2                           | 91.4                         | 99.1         | 92.8                 | 96.0         | 91.5                       | 89.6                          | 91.2                    | 92.0                                | 91.7  | October      |
| November  | 91.9                           | 90.7                           | 92.5                         | 92.5         | 93.7                 | 95.8         | 91.5                       | 90.4                          | 91.8                    | 92.7                                | 92.6  | November     |
| December  | 90.9                           | 90.1                           | 90.5                         | 89.5         | 94.5                 | 87.6         | 90.1                       | 89.0                          | 91.3                    | 90.1                                | 91.5  | December     |
| 1965      |                                |                                |                              |              |                      |              |                            |                               |                         |                                     |   |              |
| January   | 93.4                           | 93.0                           | 93.7                         | 90.2         | 93.8                 |              |                            |                               |                         |                                     |   |              |

**Weekly Rates of Wages, Average Weekly Earnings (Manual Workers) Average Salary Earnings (1955-66); Retail Prices**



**EARNINGS manufacturing industries (adult males): index of earnings by occupation: Great Britain**

TABLE 128

GREAT BRITAIN: JANUARY 1964=100

| Industry Group                          | Average weekly earnings including overtime premium |              |           |              |           |           | Average hourly earnings excluding overtime premium |              |           |              |           |           |
|---|--|--------------|-----------|--------------|-----------|-----------|--|--------------|-----------|--------------|-----------|-----------|
|   | June 1965  | January 1966 | June 1966 | January 1967 | June 1967 | June 1967 | June 1965  | January 1966 | June 1966 | January 1967 | June 1967 | June 1967 |
| <b>ENGINEERING*</b>                     |  |              |           |              |           |           |  |              |           |              |           |           |
| Timeworkers                             |  |              |           |              |           | s. d.     |  |              |           |              |           | d.        |
| Skilled                                 | 109.4  | 114.0        | 118.5     | 114.6        | 117.5     | 458 1     | 110.0  | 116.2        | 120.3     | 121.2        | 122.8     | 114.7     |
| Semi-skilled                            | 109.8  | 111.3        | 116.1     | 108.1        | 112.8     | 389 11    | 108.4  | 112.9        | 117.3     | 117.2        | 118.1     | 96.7      |
| Labourers                               | 110.7  | 112.7        | 118.0     | 112.2        | 116.3     | 325 6     | 109.6  | 114.2        | 118.4     | 119.1        | 120.7     | 79.2      |
| All timeworkers                         | 109.7  | 113.0        | 117.6     | 112.4        | 116.1     | 415 6     | 109.2  | 114.8        | 119.0     | 120.1        | 121.2     | 103.3     |
| Payment-by-result workers               |  |              |           |              |           |           |  |              |           |              |           |           |
| Skilled                                 | 110.7  | 114.3        | 119.3     | 115.4        | 118.6     | 476 6     | 110.8  | 116.8        | 121.6     | 123.0        | 125.0     | 128.2     |
| Semi-skilled                            | 109.7  | 111.8        | 116.6     | 108.9        | 114.1     | 424 5     | 110.3  | 114.9        | 119.0     | 117.1        | 119.9     | 114.6     |
| Labourers                               | 109.7  | 111.0        | 116.1     | 112.0        | 114.9     | 341 7     | 108.2  | 112.6        | 117.6     | 118.1        | 118.6     | 84.1      |
| All payment-by-result workers           | 110.0  | 112.8        | 117.8     | 112.2        | 116.3     | 445 11    | 110.2  | 115.5        | 120.1     | 120.0        | 122.2     | 119.8     |
| All skilled workers                     | 110.0  | 114.1        | 118.8     | 114.9        | 117.9     | 466 8     | 110.4  | 116.5        | 120.9     | 121.9        | 123.5     | 120.8     |
| All semi-skilled workers                | 109.8  | 111.7        | 116.4     | 108.5        | 113.3     | 407 7     | 109.6  | 114.2        | 118.2     | 117.0        | 118.7     | 105.6     |
| All labourers                           | 110.6  | 112.4        | 117.6     | 112.2        | 116.1     | 329 4     | 109.4  | 114.1        | 118.4     | 119.0        | 120.5     | 80.4      |
| All workers covered                     | 109.9  | 112.9        | 117.6     | 112.2        | 116.1     | 429 9     | 110.1  | 115.4        | 119.6     | 120.0        | 121.6     | 110.8     |
| <b>SHIPBUILDING AND SHIP REPAIRING†</b> |  |              |           |              |           |           |  |              |           |              |           |           |
| Timeworkers                             |  |              |           |              |           | s. d.     |  |              |           |              |           | d.        |
| Skilled                                 | 120.9  | 130.1        | 129.4     | 124.5        | 131.3     | 445 9     | 112.7  | 119.9        | 122.8     | 126.9        | 132.8     | 104.8     |
| Semi-skilled                            | 119.6  | 124.2        | 130.5     | 131.3        | 130.5     | 363 10    | 111.2  | 118.9        | 125.0     | 126.7        | 127.1     | 82.0      |
| Labourers                               | 112.5  | 120.3        | 122.2     | 119.3        | 122.9     | 427 3     | 107.1  | 116.2        | 119.0     | 121.3        | 123.4     | 72.9      |
| All timeworkers                         | 119.4  | 125.5        | 126.1     | 126.2        | 130.8     | 396 8     | 112.1  | 118.4        | 120.9     | 127.5        | 131.4     | 91.2      |
| Payment-by-result workers               |  |              |           |              |           |           |  |              |           |              |           |           |
| Skilled                                 | 120.2  | 123.6        | 130.9     | 128.5        | 131.0     | 481 2     | 113.7  | 120.3        | 125.5     | 128.9        | 130.9     | 120.6     |
| Semi-skilled                            | 116.1  | 120.6        | 127.4     | 127.2        | 127.2     | 373 6     | 111.6  | 118.5        | 123.6     | 123.7        | 126.6     | 88.1      |
| Labourers                               | 116.3  | 114.4        | 119.4     | 116.2        | 114.2     | 358 11    | 108.7  | 113.2        | 117.6     | 118.7        | 120.2     | 82.8      |
| All payment-by-result workers           | 119.3  | 122.5        | 129.6     | 126.8        | 128.9     | 446 3     | 113.3  | 120.0        | 125.2     | 127.1        | 129.7     | 109.6     |
| All skilled workers                     | 120.3  | 124.8        | 131.0     | 127.9        | 130.9     | 474 5     | 113.3  | 120.7        | 125.6     | 128.7        | 131.0     | 117.5     |
| All semi-skilled workers                | 117.0  | 121.6        | 128.3     | 127.1        | 128.0     | 371 2     | 111.7  | 118.9        | 124.2     | 124.7        | 126.8     | 86.6      |
| All labourers                           | 114.6  | 117.0        | 120.2     | 118.8        | 118.2     | 345 4     | 107.9  | 114.6        | 117.7     | 121.0        | 121.9     | 78.5      |
| All workers covered                     | 119.4  | 123.7        | 129.4     | 127.2        | 129.4     | 434 7     | 113.1  | 120.6        | 125.0     | 128.0        | 130.2     | 105.1     |
| <b>CHEMICAL MANUFACTURE‡</b>            |  |              |           |              |           |           |  |              |           |              |           |           |
| Timeworkers                             |  |              |           |              |           | s. d.     |  |              |           |              |           | d.        |
| General workers                         | 115.0  | 120.0        | 123.7     | 121.2        | 124.2     | 420 11    | 113.9  | 121.5        | 123.7     | 127.3        | 127.6     | 101.6     |
| Craftsmen                               | 115.9  | 123.9        | 128.3     | 124.0        | 124.5     | 468 1     | 114.1  | 120.8        | 124.6     | 124.3        | 124.6     | 112.5     |
| All timeworkers                         | 115.1  | 120.9        | 124.7     | 121.7        | 124.3     | 431 10    | 114.0  | 121.4        | 124.1     | 126.5        | 127.2     | 104.2     |
| Payment-by-result workers               |  |              |           |              |           |           |  |              |           |              |           |           |
| General workers                         | 115.7  | 117.9        | 121.8     | 117.3        | 122.0     | 433 8     | 114.9  | 120.7        | 121.7     | 121.5        | 123.8     | 113.9     |
| Craftsmen                               | 112.5  | 120.7        | 120.4     | 114.2        | 122.0     | 487 8     | 111.7  | 117.2        | 116.4     | 114.9        | 120.4     | 123.7     |
| All payment-by-result workers           | 115.5  | 119.2        | 123.1     | 119.6        | 121.6     | 444 4     | 113.9  | 119.6        | 120.1     | 119.7        | 122.5     | 115.8     |
| All general workers                     | 114.5  | 122.6        | 125.0     | 119.8        | 123.4     | 426 8     | 115.0  | 121.5        | 123.6     | 125.2        | 126.6     | 107.1     |
| All craftsmen                           | 114.5  | 122.6        | 125.0     | 119.8        | 123.4     | 475 11    | 113.3  | 119.2        | 121.2     | 120.1        | 122.6     | 117.0     |
| All workers covered                     | 115.1  | 119.9        | 123.3     | 119.5        | 123.2     | 437 4     | 114.4  | 120.8        | 122.7     | 123.8        | 125.4     | 109.2     |
| <b>IRON AND STEEL MANUFACTURE§</b>      |  |              |           |              |           |           |  |              |           |              |           |           |
| Timeworkers                             |  |              |           |              |           | s. d.     |  |              |           |              |           | d.        |
| Process workers                         | 109.7  | 112.4        | 121.1     | 114.3        | 114.5     | 403 8     | 109.8  | 116.7        | 122.1     | 120.9        | 116.0     | 98.4      |
| Maintenance workers (skilled)           | 110.9  | 112.0        | 117.7     | 115.8        | 118.0     | 470 11    | 112.3  | 118.9        | 123.0     | 121.4        | 122.3     | 110.8     |
| Maintenance workers (semi-skilled)      | 114.6  | 113.4        | 111.8     | 116.0        | 119.1     | 406 1     | 108.4  | 116.0        | 115.4     | 112.8        | 113.3     | 89.5      |
| Service workers                         | 108.9  | 110.7        | 113.2     | 110.8        | 113.3     | 378 9     | 108.2  | 114.8        | 116.3     | 117.6        | 118.4     | 93.8      |
| Labourers                               | 109.7  | 109.9        | 115.3     | 113.8        | 115.2     | 340 7     | 109.6  | 117.4        | 118.3     | 117.7        | 118.9     | 81.3      |
| All timeworkers                         | 111.3  | 113.0        | 118.3     | 115.5        | 116.9     | 397 0     | 110.3  | 118.0        | 121.1     | 120.5        | 119.8     | 95.5      |
| Payment-by-result workers               |  |              |           |              |           |           |  |              |           |              |           |           |
| Process workers                         | 106.4  | 107.4        | 110.9     | 108.4        | 110.7     | 441 6     | 106.0  | 112.2        | 114.0     | 115.0        | 115.8     | 117.8     |
| Maintenance workers (skilled)           | 110.2  | 111.3        | 114.7     | 112.0        | 115.6     | 495 9     | 110.8  | 117.3        | 119.8     | 118.4        | 119.6     | 126.8     |
| Maintenance workers (semi-skilled)      | 106.2  | 107.0        | 110.2     | 106.7        | 110.7     | 420 7     | 107.6  | 113.5        | 114.4     | 113.0        | 115.0     | 107.1     |
| Service workers                         | 107.6  | 109.3        | 111.8     | 110.7        | 114.9     | 413 1     | 104.8  | 111.7        | 113.3     | 116.6        | 118.4     | 105.3     |
| Labourers                               | 109.7  | 109.6        | 114.0     | 112.6        | 118.4     | 375 4     | 108.7  | 114.4        | 116.5     | 118.0        | 118.5     | 88.9      |
| All payment-by-result workers           | 107.3  | 108.2        | 111.7     | 109.4        | 112.4     | 439 5     | 106.9  | 113.2        | 114.9     | 115.8        | 116.7     | 114.4     |
| All process workers                     | 107.1  | 108.2        | 112.1     | 109.2        | 111.3     | 437 7     | 107.0  | 113.2        | 115.2     | 116.1        | 116.1     | 115.6     |
| All maintenance workers (skilled)       | 110.0  | 111.1        | 115.0     | 112.7        | 116.1     | 490 7     | 110.5  | 116.7        | 119.6     | 118.8        | 120.2     | 123.3     |
| All maintenance workers (semi-skilled)  | 107.8  | 108.2        | 110.8     | 108.6        | 112.6     | 419 2     | 107.8  | 113.9        | 115.1     | 114.1        | 116.6     | 105.2     |
| All service workers                     | 108.3  | 109.9        | 112.6     | 111.0        | 114.5     | 401 0     | 106.3  | 113.1        | 114.7     | 117.4        | 118.6     | 101.2     |
| All labourers                           | 110.0  | 110.2        | 114.9     | 113.8        | 118.2     | 363 0     | 109.5  | 116.2        | 117.8     | 118.9        | 120.0     | 86.3      |
| All workers covered                     | 108.3  | 109.4        | 113.1     | 110.9        | 113.7     | 432 1     | 108.1  | 114.5        | 116.6     | 117.5        | 118.2     | 111.0     |

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification:—  
 \* 331-349; 361; 363-369; 370.2; 381-385; 391; 393; 399.  
 † 370-1.  
 ‡ 271-272; 276.  
 § 311-312.

**WAGES, EARNINGS AND HOURS**  
**United Kingdom: movement in rates of wages, hours of work, earnings and salaries**

TABLE 129 1955 AVERAGE = 100

|      |           | ALL MANUAL WORKERS*   |                       |                     |                      |                         |                         | AVERAGE SALARY EARNINGS† |
|------|-----------|-----------------------|-----------------------|---------------------|----------------------|-------------------------|-------------------------|--------------------------|
|      |           | Weekly rates of wages | Hourly rates of wages | Normal weekly hours | Average hours worked | Average weekly earnings | Average hourly earnings |                          |
| 1950 |           | 73.1                  | 73.0                  | 100.2               | 97.7                 | 68.1                    | 69.7                    | —                        |
| 1951 |           | 79.3                  | 79.2                  | 100.2               | 98.4                 | 75.0                    | 76.1                    | —                        |
| 1952 |           | 85.8                  | 85.7                  | 100.1               | 97.7                 | 80.9                    | 82.8                    | —                        |
| 1953 |           | 89.8                  | 89.7                  | 100.1               | 98.5                 | 85.9                    | 87.1                    | —                        |
| 1954 |           | 93.7                  | 93.6                  | 100.1               | 99.3                 | 91.5                    | 92.2                    | —                        |
| 1955 |           | 100.0                 | 100.0                 | 100.0               | 100.0                | 100.0                   | 100.0                   | 100.0                    |
| 1956 |           | 107.9                 | 108.0                 | 100.0(44.6)         | 100.0(47.0)          | 108.0                   | 107.3                   | —                        |
| 1957 |           | 113.4                 | 113.6                 | 99.9                | 99.0                 | 113.0                   | 114.0                   | 118.5                    |
| 1958 |           | 117.5                 | 117.9                 | 99.7                | 98.3                 | 116.9                   | 118.9                   | —                        |
| 1959 |           | 120.6                 | 121.1                 | 99.6                | 99.1                 | 122.2                   | 123.2                   | —                        |
| 1960 |           | 123.7                 | 126.3                 | 98.0                | 98.3                 | 130.1                   | 132.5                   | —                        |
| 1961 |           | 128.8                 | 134.3                 | 95.9                | 97.2                 | 138.0                   | 141.9                   | —                        |
| 1962 |           | 133.6                 | 140.5                 | 95.1                | 96.3                 | 142.9                   | 148.4                   | —                        |
| 1963 |           | 138.4                 | 145.7                 | 95.0                | 96.5                 | 148.9                   | 154.3                   | —                        |
| 1964 |           | 144.9                 | 153.2                 | 94.6                | 97.4                 | 161.8                   | 166.1                   | —                        |
| 1965 |           | 151.2                 | 162.9                 | 92.9                | 96.3                 | 174.8                   | 181.6                   | —                        |
| 1966 |           | 158.3                 | 173.7                 | 91.1                | 94.3                 | 185.0                   | 196.2                   | —                        |
| 1960 | January   | 122.0                 | 122.7                 | 99.4                | —                    | —                       | —                       | —                        |
|      | April     | 123.3                 | 125.6                 | 98.2                | 98.3                 | 128.3                   | 130.6                   | —                        |
|      | July      | 123.8                 | 126.5                 | 97.9                | —                    | —                       | —                       | —                        |
|      | October   | 124.4                 | 127.9                 | 97.3                | 98.3                 | 132.0                   | 134.3                   | 133.4                    |
| 1961 | January   | 127.3                 | 132.0                 | 96.4                | —                    | —                       | —                       | —                        |
|      | April     | 128.1                 | 133.1                 | 96.3                | 97.7                 | 136.7                   | 140.0                   | —                        |
|      | July      | 129.0                 | 134.6                 | 95.8                | —                    | —                       | —                       | —                        |
|      | October   | 130.1                 | 136.4                 | 95.4                | 96.8                 | 139.2                   | 143.8                   | 139.9                    |
| 1962 | January   | 130.7                 | 137.3                 | 95.2                | —                    | —                       | —                       | —                        |
|      | April     | 132.7                 | 139.5                 | 95.1                | 96.6                 | 142.2                   | 147.1                   | —                        |
|      | July      | 134.4                 | 141.3                 | 95.1                | —                    | —                       | —                       | —                        |
|      | October   | 134.9                 | 142.0                 | 95.1                | 96.0                 | 143.7                   | 149.6                   | 147.7                    |
| 1963 | January   | 136.3                 | 143.4                 | 95.1                | —                    | —                       | —                       | —                        |
|      | April     | 137.8                 | 145.0                 | 95.1                | 96.0                 | 146.4                   | 152.6                   | —                        |
|      | July      | 138.6                 | 145.8                 | 95.1                | —                    | —                       | —                       | —                        |
|      | October   | 138.9                 | 146.2                 | 95.0                | 97.0                 | 151.3                   | 155.9                   | 155.8                    |
| 1964 | January   | 142.5                 | 150.3                 | 94.9                | —                    | —                       | —                       | —                        |
|      | April     | 143.7                 | 151.6                 | 94.8                | 97.7                 | 159.8                   | 163.7                   | —                        |
|      | July      | 145.6                 | 153.9                 | 94.6                | —                    | —                       | —                       | —                        |
|      | October   | 146.2                 | 154.7                 | 94.6                | 97.2                 | 163.8                   | 168.5                   | 164.5                    |
| 1965 | January   | 148.4                 | 158.2                 | 93.8                | —                    | —                       | —                       | —                        |
|      | April     | 149.4                 | 160.1                 | 93.3                | 96.8                 | 171.8                   | 177.5                   | —                        |
|      | July      | 152.2                 | 164.5                 | 92.5                | —                    | —                       | —                       | —                        |
|      | October   | 153.1                 | 166.1                 | 92.2                | 95.7                 | 177.8                   | 185.7                   | 178.4                    |
| 1966 | January   | 155.9                 | 170.2                 | 91.6                | —                    | —                       | —                       | —                        |
|      | February  | 156.0                 | 170.7                 | 91.4                | —                    | —                       | —                       | —                        |
|      | March     | 157.4                 | 172.6                 | 91.2                | —                    | —                       | —                       | —                        |
|      | April     | 157.6                 | 173.0                 | 91.1                | 94.7                 | 184.7                   | 194.9                   | —                        |
|      | May       | 157.6                 | 173.1                 | 91.1                | —                    | —                       | —                       | —                        |
|      | June      | 158.4                 | 174.0                 | 91.1                | —                    | —                       | —                       | —                        |
|      | July      | 159.3                 | 175.1                 | 91.0                | —                    | —                       | —                       | —                        |
|      | August    | 159.4                 | 175.1                 | 91.0                | —                    | —                       | —                       | —                        |
|      | September | 159.4                 | 175.1                 | 91.0                | —                    | —                       | —                       | —                        |
|      | October   | 159.4                 | 175.2                 | 91.0                | 93.8                 | 185.2                   | 197.4                   | 186.1                    |
|      | November  | 159.4                 | 175.2                 | 91.0                | —                    | —                       | —                       | —                        |
|      | December  | 159.4                 | 175.2                 | 91.0                | —                    | —                       | —                       | —                        |
| 1967 | January   | 160.4                 | 176.3                 | 91.0                | —                    | —                       | —                       | —                        |
|      | February  | 160.7                 | 176.7                 | 91.0                | —                    | —                       | —                       | —                        |
|      | March     | 161.2                 | 177.3                 | 91.0                | —                    | —                       | —                       | —                        |
|      | April     | 161.4                 | 177.5                 | 91.0                | 94.0                 | 188.5                   | 200.2                   | —                        |
|      | May       | 162.3                 | 178.5                 | 90.9                | —                    | —                       | —                       | —                        |
|      | June      | 162.4                 | 178.7                 | 90.9                | —                    | —                       | —                       | —                        |
|      | July      | 165.0                 | 181.8                 | 90.8                | —                    | —                       | —                       | —                        |
|      | August    | 165.4                 | 182.3                 | 90.8                | —                    | —                       | —                       | —                        |
|      | September | 166.3                 | 183.2                 | 90.8                | —                    | —                       | —                       | —                        |

Note.— These indices have been converted to a common base date (average 1955=100) and therefore should not be compared with indices on different bases.  
 \* The indices of rates of wages and of normal weekly hours relate to manual workers in all industries and services, but those for average weekly earnings and average hours worked cover only those in industries included in the half-yearly enquiry into earnings and hours of manual workers (table 122).

† Compiled annually (October). For coverage, see footnote † to table 124.  
 ‡ Actual average figure in hours for the index base year (1955) is given in brackets.

**WAGES AND HOURS**  
**manual workers: indices of weekly and hourly rates of wages, normal weekly hours: United Kingdom**

TABLE 130 31st JANUARY 1956 = 100

|                             |                  | WEEKLY RATES OF WAGES |       |           |             | NORMAL WEEKLY HOURS* |              |              |              | HOURLY RATES OF WAGES |       |           |             |
|-----------------------------|------------------|-----------------------|-------|-----------|-------------|----------------------|--------------|--------------|--------------|-----------------------|-------|-----------|-------------|
|                             |                  | Men                   | Women | Juveniles | All workers | Men                  | Women        | Juveniles    | All workers  | Men                   | Women | Juveniles | All workers |
| All industries and services |                  |                       |       |           |             |                      |              |              |              |                       |       |           |             |
| 1956                        |                  | 104.8                 | 104.2 | 105.5     | 104.7       | 100.0 (44.4)         | 100.0 (45.2) | 100.0 (44.7) | 100.0 (44.6) | 104.8                 | 104.2 | 105.5     | 104.7       |
| 1957                        |                  | 110.0                 | 109.7 | 111.3     | 110.0       | 99.9                 | 99.9         | 99.9         | 99.9         | 110.1                 | 109.8 | 111.4     | 110.1       |
| 1958                        |                  | 113.8                 | 114.0 | 115.8     | 114.0       | 99.7                 | 99.6         | 99.8         | 99.7         | 114.2                 | 114.4 | 116.0     | 114.3       |
| 1959                        |                  | 116.8                 | 117.0 | 119.0     | 117.0       | 99.6                 | 99.5         | 99.8         | 99.6         | 117.3                 | 117.7 | 119.2     | 117.4       |
| 1960                        |                  | 119.7                 | 120.8 | 123.2     | 120.0       | 97.9                 | 98.3         | 98.1         | 98.0         | 122.3                 | 122.8 | 125.6     | 122.5       |
| 1961                        | Monthly averages | 124.6                 | 125.3 | 130.3     | 125.0       | 96.0                 | 95.8         | 95.9         | 95.9         | 129.8                 | 130.7 | 135.9     | 130.3       |
| 1962                        |                  | 129.1                 | 130.3 | 135.6     | 129.6       | 95.1                 | 95.1         | 95.1         | 95.1         | 135.7                 | 137.0 | 142.5     | 136.2       |
| 1963                        |                  | 133.6                 | 135.7 | 141.0     | 134.3       | 95.0                 | 95.0         | 95.0         | 95.0         | 140.6                 | 142.8 | 148.4     | 141.3       |
| 1964                        |                  | 139.8                 | 142.6 | 147.6     | 140.6       | 94.6                 | 94.8         | 94.5         | 94.6         | 147.8                 | 150.4 | 156.1     | 148.6       |
| 1965                        |                  | 145.7                 | 149.4 | 155.1     | 146.7       | 92.8                 | 93.1         | 92.7         | 92.9         | 156.9                 | 160.5 | 167.5     | 157.9       |
| 1966                        |                  | 152.2                 | 157.4 | 164.1     | 153.5       | 91.1                 | 91.2         | 91.1         | 91.1         | 167.0                 | 172.6 | 180.1     | 168.5       |
| 1966                        | August           | 153.2                 | 158.7 | 165.3     | 154.6       | 91.0                 | 91.1         | 91.0         | 91.0         | 168.4                 | 174.1 | 181.7     | 169.8       |
|                             | September        | 153.2                 | 158.7 | 165.3     | 154.6       | 91.0                 | 91.1         | 91.0         | 91.0         | 168.4                 | 174.1 | 181.7     | 169.8       |
|                             | October          | 153.2                 | 158.7 | 165.3     | 154.6       | 91.0                 | 91.1         | 91.0         | 91.0         | 168.4                 | 174.2 | 181.7     | 169.9       |
|                             | November         | 153.2                 | 158.7 | 165.3     | 154.6       | 91.0                 | 91.1         | 91.0         | 91.0         | 168.4                 | 174.2 | 181.7     | 169.9       |
|                             | December         | 153.2                 | 158.7 | 165.3     | 154.6       | 91.0                 | 91.1         | 91.0         | 91.0         | 168.4                 | 174.2 | 181.7     | 169.9       |
| 1967                        | January          | 154.2                 | 159.7 | 166.3     | 155.6       | 91.0                 | 91.1         | 91.0         | 91.0         | 169.5                 | 175.4 | 182.8     | 171.0       |
|                             | February         | 154.5                 | 159.9 | 166.7     | 155.9       | 91.0                 | 91.1         | 90.9         | 91.0         | 169.9                 | 175.5 | 183.3     | 171.3       |
|                             | March            | 155.1                 | 160.2 | 167.3     | 156.4       | 91.0                 | 91.1         | 90.9         | 91.0         | 170.5                 | 175.9 | 183.9     | 171.9       |
|                             | April            | 155.2                 | 160.5 | 167.5     | 156.6       | 90.9                 | 91.1         | 90.9         | 91.0         | 170.7                 | 176.2 | 184.2     | 172.1       |
|                             | May              | 156.0                 | 161.8 | 168.6     | 157.5       | 90.9                 | 91.0         | 90.9         | 90.9         | 171.6                 | 177.7 | 185.5     | 173.1       |
|                             | June             | 156.0                 | 162.1 | 168.8     | 157.6       | 90.9                 | 91.0         | 90.9         | 90.9         | 171.6                 | 178.2 | 185.7     | 173.3       |
|                             | July             | 158.6                 | 164.7 | 171.2     | 160.1       | 90.8                 | 90.9         | 90.8         | 90.8         | 174.7                 | 181.3 | 188.6     | 176.4       |
|                             | August           | 158.9                 | 165.6 | 171.7     | 160.5       | 90.8                 | 90.9         | 90.8         | 90.8         | 175.1                 | 182.2 | 189.1     | 176.8       |
|                             | September        | 159.8                 | 166.2 | 172.0     | 161.3       | 90.8                 | 90.9         | 90.8         | 90.8         | 176.0                 | 182.9 | 189.4     | 177.7       |
| Manufacturing industries    |                  |                       |       |           |             |                      |              |              |              |                       |       |           |             |
| 1956                        |                  | 104.9                 | 103.9 | 104.9     | 104.7       | 100.0 (44.1)         | 100.0 (44.5) | 100.0 (44.3) | 100.0 (44.2) | 104.9                 | 103.9 | 104.9     | 104.7       |
| 1957                        |                  | 110.1                 | 109.6 | 110.6     | 110.0       | 99.9                 | 100.0        | 99.9         | 99.9         | 110.1                 | 109.6 | 110.7     | 110.1       |
| 1958                        |                  | 113.6                 | 113.6 | 114.5     | 113.7       | 99.7                 | 99.9         | 99.8         | 99.8         | 113.7                 | 114.7 | 114.7     | 113.9       |
| 1959                        |                  | 116.5                 | 116.4 | 117.3     | 116.5       | 99.6                 | 99.7         | 99.6         | 99.6         | 117.0                 | 116.7 | 117.7     | 116.9       |
| 1960                        |                  | 119.1                 | 120.0 | 122.7     | 119.4       | 97.1                 | 97.8         | 97.5         | 97.3         | 122.8                 | 122.7 | 125.9     | 122.8       |
| 1961                        | Monthly averages | 123.9                 | 124.3 | 129.5     | 124.2       | 95.6                 | 95.2         | 95.4         | 95.4         | 129.6                 | 130.6 | 135.7     | 130.1       |
| 1962                        |                  | 127.4                 | 129.0 | 134.1     | 128.0       | 95.2                 | 94.9         | 95.0         | 95.1         | 133.8                 | 136.0 | 141.1     | 134.6       |
| 1963                        |                  | 131.0                 | 133.6 | 138.2     | 131.8       | 95.1                 | 94.8         | 94.9         | 95.0         | 137.7                 | 141.0 | 145.6     | 138.6       |
| 1964                        |                  | 137.0                 | 141.0 | 144.7     | 138.0       | 94.9                 | 94.6         | 94.8         | 94.8         | 144.4                 | 149.1 | 152.9     | 145.6       |
| 1965                        |                  | 141.9                 | 147.5 | 152.4     | 143.3       | 92.7                 | 92.7         | 92.7         | 92.7         | 153.0                 | 159.1 | 164.4     | 154.5       |
| 1966                        |                  | 148.1                 | 156.1 | 161.5     | 150.1       | 91.4                 | 91.2         | 91.2         | 91.3         | 162.2                 | 171.2 | 177.1     | 164.4       |
| 1966                        | August           | 149.4                 | 157.9 | 163.1     | 151.5       | 91.3                 | 91.0         | 91.0         | 91.2         | 163.7                 | 173.6 | 179.1     | 166.1       |
|                             | September        | 149.4                 | 157.9 | 163.1     | 151.5       | 91.3                 | 91.0         | 91.0         | 91.2         | 163.7                 | 173.6 | 179.1     | 166.1       |
|                             | October          | 149.4                 | 157.9 | 163.1     | 151.5       | 91.3                 | 91.0         | 91.0         | 91.2         | 163.8                 | 173.6 | 179.2     | 166.2       |
|                             | November         | 149.4                 | 157.9 | 163.1     | 151.5       | 91.3                 | 91.0         | 91.0         | 91.2         | 163.8                 | 173.6 | 179.2     | 166.2       |
|                             | December         | 149.4                 | 157.9 | 163.1     | 151.5       | 91.3                 | 91.0         | 91.0         | 91.2         | 163.8                 | 173.6 | 179.2     | 166.2       |
| 1967                        | January          | 151.3                 | 159.6 | 164.7     | 153.3       | 91.3                 | 90.9         | 91.0         | 91.1         | 165.8                 | 175.5 | 181.1     | 168.2       |
|                             | February         | 151.4                 | 159.6 | 164.8     | 153.4       | 91.2                 | 90.9         | 91.0         | 91.1         | 165.9                 | 175.5 | 181.2     | 168.3       |
|                             | March            | 151.5                 | 159.7 | 165.1     | 153.5       | 91.2                 | 90.9         | 90.9         | 91.1         | 166.2                 | 175.7 | 181.5     | 168.5       |
|                             | April            | 151.6                 | 159.7 | 165.2     | 153.6       | 91.2                 | 90.9         | 90.9         | 91.1         | 166.3                 | 175.7 | 181.6     | 168.6       |
|                             | May              | 151.7                 | 159.9 | 165.2     | 153.7       | 91.2                 | 90.8         | 90.9         | 91.0         | 166.4                 | 176.1 | 181.8     | 168.8       |
|                             | June             | 151.7                 | 160.0 | 165.4     | 153.7       | 91.2                 | 90.8         | 90.8         | 91.0         | 166.4                 | 176.4 | 182.1     | 168.9       |
|                             | July             | 155.6                 | 163.7 | 169.0     | 157.6       | 90.8                 | 90.5         | 90.6         | 90.7         | 171.3                 | 180.9 | 186.5     | 173.7       |
|                             | August           | 156.0                 | 164.1 | 169.4     | 157.9       | 90.8                 | 90.5         | 90.6         | 90.7         | 171.7                 | 181.3 | 186.9     | 174.1       |
|                             | September        | 156.1                 | 164.1 | 169.4     | 158.0       | 90.8                 | 90.5         | 90.6         | 90.7         | 171.8                 | 181.4 | 186.9</   |             |

**WAGES AND HOURS**  
**United Kingdom: all manual workers: weekly and hourly rates of wages, normal**  
**weekly hours: industrial analysis**

TABLE 131 31st JANUARY 1956 = 100

|                              | Agriculture, forestry and fishing | Mining and quarrying | Food, drink and tobacco | Chemicals and allied industries | All metals combined | Textiles | Leather, leather goods and fur | Clothing and footwear | Bricks, pottery, glass, cement, etc. |
|------------------------------|-----------------------------------|----------------------|-------------------------|---------------------------------|---------------------|----------|--------------------------------|-----------------------|--------------------------------------|
| <b>Weekly rates of wages</b> |                                   |                      |                         |                                 |                     |          |                                |                       |                                      |
| 1959                         | 117                               | 118                  | 119                     | 112                             | 117                 | 112      | 118                            | 118                   | 115                                  |
| 1960                         | 120                               | 119                  | 123                     | 115                             | 119                 | 116      | 121                            | 123                   | 120                                  |
| 1961                         | 127                               | 126                  | 128                     | 118                             | 125                 | 121      | 122                            | 124                   | 126                                  |
| 1962                         | 132                               | 129                  | 132                     | 124                             | 127                 | 124      | 126                            | 132                   | 131                                  |
| 1963                         | 138                               | 135                  | 138                     | 131                             | 130                 | 128      | 131                            | 135                   | 138                                  |
| 1964                         | 143                               | 139                  | 144                     | 139                             | 136                 | 133      | 135                            | 144                   | 146                                  |
| 1965                         | 152                               | 145                  | 150                     | 144                             | 140                 | 139      | 142                            | 151                   | 155                                  |
| 1966                         | 158                               | 152                  | 156                     | 149                             | 147                 | 145      | 148                            | 157                   | 161                                  |
| 1966 August                  | 159                               | 154                  | 156                     | 150                             | 149                 | 146      | 148                            | 160                   | 162                                  |
| 1966 September               | 159                               | 154                  | 156                     | 150                             | 149                 | 146      | 148                            | 160                   | 162                                  |
| 1966 October                 | 159                               | 154                  | 156                     | 150                             | 149                 | 146      | 148                            | 160                   | 162                                  |
| 1966 November                | 159                               | 154                  | 156                     | 150                             | 149                 | 146      | 148                            | 160                   | 162                                  |
| 1966 December                | 159                               | 154                  | 156                     | 150                             | 149                 | 146      | 148                            | 160                   | 162                                  |
| 1967 January                 | 159                               | 154                  | 158                     | 150                             | 152                 | 146      | 148                            | 160                   | 162                                  |
| 1967 February                | 163                               | 155                  | 158                     | 150                             | 152                 | 146      | 148                            | 160                   | 164                                  |
| 1967 March                   | 163                               | 155                  | 158                     | 150                             | 152                 | 146      | 148                            | 161                   | 164                                  |
| 1967 April                   | 163                               | 155                  | 158                     | 150                             | 152                 | 146      | 148                            | 161                   | 165                                  |
| 1967 May                     | 163                               | 155                  | 158                     | 150                             | 152                 | 147      | 148                            | 161                   | 165                                  |
| 1967 June                    | 163                               | 155                  | 158                     | 150                             | 152                 | 147      | 148                            | 161                   | 165                                  |
| 1967 July                    | 163                               | 155                  | 161                     | 150                             | 158                 | 149      | 150                            | 161                   | 166                                  |
| 1967 August                  | 163                               | 155                  | 164                     | 151                             | 158                 | 149      | 150                            | 161                   | 166                                  |
| 1967 September               | 164                               | 155                  | 164                     | 151                             | 158                 | 149      | 150                            | 162                   | 166                                  |
| <b>Normal weekly hours*</b>  |                                   |                      |                         |                                 |                     |          |                                |                       |                                      |
| 1959                         | (47.5)                            | (39.1)               | (45.0)                  | (43.6)                          | (44.0)              | (45.0)   | (45.0)                         | (44.2)                | (44.7)                               |
| 1960                         | 99.9                              | 100.0                | 99.1                    | 100.0                           | 99.6                | 100.0    | 100.0                          | 100.0                 | 99.9                                 |
| 1961                         | 98.0                              | 100.0                | 97.5                    | 96.8                            | 96.4                | 99.7     | 100.0                          | 98.7                  | 98.7                                 |
| 1962                         | 97.8                              | 96.7                 | 94.8                    | 95.9                            | 95.6                | 94.8     | 96.3                           | 95.8                  | 95.5                                 |
| 1963                         | 97.8                              | 96.6                 | 94.4                    | 95.9                            | 95.4                | 94.6     | 95.6                           | 95.4                  | 95.3                                 |
| 1964                         | 97.5                              | 96.6                 | 94.1                    | 95.9                            | 95.4                | 94.6     | 95.6                           | 95.3                  | 95.3                                 |
| 1965                         | 95.6                              | 95.0                 | 93.0                    | 95.9                            | 95.3                | 94.5     | 95.0                           | 95.3                  | 95.3                                 |
| 1966                         | 95.5                              | 94.1                 | 93.1                    | 93.1                            | 92.4                | 93.8     | 93.3                           | 94.7                  | 94.7                                 |
| 1966 August                  | 93.4                              | 94.0                 | 89.3                    | 91.8                            | 91.3                | 92.2     | 90.6                           | 92.7                  | 92.7                                 |
| 1966 September               | 93.4                              | 94.0                 | 89.2                    | 91.8                            | 91.3                | 92.2     | 90.6                           | 92.7                  | 92.7                                 |
| 1966 October                 | 93.4                              | 94.0                 | 89.2                    | 91.8                            | 91.3                | 92.2     | 90.6                           | 92.7                  | 92.7                                 |
| 1966 November                | 93.4                              | 94.0                 | 89.2                    | 91.8                            | 91.3                | 92.2     | 90.6                           | 92.7                  | 92.7                                 |
| 1966 December                | 93.4                              | 94.0                 | 89.2                    | 91.8                            | 91.3                | 92.2     | 90.6                           | 92.7                  | 92.7                                 |
| 1967 January                 | 93.4                              | 94.0                 | 89.2                    | 91.8                            | 91.3                | 92.0     | 90.5                           | 92.7                  | 92.7                                 |
| 1967 February                | 93.4                              | 93.9                 | 89.2                    | 91.8                            | 91.3                | 92.0     | 90.5                           | 92.1                  | 92.1                                 |
| 1967 March                   | 93.4                              | 93.9                 | 89.2                    | 91.8                            | 91.3                | 92.0     | 90.5                           | 92.1                  | 92.1                                 |
| 1967 April                   | 93.4                              | 93.8                 | 89.2                    | 91.8                            | 91.3                | 92.0     | 90.5                           | 91.7                  | 91.7                                 |
| 1967 May                     | 93.4                              | 93.8                 | 89.2                    | 91.8                            | 91.3                | 92.0     | 90.5                           | 91.7                  | 91.7                                 |
| 1967 June                    | 93.4                              | 93.8                 | 89.2                    | 91.8                            | 91.3                | 92.0     | 90.5                           | 91.7                  | 91.7                                 |
| 1967 July                    | 93.4                              | 93.7                 | 89.2                    | 91.8                            | 90.9                | 90.9     | 89.9                           | 90.5                  | 91.0                                 |
| 1967 August                  | 93.4                              | 93.7                 | 89.2                    | 91.8                            | 90.9                | 90.9     | 89.9                           | 90.5                  | 91.0                                 |
| 1967 September               | 93.4                              | 93.7                 | 89.2                    | 91.8                            | 90.9                | 90.9     | 89.9                           | 90.5                  | 91.0                                 |
| <b>Hourly rates of wages</b> |                                   |                      |                         |                                 |                     |          |                                |                       |                                      |
| 1959                         | 117                               | 118                  | 120                     | 112                             | 118                 | 112      | 118                            | 118                   | 115                                  |
| 1960                         | 122                               | 119                  | 126                     | 118                             | 124                 | 116      | 121                            | 125                   | 121                                  |
| 1961                         | 130                               | 130                  | 135                     | 123                             | 130                 | 127      | 127                            | 130                   | 132                                  |
| 1962                         | 135                               | 134                  | 140                     | 130                             | 133                 | 131      | 132                            | 138                   | 143                                  |
| 1963                         | 142                               | 140                  | 147                     | 137                             | 136                 | 135      | 137                            | 144                   | 145                                  |
| 1964                         | 150                               | 147                  | 155                     | 145                             | 142                 | 141      | 142                            | 152                   | 154                                  |
| 1965                         | 159                               | 155                  | 165                     | 154                             | 151                 | 148      | 152                            | 161                   | 163                                  |
| 1966                         | 170                               | 161                  | 174                     | 163                             | 161                 | 157      | 161                            | 172                   | 174                                  |
| 1966 August                  | 170                               | 164                  | 175                     | 163                             | 163                 | 158      | 161                            | 177                   | 175                                  |
| 1966 September               | 170                               | 164                  | 175                     | 163                             | 163                 | 158      | 161                            | 177                   | 175                                  |
| 1966 October                 | 170                               | 164                  | 175                     | 163                             | 163                 | 158      | 161                            | 177                   | 175                                  |
| 1966 November                | 170                               | 164                  | 175                     | 163                             | 163                 | 158      | 161                            | 177                   | 175                                  |
| 1966 December                | 170                               | 164                  | 175                     | 163                             | 163                 | 158      | 161                            | 177                   | 175                                  |
| 1967 January                 | 170                               | 164                  | 178                     | 163                             | 166                 | 159      | 161                            | 177                   | 175                                  |
| 1967 February                | 174                               | 165                  | 178                     | 163                             | 166                 | 159      | 161                            | 177                   | 178                                  |
| 1967 March                   | 174                               | 165                  | 178                     | 163                             | 167                 | 159      | 161                            | 178                   | 178                                  |
| 1967 April                   | 174                               | 165                  | 178                     | 163                             | 167                 | 160      | 161                            | 178                   | 180                                  |
| 1967 May                     | 174                               | 165                  | 178                     | 163                             | 167                 | 160      | 161                            | 178                   | 180                                  |
| 1967 June                    | 174                               | 165                  | 178                     | 163                             | 167                 | 161      | 161                            | 178                   | 180                                  |
| 1967 July                    | 174                               | 165                  | 181                     | 164                             | 174                 | 164      | 167                            | 178                   | 182                                  |
| 1967 August                  | 174                               | 165                  | 184                     | 164                             | 174                 | 164      | 167                            | 178                   | 183                                  |
| 1967 September               | 176                               | 165                  | 184                     | 165                             | 174                 | 164      | 167                            | 178                   | 183                                  |

\* Actual average of normal weekly hours at the index base date (31st January 1956) is shown in brackets at head of column.  
 Note.—  
 If comparisons are made between the indices for different industry groups, it should be remembered that the indices for a particular group may have been affected by

the incidence of changes in rates of wages or hours of work in the months immediately prior to the base date (31st January 1956). In addition, there is considerable variation in the provisions of collective agreements and statutory wages regulation orders and there is therefore no common pattern for the calculation of the indices for the different industry groups.

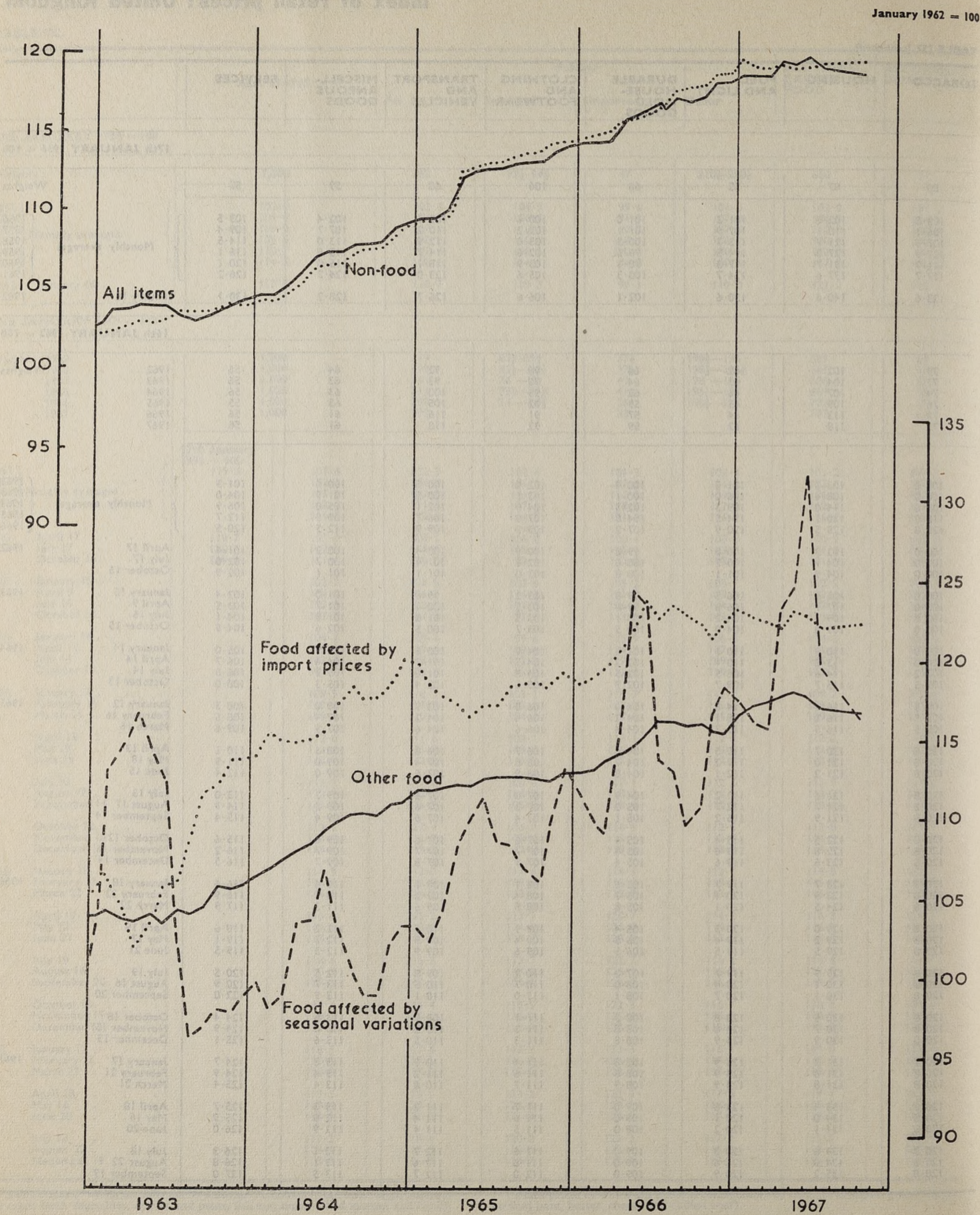
**WAGES AND HOURS**  
**all manual workers: weekly and hourly rates of wages, normal weekly hours:**  
**industrial analysis: United Kingdom**

TABLE 131 (continued) 31st JANUARY 1956 = 100

| Timber, furniture, etc.      | Paper, printing and publishing | Other manufacturing industries | Construction | Gas, electricity and water | Transport and communication | Distributive trades | Professional services and public administration | Miscellaneous services |
|------------------------------|--------------------------------|--------------------------------|--------------|----------------------------|-----------------------------|---------------------|---|------------------------|
| <b>Weekly rates of wages</b> |                                |                                |              |                            |                             |                     |   |                        |
| 1959                         | 118                            | 118                            | 112          | 120                        | 112                         | 115                 | 117   | 118                    |
| 1960                         | 122                            | 122                            | 115          | 122                        | 115                         | 121                 | 123   | 120                    |
| 1961                         | 122                            | 126                            | 120          | 125                        | 120                         | 125                 | 128   | 125                    |
| 1962                         | 134                            | 133                            | 128          | 133                        | 125                         | 129                 | 132   | 134                    |
| 1963                         | 138                            | 137                            | 135          | 138                        | 132                         | 135                 | 138   | 137                    |
| 1964                         | 143                            | 143                            | 142          | 144                        | 141                         | 144                 | 143   | 148                    |
| 1965                         | 149                            | 152                            | 146          | 148                        | 156                         | 153                 | 150   | 156                    |
| 1966                         | 156                            | 160                            | 151          | 154                        | 164                         | 159                 | 158   | 159                    |
| 1966 August                  | 158                            | 160                            | 151          | 155                        | 165                         | 159                 | 158   | 159                    |
| 1966 September               | 158                            | 160                            | 151          | 155                        | 165                         | 159                 | 158   | 159                    |
| 1966 October                 | 158                            | 160                            | 151          | 155                        | 165                         | 159                 | 158   | 159                    |
| 1966 November                | 158                            | 160                            | 151          | 155                        | 165                         | 159                 | 158   | 159                    |
| 1966 December                | 158                            | 160                            | 151          | 155                        | 165                         | 159                 | 158   | 159                    |
| 1967 January                 | 158                            | 160                            | 152          | 155                        | 167                         | 160                 | 162   | 159                    |
| 1967 February                | 158                            | 160                            | 152          | 155                        | 167                         | 160                 | 162   | 159                    |
| 1967 March                   | 158                            | 160                            | 152          | 156                        | 167                         | 162                 | 161   | 159                    |
| 1967 April                   | 158                            | 160                            | 152          | 161                        | 167                         | 162                 | 164   | 159                    |
| 1967 May                     | 158                            | 160                            | 153          | 161                        | 167                         | 162                 | 164   | 159                    |
| 1967 June                    | 158                            | 160                            | 153          | 161                        | 167                         | 162                 | 164   | 160                    |
| 1967 July                    | 160                            | 160                            | 157          | 164                        | 167                         | 162                 | 166   | 160                    |
| 1967 August                  | 160                            | 160                            | 158          | 164                        | 167                         | 162                 | 168   | 161                    |
| 1967 September               | 160                            | 160                            | 158          | 164                        | 167                         | 162                 | 168   | 161                    |
| <b>Normal weekly hours*</b>  |                                |                                |              |                            |                             |                     |   |                        |
| 1959                         | (44.0)                         | (43.2)                         | (45.0)       | (45.1)                     | (44.2)                      | (45.6)              | (45.6)  | (45.1)                 |
| 1960                         | 100.0                          | 99.1                           | 98.6         | 100.0                      | 98.9                        | 100.0               | 97.7  | 99.9                   |
| 1961                         | 98.0                           | 96.9                           | 96.2         | 99.0                       | 96.1                        | 97.4                | 99.8  | 99.2                   |
| 1962                         | 96.1                           | 95.8                           | 94.5         | 96.1                       | 95.1                        | 95.6                | 96.9  | 97.9                   |
| 1963                         | 95.5                           | 94.2                           | 94.2         | 93.5                       | 95.1                        | 93.6                | 95.5  | 93.2                   |
| 1964                         | 95.5                           | 93.2                           | 94.1         | 93.4                       | 95.1                        | 93.2                | 95.5  | 93.2                   |
| 1965                         | 94.5                           | 93.2                           | 93.9         | 92.5                       | 95.1                        | 93.2                | 95.5  | 93.2                   |
| 1966                         | 92.8                           | 93.2                           | 91.9         | 90.8                       | 93.2                        | 92.9                | 93.0  | 94.4                   |
| 1966 August                  | 91.4                           | 92.0                           | 89.5         | 89.1                       | 90.6                        | 89.4                | 88.9  | 92.8                   |
| 1966 September               | 90.9                           | 91.7                           | 89.5         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.8                   |
| 1966 October                 | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.8                   |
| 1966 November                | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.8                   |
| 1966 December                | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.8                   |
| 1967 January                 | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.8                   |
| 1967 February                | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.8                   |
| 1967 March                   | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.8                   |
| 1967 April                   | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.8                   |
| 1967 May                     | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.7                   |
| 1967 June                    | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.7                   |
| 1967 July                    | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.7                   |
| 1967 August                  | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.7                   |
| 1967 September               | 90.9                           | 91.7                           | 89.1         | 88.8                       | 90.6                        | 89.1                | 88.8  | 92.7                   |
| <b>Hourly rates of wages</b> |                                |                                |              |                            |                             |                     |   |                        |
| 1959                         | 118                            | 119                            | 114          | 120                        | 112                         | 116                 | 117   | 118                    |
| 1960                         | 125                            | 126                            | 120          | 123                        | 119                         | 124                 | 122   | 126                    |
| 1961                         | 132                            | 131                            | 127          | 130                        | 126                         | 131                 | 132   | 127                    |
| 1962                         | 141                            | 141                            | 136          | 143                        | 132                         | 138                 | 144   | 136                    |
| 1963                         | 144                            | 147                            | 144          | 147                        | 139                         | 145                 | 151   | 141                    |
| 1964                         | 152                            | 154                            |              |                            |                             |                     |   |                        |



Index of Retail Prices



INDUSTRIAL DISPUTES\* stoppages of work: United Kingdom

TABLE 133

|                        | NUMBER OF STOPPAGES |                       | NUMBER OF WORKERS INVOLVED IN STOPPAGES† |                       | WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡ |                      |   |                       |              |                             |                                   |
|------------------------|---------------------|-----------------------|--|-----------------------|---|----------------------|---|-----------------------|--------------|-----------------------------|-----------------------------------|
|                        | Beginning in period | In progress in period | Beginning in period                      | In progress in period | All industries and services                               | Mining and quarrying | Metals, engineering, ship-building and vehicles | Textiles and clothing | Construction | Transport and communication | All other industries and services |
|                        | (1)                 | (2)                   | (3)                                      | (4)                   | (5)   | (6)                  | (7)   | (8)                   | (9)          | (10)                        | (11)                              |
|                        |                     |                       | (000's)                                  | (000's)               | (000's)   | (000's)              | (000's)   | (000's)               | (000's)      | (000's)                     | (000's)                           |
| 1955 . . . . .         | 2,419               | 2,426                 | 659                                      | 671                   | 3,781   | 1,112                | 659   | 23                    | 71           | 1,687                       | 219                               |
| 1956 . . . . .         | 2,648               | 2,654                 | 507                                      | 508                   | 2,083   | 503                  | 1,018   | 29                    | 78           | 34                          | 421                               |
| 1957 . . . . .         | 2,859               | 2,871                 | 1,356                                    | 1,359                 | 8,412   | 514                  | 6,592   | 44                    | 84           | 998                         | 180                               |
| 1958 . . . . .         | 2,629               | 2,639                 | 523                                      | 524                   | 3,462   | 450                  | 609   | 20                    | 151          | 2,116                       | 116                               |
| 1959 . . . . .         | 2,093               | 2,105                 | 645                                      | 646                   | 5,270   | 370                  | 962   | 57                    | 138          | 95                          | 3,647                             |
| 1960 . . . . .         | 2,832               | 2,849                 | 814§                                     | 819§                  | 3,024   | 495                  | 1,450   | 25                    | 110          | 636                         | 308                               |
| 1961 . . . . .         | 2,686               | 2,701                 | 771                                      | 779                   | 3,046   | 740                  | 1,464   | 22                    | 285          | 230                         | 305                               |
| 1962 . . . . .         | 2,449               | 2,465                 | 4,420                                    | 4,423                 | 5,798   | 308                  | 4,559   | 37                    | 222          | 431                         | 241                               |
| 1963 . . . . .         | 2,068               | 2,081                 | 590                                      | 593                   | 1,755   | 326                  | 854   | 25                    | 356          | 72                          | 122                               |
| 1964 . . . . .         | 2,524               | 2,535                 | 871                                      | 883                   | 2,277   | 309                  | 1,338   | 34                    | 125          | 312                         | 160                               |
| 1965 . . . . .         | 2,354               | 2,365                 | 869                                      | 876                   | 2,925   | 413                  | 1,763   | 52                    | 135          | 305                         | 257                               |
| 1966 . . . . .         | 1,937               | 1,951                 | 530¶                                     | 544¶                  | 2,398   | 118                  | 871   | 12                    | 145          | 1,069                       | 183                               |
| 1963 June . . . . .    | 173                 | 189                   | 49                                       | 55                    | 144   | 76                   | 51  | —                     | 4            | 7                           | 5                                 |
| July . . . . .         | 151                 | 174                   | 29                                       | 35                    | 125   | 21                   | 76  | 1                     | 15           | 2                           | 10                                |
| August . . . . .       | 147                 | 176                   | 96                                       | 104                   | 400   | 19                   | 59  | 4                     | 287          | 1                           | 30                                |
| September . . . . .    | 217                 | 234                   | 44                                       | 45                    | 107   | 22                   | 46  | 2                     | 5            | 14                          | 18                                |
| October . . . . .      | 238                 | 266                   | 76                                       | 80                    | 189   | 36                   | 107   | 1                     | 11           | 15                          | 19                                |
| November . . . . .     | 211                 | 245                   | 62                                       | 67                    | 131   | 22                   | 85  | 2                     | 4            | 8                           | 10                                |
| December . . . . .     | 99                  | 122                   | 47                                       | 53                    | 170   | 8                    | 130   | 2                     | 3            | 11                          | 16                                |
| 1964 January . . . . . | 192                 | 203                   | 91                                       | 102                   | 381   | 60                   | 283   | 4                     | 7            | 18                          | 9                                 |
| February . . . . .     | 213                 | 231                   | 70                                       | 83                    | 178   | 17                   | 126   | 1                     | 9            | 23                          | 3                                 |
| March . . . . .        | 191                 | 222                   | 44                                       | 60                    | 179   | 19                   | 132   | 1                     | 10           | 7                           | 12                                |
| April . . . . .        | 283                 | 308                   | 90                                       | 94                    | 268   | 63                   | 141   | —                     | 11           | 35                          | 18                                |
| May . . . . .          | 219                 | 262                   | 66                                       | 84                    | 204   | 29                   | 145   | 4                     | 9            | 8                           | 10                                |
| June . . . . .         | 238                 | 261                   | 67                                       | 71                    | 172   | 13                   | 97  | 1                     | 18           | 26                          | 17                                |
| July . . . . .         | 167                 | 200                   | 154                                      | 157                   | 249   | 8                    | 67  | —                     | 14           | 136                         | 22                                |
| August . . . . .       | 180                 | 203                   | 56                                       | 58                    | 100   | 15                   | 55  | 6                     | 6            | 7                           | 10                                |
| September . . . . .    | 227                 | 258                   | 62                                       | 67                    | 159   | 24                   | 81  | 11                    | 8            | 10                          | 24                                |
| October . . . . .      | 239                 | 277                   | 66                                       | 77                    | 161   | 25                   | 68  | 4                     | 26           | 23                          | 15                                |
| November . . . . .     | 235                 | 261                   | 63                                       | 65                    | 159   | 27                   | 100   | 1                     | 5            | 12                          | 14                                |
| December . . . . .     | 140                 | 160                   | 42                                       | 44                    | 68  | 9                    | 44  | 1                     | 1            | 8                           | 5                                 |
| 1965 January . . . . . | 201                 | 212                   | 76                                       | 83                    | 123   | 17                   | 62  | 1                     | 9            | 27                          | 8                                 |
| February . . . . .     | 246                 | 280                   | 134                                      | 155                   | 371   | 32                   | 217   | 1                     | 20           | 94                          | 8                                 |
| March . . . . .        | 264                 | 300                   | 87                                       | 110                   | 421   | 17                   | 324   | 3                     | 14           | 40                          | 22                                |
| April . . . . .        | 208                 | 257                   | 52                                       | 67                    | 263   | 19                   | 150   | 25                    | 9            | 14                          | 47                                |
| May . . . . .          | 265                 | 301                   | 124                                      | 130                   | 503   | 209                  | 198   | 7                     | 12           | 46                          | 32                                |
| June . . . . .         | 187                 | 229                   | 74                                       | 122                   | 328   | 64                   | 210   | 8                     | 15           | 8                           | 23                                |
| July . . . . .         | 138                 | 179                   | 67                                       | 75                    | 183   | 12                   | 143   | —                     | 7            | 9                           | 12                                |
| August . . . . .       | 164                 | 198                   | 49                                       | 59                    | 169   | 6                    | 139   | —                     | 9            | 6                           | 9                                 |
| September . . . . .    | 201                 | 238                   | 56                                       | 84                    | 149   | 9                    | 95  | 3                     | 13           | 12                          | 19                                |
| October . . . . .      | 184                 | 225                   | 46                                       | 75                    | 195   | 17                   | 120   | 1                     | 14           | 32                          | 10                                |
| November . . . . .     | 198                 | 227                   | 70                                       | 70                    | 145   | 7                    | 74  | 1                     | 8            | 4                           | 51                                |
| December . . . . .     | 98                  | 125                   | 36                                       | 55                    | 74  | 5                    | 33  | 1                     | 5            | 13                          | 17                                |
| 1966 January . . . . . | 211                 | 225                   | 53                                       | 67                    | 147   | 25                   | 81  | 1                     | 12           | 16                          | 12                                |
| February . . . . .     | 188                 | 228                   | 38                                       | 55                    | 186   | 6                    | 141   | —                     | 13           | 16                          | 9                                 |
| March . . . . .        | 262                 | 288                   | 59                                       | 69                    | 153   | 12                   | 100   | 1                     | 13           | 15                          | 11                                |
| April . . . . .        | 171                 | 204                   | 51                                       | 55                    | 121   | 7                    | 77  | 1                     | 13           | 10                          | 13                                |
| May . . . . .          | 206                 | 233                   | 83                                       | 85                    | 391   | 7                    | 110   | 5                     | 17           | 214                         | 38                                |
| June . . . . .         | 152                 | 185                   | 48                                       | 88                    | 790   | 14                   | 134   | 2                     | 11           | 588                         | 40                                |
| July . . . . .         | 100                 | 128                   | 23                                       | 56                    | 133   | 4                    | 26  | 1                     | 7            | 87                          | 9                                 |
| August . . . . .       | 138                 | 154                   | 33                                       | 34                    | 64  | 3                    | 45  | —                     | 10           | 2                           | 6                                 |
| September . . . . .    | 106                 | 133                   | 23                                       | 27                    | 60  | 10                   | 18  | —                     | 12           | 10                          | 11                                |
| October . . . . .      | 176                 | 192                   | 58                                       | 61                    | 163   | 15                   | 39  | —                     | 18           | 76                          | 15                                |
| November . . . . .     | 155                 | 185                   | 37                                       | 42                    | 135   | 12                   | 68  | —                     | 19           | 25                          | 10                                |
| December . . . . .     | 72                  | 91                    | 23                                       | 28                    | 57  | 3                    | 32  | —                     | 1            | 9                           | 11                                |
| 1967 January . . . . . | 176                 | 193                   | 49                                       | 51                    | 133   | 7                    | 89  | 5                     | 13           | 8                           | 10                                |
| February . . . . .     | 199                 | 233                   | 47                                       | 52                    | 171   | 8                    | 130   | 1                     | 12           | 7                           | 12                                |
| March . . . . .        | 154                 | 189                   | 44                                       | 48                    | 155   | 9                    | 106   | 1                     | 25           | 3                           | 12                                |
| April . . . . .        | 180                 | 205                   | 79                                       | 82                    | 184   | 5                    | 111   | 5                     | 34           | 6                           | 24                                |
| May . . . . .          | 188                 | 224                   | 81                                       | 104                   | 227   | 15                   | 145   | 4                     | 27           | 15                          | 20                                |
| June . . . . .         | 182                 | 205                   | 56                                       | 57                    | 195   | 16                   | 105   | 1                     | 18           | 46                          | 9                                 |
| July . . . . .         | 141                 | 168                   | 62                                       | 72                    | 165   | 24                   | 87  | 1                     | 14           | 22                          | 18                                |
| August . . . . .       | 177                 | 205                   | 50                                       | 58                    | 146   | 5                    | 86  | 7                     | 12           | 17                          | 20                                |
| September . . . . .    | 161                 | 197                   | 93                                       | 103                   | 353   | 6                    | 196   | 1                     | 12           | 132                         | 7                                 |

\* The statistics relate to stoppages of work due to disputes connected with terms of employment or conditions of labour. They exclude stoppages involving fewer than ten workers and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. The figures for 1967 are provisional and subject to revision.  
 † Workers involved in stoppages beginning in one month and continuing into later months are counted, in col. (3), in the month in which they first participated, and, in col. (4), in each month in which they were involved.

‡ From 1960 the analysis by industry is based on the Revised Standard Industrial Classification 1958.  
 § This figure excludes 3,000 workers who became involved in 1961 in stoppages which began in 1960.  
 ¶ This figure excludes 2,000 workers who became involved in 1965 in stoppages which began in 1964.  
 ¶ This figure excludes 1,000 workers who became involved in 1967 in stoppages which began in 1966.

**DEFINITIONS**

The terms used in these tables are defined more fully elsewhere in articles in this GAZETTE relating to particular statistical series. The following are short general definitions.

**WORKING POPULATION**

All employed and registered unemployed persons.

**HM FORCES**

Serving UK members of HM Armed Forces and Women's Services including those on release leave.

**CIVILIAN LABOUR FORCE**

Working population less HM Forces.

**TOTAL IN CIVIL EMPLOYMENT**

Civilian labour force less registered wholly unemployed.

**EMPLOYEES IN EMPLOYMENT**

Total in civil employment less self-employed.

**TOTAL EMPLOYEES**

Employees in employment plus registered wholly unemployed.  
(The above terms are explained more fully on pages 207-214 of the May 1966 issue of the GAZETTE).

**REGISTERED UNEMPLOYED**

Persons registered for employment at an employment exchange or youth employment office on the day of the monthly count who are not in employment on that day, being either wholly unemployed or temporarily stopped (certain severely disabled persons are excluded).

**WHOLLY UNEMPLOYED**

Registered unemployed persons without jobs on the day of the count, and available for work on that day.

**UNEMPLOYED SCHOOL-LEAVERS**

Registered wholly unemployed persons under 18 years of age not in full-time education who have not yet been in insured employment.

**TEMPORARILY STOPPED**

Registered unemployed persons who, on the day of the count, are suspended from work by their employers on the understanding that they will shortly resume work and are still regarded as having a job.

**UNEMPLOYED PERCENTAGE RATE**

Total number of registered unemployed expressed as a percentage of the estimated total number of employees at mid-year.

**VACANCY**

A job notified by an employer to an employment exchange or youth employment office which is unfilled at the date of the monthly count.

**SEASONALLY ADJUSTED**

Adjusted for normal seasonal variations.

**MEN**

Males aged 18 years and over, except where otherwise stated.

**WOMEN**

Females aged 18 years and over.

**ADULTS**

Men and women.

**BOYS**

Males under 18 years of age, except where otherwise stated.

**GIRLS**

Females under 18 years of age.

**YOUNG PERSONS**

Boys and girls.

**YOUTHS**

Males aged 18-20 years (used where men means males aged 21 and over).

**OPERATIVES**

Employees, other than administrative, technical and clerical workers in manufacturing industries.

**MANUAL WORKERS**

Employees, other than administrative and clerical employees, in industries covered by earnings enquiries.

**PART-TIME WORKERS**

Persons normally working for not more than 30 hours per week except where otherwise stated.

**NORMAL WEEKLY HOURS**

Recognised weekly hours fixed in collective agreements etc.

**WEEKLY HOURS WORKED**

Actual hours worked during the week.

**OVERTIME**

Work outside normal hours.

**SHORT-TIME WORKING**

Arrangements made by an employer for working less than normal hours.


**STOPPAGES OF WORK—INDUSTRIAL DISPUTES**

Stoppage of work due to disputes connected with terms of employment or conditions of labour, excluding those involving fewer than 10 workers and those which last for less than one day, except any in which the aggregate number of man-days lost exceeded 100.



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