



# Ministry of Labour Gazette

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POLITICAL AND  
ECONOMIC SCIENCE

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VOLUME LXXIV, No. 2

FEBRUARY 1966

PRICE 3s. 6d. NET

Published monthly by Her Majesty's Stationery Office

Annual subscription 48s. 0d.  
including postage

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## Summary of the Monthly Statistics

Full details on pages

### Unemployment

There were 339,000 persons registered as wholly unemployed in Great Britain on 10th January and 10,700 registered as temporarily stopped from work; a total of 349,700 (1.5 per cent. of all employees). Between 6th December 1965 and 10th January 1966 unemployment rose by 18,000. There were increases in most industries and services and the number of school-leavers registered as unemployed rose by 1,000. The number unemployed for more than eight weeks was 172,000—51 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed rose by 18,000 to 336,000; the seasonally adjusted number fell by 19,000 to 285,000.

80-84

### Unfilled Vacancies

There were 346,000 unfilled vacancies on 5th January 1966, 1,000 less than on 1st December 1965.

85

### Overtime and Short-time

In the week ended 11th December 1965 the estimated number of operatives working overtime in the manufacturing industries was 2,227,000 and the estimated number on short-time was 28,000.

77

### Rates of Wages

The indices of weekly rates of wages and of hourly rates of wages at 31st January (January 1956 = 100) were, respectively, 151.2 and 164.9, compared with 149.6 and 162.6 (revised figure) at 31st December.

94-104

### Retail Prices

The retail prices index at 18th January (January 1962 = 100) was 114.3 compared with 114.1 at 14th December. The index for the food group was 113.0, compared with 113.0 the previous month.

105

### Stoppages of Work

About 60,300 workers were involved in January in stoppages of work due to industrial disputes: they lost about 143,000 working days.

106

### Factory Accidents

There were 176 fatal and 76,900 non-fatal accidents notified to H.M. Inspectors of Factories in the fourth quarter of 1965.

90

## EARNINGS AND HOURS IN OCTOBER 1965

In October 1965 the average earnings of adult men in industries covered by the half-yearly enquiry conducted by the Ministry of Labour were 391s. 9d. per week, compared with 378s. 2d. in the previous April. In manufacturing industries the figures were 403s. 3d. as against 388s. 10d. For women normally employed full-time, average earnings in all industries covered were 191s. 11d. in October 1965 and 184s. 2d. in April 1965; in manufacturing industries the corresponding figures were 191s. 11d. and 184s. 0d.

There was a distinct downward movement in the general level of hours worked. In October 1965 men worked on average 47.0 hours, compared with 47.5 six months earlier, and in manufacturing industries alone 46.1 hours as against 46.7. The corresponding figures for women working full-time were 38.7 and 39.1 hours, respectively, in all industries covered, and 38.6 and 38.9, respectively, in manufacturing industries.

These results were obtained from returns furnished by some 53,000 establishments employing 6,600,000 manual workers, nearly two-thirds of all manual workers employed in the industries and services in the United Kingdom covered by the enquiry.\* Administrative, technical and clerical workers, and salaried persons generally, were excluded from the returns. The information related to persons at work during the whole or part of the second pay-week in October 1965, (i.e., the pay-week which included 13th October 1965). Where an establishment was stopped for the whole or part of the specified pay-week, particulars of the nearest week of an ordinary character were substituted. Earnings were defined as total earnings, inclusive of bonuses, before any deductions in respect of income tax or of the workers' contributions to National Insurance schemes. Separate information was given about part-time workers, i.e., those ordinarily employed for not more than 30 hours a week.

### Weekly earnings in October 1965

The following table summarises, by industry group, average weekly earnings in October 1965 in the industries covered. The average earnings for each group have been calculated by weighting the averages in each individual industry by the estimated total numbers of manual workers employed in those industries in October 1965. This eliminates the effect of any disparities in the coverage of different industries.

Average Weekly Earnings in the second pay-week in October 1965

Industry group	Men (21 years and over)†		Youths and boys (under 21 years)		Women (18 years and over)‡		Girls (under 18 years)	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time		
Food, drink and tobacco	373	7	186	6	187	6	132	11
Chemicals and allied industries	407	7	196	3	187	0	99	2
Metal manufacture	423	3	208	0	190	6	99	3
Engineering and electrical goods	395	11	166	10	198	1	109	1
Shipbuilding and marine engineering	395	10	162	4	199	11	88	1
Vehicles	448	6	178	10	224	4	106	5
Metal goods not elsewhere specified	395	9	181	2	184	11	99	2
Textiles	357	2	190	7	189	3	99	3
Leather, leather goods and fur	347	2	182	0	182	9	99	3
Clothing and footwear	344	8	180	5	187	3	109	7
Bricks, pottery, glass, cement, etc.	400	8	214	1	184	11	97	5
Timber, furniture, etc.	379	7	171	11	207	3	109	9
Paper, printing and publishing	456	7	198	1	203	0	104	0
Other manufacturing industries	396	6	192	6	185	7	101	1
All manufacturing industries	403	3	181	10	191	11	102	11
Mining and quarrying (except coal)	381	5	219	0	180	8	§	§
Construction	395	4	188	3	168	5	§	§
Gas, electricity and water	368	1	184	3	217	0	107	11
Transport and communication (except railways, London Transport and British Road Services)	395	5	211	2	266	11	95	10
Certain miscellaneous services	329	11	137	10	165	11	88	9
Public administration¶	300	6	166	2	193	3	81	10
All the above, including manufacturing industries	391	9	179	10	191	11	100	8

Average earnings in individual industries are given in the table on pages 62 and 63, and a regional analysis in respect of men on

\* Information regarding hospital employees, which has been obtained only since April 1961, is shown in the industry tables on pages 63 and 65 but in order to maintain comparability with previous enquiries the details for these workers have not been included in the summary tables and text of this article.

† Men ordinarily employed as part-time workers (for not more than 30 hours a week) have been excluded from the statistics given in this article and in the tables on pages 62 to 66, the number shown in the returns having been insignificant. The earnings of the small number returned averaged 123s. and the hours worked averaged 17.8.

‡ Women ordinarily employed for not more than 30 hours a week are classed as part-time workers.

§ The numbers returned were too small to provide a satisfactory basis for general averages.

¶ Consisting of laundries and dry cleaning, motor repairers and garages, and repair of boots and shoes, which are shown separately in the detailed tables on pages 63 and 65.

¶ Industrial employees in national government service have, as appropriate, been included in the figures for industries such as engineering, shipbuilding, chemicals, printing, construction, transport and communication. "Public administration" covers (a) those employees not assigned to other industries and services, and (b) employees in certain government research establishments.

page 66. All earnings figures in this article are general averages covering all classes of manual workers, including unskilled workers and general labourers as well as operatives in skilled occupations; they represent the actual earnings in the week specified, inclusive of payments for overtime, night-work, etc., and of amounts earned on piecework or by other methods of payment by results; they also cover workers whose earnings were affected by time lost during the specified week. Also included in the averages are the proportionate weekly amounts of non-contractual gifts and bonuses paid otherwise than weekly, e.g., those paid yearly, half-yearly or monthly; where the amount of the current bonus is not known the amount paid for the previous bonus period has been used for the calculation. In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers, in the opportunities for extra earnings from overtime, night-work and payment-by-results schemes and in the amount of time lost by short-time working, absenteeism, sickness, etc., the differences in average earnings shown in the tables should not be taken as evidence of, or as a measure of, disparities in the ordinary rates of pay prevailing in different industries for comparable classes of workpeople employed under similar conditions.

### Weekly hours worked in October 1965

The average hours worked in individual industries are set out in the table on pages 64 and 65, and a regional analysis in respect of men on page 66. The table below shows, by industry group, the averages in the industries covered calculated by the same method as the figures of group earnings. The figures relate to the total number of hours actually worked in the week, including all overtime but excluding recognised intervals for meals, etc. They exclude all time lost from any cause but include any periods during which workpeople, although not working, were available for work and for which a guaranteed wage was payable to them.

Average Hours Worked in the second pay-week in October 1965

Industry group	Men (21 years and over)†		Youths and boys (under 21 years)		Women (18 years and over)‡		Girls (under 18 years)
	Hours	Hours	Hours	Hours	Hours	Hours	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	
Food, drink and tobacco	47.7		43.3		39.1		39.8
Chemicals and allied industries	46.0		41.1		38.9		21.8
Metal manufacture	46.0		41.5		37.6		21.4
Engineering and electrical goods	46.0		41.5		38.5		21.7
Shipbuilding and marine engineering	46.1		41.2		39.5		22.6
Vehicles	43.6		40.5		38.5		21.2
Metal goods not elsewhere specified	46.4		42.0		37.9		21.4
Textiles	46.7		43.1		39.1		21.5
Leather, leather goods and fur	46.1		43.0		38.4		22.4
Clothing and footwear	43.0		41.3		37.9		23.6
Bricks, pottery, glass, cement, etc.	48.7		43.7		38.1		21.0
Timber, furniture, etc.	46.5		42.8		38.4		21.6
Paper, printing and publishing	46.5		42.8		39.4		21.7
Other manufacturing industries	47.0		42.9		39.0		22.4
All manufacturing industries	46.1		42.0		38.6		21.9
Mining and quarrying (except coal)	50.8		44.9		38.9		§
Construction	49.8		45.6		37.7		18.0
Gas, electricity and water	43.8		41.6		37.6		21.2
Transport and communication (except railways, London Transport and British Road Services)	50.6		44.7		43.7		21.4
Certain miscellaneous services	45.4		42.5		39.2		21.9
Public administration¶	44.9		41.9		40.3		19.0
All the above, including manufacturing industries	47.0		42.8		38.7		21.7

The detailed figures in the table on pages 64 and 65 show that there were considerable variations in the average hours worked in different industries and among different sex and age groups. In the great majority of industries the average hours worked by men ranged between 43 and 50, those worked by youths and boys ranged between 40 and 45, those worked by full-time women were mostly between 37 and 41, whilst those worked by girls were mostly between 38 and 41; those worked by part-time women were mostly between 19 and 24.

## Hourly earnings in October 1965

The following table shows, by industry group, the average hourly earnings computed from the foregoing figures of average weekly earnings and working hours, i.e., weighted both by employment and hours worked. Corresponding particulars for individual industries are given on pages 64 and 65, and a regional analysis in respect of men on page 66.

Average Hourly Earnings in the second pay-week in October 1965

Industry group	Men (21 years and over)†		Youths and boys (under 21 years)		Women (18 years and over)‡		Girls (under 18 years)
	d.	d.	d.	d.	d.	d.	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	
Food, drink and tobacco	94.0		51.7		57.5		55.0
Chemicals and allied industries	106.3		57.3		57.7		54.6
Metal manufacture	110.4		60.1		60.8		55.7
Engineering and electrical goods	103.3		48.2		61.7		60.3
Shipbuilding and marine engineering	103.0		47.3		60.7		46.8
Vehicles	123.4		53.0		69.9		60.2
Metal goods not elsewhere specified	102.3		51.8		58.5		55.6
Textiles	91.8		53.1		58.1		55.4
Leather, leather goods and fur	90.4		50.8		57.1		53.2
Clothing and footwear	96.2		52.4		59.3		55.7
Bricks, pottery, glass, cement, etc.	98.7		58.8		58.2		55.7
Timber, furniture, etc.	98.0		48.2		64.8		61.0
Paper, printing and publishing	117.8		55.5		61.8		57.5
Other manufacturing industries	101.2		53.8		57.1		54.2
All manufacturing industries	105.0		52.0		59.7		56.4
Mining and quarrying (except coal)	90.1		58.5		55.7		§
Construction	95.3		49.5		53.6		52.1
Gas, electricity and water	100.8		53.1		69.3		61.1
Transport and communication (except railways, London Transport and British Road Services)	93.8		56.7		73.3		53.7
Certain miscellaneous services	87.2		38.9		50.8		48.6
Public administration¶	80.3		47.6		57.5		51.7
All the above, including manufacturing industries	100.0		50.4		59.5		55.7

Earnings and hours in October 1965, compared with earlier years. The table below shows the average weekly earnings in the industries covered by these enquiries at the time of each enquiry since April 1956.

Date	Men		Youths and boys		Women		Girls
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	
1948 Standard Industrial Classification							
1956 April	235	4	100	6	119	9	59
October	237	11	102	4	123	3	61
1957 April	241	6	105	0	126	0	62
October	251	7	108	4	129	9	64
1958 April	253	2	109	7	131	4	65
October	256	8	112	0	134	1	66
1959 April	262	11	114	0	137	1	67
October	270	9	117	6	140	8	68
1958 Standard Industrial Classification							
1959 October	271	1	117	6	140	11	69
1960 April	282	1	123	1	145	0	72
October	290	8	130	0	148	4	74
1961 April	301	4	135	9	152	7	78
October	306	10	137	10	154	6	79
1962 April	312	10	141	3	157	2	81
October	317	3	141	9	160	10	83
1963 April	323	1	144	9	163	9	84
October	334	11	148	8	168	3	87
1964 April	352	5	159	9	176	4	90
October	362	2	163	2	179	1	92
1965 April	378	2	175	6	184	2	96
October	391	9	179	10	191	11	100

Percentage Increase in Average Weekly Earnings since April 1956

Date	Men		Youths and boys		Women		Girls	All workers*
	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.	Per cent.		
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time		
1956 October	1	2	3	3	4	4	2	
1957 April	3	4	5	4	7	4	3	
October	7	8	8	7	9	7	8	
1958 April	8	9	10	9	9	9	7	
October	9	11	12	11	11	11	10	
1959 April	12	13	14	13	13	11	12	
October	15	17	17	15	15	18	20	
1960 April	20	22	21	21	15	15	16	
October	23	29	24	25	23	23	23	
1961 April	28	35	27	30	27	28	28	
October	30	37	29	33	30	30	30	
1962 April	33	41	31	35	33	33	33	
October	35	44	34	38	32	34	34	
1963 April	37	44	37	41	34	37	37	
October	42	48	40	45	39	41	41	
1964 April	50	59	47	51	48	49	49	
October	54	62	49	55	52	53	53	
1965 April	60	75	54	60	60	60	60	
October	66	79	60	68	64	66	66	

\* Excluding part-time workers.

The average level of weekly earnings rose between April 1956 and October 1965 by 66.3 per cent. for all men covered by the enquiries and by 60.0 per cent. for all full-time women. During the half-year April 1965 to October 1965 the rise was 3.6 per cent. for men and 4.2 per cent. for full-time women.

The changes in average weekly earnings over the period covered by the preceding table represent the combined effect of a number of factors, including (a) increases in hourly or weekly rates of wages and in rates for overtime, week-end, etc. working; (b) changes in the number of hours actually worked per week and in the proportion of such hours paid for at overtime, week-end, night-shift, etc. rates; (c) extensions of systems of payment by results and increased output by workers so paid; and (d) changes in the relative numbers of workers employed in different industries. The changes in average hourly earnings given in a later table also reflect most of these factors.

As regards the first of these factors, an estimate of the effect of increases in minimum, or standard, rates of wages is available from

Percentage Increase in Average Hourly Earnings since April 1956

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1956 October	1	2	3	4	4	2
1957 April	3	5	5	4	7	4
1958 April	8	9	9	8	9	8
1959 April	9	10	10	10	10	10
1960 April	11	12	13	12	11	12
1961 April	13	15	14	14	12	14
1962 April	15	17	17	15	15	16
1963 April	21	25	22	21	20	22
1964 April	25	32	26	24	26	25
1965 April	30	38	32	30	32	30
1966 April	34	42	34	32	35	34
1956 October	36	46	41	37	39	39
1957 April	39	47	44	41	40	42
1958 April	42	50	43	41	40	42
1959 April	45	53	46	44	45	45
1960 April	52	64	52	50	54	52
1961 April	57	68	57	54	59	57
1962 April	64	82	62	60	70	65
1963 April	72	89	71	67	76	73

Manufacturing industries

At October 1965 the average level of weekly earnings in manufacturing industries was 64.8 per cent. higher for men and 60.2 per cent. higher for full-time women than in April 1956; the increase in the average level of weekly rates of wages in these industries over the same period was 36.3 per cent. for men and 44.7 per cent. for women. During the period April 1965 to October 1965 the corresponding increases in earnings were 3.7 per cent. for men and 4.3 per cent. for full-time women, and in rates 2.1 per cent. and 2.9 per cent., respectively.

Average Weekly Earnings (Manufacturing Industries)

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1948 Standard Industrial Classification	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1956 April	242	97	62	78	8	8
1957 April	245	99	63	81	9	9
1958 April	248	102	64	84	10	10
1959 April	261	106	66	85	11	11
1960 April	261	106	66	85	11	11
1961 April	265	109	69	87	12	12
1962 April	271	111	70	89	13	13
1963 April	281	115	71	90	14	14
1956 October	284	117	72	91	15	15
1957 October	296	124	74	93	16	16
1958 October	303	132	76	97	17	17
1959 October	315	137	79	100	18	18
1960 October	317	139	81	102	19	19
1961 October	323	142	82	105	20	20
1962 October	326	142	82	105	20	20
1963 October	332	145	84	106	21	21
1964 October	345	149	86	109	22	22
1965 October	364	160	92	117	23	23
1956 April	373	163	94	119	24	24
1957 April	388	177	98	126	25	25
1958 April	403	181	101	130	26	26

Percentage Increase in Average Weekly Earnings since April 1956 (Manufacturing Industries)

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1956 October	1	2	3	4	4	2
1957 April	3	5	5	4	7	4
1958 April	8	9	9	8	9	8
1959 April	9	10	10	10	10	10
1960 April	12	14	15	14	12	14
1961 April	16	18	18	16	15	17
1962 April	21	24	21	19	18	21
1963 April	24	33	24	22	23	24
1964 April	29	38	27	27	28	29
1965 April	30	40	29	30	29	30
1956 October	32	43	31	32	33	32
1957 October	34	43	34	36	32	33
1958 October	36	46	36	38	33	35
1959 October	41	50	40	43	38	40
1960 October	49	61	47	48	48	48
1961 October	53	65	49	51	51	52
1962 October	59	78	54	57	60	59
1963 October	65	83	60	65	64	65

Average Weekly Hours Worked (Manufacturing Industries)

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1948 Standard Industrial Classification						
1956 April	48.2	44.5	41.2	22.1	42.4	42.4
1957 April	48.2	44.6	41.3	22.3	42.5	42.5
1958 April	48.1	44.4	41.3	22.1	42.4	42.4
1959 April	48.0	44.0	41.0	22.0	42.2	42.2
1960 April	47.6	44.1	40.9	22.0	42.2	42.2
1961 April	47.3	44.1	40.9	22.1	42.2	42.2
1962 April	47.3	44.2	41.3	22.1	42.4	42.4
1963 April	47.3	44.2	41.3	22.1	42.4	42.4
1964 April	47.6	44.5	41.4	22.1	42.4	42.4
1965 April	48.2	44.5	41.4	22.1	42.4	42.4
1956 October	48.2	44.5	41.4	22.2	42.4	42.4
1957 October	47.4	43.5	40.6	21.7	41.9	41.9
1958 October	47.4	43.6	40.4	21.8	41.4	41.4
1959 October	47.3	43.5	39.8	21.9	40.8	40.8
1960 October	46.8	43.0	39.6	22.0	40.6	40.6
1961 October	46.6	42.8	39.4	21.9	40.4	40.4
1962 October	46.2	42.7	39.3	22.0	40.3	40.3
1963 October	46.2	42.6	39.4	21.8	40.3	40.3
1964 October	46.1	42.6	39.6	22.1	40.5	40.5
1965 October	47.1	43.2	39.8	21.9	40.7	40.7
1956 April	46.9	43.0	39.3	21.9	40.3	40.3
1957 April	46.7	42.7	38.9	21.8	39.9	39.9
1958 April	46.7	42.7	38.9	21.8	39.9	39.9
1959 April	46.7	42.7	38.9	21.8	39.9	39.9
1960 April	46.1	42.0	38.6	21.9	39.6	39.6

\* Excluding part-time workers.

The average level of hourly earnings in manufacturing industries in October 1965 was 72.2 per cent. higher for men and 71.1 per cent. higher for full-time women than in April 1956, compared with increases in hourly rates of wages of 48.2 per cent. for men and 57.2 per cent. for women.

Average Hourly Earnings (Manufacturing Industries)

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1948 Standard Industrial Classification	d.	d.	d.	d.	d.	d.
1956 April	60.3	26.3	34.8	33.7	22.3	22.3
1957 April	61.1	26.9	35.8	34.3	23.3	23.3
1958 April	62.1	27.6	36.6	35.2	24.3	24.3
1959 April	65.9	29.1	38.5	37.2	24.4	24.4
1960 April	67.3	29.7	39.3	37.6	24.8	24.8
1961 April	68.5	30.2	39.9	38.3	24.8	24.8
1962 April	70.0	31.0	40.9	38.9	25.7	25.7
1956 October	70.0	31.0	40.9	38.9	25.7	25.7
1957 October	75.0	34.2	42.9	41.0	26.8	26.8
1958 October	76.8	36.4	44.0	42.0	28.2	28.2
1959 October	80.0	38.0	46.0	43.6	29.5	29.5
1960 October	81.5	38.8	46.7	44.2	30.3	30.3
1961 October	83.4	39.9	47.8	45.3	31.2	31.2
1962 October	84.9	40.1	49.0	46.3	31.1	31.1
1963 October	86.5	40.9	49.8	47.3	31.5	31.5
1964 October	88.7	41.7	51.0	48.4	32.5	32.5
1965 October	92.8	44.6	53.2	50.7	34.7	34.7
1956 April	95.5	45.7	54.6	51.9	35.7	35.7
1957 April	99.9	49.8	56.8	53.9	38.2	38.2
1958 April	105.0	52.0	59.7	56.4	39.4	39.4

Percentage Increase in Average Hourly Earnings since April 1956 (Manufacturing Industries)

Date	Men	Youths and boys	Women		Girls	All workers*
			Full-time	Part-time		
1956 October	1	2	3	4	4	2
1957 April	3	5	5	4	7	4
1958 April	8	9	9	8	9	8
1959 April	9	10	10	10	10	10
1960 April	12	14	15	14	12	14
1961 April	16	18	18	16	15	17
1962 April	23	27	23	21	19	23
1963 April	26	35	26	24	25	26
1964 April	34	44	32	30	31	31
1965 April	37	48	37	34	39	37
1956 October	39	49	40	37	38	39
1957 October	42	52	43	40	40	41
1958 October	45	55	46	43	45	45
1959 October	52	66	53	50	54	52
1960 October	57	70	57	53	59	57
1961 October	64	85	63	59	70	65
1962 October	72	93	71	67	75	73

Changes in rates of wages and hours of work since mid-October 1965

Since the enquiry was made in mid-October, there have been a number of changes in weekly rates of wages and reductions in normal weekly hours of work. It is estimated that the effect of these changes has been to raise the general level of full-time weekly wage rates by about 1 1/2 per cent. and that of hourly wage rates by about 2 1/2 per cent. The principal changes affected workers in baking, brewing, heavy chemicals manufacture, engineering, silk spinning, throwing and weaving, printing and bookbinding, building, civil engineering, rubber manufacture, road passenger transport and motor vehicle retail and repairing trade.

Industries not covered by the enquiry

The principal employments not covered by these half-yearly enquiries are agriculture, coal mining, British Rail, London Transport, British Road Services, the shipping service, port transport (dock labour), the distributive trades, the catering trades, the entertainment industries, commerce and banking, and domestic service. For manual workers in agriculture and coal mining, and for dock workers in the port transport industry, some particulars are given below. Similar figures for British Rail and London Transport are given on page 73 of this GAZETTE.

Calculations have been made to ascertain what would have been the effect of combining the earnings in respect of agricultural workers, coal miners, British Rail workers, London Transport Executive employees (wages grades), inland waterways workers and dock workers with those of the Ministry's normal enquiries, in order to obtain a single figure of average weekly earnings of manual wage-earners. Results of the calculations in respect of April 1962 were published on page 439 of the November 1962 issue of this GAZETTE and show that combining these figures makes little difference to the percentage increases since April 1956.

Agriculture

Information about agricultural workers is collected from regular enquiries conducted by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland. The average weekly earnings of hired regular whole-time workers in Great Britain are shown in the first table on the next page. They are total earnings, including overtime, piece-work, bonuses, premiums and perquisites valued, where applicable, in accordance with the Agricultural Wages Orders. The figures given are averages of earnings over complete years or half-years, including weeks when earnings are lower on account of sickness, holidays or other absences.

\* Excluding part-time workers.

Average weekly earnings

Date*	Average weekly earnings		
	Men (20 years and over)	Youths (under 20 years)	Women and girls
Great Britain			
Half-yearly periods			
1956 April - 1956 September	174 2	101 10	111 7
1956 October - 1957 March	174 11	103 0	114 3
1957 April - 1957 September	184 10	109 6	116 9
1957 October - 1958 March	183 5	111 9	120 1
1958 April - 1958 September	195 7	116 6	124 2
1958 October - 1959 March	193 9	118 0	126 2
1959 April - 1959 September	204 1	120 7	129 0
1959 October - 1960 March	195 2	118 8	127 2
1960 April - 1960 September	211 8	125 9	132 5
1960 October - 1961 March	206 11	124 10	134 4
1961 April - 1961 September	224 1	132 6	146 7
1961 October - 1962 March	215 1	131 1	143 3
1962 April - 1962 September	231 6	139 6	152 2
1962 October - 1963 March	228 2	138 8	142 7
1963 April - 1963 September	248 1	145 3	147 4
1963 October - 1964 March	242 8	143 5	147 9
1964 April - 1964 September	261 6	155 6	158 8

TABLE I—NUMBERS OF WORKERS COVERED BY THE RETURNS RECEIVED AND AVERAGE EARNINGS IN THE SECOND PAY-WEEK IN OCTOBER 1965

(NOTE.—In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers, and in the opportunities for extra earnings from overtime, night-work and payment-by-results schemes, the differences in average earnings shown in this table should not be taken as evidence of, or as a measure of, disparities in the ordinary rates of pay prevailing in different industries for comparable classes of workpeople employed under similar conditions.)

Industry	Numbers of workers covered by the returns received				Average earnings* in the second pay-week in October 1965					
	Men (21 and over)	Youths and boys	Women (18 and over)†		Girls	Men (21 and over)	Youths and boys	Women (18 and over)†		Girls
			Full-time	Part-time				Full-time	Part-time	
<b>Mining and quarrying (except coal)</b>					s. d.	s. d.	s. d.	s. d.	s. d.	
Stone and slate quarrying and mining	10,878	606	54	37	4	374 9	214 8	—	—	—
Chalk, clay, sand and gravel extraction	8,689	693	37	22	5	383 1	221 3	—	—	—
Other mining and quarrying	5,611	425	237	49	26	395 4	222 10	189 0	—	—
<b>Food, drink and tobacco</b>										
Grain milling	17,895	1,284	2,203	574	280	393 9	232 3	194 0	101 11	152 0
Bread and flour confectionery	42,248	5,597	12,417	8,846	2,226	354 11	170 3	172 3	97 2	114 11
Biscuits	10,725	1,072	12,283	13,944	2,218	385 8	194 1	181 9	101 11	131 8
Bacon curing, meat and fish products	18,408	2,331	12,527	7,315	1,481	367 11	185 9	186 9	97 7	131 7
Milk products	9,236	887	2,943	772	323	343 7	190 11	172 11	99 1	117 7
Sugar	8,926	779	2,077	400	192	447 5	267 10	233 3	114 7	—
Cocoa, chocolate and sugar confectionery	20,783	2,287	18,531	15,545	3,117	394 6	192 6	186 4	99 10	121 11
Fruit and vegetable products	15,766	1,053	17,884	7,063	1,484	364 11	194 5	171 7	94 7	133 5
Animal and poultry foods	7,050	267	836	237	127	392 1	240 2	180 8	96 10	—
Food industries not elsewhere specified	10,293	782	5,695	2,432	816	409 7	196 0	179 3	105 1	129 6
Brewing and malting	44,236	2,763	6,008	1,614	352	369 9	203 10	190 6	89 8	121 6
Other drink industries	17,343	3,031	9,569	1,669	1,161	359 2	158 0	199 0	98 6	144 1
Tobacco	9,731	582	12,872	3,010	2,391	407 6	233 6	237 0	117 2	174 11
<b>Chemicals and allied industries</b>										
Coke ovens and manufactured fuel	9,610	326	19	36	1	373 1	209 11	—	—	—
Mineral oil refining	15,208	808	551	278	5	464 10	235 10	218 2	118 8	—
Lubricating oils and greases	2,095	196	241	83	12	375 9	—	196 11	—	—
Chemicals and dyes	79,825	4,754	7,270	3,516	761	420 5	193 11	188 5	100 5	122 11
Pharmaceutical and toilet preparations	12,994	1,151	13,843	5,265	2,936	364 2	191 10	182 1	96 11	128 8
Explosives and fireworks	21,353	1,824	4,836	1,058	466	388 1	156 11	217 6	118 11	143 11
Paint and printing ink	12,346	944	2,325	886	129	360 10	184 10	178 10	93 3	—
Vegetable and animal oils, fats, soap and detergents	14,271	1,048	3,728	1,858	675	417 4	211 8	184 9	100 1	128 8
Synthetic resins and plastics materials	17,061	970	1,177	615	61	412 3	210 9	187 7	92 11	—
Polishes, gelatine, adhesives, etc.	3,553	302	1,061	602	111	395 0	210 3	190 5	98 8	—
<b>Metal manufacture</b>										
Iron and steel (general)‡	188,192	18,796	4,708	1,842	164	437 9	218 1	178 7	97 10	—
Steel tubes	29,450	2,144	2,510	1,068	81	413 10	199 8	181 4	94 11	—
Iron castings, etc.‡	78,017	7,025	5,376	1,360	264	403 11	191 0	187 2	96 0	120 10
Light metals	31,145	1,772	3,928	1,580	207	420 11	207 7	210 8	103 7	150 6
Copper, brass and other base metals	39,860	3,098	4,919	1,488	396	405 8	194 5	193 11	102 1	124 9
<b>Engineering and electrical goods</b>										
Agricultural machinery (except tractors)	16,534	3,052	677	203	54	362 1	152 4	182 6	92 11	—
Metal-working machine tools	37,393	6,840	2,814	877	170	417 6	171 11	198 6	99 2	—
Engineers' small tools and gauges	20,009	3,348	5,039	1,287	276	422 3	164 11	183 10	100 4	110 9
Industrial engines	24,076	2,752	1,836	519	39	411 0	172 3	205 1	110 5	—
Textile machinery and accessories	29,557	4,480	2,955	756	127	376 0	157 4	183 4	88 2	—
Contractors' plant and quarrying machinery	12,998	1,405	148	114	2	403 10	169 2	—	81 4	—
Mechanical handling equipment	25,439	3,814	658	332	13	415 10	172 4	187 6	81 4	—
Office machinery	12,723	1,021	4,915	770	152	387 10	177 9	207 3	104 5	—
Other machinery	122,717	19,062	14,026	3,989	681	386 2	165 2	202 3	100 8	131 9
Industrial plant and steelwork	61,825	8,250	1,598	1,095	64	413 3	172 1	178 1	83 7	—
Ordnance and small arms	16,988	1,234	3,747	886	149	373 6	152 4	207 4	106 3	131 3
Other mechanical engineering not elsewhere specified	84,846	9,827	17,884	4,442	1,207	403 3	172 9	199 7	106 6	129 6
Scientific, surgical and photographic instruments, etc.	35,977	6,348	16,264	3,778	1,429	378 4	169 7	211 5	113 10	128 10
Watches and clocks	2,861	371	4,751	357	550	400 7	164 8	211 5	113 10	—
Electrical machinery	90,440	16,167	25,356	5,087	2,154	394 5	158 2	196 9	106 10	119 8
Insulated wires and cables	24,235	1,550	7,563	2,449	608	438 6	199 6	202 2	103 3	125 3
Telegraph and telephone apparatus	21,624	2,958	18,141	5,456	2,115	407 10	159 7	201 3	113 2	107 3
Radio and other electronic apparatus	43,077	7,338	46,790	14,335	5,111	368 11	163 10	190 9	109 4	130 3
Domestic electric appliances	17,517	1,819	9,998	1,521	904	380 7	171 3	199 4	100 2	126 5
Other electrical goods	32,661	3,519	24,553	7,354	1,813	393 3	172 10	199 11	126 7	134 11
<b>Shipbuilding and marine engineering</b>										
Shipbuilding and ship repairing	93,216	11,234	991	318	56	397 4	158 7	209 9	89 7	—
Marine engineering	42,612	6,804	766	304	14	391 0	171 4	181 9	86 1	—
<b>Vehicles</b>										
Motor vehicle manufacturing	278,100	16,846	22,551	3,446	846	460 2	189 4	236 1	109 2	137 6
Motor cycle, three-wheel vehicle and pedal cycle manufacturing	11,574	1,557	2,776	725	181	406 2	195 9	212 10	108 3	—
Aircraft manufacturing and repairing	102,217	11,138	8,083	1,805	31	431 3	162 3	201 7	102 6	122 10
Locomotives and railway track equipment§	4,946	746	541	248	50	380 5	163 3	197 1	86 9	—
Railway carriages and wagons and trams§	7,851	872	377	75	6	378 4	164 5	215 7	—	—
Perambulators, hand-trucks, etc.	1,746	390	669	249	91	349 6	184 11	185 7	113 8	—
<b>Metal goods not elsewhere specified</b>										
Tools and implements	6,684	1,014	3,295	583	251	354 0	162 3	174 4	99 5	116 9
Cutlery	2,554	378	2,532	876	391	404 6	169 11	172 1	97 10	120 9
Bolts, nuts, screws, rivets, etc.	14,347	1,797	6,453	2,718	286	396 11	181 5	195 1	106 4	128 3
Wire and wire manufactures	19,587	2,180	3,010	976	293	409 11	192 9	187 3	99 10	135 1
Cans and metal boxes	7,475	1,189	7,563	5,446	893	393 0	189 0	179 4	94 11	121 10
Jewellery, plate and refining of precious metals	6,667	996	3,261	865	436	401 8	189 8	177 2	99 0	121 7
Metal industries not elsewhere specified	115,231	15,599	39,128	13,860	3,387	395 11	180 4	186 7	99 6	127 5

\* Where no figure is given, the number of workers covered by the returns was too small to provide a satisfactory basis for the calculation of a general average.  
 † In the calculations of the averages for women, women ordinarily employed as part-time workers (for not more than 30 hours a week) have been shown separately from those normally working over 30 hours a week.  
 ‡ Excluding coke ovens and by-product works attached to blast furnaces which are included under the heading "Coke ovens and manufactured fuel".  
 § Excluding railway workshops.

Table I—Numbers of Workers Covered by the Returns Received and Average Earnings in the Second Pay-Week in October 1965—continued

Industry	Numbers of workers covered by the returns received				Average earnings* in the second pay-week in October 1965					
	Men (21 and over)	Youths and boys	Women (18 and over)†		Girls	Men (21 and over)	Youths and boys	Women (18 and over)†		Girls
			Full-time	Part-time				Full-time	Part-time	
<b>Textiles</b>					s. d.	s. d.	s. d.	s. d.	s. d.	
Production of man-made fibres	27,494	1,938	4,393	879	468	396 9	237 0	196 2	105 0	140 4
Spinning and doubling of cotton, flax and man-made fibres	25,382	3,366	34,244	9,483	3,767	318 2	183 8	190 2	93 6	146 7
Weaving of cotton, linen and man-made fibres	25,224	2,828	28,770	4,456	2,959	331 9	185 5	195 1	95 10	143 2
Woolen and worsted	46,995	4,744	40,804	10,598	6,556	349 8	188 1	187 10	95 10	145 0
Jute	6,167	704	5,253	1,097	517	314 3	186 4	184 3	93 9	133 1
Rope, twine and net	2,397	620	3,891	861	497	335 3	168 5	163 1	94 2	118 10
Hosiery and other knitted goods	20,680	3,134	47,797	8,789	11,629	401 6	197 10	201 0	117 1	144 10
Lace	1,519	302	2,203	438	201	341 0	174 9	161 7	94 6	120 8
Carpets	14,235	2,508	8,154	1,526	2,219	397 8	196 8	218 4	107 9	137 8
Narrow fabrics	4,000	627	6,521	1,991	332 11	172 7	175 4	88 10	130 3	—
Made-up textiles	2,204	518	6,931	1,166	1,161	302 4	148 5	157 10	94 2	115 5
Textile finishing	28,519	2,752	9,802	1,787	1,289	355 8	196 4	176 3	96 5	135 5
Other textile industries	8,659	640	2,070	579	183	408 10	213 1	189 0	93 4	—
<b>Leather, leather goods and fur</b>										
Leather (tanning and dressing) and fellmongery	13,041	2,117	2,854	480	277	345 3	192 11	187 9	100 1	124 6
Leather goods	2,742	711	5,220	1,349	993	332 1	164 0	174 5	96 7	122 3
Fur	1,401	178	963	236	116	383 2	—	215 2	113 11	—
<b>Clothing and footwear</b>										
Weatherproof outerwear	1,773	435	8,104	991	1,629	319 7	151 3	182 0	118 4	124 7
Men's and boys' tailored outerwear	11,121	2,209	36,686	4,584	9,443	331 0	165 3	188 6	111 8	131 2
Women's and girls' tailored outerwear	4,169	644	12,671	1,417	2,622	366 8	162 1	192 0	115 3	123 7
Overalls and men's shirts, underwear, etc.	2,307	587	18,160	2,662	5,508	319 8	147 11	174 6	103 7	122 10
Dresses, lingerie, infants' wear, etc.	2,479	629	27,679	4,591	8,052	330 8	150 1	181 6	108 3	119 5
Hats, caps and millinery	1,958	202	3,382	616	298	313 4	155 5	169 6	102 2	121 7
Dress industries not elsewhere specified	2,676	470	11,315	2,607	3,259	319 10	171 3	170 7	98 1	123 3
Footwear	26,090	5,365	30,944	3,204	5,888	359 4	211 4	215 5	123 3	154 4
<b>Bricks, pottery, glass, cement, etc.</b>										
Bricks, fireclay and refractory goods	39,439	5,388	2,429	465	211	390 6	219 1	187 6		

TABLE II—AVERAGE HOURS WORKED AND AVERAGE HOURLY EARNINGS IN THE SECOND PAY-WEEK IN OCTOBER 1965

(NOTE.—In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers and in the opportunities for extra earnings from overtime, night-work and payment-by-results schemes, the differences in average earnings shown in this table should not be taken as evidence of, or as a measure of, disparities in the ordinary rates of pay prevailing in different industries for comparable classes of workpeople employed under similar conditions.)

Industry	Average number of hours worked* in the second pay-week in October 1965 by the workers covered by the returns received				Average hourly earnings* in the second pay-week in October 1965 by the workers covered by the returns received				
	Men (21 and over)	Youths and boys	Women (18 and over)†		Men (21 and over)	Youths and boys	Women (18 and over)†		Girls
			Full-time	Part-time			Full-time	Part-time	
<b>Mining and quarrying (except coal)</b>					d.	d.			d.
Stone and slate quarrying and mining	52.5	47.4	—	—	85.7	54.3	—	—	—
Chalk, clay, sand and gravel extraction	51.5	43.7	—	—	89.3	60.8	—	—	—
Other mining and quarrying	45.4	42.4	39.1	—	104.5	63.1	58.0	—	—
<b>Food, drink and tobacco</b>									
Grain milling	50.1	44.9	38.2	21.9	94.3	62.1	60.9	55.8	45.7
Bread and flour confectionery	48.0	43.2	39.7	22.3	88.7	47.3	52.1	52.3	34.9
Biscuits	49.6	44.3	39.4	21.9	93.3	52.6	55.4	55.8	39.9
Bacon curing, meat and fish products	47.9	43.7	39.2	21.5	92.2	51.0	57.2	54.5	39.3
Milk products	48.6	44.1	39.1	22.2	84.8	52.0	53.1	53.6	34.2
Sugar	50.7	43.3	39.6	21.9	105.9	74.2	70.7	62.8	—
Cocoa, chocolate and sugar confectionery	48.2	42.5	38.4	21.6	98.2	54.4	58.2	55.5	37.3
Fruit and vegetable products	47.8	43.7	37.8	21.4	91.6	53.4	54.5	53.0	41.2
Animal and poultry foods	47.5	45.1	38.9	22.3	99.1	63.9	55.7	52.1	—
Food industries not elsewhere specified	47.4	42.9	39.4	21.7	93.5	103.7	54.8	54.6	58.1
Brewing and malting	45.9	42.5	38.9	19.3	96.7	57.6	58.8	55.8	37.3
Other drink industries	47.2	43.5	41.5	21.6	42.3	91.3	43.6	54.7	40.9
Tobacco	44.2	41.1	39.1	20.8	110.6	68.2	72.7	67.6	53.0
<b>Chemicals and allied industries</b>									
Coke ovens and manufactured fuel	45.1	42.7	40.0	24.0	99.3	59.0	65.5	59.3	—
Mineral oil refining	43.3	39.9	40.0	24.0	128.8	70.9	57.5	59.3	—
Lubricating oils and greases	49.2	—	40.6	—	91.6	—	58.2	—	—
Chemicals and dyes	46.1	40.4	39.3	21.5	109.4	57.6	54.4	56.0	37.5
Pharmaceutical and toilet preparations	46.0	42.3	38.6	21.8	93.3	65.0	56.6	53.3	39.3
Explosives and fireworks	45.2	39.9	39.9	23.2	38.7	103.0	47.2	65.4	61.5
Paint and printing ink	45.4	41.4	38.9	21.1	—	95.4	53.6	55.2	53.0
Vegetable and animal oils, fats, soap and detergents	48.3	43.0	38.7	22.7	103.7	59.1	57.3	52.9	38.6
Synthetic resins and plastics materials	48.3	43.0	38.6	20.7	108.7	62.0	58.3	53.9	—
Polishes, gelatine, adhesives, etc.	49.4	42.8	39.3	20.7	96.0	58.9	58.1	57.2	—
<b>Metal manufacture</b>									
Iron and steel (general)‡	45.4	41.3	37.1	22.5	115.7	63.4	57.8	52.2	—
Steel tubes	47.8	42.9	36.9	20.9	103.9	55.9	59.0	54.5	—
Iron castings, etc.‡	47.1	42.0	37.4	21.1	102.9	54.6	60.1	54.6	37.4
Light metals	44.7	40.5	38.5	20.6	113.0	61.5	65.7	60.3	47.2
Copper, brass and other base metals	45.9	41.3	38.0	21.4	106.1	56.5	61.2	57.2	39.3
<b>Engineering and electrical goods</b>									
Agricultural machinery (except tractors)	45.6	43.3	38.6	21.0	95.3	42.2	56.7	53.1	—
Metal-working machine tools	45.6	41.3	38.3	21.8	109.9	50.0	62.2	54.6	—
Engineers' small tools and gauges	45.8	41.6	38.2	22.2	110.6	47.6	57.7	54.2	34.0
Industrial engines	45.9	41.1	37.3	20.2	107.5	50.3	64.9	57.6	—
Textile machinery and accessories	46.1	41.8	37.3	20.2	97.9	45.2	59.0	52.4	—
Contractors' plant and quarrying machinery	46.4	41.5	—	18.8	104.4	48.9	—	51.8	—
Mechanical handling equipment	47.8	42.6	37.9	19.5	104.4	48.5	59.4	50.1	—
Office machinery	44.9	40.1	38.0	19.9	103.7	53.2	65.4	63.0	—
Other machinery	46.4	41.7	39.1	20.9	99.9	47.5	62.1	57.8	40.9
Industrial plant and steelwork	47.7	42.2	37.6	20.9	104.0	48.9	56.8	48.0	—
Ordnance and small arms	45.3	41.1	38.8	20.7	99.2	47.6	62.5	55.7	—
Other mechanical engineering not elsewhere specified	44.4	41.1	38.5	21.9	106.8	50.4	64.3	62.0	40.9
Scientific, surgical and photographic instruments, etc.	44.4	41.1	38.5	21.9	102.3	49.5	62.2	58.4	39.4
Watches and clocks	45.3	41.5	39.1	20.2	106.1	47.6	64.9	67.6	38.6
Electrical machinery	46.5	41.1	38.4	21.7	38.7	101.8	46.2	61.5	59.1
Insulated wires and cables	50.0	42.1	38.8	21.1	37.4	105.2	56.9	62.5	58.7
Telegraph and telephone apparatus	46.8	41.4	37.9	21.1	35.2	104.6	46.3	63.7	40.2
Radio and other electronic apparatus	45.1	41.4	38.8	22.0	39.0	98.2	47.5	59.0	—
Domestic electric appliances	43.9	40.7	38.8	20.7	39.1	104.0	50.5	61.6	38.8
Other electrical goods	44.6	41.9	37.6	23.4	38.9	105.8	49.5	63.8	64.9
<b>Shipbuilding and marine engineering</b>									
Shipbuilding and ship repairing	46.1	41.3	39.7	23.2	—	103.4	46.1	63.4	46.3
Marine engineering	46.3	41.1	39.2	21.9	—	101.3	50.0	55.6	47.2
<b>Vehicles</b>									
Motor vehicle manufacturing	43.1	40.4	38.4	20.5	38.7	128.1	56.2	73.8	63.9
Motor cycle, three-wheel vehicle and pedal cycle manufacturing	44.3	41.1	38.4	22.1	—	110.0	57.2	66.5	58.8
Aircraft manufacturing and repairing	44.9	40.4	38.8	21.9	39.2	115.3	48.2	62.3	56.2
Locomotives and railway track equipment§	45.2	41.2	39.4	19.5	—	101.0	47.5	60.0	53.4
Railway carriages and wagons and trams§	43.3	41.3	38.3	—	—	104.8	47.8	67.5	—
Perambulators, hand-trucks, etc.	43.9	41.4	37.2	24.9	—	95.5	53.6	59.9	54.8
<b>Metal goods not elsewhere specified</b>									
Tools and implements	45.9	42.3	37.3	22.0	37.5	92.5	46.0	56.1	54.2
Cutlery	46.3	41.3	37.5	22.3	40.0	104.8	49.4	55.1	52.6
Bolts, nuts, screws, rivets, etc.	46.6	41.8	38.3	21.0	39.1	102.2	52.1	61.1	60.8
Wire and wire manufactures	47.7	42.7	38.1	21.5	38.7	102.9	54.2	59.0	55.7
Cans and metal boxes	48.7	41.1	38.9	22.1	38.8	96.8	55.2	55.3	51.5
Jewellery, plate and refining of precious metals	45.1	41.5	37.5	21.8	38.8	106.9	54.8	56.7	54.5
Metal industries not elsewhere specified	46.2	42.1	37.7	21.1	38.5	102.8	51.4	59.4	56.6

\* Where no figure is given, the number of workers covered by the returns was too small to provide a satisfactory basis for the calculation of a general average.  
† In the calculations of the averages for women, women ordinarily employed as part-time workers (for not more than 30 hours a week) have been shown separately from those normally working over 30 hours a week.  
‡ Excluding coke ovens and by-product works attached to blast furnaces which are included under the heading "Coke ovens and manufactured fuel".  
§ Excluding railway workshops.

Table II—Average Hours Worked and Average Hourly Earnings in the Second Pay-Week in October 1965—continued

Industry	Average number of hours worked* in the second pay-week in October 1965 by the workers covered by the returns received				Average hourly earnings* in the second pay-week in October 1965 by the workers covered by the returns received				
	Men (21 and over)	Youths and boys	Women (18 and over)†		Men (21 and over)	Youths and boys	Women (18 and over)†		Girls
			Full-time	Part-time			Full-time	Part-time	
<b>Textiles</b>									
Production of man-made fibres	42.4	39.8	38.4	22.4	40.1	112.3	71.5	61.3	56.3
Spinning and doubling of cotton, flax and man-made fibres	46.8	43.5	39.2	20.1	40.0	81.6	50.7	58.2	55.8
Weaving of cotton, linen and man-made fibres	44.3	42.0	39.1	20.5	39.9	89.9	53.0	59.9	56.1
Woollen and worsted	49.2	43.6	39.0	20.9	40.1	85.3	51.8	57.8	55.0
Jute	47.0	43.2	39.6	20.6	40.2	80.2	51.8	55.8	54.6
Rope, twine and net	49.5	42.1	39.1	22.6	38.1	81.3	48.0	50.1	50.0
Hosiery and other knitted goods	44.4	43.7	38.9	23.5	40.8	108.5	54.3	62.0	59.8
Lace	45.9	43.7	39.2	24.0	40.5	89.2	48.0	49.5	47.3
Carpets	45.7	42.1	39.1	21.3	39.9	104.4	56.1	67.0	60.7
Narrow fabrics	46.9	42.7	39.8	21.4	40.8	85.2	48.5	52.9	49.8
Made-up textiles	46.4	43.0	38.8	22.8	39.6	78.2	41.4	48.8	49.6
Textile finishing	49.4	44.6	40.4	22.2	41.2	86.4	52.8	52.4	52.1
Other textile industries	48.3	44.6	37.5	20.8	—	101.6	57.3	60.5	53.8
<b>Leather, leather goods and fur</b>									
Leather (tanning and dressing) and fellmongery	46.7	43.4	39.3	22.0	40.6	88.7	53.3	57.3	54.6
Leather goods	44.4	42.6	38.1	22.5	40.6	89.8	46.2	54.9	51.5
Fur	46.1	—	38.8	22.0	—	99.7	—	66.5	62.1
<b>Clothing and footwear</b>									
Weatherproof outerwear	43.6	42.1	37.4	24.5	39.2	88.0	43.1	58.4	58.0
Men's and boys' tailored outerwear	44.1	41.4	38.4	24.5	39.3	90.1	47.9	58.9	54.7
Women's and girls' tailored outerwear	43.0	41.1	37.7	23.7	39.2	102.3	47.3	61.1	58.4
Overalls and men's shirts, underwear, etc.	46.0	41.7	37.7	22.9	39.0	83.4	42.6	55.5	54.3
Dresses, lingerie, infants' wear, etc.	43.0	41.7	38.1	23.4	39.5	92.3	43.2	57.2	55.5
Hats, caps and millinery	41.7	41.7	37.3	23.1	39.0	90.2	44.7	54.5	53.1
Dress industries not elsewhere specified	45.6	43.8	37.5	23.0	38.6	84.2	46.9	54.6	51.2
Footwear	42.0	40.8	37.9	23.6	39.6	102.7	62.2	68.2	62.7
<b>Bricks, pottery, glass, cement, etc.</b>									
Bricks, fireclay and refractory goods	48.0	42.7	37.9	20.4	38.5	97.6	61.6	59.4	52.2
Pottery	46.4	42.8	37.8	22.2	40.1	95.6	52.6	56.6	53.9
Glass	46.3	43.1	38.7	20.7	39.5	104.6	58.5	60.7	57.3
Cement	55.5	47.4	—	21.1	—	101.4	61.7	—	51.1
Abrasives and building materials, etc., not elsewhere specified	50.0	45.3	38.3	20.5	—	96.8	58.5	60.9	56.8
<b>Timber, furniture, etc.</b>									
Timber	46.8	42.9	39.4	19.9	39.7	88.8	47.3	63.7	55.2
Furniture and upholstery	44.7	42.3	38.2	22.0	39.5	108.3	49.0	70.1	64.5
Bedding, etc.	43.9	42.4	37.7	22.6	39.1	99.2	52.7	67.3	64.6
Shop and office fitting	53.2	43.9	38.7	21.4	—	100.7	48.8	57.2	54.0
Wooden containers and baskets	45.2	42.6	38.3	21.2	39.5	94.6	47.8	53.7	55.6
Miscellaneous wood and cork manufactures	46.8	43.2	38.4	22.8	—	89.6	48.3	56.5	63.4
<b>Paper, printing and publishing</b>									
Paper and board	50.6	46.1	40.2	21.4	41.3	99.5	62.6	58.6	56.6
Cardboard boxes, cartons and fibre-board packing cases	47.5	42.8	39.1	22.1	40.1	102.7	56.1	56.7	52.5
Manufactures of paper and board not elsewhere specified	47.3	43.8	38.7	21.2	39.8	99.6	54.4	60.6	57.1
Printing, publishing of newspapers and periodicals	45.0	41.5	39.8	21.4	40.1	145.9	55.3	69.3	68.1
Other printing, publishing, bookbinding, engraving, etc.</									

TABLE III—REGIONAL ANALYSIS OF EARNINGS AND HOURS OF MEN IN THE SECOND PAY-WEEK IN OCTOBER 1965

(NOTES.—In view of the wide variations, as between different industries, in the proportions of skilled and unskilled workers, and in the opportunities for extra earnings from overtime, night-work and payment-by-results schemes, the differences in average earnings shown in this table should not be taken as evidence of, or as a measure of, disparities in the ordinary rates of pay prevailing in different industries for comparable classes of workpeople employed under similar conditions.)

The figures given below are analysed by industry group. Average weekly earnings of men in each individual industry will appear in Table B10 of the March 1966 issue (No. 16) of the bulletin "Statistics on Incomes, Prices, Employment and Production".

Industry group	London and South Eastern	Eastern and Southern	South Western	Midlands	Yorkshire and Humber-side	North Western	Northern	Scotland	Wales	Northern Ireland	United Kingdom
(a) Average Weekly Earnings—Men (21 years and over)—October 1965											
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Food, drink and tobacco	405 9	372 1	364 10	380 4	363 8	377 9	346 5	352 11	333 9	320 7	373 7
Chemicals and allied industries	398 5	433 10	422 1	384 5	378 8	425 3	405 3	385 11	403 6	445 8	423 3
Metal manufacture	430 8	412 5	412 1	423 1	420 4	408 3	399 2	462 1	298 6	366 10*	395 11
Engineering and electrical goods	401 5	404 8	373 7	407 0	372 11	384 10	394 6	401 0	381 3	366 10*	395 11
Shipbuilding and marine engineering	407 10	393 10	374 1	323 4	390 0	409 5	414 3	384 1	412 9	366 10*	395 11
Vehicles	444 9	453 4	420 10	476 4	395 2	400 6	376 11	382 0	396 5	403 0	448 6
Metal goods not elsewhere specified	400 2	402 10	371 6	400 8	400 3	367 1	394 8	394 4	392 1	344 8	357 2
Textiles	392 4	371 6	341 9	398 9	359 3	338 4	400 4	324 10	382 2	295 4	347 2
Leather, leather goods and fur	365 6	341 4	337 9	337 7	351 7	338 4	343 11	334 2	364 5	283 6	347 2
Clothing and footwear	360 6	343 9	372 5	345 0	328 10	338 4	351 1	345 3	328 0	299 1	344 8
Bricks, pottery, glass, cement, etc.	420 9	429 0	378 5	390 6	396 10	385 11	374 6	366 9	381 7	333 9	400 8
Timber, furniture, etc.	413 10	394 10	343 5	356 5	354 1	355 2	378 10	347 7	332 10	308 1	379 7
Paper, printing and publishing	491 8	489 8	402 9	407 8	397 10	463 7	414 2	401 8	396 8	370 8	456 7
Other manufacturing industries	403 8	406 0	372 5	416 6	367 4	385 1	385 4	369 6	369 8	326 5	396 6
All manufacturing industries	418 6	419 1	383 11	415 5	382 10	386 11	395 9	380 5	414 5	339 3	403 3
Mining and quarrying (except coal)	423 4	419 8	372 7	414 9	387 2	402 3	357 4	331 7	358 2	285 6	381 5
Construction	410 7	371 6	346 0	398 2	382 5	383 6	373 4	379 5	366 4	309 7	395 4
Gas, electricity and water	390 10	382 1	356 10	377 4	356 3	360 1	347 10	348 1	342 10	330 5	368 1
Transport and communication (except railways, London Transport and British Road Services)	443 1	397 11	381 7	407 10	378 11	375 2	359 10	363 9	377 2	320 7	395 5
Certain miscellaneous services†	355 6	333 4	306 2	335 3	320 4	324 4	299 7	310 1	311 3	312 3	329 11
Public administration‡	325 8	304 8	294 1	307 11	290 10	300 1	285 2	276 10	282 5	242 1	300 6
All the above, including manufacturing industries	410 1	395 2	363 1	405 2	376 2	379 8	377 9	369 0	386 0	324 1	391 9
(b) Average Hours Worked—Men (21 years and over)—October 1965											
	h. m.	h. m.	h. m.	h. m.	h. m.	h. m.	h. m.	h. m.	h. m.	h. m.	h. m.
Food, drink and tobacco	48-1	49-2	47-2	47-2	48-3	47-9	47-1	47-2	46-4	46-8	47-7
Chemicals and allied industries	47-3	45-4	48-2	46-9	46-5	46-2	44-5	44-7	44-0	50-0	46-0
Metal manufacture	47-7	46-5	44-4	46-5	46-5	47-7	46-4	46-1	43-5	43-3	46-0
Engineering and electrical goods	45-9	46-4	46-2	45-5	46-3	46-4	46-4	46-2	44-9	46-7*	46-1
Shipbuilding and marine engineering	46-0	45-7	44-5	44-5	46-3	46-4	46-3	45-7	45-7	44-4	43-6
Vehicles	44-3	44-1	43-9	45-7	47-2	47-7	44-7	43-6	43-3	44-4	46-4
Metal goods not elsewhere specified	46-4	46-4	46-5	45-8	48-8	46-8	45-2	47-1	42-3	48-0	46-1
Textiles	48-2	46-5	46-5	45-8	47-2	46-7	47-4	45-8	48-0	48-0	46-7
Leather, leather goods and fur	45-4	46-2	46-0	45-4	44-8	47-4	44-2	44-1	41-0	43-7	43-0
Clothing and footwear	42-1	43-0	42-3	42-5	44-8	43-4	47-3	47-5	47-4	49-5	48-7
Bricks, pottery, glass, cement, etc.	50-7	50-6	48-1	48-0	48-8	47-3	46-2	45-9	44-2	45-0	46-5
Timber, furniture, etc.	46-9	46-3	45-7	46-1	47-3	46-0	48-3	45-8	47-6	44-8	46-5
Paper, printing and publishing	46-4	46-4	45-4	45-4	46-1	48-3	45-8	47-6	45-7	44-8	46-5
Other manufacturing industries	46-8	47-3	46-4	45-4	47-5	48-6	47-6	45-8	46-1	45-2	47-0
All manufacturing industries	46-4	46-3	45-7	45-4	47-1	46-8	46-0	46-2	44-5	46-3	46-1
Mining and quarrying (except coal)	54-7	59-9	49-3	54-1	49-3	51-7	47-8	48-7	48-9	49-7	50-8
Construction	50-5	49-9	48-4	50-3	49-7	49-4	47-1	48-7	48-1	47-4	49-8
Gas, electricity and water	45-3	43-7	43-4	44-4	43-6	44-4	42-8	43-3	42-0	44-3	43-8
Transport and communication (except railways, London Transport and British Road Services)	50-0	52-3	51-4	52-6	51-8	50-0	50-2	49-5	50-8	47-4	50-6
Certain miscellaneous services†	46-9	45-9	44-6	45-6	45-4	44-7	44-3	43-6	43-8	43-7	45-4
Public administration‡	45-3	45-1	44-6	45-1	44-9	45-6	44-4	44-2	44-5	42-4	44-9
All the above, including manufacturing industries	47-4	47-2	46-6	46-3	47-5	47-2	46-2	46-7	45-7	46-4	47-0
(c) Average Hourly Earnings—Men (21 years and over)—October 1965											
	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.	d.
Food, drink and tobacco	101-2	90-8	92-8	96-7	90-4	94-6	88-3	89-7	86-3	82-2	94-0
Chemicals and allied industries	101-1	114-7	105-1	98-4	97-7	110-5	109-3	103-6	110-0	107-0	106-3
Metal manufacture	108-3	106-4	111-4	109-2	108-5	102-7	105-4	103-9	127-5	82-7	110-4
Engineering and electrical goods	104-9	104-7	97-0	107-3	96-7	99-5	102-0	104-2	101-9	94-3*	103-0
Shipbuilding and marine engineering	106-4	103-4	100-9	87-2	99-2	103-0	107-4	100-9	108-4	103-3	103-3
Vehicles	120-5	123-4	115-0	133-6	103-8	101-3	93-9	100-8	99-6	108-9	102-3
Metal goods not elsewhere specified	103-5	104-2	92-9	105-2	101-3	106-6	101-2	105-1	109-9	108-9	123-4
Textiles	97-7	95-9	88-2	104-5	88-3	86-8	86-9	87-1	87-6	78-1	91-8
Leather, leather goods and fur	96-6	88-7	88-1	89-2	89-4	86-9	87-1	87-6	91-1	70-9	90-4
Clothing and footwear	102-8	95-9	105-7	97-4	88-1	90-3	95-3	93-9	92-8	92-5	98-7
Bricks, pottery, glass, cement, etc.	99-6	101-7	94-4	97-6	97-6	97-9	94-6	92-7	98-4	90-4	98-0
Timber, furniture, etc.	105-9	102-3	90-2	92-8	103-8	115-2	108-5	101-3	104-2	99-2	117-8
Paper, printing and publishing	127-2	126-6	106-5	107-8	103-6	107-7	95-1	97-1	96-8	96-2	101-2
Other manufacturing industries	103-5	103-0	96-3	110-1	92-8	95-1	97-1	96-8	96-2	86-7	101-2
All manufacturing industries	108-2	108-6	100-8	109-8	97-5	99-2	103-2	98-8	111-8	87-9	105-0
Mining and quarrying (except coal)	92-9	84-1	90-7	92-0	94-2	93-4	89-7	81-7	87-9	68-9	90-1
Construction	97-6	89-3	85-8	95-6	92-3	93-2	95-1	93-5	91-4	78-4	95-3
Gas, electricity and water	103-5	104-9	98-7	102-0	98-1	97-3	97-5	96-5	98-0	89-5	100-8
Transport and communication (except railways, London Transport and British Road Services)	106-3	91-3	89-1	93-0	87-8	90-0	86-0	88-2	89-1	81-2	93-8
Certain miscellaneous services†	91-0	87-1	82-4	88-2	84-7	87-1	81-2	85-3	85-3	85-7	87-2
Public administration‡	86-3	81-1	79-1	81-9	87-7	79-0	77-1	75-2	76-2	68-5	80-3
All the above, including manufacturing industries	103-8	100-5	93-5	105-0	95-0	96-5	98-1	94-8	101-4	83-8	100-0

\* It is not possible to publish separate figures for engineering and electrical goods, and for shipbuilding and marine engineering in Northern Ireland without disclosing information about individual establishments.  
 † Consisting of laundries and dry cleaning, motor repairers and garages, and repair of boots and shoes.  
 ‡ Industrial employees in national government service have, as appropriate, been included in the figures for industries such as engineering, shipbuilding, chemicals, printing, construction, transport and communication. "Public administration" covers (a) those employees not assigned to other industries and services, and (b) employees in certain government research establishments.

## CENTRAL TRAINING COUNCIL

### The Use of Programmed Instruction in Industrial Training

Two memoranda were issued by the Central Training Council in 1965, one on Industrial Training and Further Education in April and the other on Industrial Training and Training in Safety in September (see page 218 of the May and page 402 of the September 1965 issues of this GAZETTE). The Council is issuing a further memorandum on the Use of Programmed Instruction in Industrial Training which will be given wide circulation. The text is as follows:—

1. Improving the quality and efficiency of industrial training involves considering carefully what is to be taught, why it is to be taught and how it is to be taught. Many teaching methods are available and the most appropriate should be chosen, according to the subject matter and the needs of the trainees. One method which has received considerable publicity is *programmed instruction*.

2. Many of the principles of programmed instruction are not new. They apply equally to any good teaching method and have been used by good instructors and training officers for many years. The strength of the method lies more in the analytical approach and in the development of better techniques of presentation than in the principles. The principles can be summarised as follows:—

- The training need must be clearly identified and precisely stated.
- The learner should be actively involved in learning.
- The units of information should be small enough to be readily assimilated by the learner.
- Instruction should normally be self-paced or matched to the learner's personal learning speed.
- People learn best when their efforts are rewarded. The more immediate the acknowledgement, reward or correction ("feedback of results"), the more effective the learning.

3. Like all other teaching methods, programmed instruction has its advantages and disadvantages. Some advantages of programmed instruction are:—

- Since the teaching material is prepared by an expert, the services of a good instructor may be made available to a wide audience through his programmes.
- Individuals may be trained more economically, and at the most suitable and convenient times, particularly when the rate of intake of trainees precludes the formation of a group.
- The instructor in charge of the trainees can give closer attention to individual needs as they emerge.
- Learning at one's own speed is less likely to be tinged with the anxiety which sometimes arises from inability to keep up with the learning group.
- The instructor in charge has available a quick and accurate measure of the trainee's rate of learning.
- Training is more likely to be achieved in the time best suited to each trainee.
- Instructor preparation time for training sessions can be reduced.

The main disadvantages are:—

- Self-teaching on an individual basis may militate against the good personal relations which the instructor builds up in a teaching group.
- The abler trainee may become bored if the programme is too easy for him.
- The less good instructor may tend to rely too much on the technique and not play his full personal part.

4. We have examined these advantages and disadvantages, and have taken into account relevant research and the success of programmed instruction in other fields. We have come to the conclusion that this is a method of learning which has proved itself and that its use should be encouraged in industry. The report "Programmed Instruction" issued by the British Iron and Steel Federation illustrates the value of the method in one particular industry and shows how it can be developed and encouraged within the industry itself. The Register of Programmed Instruction, published in the June and September 1965 issues of the British Association for Commercial and Industrial Education's Journal, provides a useful list of programmes that have been prepared in the field of education and training for commerce and industry.

5. We recommend that industrial training boards should consider establishing small teams of training specialists, well qualified in job analysis and programme writing, to analyse and cater specifically for the needs of their own industries in close co-ordination with training officers in individual companies. Boards should also consider grant aiding specific research, relevant to their own industries, in consultation with the Research Committee of the Central Training Council.

6. In considering the potential of programmed instruction particular stress needs to be laid on the following points:—

- Effective training can be based only on the objective identification of training needs. This demands an analytical approach to what should be taught and why.
- Analysis can be carried out at different levels of precision and detail, ranging from the simple type of "job breakdown", pioneered by the Training Within Industry Job Instruction Programme, to the charting system developed in analytical training for manual skills and the similarly detailed analysis required for programmed instruction.
- The degree of complexity of a particular task, and the degree of difficulty in learning it, should both determine the level of precision and detail of analysis.
- Job analysis for training purposes has a long history, but programmed instruction introduces a new element of precision.
- This new element of precision extends from the analysis of training need to the assessment of the effectiveness (validation) of the training carried out by the method. Programmed instruction has increasingly emphasised the need for objective evidence of success or failure, since acceptance or rejection of a programme is based solely on an answer to the question: is the required standard of competence attained? This approach, too infrequently applied to other instructing techniques, should be encouraged to the maximum.

7. Although we consider that for practical purposes programmed instruction has passed beyond the research stage to that of development and use, we have asked the Research Committee to help stimulate further research where it is required. Whereas there are many research reports bearing on the use of programmed instruction with younger people in the educational system, and some reports dealing with the industrial training of younger people, little work has yet been done regarding older people (those above 35 years of age) at all levels and the special needs of other groups. Bearing in mind how important retraining is going to be as some of the older skills are replaced by the new skills required by automation, it is essential that research should be carried out to develop specially appropriate teaching techniques. We are convinced that properly devised programmed instruction will have as important a part to play in retraining as it can already have in the training and education of young people. It is a field which has developed rapidly in a comparatively short time, and even more rapid advance can be foreseen particularly in the development of computerised and semi-automated systems of group instruction and in the use of audio and video tape techniques. The industrial training boards should be in the vanguard of this advance.

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## THE FAMILY EXPENDITURE SURVEY

Year ended June 1965

In order to provide as quickly as possible the latest available information about average weekly expenditure of households co-operating in the Family Expenditure Survey,\* a summary of the results for the year ended June 1965 is given below. In the column headed "Index group of households"† is given the expenditure used to provide the basis for the annual revision of the weights of the Index of Retail Prices, and in the "Pensioner households"‡ column is shown the expenditure which was excluded from these weights. Households in which the income of the head of the household amounted to £35 a week or more in 1964 (or £40 in 1965) were also excluded from the "Index" group. As numbers of households in this higher income group are small and since some of the expenditure items for this group are subject to large sampling errors the expenditure figures are not shown separately in the table which follows. They have, however, been included in the "All households" figures shown in column (5).

The average weekly expenditures are not adjusted to take account of any under-recording of expenditure on alcoholic drink, tobacco, meals out, chocolates, sweets and ice cream which may occur in a survey of this type.

The table is generally comparable with the corresponding one for the year ended June 1964 (see page 158 of the April 1965 issue of this GAZETTE). The effective sample of households in the year ended June 1965 is, however, rather smaller than usual because of the suspension of initial visits for three weeks before the date of the General Election in October 1964. The excess of expenditure over income for the "Pensioner" group is mainly due to the fact that some households in this group were not living solely on current income, but were drawing on savings or receiving occasional help from relatives.

### AVERAGE WEEKLY EXPENDITURE IN THE YEAR ENDED JUNE 1965 OF HOUSEHOLDS GROUPED ACCORDING TO THE TYPE OF HOUSEHOLD

Notes: (1) Both individual and total expenditure figures have been independently rounded. The sums of the constituent items do not, therefore, necessarily agree exactly with the totals shown.  
(2) "Nil" expenditure and expenditure of less than 0.05d. are both shown as "—".

(1) Item Group	(2) —	(3) "Pensioner" households	(4) "Index" group of households	(5) All households in Survey
<b>COMMODITY OR SERVICE (Average Weekly Household Expenditure)</b>				
<b>Housing</b>				
<b>1 Households renting unfurnished accommodation:</b>				
<i>All such households:</i>				
Number	207	1,527	1,750	
Payment for rent, rates, water and insurance of structure less receipts (if any) from sub-letting	s. d. 24 3-6	s. d. 36 1-2	s. d. 35 6-5	
<i>Households renting unfurnished Council accommodation:</i>				
Number	97	847	948	
Payments	s. d. 27 4-7	s. d. 39 3-6	s. d. 38 0-8	
<i>Households renting other unfurnished accommodation:</i>				
Number	110	680	802	
Payments	s. d. 21 6-8	s. d. 32 1-4	s. d. 32 6-6	
<b>2 Households renting furnished accommodation:</b>				
Number of households	7	94	104	
Payment, by these households, for rent, rates and water less receipts (if any) from sub-letting	s. d. 33 0-0	s. d. 68 8-4	s. d. 67 7-0	
<b>3 Households living rent-free:</b>				
Number of households	7	94	106	
Payment, by these households, for rates, water or other charges less receipts (if any) from sub-letting	s. d. —	s. d. 1 8-2	s. d. 1 7-7	
<b>4 Households living in their own dwellings:</b>				
<i>All such households:</i>				
Number	48	1,110	1,282	
Payment for rates, water, ground rent, etc. and insurance of structure, together with the weekly equivalent of the rateable value of these dwellings less receipts (if any) from sub-letting	s. d. 21 3-1	s. d. 39 5-7	s. d. 42 1-3	
<i>Dwellings in process of purchase by occupier:</i>				
Number	3	615	697	
Payments	s. d. 33 8-3	s. d. 41 3-2	s. d. 44 6-2	
<i>Dwellings fully owned by occupier:</i>				
Number	45	495	585	
Payments	s. d. 20 5-1	s. d. 37 3-1	s. d. 39 2-9	
<b>5 Rateable value of dwellings (weekly equivalent) included in the payments shown in preceding items:</b>				
(a) All owner-occupied dwellings	12 7-8	25 1-4	26 9-1	
(b) Dwellings in process of purchase by occupier	20 0-0	26 2-8	28 4-9	
(c) Dwellings fully owned by occupier	12 1-9	23 8-8	24 9-5	
<b>All above households taken together:</b>				
<b>All above payments, and rateable value of owner-occupied dwellings, spread over all the households</b>				
	23 4-2	37 4-4	38 0-7	
<b>6 Expenditure, by occupiers, on repairs, maintenance and decorations, spread over all the households</b>				
	0 8-2	8 4-7	9 0-9	
<b>TOTAL, HOUSING (Two preceding lines)</b>	24 0-3	45 9-1	47 1-6	
<b>Fuel, Light and Power</b>				
Gas, and hire of gas appliances	s. d. 3 10-5	s. d. 5 3-1	s. d. 5 2-2	
Electricity, and hire of electric appliances	4 7-6	9 9-9	9 8-9	
Coal and manufactured fuels§	9 8-4	7 10-2	8 0-8	
Coke§	1 2-3	1 5-2	1 5-9	
Fuel oil, and other fuel and light	1 0-5	1 1-8	1 1-7	
<b>TOTAL, FUEL, LIGHT AND POWER</b>	20 5-3	25 6-3	25 7-5	

\* Family Expenditure Survey: Report for 1964. Her Majesty's Stationery Office, price 22s. 6d. (23s. 2d. including postage).

† All households other than (a) those the head of which had a recorded gross income of £35 a week or more in 1964 (or £40 in 1965), and (b) those described at § below.

‡ Households in which at least three-quarters of the total income was derived from National Insurance retirement or similar pensions and/or National Assistance paid in supplementation or instead of such pensions.

§ The expenditure shown for these groups are not comparable with those for earlier years. Prior to 1964 all patent fuels (including patent coals) were included in Item Group 9. From 1964 onwards patent coals are included in Item Group 10.

(1) Item Group	(2) COMMODITY OR SERVICE (Average Weekly Household Expenditure)	(3) "Pensioner" households	(4) "Index" group of households	(5) All households in Survey
<b>Food</b>				
12	Bread, rolls, etc.	s. d. 3 5-8	s. d. 6 11-7	s. d. 6 7-7
13	Flour	0 5-3	0 7-8	0 7-6
14	Biscuits, cakes, etc.	2 10-0	7 2-1	6 10-0
15	Breakfast and other cereals	0 9-1	1 9-1	1 8-3
16	Beef and veal	3 3-4	6 11-5	6 9-4
17	Mutton and lamb	2 4-3	3 9-6	3 9-1
18	Pork	0 9-8	2 1-1	1 11-8
19	Bacon and ham (uncooked)	1 8-4	3 9-3	3 7-5
20	Ham, cooked (including canned)	0 7-3	1 3-8	1 3-2
21	Poultry; other and undefined meat	3 1-7	9 3-3	8 9-7
22	Fish	1 9-1	3 1-0	3 0-7
23	"Fish and chips"	0 4-5	0 11-0	0 10-2
24	Butter	2 3-8	3 11-6	3 10-7
25	Margarine	0 5-1	1 1-6	1 0-8
26	Lard, cooking fat and other fat	0 4-8	0 10-2	0 9-8
27	Milk, fresh	4 11-3	9 6-1	9 2-5
28	Milk, dried, canned; cream, etc.	0 3-9	0 11-6	0 11-2
29	Cheese	1 0-1	2 0-1	1 7-7
30	Eggs	1 9-7	3 8-4	3 6-6
31	Potatoes	1 5-1	3 9-4	3 6-5
32	Other and undefined vegetables	2 6-7	6 7-9	6 5-2
33	Fruit	2 3-8	6 0-1	5 11-3
34	Sugar	1 3-7	2 7-2	2 5-8
35	Syrup, honey, jam, marmalade, etc.	0 7-3	0 10-8	0 10-7
36	Sweets and chocolates	0 10-4	4 1-4	3 10-5
37	Tea	2 0-7	3 1-4	3 0-2
38	Coffee	0 4-0	0 10-0	0 10-1
39	Cocoa, drinking chocolate, proprietary drinks	0 2-1	0 3-4	0 3-3
40	Soft drinks	0 7-7	2 3-7	2 2-8
41	Ice cream	0 1-5	0 9-4	0 9-0
42	Other foods; food not defined	1 4-9	4 2-3	4 2-5
43	Meals bought away from home	1 2-7	12 6-1	12 6-4
<b>TOTAL, FOOD</b>		47 10-2	117 11-7	114 4-8
<b>Alcoholic Drink</b>				
44	Beer, cider, etc.	1 10-9	12 2-8	11 2-6
45	Wines, spirits, etc.	1 0-3	4 2-0	4 6-7
46	Drinks, not defined	—	0 5-3	0 5-5
<b>TOTAL, ALCOHOLIC DRINK</b>		2 11-2	16 10-0	16 2-8
<b>Tobacco</b>				
47	Cigarettes	3 11-4	23 0-5	21 1-5
48	Pipe tobacco	0 11-9	1 3-3	1 3-7
49	Cigars, snuff, pipes and other smokers' requisites	0 0-9	0 4-8	0 5-1
<b>TOTAL, TOBACCO</b>		5 0-1	24 8-5	22 10-3
<b>Clothing and Footwear</b>				
50	Men's outer clothing	0 10-8	6 4-6	6 3-3
51	Men's underclothing and hosiery	0 6-7	2 10-7	2 9-0
52	Women's outer clothing	1 0-7	8 11-1	8 11-1
53	Women's underclothing and hosiery	1 11-3	4 1-9	4 0-6
54	Boys' clothing	0 1-4	1 5-9	1 5-2
55	Girls' clothing	0 0-5	1 5-0	1 5-6
56	Infants' clothing	0 0-8	1 4-5	1 3-6
57	Hats, gloves, haberdashery, etc.	0 9-9	2 10-9	2 10-0
58	Clothing materials and making-up charges; clothing not fully defined	0 1-5	1 0-4	1 0-6
59	Footwear	1 9-9	7 7-6	7 3-7
<b>TOTAL, CLOTHING AND FOOTWEAR</b>		7 5-6	38 2-6	37 4-8
<b>Durable Household Goods</b>				
60	Furniture, including repairs*	0 4-7	6 3-1	6 2-8
61	Floor coverings	0 4-6	4 1-6	4 1-6
62	Soft furnishings and household textiles	1 0-9	2 5-1	2 3-3
63	Radio, television and musical instruments, including repairs	0 3-2	3 5-3	3 6-4
64	Gas and electric appliances, including repairs	0 10-1	5 9-3	5 11-2
65	Appliances other than gas or electric appliances†	0 2-9	0 4-4	0 5-1
66	China, glass, cutlery, hardware, ironmongery, etc.	0 10-0	3 4-6	3 4-6
67	Fire, burglary, etc. insurance of furniture, etc.	0 1-8	0 5-7	0 6-1
<b>TOTAL, DURABLE HOUSEHOLD GOODS</b>		4 2-3	26 5-8	26 5-1
<b>Other Goods</b>				
68	Leather, travel and sports goods; jewellery; fancy goods, etc.	0 4-8	2 7-2	2 9-6
69	Books, magazines and periodicals	2 6-6	6 0-8	6 0-2
70	Toys and stationery goods, etc.	0 6-8	3 0-3	3 0-5
71	Medicines and surgical goods	0 3-4	2 3-3	2 3-2
72	Toilet requisites, cosmetics, etc.	0 10-8	4 1-8	4 0-3
73	Optical and photographic goods	0 0-6	1 2-4	1 4-0
74	Matches, soap, cleaning materials, etc.	2 7-5	4 8-5	4 6-6
75	Seeds, plants, flowers	0 6-9	1 7-6	1 8-5
76	Animals and pets	0 8-6	2 2-2	2 1-2
<b>TOTAL, OTHER GOODS</b>		9 7-9	27 10-1	27 10-1
<b>Transport and Vehicles</b>				
77	Net purchases of motor vehicles and accessories	—	18 0-9	18 9-7
78	Maintenance and running of motor vehicles	0 0-6	17 10-8	17 10-8
79	Purchase and maintenance of bicycles, prams, etc.	0 1-3	0 11-3	0 10-1
80	Railway fares	2 3-2	8 5-5	7 9-4
81	Bus, etc. fares	0 2-4	1 10-1	1 9-4
82	Other travel and transport	—	—	—
<b>TOTAL, TRANSPORT AND VEHICLES</b>		2 7-4	49 10-6	50 0-2
<b>Services</b>				
83	Postage, telephone, telegrams	0 10-3	2 7-2	2 8-8
84	Cinemas	0 0-6	1 4-6	1 3-5
85	Theatres, sporting events, and other entertainment (excluding betting)	0 2-5	2 7-6	2 7-4
86	Radio and television, licences and rental	2 8-9	4 6-2	4 4-8
87	Domestic help, etc.	0 7-7	1 7-0	2 4-7
88	Hairdressing	0 11-3	3 2-0	3 1-9
89	Footwear and other repairs not allocated elsewhere	0 6-2	1 5-6	1 6-0
90	Laundry, cleaning and dyeing	1 0-7	2 1-3	2 2-4
91	Educational and training expenses	—	0 11-9	1 11-9
92	Medical, dental and nursing fees	0 1-3	0 9-5	1 0-3
93	Subscriptions and donations; hotel and holiday expenses; miscellaneous other services	2 0-4	10 11-7	11 2-4
<b>TOTAL, SERVICES</b>		9 1-7	32 2-7	34 6-1
<b>Miscellaneous</b>				
94	Pocket money to children and other expenditure not assignable elsewhere	0 0-1	1 8-0	1 7-5
<b>GRAND TOTAL, ALL ABOVE EXPENDITURE</b>		133 4-0	407 1-4	404 0-6
<b>Other Payments Recorded</b>				
95	Income tax and surtax, payments less refunds	0 2-8	35 4-6	45 0-6
96	National Insurance contributions	0 0-7	18 2-2	16 8-7
97	Mortgage and other payments for purchase or alteration of dwellings	0 1-1	12 0-9	20 11-1
98	Life assurance; contributions to pension funds	2 1-2	14 0-5	15 1-5
99	Sickness and accident insurance; subscriptions to sick clubs, friendly societies	0 0-8	0 9-6	0 9-5
100	Contributions to Christmas, savings or holiday clubs	0 2-0	2 2-2	2 0-1
101	Purchase of savings certificates; sums deposited in savings banks, etc.	0 5-4	7 1-6	7 10-2
102	Betting, payments less winnings	0 5-8	3 8-6	3 4-4

\* From 1964 this group includes expenditure on composite purchases of household durable goods which were separately recorded under Item Group 65 in earlier Reports.

† Numbered 64A in earlier Reports.

## DIFFERENCES BETWEEN STANDARD REGIONS FOR STATISTICAL PURPOSES AND MINISTRY OF LABOUR ADMINISTRATIVE REGIONS

For Ministry of Labour administrative purposes, Great Britain is divided into Employment Exchange areas which are grouped into administrative Regions. The regional statistics compiled by the Ministry relate to the aggregate of the areas of Employment Exchanges within the respective administrative Regions.

New definitions of Standard Regions for Statistical Purposes were given on page 26 of the January 1966 issue of this GAZETTE. The main differences between these Regions and the Ministry of Labour administrative Regions are:—

- (1) The West Midlands and the East Midlands Standard Regions together form the Midlands Ministry of Labour administrative Region. Separate statistics for these two Standard Regions are however being compiled and published.
- (2) There are no Ministry of Labour administrative Regions which correspond to the South East and the East Anglia Standard Regions. The combined area of these two Regions is sub-divided for administrative purposes into the London and South Eastern and the Eastern and Southern Regions. It is however intended to compile and publish statistics for these two Standard Regions when practicable.

- (3) Saddleworth Urban District is in the Yorkshire and Humberside Standard Region, but the Saddleworth Employment Exchange area is in the North Western Ministry of Labour administrative Region. This area is therefore covered in the Ministry of Labour statistics for the North Western Standard Region and not in those for the Yorkshire and Humberside Standard Region.

As mentioned on page 26 of the January issue of this GAZETTE, there are also other minor differences. These arise where the area covered by an Employment Exchange situated in one Region extends across the boundary between two Standard Regions. It may be necessary to take account of these differences, when other statistics (e.g., population) are used in conjunction with Ministry of Labour regional and local statistics.

The following is a list, by Standard Region, of areas which in Ministry of Labour statistics given on a Standard Regional basis are treated as being within a Standard Region different from that in which they are situated. There are no differences as regards Scotland and the West Midlands.

### Minor Differences between Ministry of Labour and Standard Regions

Standard Region	Area (Urban District, Rural District or Civil Parish)	Ministry of Labour Employment Exchange area	Region for purpose of Ministry of Labour statistics
South East	Parishes of South Tidworth and Shipton Bellinger in Andover R.D. (Hampshire).	Salisbury (Tidworth Sub-Office)	South Western
	Parishes of Alphamstone, Belchamp Otten, Belchamp St. Paul, Belchamp Walter, Borley, Bulmer, Bures Hamlet, Foxearth, Great Henny, Lamarsh, Liston, Little Henny, Middleton, Pentlow and Twinstead in Halstead R.D. and Mount Bures in Lexden and Winstree R.D. (Essex).	Sudbury	East Anglia
	Parishes of Ashen, Birdbrook, Great Yeldham, Helions Bumpstead, Little Yeldham, Ovington, Ridgewell, Stambourne, Steeple Bumpstead, Sturmer, Tilbury-juxta-Clare, Toppsfield in Halstead R.D.; and Hempstead in Saffron Walden R.D. (Essex).	Haverhill	
	Parishes of Blunham and Tempsford in Biggleswade R.D.; Bolnhorsh and Keysoe, Colmworth, Little Barford, Little Staughton, Pertenhall and Roxton and Staploe in Bedford R.D. (Bedfordshire).	Bedford (St. Neots Sub-Office)	
East Anglia	Parishes of Gamlingay, Hatley and Tadlow in South Cambridgeshire R.D. (Cambridgeshire).	Biggleswade	South East
	Parishes of Leavenheath and Nayland with Wissington in Melford R.D. (West Suffolk).	Colchester	
	Parishes of Abington Pigotts, Arrington, Barrington, Bassingbourne, Croydon, Foxton, Great Chishall, Guilden Morden, Heydon, Litlington, Little Chishall, Melbourn, Meldreth, Orwell, Shepreth, Shingay-cum-Wendy, Steeple Morden, Whaddon and Wimpole in South Cambridgeshire R.D. (Cambridgeshire).	Royston	
South Western	Parishes of Aldbourne, Baydon, Buttermere, Chilton Foliate, Froxfield, Grafton, Great Bedwyn, Ham, Little Bedwyn, Ramsbury, Shalbourne, Tidcombe and Fosbury in Marlborough and Ramsey R.D. (Wiltshire).	Newbury (Hungerford Sub-Office)	South East
East Midlands	Parishes of Harworth in Worksop R.D. and Misson and Fingingley in East Retford R.D. (Nottinghamshire).	Doncaster	Yorkshire and Humberside
	Parishes of Beckingham, Bole, Gringley on the Hill, Misterton, Saundby, Walkeringham and West Stockwith in East Retford R.D. (Nottinghamshire).	Gainsborough	
	Parishes of Abney and Abney Grange, Bradwell, Eyam Woodlands, Hathersage, High Low, Nether Padley, Offerton and Outseats in Bakewell R.D. (Derbyshire).	Sheffield	
	Parishes of Cosgrove, Deanshanger, Potterspury, Wicken and Yardley Gobion in Towcester R.D. (Northamptonshire).	Wolverton	South East
	Parishes of Boddington, Chacombe, Chipping Warden, Culworth, Eydon, Kings Sutton, Marston St. Lawrence, Middleton Cheney, Thenford, Thorpe Mandeville and Warkworth in Brackley R.D. (Northamptonshire).	Banbury	
Yorkshire and Humberside	Market Rasen U.D.; Welton R.D. (except parish of Brattleby); parishes of Bishop Norton, Buslingthorpe, Claxby, Holton-le-Moor, Kirkmond-le-Mire, Legsby, Linwood, Lissington, Middle Rasen, Normanby-le-Wold, North Willingham, Osgodby, Owersby, Sixhills, Snitterby, Tealby, Toft Newton, Walesby and West Rasen in Caistor R.D.; Benniworth, East Barkwith, Langton-by-Wragby, Panton, Sotby, Tupholme, West Barkwith, West Torrington and Wragby in Horncastle R.D.; and East Wykeham, Hainton, Ludford and South Willingham in Louth R.D. (Lincolnshire, Parts of Lindsey).	Lincoln	East Midlands

Standard Region	Area (Urban District, Rural District or Civil Parish)	Ministry of Labour Employment Exchange area	Region for purpose of Ministry of Labour statistics
Yorkshire and Humberside—continued	Parishes of Bentham, Burton in Lonsdale and part of the parish of Ingleton in Settle R.D. (Yorkshire, West Riding). Saddleworth U.D. (Yorkshire, West Riding). Bowland R.D. (Yorkshire, West Riding).	Lancaster Saddleworth Clitheroe	North Western
	Sedburgh R.D. (Yorkshire, West Riding). Norton U.D.; and parishes of Burythorpe, Birdsall, Firby, Howsham, Kirby Grindalythe, Langton, Leavening, Rillington, Scampston, Scagglethorpe, Settrington, Thorpe Bassett, Westow, Wharram and Wintringham in Norton R.D. (Yorkshire, East Riding).	Kendal Malton	Northern
	Parishes of Folkton in Bridlington R.D. and of Foxholes, Ganton, Luttons, Heselerton, Sherburn, Weaverthorpe, Willerby and Yedingham in Norton R.D. (Yorkshire, East Riding).	Scarborough	
North Western	Parishes of Aston, Bamford, Brough and Shatton, Castleton, Derwent, Edale, Hope, Hope Woodlands (part) and Thornhill in Chapel-en-le-Frith R.D. (Derbyshire, High Peak District).	Sheffield	Yorkshire and Humberside
	Parishes of Marbury cum Quoiesley, Norbury and Wirswall in Nantwich R.D.; and Agden, Bickley, Bradley, Chidlow, Chorlton, Church Shocklach, Cuddington, Edge, Hampton, Horton, Macefen, Malpas, Newton-by-Malpas, Oldcastle, Overton, Shocklach Oviatt, Stockton, Threapwood, Tushingham cum Grindley, Wigland and Wychough in Tarvin R.D. (Cheshire).	Whitchurch	West Midlands
	Alsager U.D. and parish of Church Lawton in Congleton R.D. (Cheshire).	Kidsgrave	
Northern	Parishes of Hutton Conyers and Marton-le-Moor in Wath R.D.; and Ellenthorpe, Humburton, Kirby Hill, Langthorpe, Milby, Norton-le-Clay and Thornton Bridge in Thirsk R.D. (Yorkshire, North Riding).	Ripon	Yorkshire and Humberside
	Parishes of Beningbrough, Linton-on-Ouse, Newton-on-Ouse, Overton and Shipton in Easingwold R.D.; and Buttercrambe with Bossall, Clifton Without, Claxton, Earswick, Flaxton, Gate Helmsley, Harton, Haxby, Heworth Without, Holby, Huntington, Murton, New Earswick, Osbaldwick, Rawcliffe, Sand Hutton, Skelton, Stockton-on-the-Forest, Strensall, Towthorpe, Upper Helmsley, Warthill and Wiggington in Flaxton R.D. (Yorkshire, North Riding).	York	
	Parishes of Gristhorpe and Leberston in Scarborough R.D. (Yorkshire, North Riding).	Filey	
Wales	Parish of East Saltney and parts of parishes of Sealand and Hawarden in Hawarden R.D. (Flintshire).	Chester	North Western

## NATIONAL BOARD FOR PRICES AND INCOMES

### Report on Pay and Conditions of British Railways Staff

In response to pay claims made early in 1965 by the three railway unions (the National Union of Railwaymen, the Associated Society of Locomotive Engineers and Firemen and the Transport Salaried Staffs' Association) the Chairman of the British Railways Board offered in August to deal with these and other outstanding claims on hours and holidays together.

He proposed: an increase in basic wage rates and salary scales of 3 per cent. from the beginning of October 1965 and a similar increase from October 1966; a two-hour reduction in the working week, giving a 40-hour week for the wages grades and a 38-hour week for salaried staff from April 1966, provided that during the next three months agreement was reached on the method of implementation; longer annual holidays for wages grades with ten years' service; and an undertaking to make progress in 1966 in improving pensions of wages grades.

The Chairman subsequently improved his offers on rates and salaries to 3½ per cent., with additional improvements in paid holidays, but the unions were unwilling to accept the offer as a full settlement of their claims. On 15th October the three unions agreed that the issues in dispute should be examined by the National Board for Prices and Incomes, providing: that the British Railways Board's existing offer was implemented at once; that negotiations be resumed following the report of the National Board for Prices and Incomes; and that the unions retained the right to refer their claims to the Railways Staff National Tribunal if these negotiations resulted in disagreement.

On 27th October the National Board for Prices and Incomes was asked to extend its investigations to cover workshops staff, whose unions—the Confederation of Shipbuilding and Engineering Unions and the National Union of Railwaymen—had made claims similar to those of the railway conciliation grades and had received a comparable offer from the British Railways Board.

The Board's Report "National Board for Prices and Incomes Report No. 8. Pay and Conditions of British Railways Staff (Conciliation, Salaried and Workshop Grades)" (Cmd. 2873) has recently been published and is obtainable from Her Majesty's Stationery Office, price 4s. (4s. 5d. including postage).

The three groups of railway workers examined in the Report are: salaried staff, including clerks, inspectors, foremen, station masters and traffic control staff; conciliation grades, including footplate staff, signalmen, porters, guards, goods and cartage staff and permanent way and signals staff; and workshop grades, including labourers, semi-skilled and skilled workers in the main workshops and depots.

#### Conclusions and recommendations

The Board's judgments on railwaymen's pay have been made by following two broad standards: (1) is any adjustment required now in the light of the relative position in terms of earnings of railway workers vis-a-vis other workers and (2) what, in the light of the financial plight of the railways, can be done in the longer term to improve efficiency and so enlarge the scope for increased earnings?

Applying the first standard, the Board does not consider that any further adjustment is required now in the earnings of conciliation and workshop grades. Clerical rates of pay should, however, be increased by a further 1½ per cent. from 1st January 1966 in addition to the management's offer of 3½ per cent. from October 1965. No immediate increase is recommended for other salaried staff, but the Board endorses the view of an internal railways committee that the pay of supervisors should be fixed primarily by reference to the rates of those they supervise. The Railways Board's offer on holidays for wages grades should not be increased at this stage, though longer holidays should become an aim of the industry. Present pension arrangements for wages grades are inadequate, but the staff will need to decide the priority they attach to this, compared with other improvements in conditions. Finally, the Board recommends that the introduction of the 40-hour week should be accompanied by flexibility in the planning of hours worked.

Applying the second standard the Board makes two recommendations for Government action and a series of proposals for increasing productivity through the establishment of Pay and Productivity Councils which will be representative of management and staff.

(continued overleaf)



The Board proposes that the Government should determine and make public a realistic annual target for the reduction and eventual elimination of the railways' working deficit; and that it should instruct the Railways Board to act commercially, leaving it to the responsible Minister to issue instructions to the British Railways Board about maintaining activities that cannot be justified on commercial grounds.

Joint Pay and Productivity Councils are proposed to enable managements and unions to discuss and negotiate pay and productivity together. The Councils would be jointly supported by appropriate staff headed by an executive appointed by the British Railways Board, but acceptable to both sides. The present negotiating structure would be similarly reorganised at lower levels. The Councils' main objectives should be a more flexible, and thus more economic, use of manpower and a reduction in overtime. Productivity increments should be negotiated, and the Councils should apportion savings from increased productivity to take account of railway workers unable to make a direct contribution to increasing productivity, as well as of the taxpayer and the consumer.

The Board also proposes that a programme should be tabled for October 1966 for introducing work study schemes throughout the central workshops.

**Guillebaud Committee.**—The Report examines the role in wage negotiations of the report of the Railway Pay Committee of Inquiry set up in August 1958 under the chairmanship of Mr. C. W. Guillebaud. The Committee's report, which made comparisons between railwaymen's pay and that of staff in other public and private enterprises, has formed the basis for unions' pay claims since 1960. The Board points out some objections to the continued use of these comparisons.

Other criticisms include the fact that comparison with wage rates outside "has tended to become the one criterion governing wage claims on the railways, crowding out all other considerations set out in the White Paper on Prices and Incomes Policy." Such comparisons ignore that "it is movements in earnings, not in rates, that really matter" and that the increase in earnings in the railways during the past five years has been significantly faster than that in rates.

The Board concludes that this system of wage determination should not continue.

**Conciliation and workshop grades.**—From comparisons between British Railways Board census figures and information published by the Ministry of Labour, it is concluded that the earnings of conciliation grades had maintained the relationships established by the Guillebaud Committee. The Board calculates that by April 1966 earnings of these grades may be expected to have risen further by about 6½ to 7½ per cent., with another 3½ per cent. to come in October 1966. In the light of this rate of increase, no further adjustment is considered to be required at present. Similar comparisons between the earnings of workshop grades and those of engineering and electrical industry workers indicate that these grades, too, have kept pace with kindred employment outside the railways and the Board similarly concludes that no further adjustment of their pay is now required.

The Board accepts as justifiable an offer by the British Railways Board to increase the annual paid holiday of two weeks in 1966, by two days for staff with ten years' service, although this will put railwaymen above the average. Justification is provided by the

## Interim Report on Wages in the Bakery Industry

Two groups of employees—production and distribution workers—are covered by the Ninth Report (Interim) of the National Board for Prices and Incomes on Wages in the Bakery Industry which has recently been issued as a Command Paper (Cmd. 2878) and is obtainable from Her Majesty's Stationery Office, price 1s. 9d. (2s. including postage).

A five-day 40-hour week for production workers was agreed between the Federation of Wholesale and Multiple Bakers and the Bakers' Union to take effect from 30th May 1965. On 9th August the Union claimed an increase in the hourly rate of adult male operatives from 5s. 9d. to 7s. 6d. to give a basic rate of £15 for a 40-hour week. After negotiation and conciliation procedures had failed to produce a solution there were two short strikes at a number of bakeries in the latter half of November. On 2nd December the Union agreed to suspend further strike action while the National Board for Prices and Incomes considered their claims.

The United Road Transport Union made claims on 18th July 1965, to the Federation of Wholesale and Multiple Bakers, in three areas, including claims for: a two-hour reduction in the working week to 40 hours without loss of pay; an increase in the basic wage of drivers and salesmen of 25s. per week; a 15 per cent. increase in excess of basic hours. Similar claims followed in other areas and there were stoppages of work in certain parts of the country at the end of September. On 3rd November a joint request was made by the United Road Transport Union, and the employers, for the Union's claims to be referred to the National Board for Prices and Incomes.

The Board was invited to consider making an interim report without prejudice to its ultimate findings. Its attention was also drawn to the fact that bakery production workers in Scotland had obtained an increase of 20s. a week from 2nd January 1966 and a 40-hour five-day week from 6th March 1966.

unusually long hours worked by railwaymen. Pensions which, combined with state schemes, give a married man retiring now less than 40 per cent. of final earnings, are judged to be inadequate, but the Board comments that, like other benefits, pensions can only be met from improved efficiency.

**Salaried staff.**—Comparisons with the salaries of clerical workers in other public organisations at the beginning of 1966 indicate that, prior to the October increase, railway clerks' salaries were around 6 per cent. lower. Taking also into account the lack of opportunity for clerical workers to participate in bonus schemes and the shortage of clerks in some areas, the Board recommends a further increase of 1½ per cent. from 1st January 1966 on top of the 3½ per cent. from October 1965. Supervisory staff, however, have received greater increases than clerical staff and will gain more from the reduction of the working week in April 1966. No further immediate increase is, therefore, considered justified.

### Economic prospects

The Report devotes a chapter to a description of the railways' recent economic and financial experience. Referring to the aim agreed between the British Railways Board and the Government of eliminating the deficit by 1970, it comments: "The history we have related suggests this objective will not be reached unless a much more effective financial discipline is exercised than hitherto." To this end, it is suggested that the Government should make public each year "... a realistic target for the reduction of the deficit so that all parties concerned would know what was required." The Report also comments that it is vital to the railways' finances that the operation of the freight liner trains should not be held up any further, and that, from the point of view of more stable prices and of securing a railway system which can meet the unions' legitimate hopes, every effort should be made to realise the assumption of the National Plan that substantial progress will be made in implementing the railway closure proposals.

### A new approach to earnings

In outlining a new approach to earnings, the Report suggests that it "must start from the premise that management and unions in fact share a joint interest in making the railways efficient... and for providing its employees with a rising standard of living."

The Board's proposed new instrument for negotiation and consultation between management and unions—Pay and Productivity Councils—would bring together the existing system whereby pay and productivity are discussed in separate councils. It is stressed that "earnings and productivity should be treated as related aspects of the same problem." Reviewing the sources of increased productivity the Board suggests that such increases have resulted, to a considerable extent, from the cutting out of un-economic activities and also investment totalling £1,000 million in the last ten years. It points out that passenger fares have risen by 25 per cent. in the last five years. The taxpayer and the customer thus have claims to a share of the benefit of increased productivity as well as the railwaymen.

The Board suggests means by which the two major objectives "a more economic use of manpower and a reduction in overtime" can be achieved and states that a first programme of action should be prepared by October 1966.

The Report concludes by drawing attention to the hopeful future envisaged for the railways in the National Plan but points out "its attainment depends on a joint effort to reshape the industry into a pattern more in keeping with modern needs."

### Recommendations

The Board makes a series of interim recommendations in this Report, pending completion of a final report in which it will "consider to what extent it should be practicable, in the longer term, to provide for a rising standard of living for the employees in this industry while having regard to the consumer and to the need to encourage capital investment."

These interim recommendations are:—

**Production workers.**—The Union should revise their agreement with the employers, so as to provide for a pattern of working hours throughout the week more closely attuned to the demand for bread as it varies from day to day. Individual managements should utilise the greater freedom made possible by a new agreement to produce the same output in fewer hours. This would constitute a substantial change in working practice and would justify a compensating payment. It should be open to management, as a result, to reduce weekly hours and they should set themselves an interim target of a reduction by two. A special payment should be made equivalent to two hours' average earnings, i.e., 15s. This special payment should not be part of the basic rate and should not be calculated for overtime. It should be made retrospective to 1st January 1966.

**Distribution workers.**—An interim payment of 12s. a week should be made to distribution workers, with effect from 1st January 1966.

**Prices.**—In the light both of the low rate of return of baking and of the increases in costs (including the awards recommended in the Report) since the price of bread was last increased, a 1d. increase in the price of the standard loaf is justified.

### Production workers

The Report describes the findings of a survey conducted by the Board, which showed average weekly earnings of adult male plant

operatives at just over £19 (against a basic rate of £11 10s.) and average hours of 51½ (against a basic 40 hours) with one-tenth of operatives working 60 hours or more. The Union told the Board that their interest was to secure a reform in the wage structure and a reduction in hours rather than an increase in earnings; the employers were concerned that an increase in the basic rate would lead to increased costs. Both interests could be met through an increase in productivity resulting from a reduction in hours worked without loss of output.

The pattern of output varies between areas, but there is a general peak at the end of each week. For technical reasons, the necessary variation of labour requirements can be achieved only through a more flexible pattern of working hours than the present national agreement allows. The Union is recommended to revise its agreement accordingly.

The resulting flexibility in length of shift is regarded by the Board as a major change in working practice for which fair compensation should be agreed. Providing the principle of flexibility is agreed, the industry should set itself an interim target of reducing hours worked by two per week, and production workers should be paid 15s. per week in compensation—equal to two hours average earnings—retrospectively from 1st January 1966.

The Board also recommends that the 15s. should be paid as a special interim weekly payment rather than as an addition to the basic rate. If it were added to the basic rate, this would create a higher overtime rate and thus diminish the inducement to reduce hours worked. The Report adds that the extension of its proposals to other grades of production workers must depend on their making a similar contribution through a reduction in hours worked.

In concluding that the Scottish settlement mentioned in the reference to the Board is "not an appropriate guide" for England and Wales, the Report points out that "the whole wage structure and conditions of work are radically different". In Scotland the basic working week is 41 hours, average earnings of all male production workers are just over £16 and average hours worked are about 47. Comparable figures for England and Wales are 40 hours, £19 10s. and 51½ hours.

### Distribution workers

Both van salesmen and transport drivers last had an increase in basic rates between August and October 1964 (depending on the Federation area in which they were employed), and present average weekly earnings are about £18 and £19, respectively. In the case

of van salesmen a five-day week was agreed in March 1965, to be phased in by April 1967; previously salesmen had normally worked a six-day week. For both groups the Board intends to make a thorough examination of their wages structure in its final report. Meanwhile it recommends for both a special interim payment of 12s. a week, as being consistent with the average annual rate of increase in earnings suggested in the Command Paper on Prices and Incomes Policy.

### Costs and prices

Costs per loaf had increased by 0.5d. between the time of the last price increase and the Report of the National Board for Prices and Incomes on bread and flour prices in August 1965. Since then, according to the Federation, costs have increased by a further 0.15d. The interim payment for distribution workers recommended by the Board in the present Report would equal 0.1d. per loaf. The special payment for production workers should lead to only a temporary increase in labour costs. The Report also points out that the return on capital employed is low and that this could discourage investment and thus the future ability to absorb rising costs. In the light of these facts the Board considers a price increase of 1d. per standard loaf to be justified.

The Report concludes: "In the longer term, however, the recognition that the rate of return on the capital employed is low needs to be complemented by an effort to ensure that wage increases are not necessarily passed on in full as increases in price. To this we shall return in our final report."

### Purpose of the Report

The references considered in this Report were made after strike action and this raises the question of the relationship of the Board to normal conciliation and arbitration procedures. The Report comments: "We do not regard ourselves as a substitute for the normal process of collective bargaining... We interpret the role of the Board rather as being to influence over a period of time the way in which the general collective bargaining process works..."

The main purpose of the references made to the Board on bakery wages is interpreted as being to consider the practicability of providing for a rising standard of living for the industry's employees while having regard both to the consumer and to the need to raise the return on capital so as to encourage investment. The present interim Report is regarded as paving the way for a final report rather than as giving an answer in terms of conciliation or arbitration.

## EARNINGS OF MANUAL WORKERS British Railways

For a number of years the British Transport Commission collected details of rates of pay and earnings (but not hours worked) by occupation each March or April and published the results in their Annual Census of Staff. A summary of the results of the last such Census was published in the December 1962 issue of this GAZETTE, page 462.

British Railways now provide details for manual workers each March and September similar to those collected by the Ministry in

its half-yearly (April and October) enquiries into earnings and hours. Details for March 1965 were published on page 452 of the October 1965 issue of this GAZETTE.

Set out in the table which follows are separate details for railways and ships and marine staff of British Railways, respectively, with workshops grades differentiated in each case. Figures are given for week ended 11th September 1965. The amounts of average weekly earnings have been rounded to the nearest shilling in all cases.

	Wages staff other than workshop			Workshop wages staff			All wages staff		
	Numbers	Average weekly earnings	Average hours worked	Numbers	Average weekly earnings	Average hours worked	Numbers	Average weekly earnings	Average hours worked
Week ended 11th September 1965									
Railways		£	h.		£	h.		£	h.
Male adults .. .. .	192,892	380	48.5	64,610	386	46.2	257,502	381	47.9
Male juniors .. .. .	7,776	233	45.8	4,480	180	41.8	12,256	214	44.4
Female adults									
(a) full-time .. .. .	6,111	226	43.2	348	219	40.5	6,459	226	43.1
(b) part-time .. .. .	2,187	94	24.7	37	78	17.5	2,224	94	24.6
Female juniors .. .. .	102	125	42.9	89	124	38.3	191	125	40.8
Ships and marine									
Male adults .. .. .	3,099	520	65.3	751	367	47.0	3,850	490	61.7
Male juniors .. .. .	268	256	52.6	77	167	44.1	345	236	50.7
Female adults									
(a) full-time .. .. .	273	339	64.0	—	—	—	273	339	64.0
(b) Part-time .. .. .	32	117	30.3	—	—	—	32	117	30.3

## London Transport Board

The half-yearly enquiries held each April and October by the Ministry of Labour into the earnings and hours of manual workers do not cover the London Transport Board.

The Board have collected certain details, however, of numbers of manual workers employed and their earnings in the second pay-week in October 1965. The Board's figures relate to "males" and "females" as against men (21 and over), youths and boys, women (18 and over) and girls in the regular enquiry but the numbers of juniors employed by the Board are very small, accounting for only about one half of one per cent. of the total numbers of manual workers concerned.

The broad groups of manual workers under the three classifications in the table opposite are as follows:—

**Road staff.** Drivers, conductors and other traffic staff. Engineering, stores and catering staff at garages and overhaul works.

**Rail staff.** Train and station staff. Permanent way, signal, electrical engineering, catering and engineering stores staff at maintenance depots and overhaul works.

**Common services.** Lost property, commercial advertising and ticket supply staff. Messengers, chauffeurs and establishment staff. Stores checking, catering and building staff.

	Number of workers			Average earnings			
	Males	Females		Males	Females		
		Full-time	Part-time		Full-time	Part-time	
				s.	d.	s.	d.
Road staff .. .. .	36,218	5,289	255	405	1	346	8
Rail staff .. .. .	14,225	1,378	32	414	6	294	8
Common services ..	1,856	110	131	361	3	188	0
All classes .. .. .	52,299	6,777	418	406	1	333	6

Similar figures for April 1965 were published in the October 1965 issue of this GAZETTE (page 452).

Average hours worked in October 1965 for all classes of full-time manual workers combined have been estimated as 45 for males and 44½ for females.

## ACTIVITIES OF THE NATIONAL JOINT ADVISORY COUNCIL

The 92nd meeting of the National Joint Advisory Council was held on 26th January 1966. The Minister of Labour, The Rt. Hon. R. J. Gunter, M.P., took the chair.

### Preservation of pension rights

The Council received the report of the Committee on Preservation of Pension Rights set up by the Council in July 1964. The report reviewed the coverage of existing occupational pension schemes, the extent to which they made provision for preservation of pension rights on change of employment and how far in practice this provision was used. They also examined the social and economic effects of existing arrangements, the question whether there were grounds for making wider provision of pension rights and the methods by which they might be achieved. The Council had a preliminary discussion on the report. They decided it should be published. There will be a further discussion at the Council's next meeting.

### Development of the employment services

The Council received a progress report on the ways in which the Ministry of Labour was trying to improve the employment services. The Occupational Guidance Experiment was expected to start at the beginning of March and the training of officers for the experiment was just about complete. This "counselling" service would be provided initially by 11 units, one in each Region and two each in the London and Midlands Regions. Men and women would generally be referred to the units by the local offices. It was expected that, to begin with, many of those requiring the service would be from among the 18-25 age group, although other groups, in particular married women who wished to return to work, might well find this individual counselling service very helpful.

The Postal Draft Experiment in 55 local offices was going well. It was designed to run for a full year from May 1965 to allow for the experiment to be tested in differing conditions at different times of the year. It was now being evaluated for possible extension to the whole country in due course. Planning for the use of the computer process for payment of unemployment benefit was proceeding in close association with the Ministry of Pensions and National Insurance.

Good progress was being made in other experiments to raise the quality of employment work generally by devoting more staff to it, by increasing the industrial knowledge of the staff and by providing for even closer co-operation between neighbouring employment exchanges.

### Characteristics of the unemployed

The Council considered an interim analysis of the results of a sample survey into the Characteristics of the Unemployed which took place in October 1964. At the date of the enquiry there were 313,000 wholly unemployed adults: 237,000 of these were men and 76,000 were women. The sample survey showed that about one-third of the men and half of the women were considered to have good prospects of obtaining jobs either in the current employment situation or if better local opportunities were available. The remainder (some 180,000 or just under two-thirds of the total) were thought likely to have difficulty in getting work on personal grounds, irrespective of the local employment situation. This group, in relation to the total regional labour force, tended to be relatively largest in Regions where unemployment was highest. All the services of the Ministry of Labour were deployed to help them as individuals to find jobs, but they were predominantly elderly, disabled or both, and the scope for training or other action was limited.

Steps being taken to draw on existing reserves included the strengthening of employment exchanges to deal speedily with the unemployed; measures by the Government to bring new jobs to the less prosperous Regions which would help those having difficulty chiefly because local employment opportunities were lacking; expansion of Government Training Centres; the raising last year of the grants and allowances to unemployed (and certain other) workers taking employment outside their home areas.

## SAFETY, HEALTH AND WELFARE

### Safety, Health and Welfare on Construction Sites

On 11th February the Minister of Labour laid Regulations before Parliament designed for the safety, health and welfare of persons employed on construction sites. They are The Construction (Working Places) Regulations 1966 (S.I. No. 94) and The Construction (Health and Welfare) Regulations 1966 (S.I. No. 95). They replace corresponding provisions in the Building (Safety, Health and Welfare) Regulations 1948 but also extend protection to workers engaged on works of engineering construction. The 1948 Regulations applied only to building operations.

The Construction (Working Places) Regulations impose requirements as to: the safe construction, use, maintenance and periodical inspection of all types of scaffolding; ladders; the guarding or covering of openings; corners, breaks and edges in floors, walls and roofs; work on sloping roofs and on or near fragile materials; and the provision of safety nets, safety sheets and safety belts. They will come into force on 1st August 1966.

The Construction (Health and Welfare) Regulations impose requirements as to first aid and ambulance arrangements; shelter

from the weather; accommodation for clothing and for taking meals; protective clothing; washing facilities; and sanitary conveniences. They will come into force on 1st May 1966.

The Regulations were discussed in detail with interested organisations and Statutory Drafts of the Regulations were published in August 1964. Because a number of general objections were raised and not withdrawn a Public Inquiry was held in July 1965. The Commissioner appointed to conduct the Inquiry was Sir George Honeyman, C.B.E., Q.C., whose report has also recently been published. Copies of the new Regulations, S.I. 1966 No. 94 and S.I. 1966 No. 95 and the Commissioner's Report\* may be obtained from Her Majesty's Stationery Office, price 1s. 9d., 1s. 3d. and 4s. 6d., respectively, (2s., 1s. 6d. and 5s. including postage).

### Safety in the use of Biscuit-making Machinery

Developments in recent years have led to the introduction of machinery specially designed to meet the requirements of the biscuit-making industry. The variety and complexity of this machinery makes it extremely important that close attention should be paid to the safety of those engaged in the many processes associated with their use.

These facts are stressed in a Ministry of Labour booklet "Safety in the use of Biscuit-making Machinery", recently published. The booklet, No. 26 in the Safety, Health and Welfare New Series, is obtainable from Her Majesty's Stationery Office, price 7s. 6d. (8s. including postage).

It describes how machinery, whether old or new, should be safeguarded for the protection of workers, and lists parts of machines well known to cause accidents.

In large factories the considerable quantities of raw materials which have to be delivered and stored have forced the industry into the forefront of those using bulk handling methods. The demand for biscuits to be hygienically wrapped has also led to major changes in factories. Although bulk packing in metal containers still continues, a great deal of special machinery has now taken over the wrapping and packing of biscuits in paper and board. Massive presses are used for cutting and putting the patterns on biscuits before they go into the ovens on continuous metal belts. More machinery is used when the biscuits are decorated or covered with chocolate, or when they are of the sandwich type with fillings.

"A careful study of safety can help to reduce risks not only during normal production runs but also during cleaning and maintenance operations. Machine manufacturers and importers have a part to play by complying with the requirements of section 17 of the Factories Act 1961 concerning construction and sale of machinery", adds the booklet.

### Guide to the Power Presses Regulations 1965

In an article dealing with the Power Presses Regulations 1965 (see page 343 of the August 1965 issue of this GAZETTE), it was stated that a general guide to the Regulations would be prepared before they come into effect on 20th July 1966.

The guide "Power Presses. A General Guide to the Power Presses Regulations 1965" has recently been published as a pamphlet by the Ministry of Labour, and can be obtained from Her Majesty's Stationery Office, price 2s. 3d. (2s. 6d. including postage).

It is written in non-legal language to provide answers to questions that may be prompted by the more formal wording of the Regulations. The aim is to help all those who use power presses or prepare them for use—whether they are employers, supervisors or workpeople—to appreciate the duties that the Regulations impose.

The guide explains that questions regarding the interpretation of the Regulations can be resolved in the last resort only by the appropriate Court of Law. If there is difficulty in the application or implementation of the Regulations that cannot be resolved by reading them or by consulting the guide, the advice of H.M. District Inspector of Factories should be sought.

Premises to which the Regulations apply are: factories as defined in section 175 of the Factories Act 1961 and certain electrical stations; and they apply to a press or a press brake which is power driven and which embodies a flywheel and a clutch mechanism. They do not apply to hydraulic or pneumatic machines.

Unless the Courts find otherwise, the following are not regarded as power presses: machines designed solely for one or more of the following processes, viz., punching, shearing or cropping; machines (not being press brakes) designed solely for bending steel sections; rivetting machines; straightening machines; upsetting machines; and guillotines.

It is the intention of the Regulations to provide for the regular and systematic thorough examination and testing of power presses and the safeguards applied to their tools and dies so that any defects that render the presses unsafe to operate may be promptly recognised and promptly remedied. The intention behind the requirement for the examination and testing of presses and safety devices before they are first used in any factory is to ensure that they are properly installed and are in good order. The form of report for this purpose and the form of record of repairs of a power press and its safety devices (Form F. 2197) may be obtained from Her Majesty's Stationery Office, price 2d. per copy or 25 for 2s. 6d. exclusive of purchase tax (5d. and 3s. including postage).

Thorough examination and testing of power presses must be carried out by a competent person whose knowledge and experience

\* Report by the Commissioner appointed to hold an Inquiry with respect to the Draft Construction (Working Places) Regulations and the Draft Construction (Health and Welfare) Regulations.

enables him to detect and assess the importance of defects that are or may become a cause of danger.

Subject to certain relaxations when persons are being trained, only persons who have attained the age of 18 and are appointed by the occupier of a factory may carry out the inspection and testing of safety devices after the tools have been set, re-set or adjusted and before or during the first four hours of each working shift. Before a person can be appointed the occupier must check in respect of each class or description of power press or safety device on which he will work that he has been trained in accordance with the Schedule to the Regulations and he is competent to carry out the duties.

## NATIONAL INSURANCE

### Earnings-related Short-term Benefits

The Government's plan to introduce into the National Insurance scheme a system of earnings-related supplements to unemployment and sickness benefits, and to widow's allowance is contained in The National Insurance Bill recently presented to Parliament by the Minister of Pensions and National Insurance.

The Bill also provides for certain other changes in unemployment benefit and for additional graduated contributions to pay for the supplements; for changes in the Industrial Injuries scheme arising from the Report of the Committee on the Assessment of Disablement (Cmdnd. 2847); and for certain minor technical changes to be made in the National Insurance and Industrial Injuries Acts.

Two Command Papers "Earnings-related Short-term Benefits and Other Proposed Changes in the National Insurance Schemes" (Cmdnd. 2887) and "National Insurance Bill 1966. Report by the Government Actuary on the Financial Provisions of the Bill" (Cmdnd. 2884) explain the provisions of the Bill. These and the earlier Paper (Cmdnd. 2847) are obtainable from Her Majesty's Stationery Office, price 9d., 1s. 3d. and 2s. 6d., respectively, (1s., 1s. 6d. and 2s. 9d. including postage).

### Earnings-related supplements to unemployment and sickness benefits

The additional benefits proposed will take the form of earnings-related supplements for people over 18 and under minimum pensionable age who are entitled to flat-rate unemployment or sickness benefit.

The supplements will start from the thirteenth day of unemployment or sickness (not counting Sundays) and will last for up to a maximum of six months. For this purpose, periods of unemployment or sickness not separated by more than 13 weeks will be linked, as under the present flat-rate scheme.

The supplement will be one-third of the claimant's "average weekly earnings" between £9 and £30 and will be paid in addition to the existing unemployment and sickness benefits, including increases for dependants, subject to a maximum total benefit of 85 per cent. of the claimant's weekly earnings.

This means that the maximum additional payment will be £7 (one-third of £21) for the claimant with average weekly earnings of £30 or more. "Average weekly earnings" will normally be reckoned over the last complete income tax year and will be taken as one-fiftieth of gross earnings in that year.

Earnings taken into account will in general be those taxed under P.A.Y.E. other than pensions. The Certificate of Pay and Tax Deducted which is issued by employers to each employee at the end of the tax year (the standard Inland Revenue form P.60 or its equivalent) will be used to the fullest possible extent to determine reckonable earnings quickly and to keep special enquiries to a minimum. It is therefore important that employees should retain this certificate.

Where a claimant who is entitled to sickness benefit draws injury benefit under the Industrial Injuries scheme instead (or unemployment supplement under that scheme or the War Pensions scheme) any earnings-related supplement to sickness benefit to which he is entitled will be paid in addition to the alternative flat-rate benefit.

The Bill also enables regulations to be made under which widow beneficiaries under the National Insurance scheme or the Industrial Injuries scheme, and war widows, who are unemployed or sick, may qualify for earnings-related supplement in respect of their own earnings even though they are not entitled to flat-rate unemployment or sickness benefit.

### Related changes in unemployment benefit

The introduction of earnings-related supplements to unemployment benefit will be accompanied by other changes in the benefit provisions to simplify them and bring them into line with modern conditions.

Under the present arrangements flat-rate benefit is payable for 180 days, followed by a variable number (up to a maximum of 312) of "added days". This will be replaced by a standard 312-day period, a year's benefit.

The conditions under which unemployment benefit is paid at present to workers who are temporarily laid off or on short time will be reviewed. Where employment had not been terminated but is suspended by the employer, there will be no entitlement to unemployment benefit for the first six days (after excluding certain special days, such as Sundays) in any continuous period of suspension.

This new rule will apply to the earnings-related supplement from the start of the new scheme. Three years after Royal Assent to the Bill it will also apply to flat-rate benefit. Where, on the other

hand, a worker has lost his job, it is proposed that payments from the employer (other than payments in lieu of notice) should not affect entitlement to unemployment benefit. This will remove the present restrictions where employees who are discharged receive, for example, resettlement benefits or holiday pay.

### Changes in widow's benefit

At present widow's allowance is paid at a specially high rate for the 13 weeks after the husband's death if the husband had not retired or the widow was under 60. Under the Bill, this 13-week period will be increased to 26 weeks. Widows of men who had not retired will get a supplement to widow's allowance for 26 weeks and amounting to one-third of the husband's average weekly earnings between £9 and £30. The husband's earnings will be calculated for the new widow's supplementary allowance in the same way as for the new earnings-related supplements to unemployment benefit and sickness benefit. The relevant income tax year will generally be the last complete tax year before the husband's death. Thus, for example, a widow without children whose husband was earning £18 a week will get a widow's allowance, with supplementary allowance, of £8 12s. 6d. a week for 26 weeks; and a widow with two children whose husband was earning £30 or over will get £16 4s. 6d. a week.

### Changes in the Industrial Injuries scheme

Provision is also made for two changes arising out of the recommendations of the Report of the Committee on the Assessment of Disablement. Similar provision is being made in the War Pensions scheme by amendment of the Royal Warrant.

The first of these changes is a new allowance to be paid with industrial injuries disablement benefit for exceptionally severe disablement. The allowance will be payable to disablement pensioners entitled to constant attendance allowance at more than the normal maximum rate (i.e., more than £2 15s. a week), or who would be so entitled if they were not in hospital, and whose condition is likely to be permanent. The rate of the new allowance will be £3 a week.

The other main recommendation, to be introduced by regulations, is for an upward revision of the scheduled assessment for certain leg amputations between mid-thigh and the knee.

Changes are also needed in the Industrial Injuries scheme as a result of the proposals to pay earnings-related supplement to sickness benefit on top of injury benefit. It is therefore proposed to bring the conditions for injury benefit, primarily for claims and payments, into line with those for sickness benefit where they at present differ.

The Bill will also enable the period for which the higher rate of industrial injuries death benefit is payable to a widow at the beginning of her widowhood to go up from the present 13 weeks to 26 weeks.

### Changes in National Insurance adjudication

The local tribunals for hearing appeals about claims for industrial injury benefit will be amalgamated with the tribunals under the National Insurance Act. This will make no difference to the rights of claimants but it will make it easier to decide appeals when the earnings-related supplement is claimed with injury benefit. The existing Commissioner and Deputy Commissioners, who in future will adjudicate for both schemes, will be re-named the Chief National Insurance Commissioner and the National Insurance Commissioners. Medical questions under the Industrial Injuries Act will continue to be dealt with by the special medical authorities under that Act.

### Changes in graduated contributions

To provide for the extra cost to the National Insurance Fund of earnings-related supplements employed persons and employers will pay a new graduated contribution of ½ per cent. each on the amount of earnings between £9 and £30 a week. These contributions will be in addition to the graduated contributions paid under the existing graduated pension scheme. Graduated contributions will therefore become 4½ per cent. on earnings of between £9 and £18 a week and ½ per cent. on earnings over £18 and up to £30 a week.

The arrangements for those contracted out of the present graduated pension scheme will continue but both employed persons and their employers will pay the new ½ per cent. graduated contribution on the range of earnings between £9 and £30 a week. In addition to meeting the cost of the new benefits the extra graduated contributions will count for graduated retirement pension in the same way as the present graduated contributions.

There will be no changes in the present flat-rate National Insurance contributions.

The extra income from the new graduated contributions is estimated at £76 million for the first full year; and the extra expenditure from the National Insurance Fund in that year resulting from the changes is estimated at £77 million.

### Date of operation of main changes

If the Bill becomes law in time for the administrative arrangements to be completed it is hoped to introduce the new earnings-related supplements to unemployment and sickness benefit, and the new widow's supplementary allowance this autumn as well as the new ½ per cent. graduated contribution.

The new 312-day duration for unemployment benefit will also be introduced in the autumn but as already indicated, the new unemployment benefit provisions for suspended workers will only come into full effect three years after Royal Assent to the Bill. It is hoped that the changes to give effect to the recommendations of the Report of the Committee on the Assessment of Disablement can be introduced shortly after Royal Assent.

## SERVICES PROVIDED BY THE MINISTRY OF LABOUR

### EMPLOYMENT SERVICES

#### Employment Exchanges

The main function of Employment Exchanges is to provide a free employment service for employers requiring workers and for workers—whether employed or not—seeking jobs. Vacancies which cannot be filled locally are circulated to Exchanges over a wide area and, if necessary, over the whole country.

#### Ex-Regular members of H.M. Forces

Employment Exchanges form part of the Regular Forces Resettlement Service and at each one there is a member of staff to help ex-Regulars to secure civilian employment suited to age, experience and ability. Advice on employment prospects is also given to Regulars during their last few months of service.

#### Professional and Executive Register

A service for professional people and for those seeking managerial, executive and trainee executive posts in industry and commerce is provided at 39 of the larger Employment Exchanges. Information is also given about careers opportunities in the professions and in industry and commerce.

#### Nurses and Midwives

Many of the larger Employment Exchanges have specially trained staff to deal with the employment of nurses, midwives and those in related occupations. Qualified nurses give advice and, where necessary, conduct interviews.

#### Disabled People

At every Employment Exchange there is a Disablement Resettlement Officer to help disabled people to find suitable employment, and to offer advice on industrial rehabilitation, training or sheltered employment. This service is available to all disabled people. The D.R.O. will also discuss with employers their responsibilities under the Disabled Persons (Employment) Acts and deal with questions arising out of the employment of disabled people. Blind Persons Resettlement Officers and Blind Persons Training Officers are available to assist in the resettlement of blind people.

#### Resettlement Transfer Scheme

By the payment of grants and allowances, the Resettlement Transfer Scheme encourages unemployed workers to transfer from one area to another, to take up new employment and to achieve permanent resettlement. The facilities provided, include free fares, lodging allowances and household removal costs.

Further information about these services may be obtained at any Employment Exchange.

### YOUTH EMPLOYMENT SERVICE

Available locally through Youth Employment Offices, the Service is administered in some areas by the Ministry of Labour and in others by local education authorities. It gives advice and guidance to young people on their choice of work, including advice on training where necessary, helps them to find suitable jobs and keeps in touch with them during their early years of employment. The Service also assists employers to fill their vacancies for young workers.

School-leavers, other young people under the age of 18 years and those beyond that age still at school full-time, should get in touch with the Youth Employment Officer if they require advice and assistance in seeking work. Enquiries from parents about jobs for their children are welcome.

### TRAINING

#### Vocational Training

Vocational training in about 40 skilled trades is provided free of charge at Government Training Centres widely distributed throughout the country. Courses, usually of six months' duration, are available for unskilled workers, disabled people and ex-Regulars who are suitable for training. Skilled workers who become redundant can be retrained in a new skill.

Where the facilities for training at a Government Training Centre are not suitable, training can be provided at a technical or commercial college or with an employer, and for severely disabled people, at special residential training colleges.

Good tax-free allowances are paid to trainees at full-time courses. Where necessary, an allowance is made for lodgings or travelling expenses.

#### Supervisory Training

Training in supervisory skills is provided under the "Training Within Industry for Supervisors" scheme. Its object is to develop the skill of supervisors in instructing others, in human relations, in improving methods and in preventing accidents. The training programmes are known as Job Instruction, Job Relations, Job Methods and Job Safety. For office staff and for Supervisors in Retail Distribution there are special versions of these courses. Ministry Training Officers either give these courses themselves or train the employer's representative as a T.W.I. Trainer so that he can then conduct courses within his own firm.

#### Instructor Training

Courses in instructional techniques for trade instructors (including apprentice instructors) are provided at the Ministry's Instructor Training Colleges at Letchworth (Herts.) and Hillington (Glasgow). These courses are specially designed for people who spend a considerable part of their working time giving instruction.

The Industrial Training Act 1964 gives the Minister of Labour powers to set up industrial training boards which are responsible for seeing that sufficient workers are trained to meet the requirements of individual industries. Boards are able to raise a levy on employers in their industry and to pay grants to those who train to approved standards. A Central Training Council advises the Minister on training matters.

### INDUSTRIAL REHABILITATION

The Ministry provides free courses at 17 Industrial Rehabilitation Units covering the main industrial areas of the country. The Units cater for people over school-leaving age who, after completion of medical treatment or following long unemployment, need a gradual readjustment to working conditions and expert vocational help to fit them to return to work. They also provide expert advice as to the most suitable kind of work to take up if a change of job is necessary. Men and women still in employment may need advice of this sort when ill-health or advancing age is causing them difficulty in coping with their normal work.

The courses at the Industrial Rehabilitation Units last about eight weeks. Tax-free allowances are paid to cover maintenance and also, where appropriate, lodging costs and fares. At three of the Units there are residential places.

### SAFETY, HEALTH AND WELFARE

The Ministry is responsible for the administration and enforcement of the Factories Act 1961 and associated legislation. H.M. Factory Inspectors are available for consultation on all matters concerning the safety, health and welfare of workers employed in factories or at certain other premises subject to this Act, such as docks or places where building operations or works of engineering construction are in progress.

The address of the nearest office of the Inspectorate may be obtained from any Employment Exchange.

The Industrial Health and Safety Centre, 97 Horseferry Road, Westminster, London S.W.1 displays safety, health and welfare methods and appliances used in factories. It is open free to the public, and special arrangements can be made for taking groups round.

The Offices, Shops and Railway Premises Act 1963, which is concerned with the safety, health and welfare of workers in a wide range of non-industrial employment and which provides for minimum standards of accommodation and other facilities, makes various authorities (including local authorities, H.M. Factory Inspectors and Mine and Quarry Inspectors) responsible for enforcing its general provisions in different classes of premises.

Information or advice on the Act can be obtained from Town Clerks or District Inspectors of Factories.

### INDUSTRIAL RELATIONS

Industrial Relations Officers are attached to each Regional Office of the Ministry. They give assistance to industry in the formation and support of voluntary negotiating machinery and help in the prevention and settlement of trade disputes. They are available to give advice on such matters as personnel policies, the techniques of personnel management and problems of human relations at the place of work.

#### Wages Inspection

The Wages Inspectorate helps employers and workers to interpret the provisions of the Wages Regulation Orders made under the Wages Councils Act 1959 and enforces the payment of minimum remuneration and the allowance of holidays with pay as prescribed. The Inspectorate also advises employers and workers about the effect upon them of the Baking Industry (Hours of Work) Act 1954, and is responsible for its enforcement.

### PUBLICATIONS

A number of sale publications are issued by the Ministry. They include: *Ministry of Labour Gazette* (3s. 6d. monthly); *Statistics on Incomes, Prices, Employment and Production* (20s. quarterly); *Accidents—how they happen and how to prevent them* (2s. quarterly); *Careers Guide* (Loose leaf edition 15s. and bound edition 8s. 6d.); *The Offices, Shops and Railway Premises Act: A general guide* (2s. 6d.); and booklets in the *Choice of Careers and Safety, Health and Welfare* series (prices vary with booklets). The prices do not include postage.

In addition certain free leaflets are available at Employment Exchanges. Among these are leaflets on the Professional and Executive Register, the Youth Employment Service, Supervisory Training, Training within Industry, Industrial Rehabilitation, the Contracts of Employment Act, the Industrial Training Act and the Redundancy Payments Act.

## EMPLOYMENT, UNEMPLOYMENT, ACCIDENT

### AND OTHER STATISTICS

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## Employment

### EMPLOYMENT STATISTICS

The following statistics are normally given in the February issue of this GAZETTE:—

- Estimates, analysed by industry and by Region, of the total numbers of male and female employees, including the registered unemployed, in Great Britain and the United Kingdom at the previous June; and the following statistics based on these basic estimates;
- provisional estimates of the numbers of employees in employment, of the numbers of persons in civil employment and of the numbers of persons in the working population of Great Britain at mid-December; and revised estimates in these monthly series up to November to replace the provisional figures already published;
- the December figure for the index of total hours worked in manufacturing industries and revised figures for months up to November to replace the provisional figures already published.

Since 1959, the basic mid-year estimates (a) of employees have taken account of National Insurance cards due for exchange on the first Monday in June which had been exchanged before the first Monday in September. On the assumption that the extent to which National Insurance cards are exchanged more than three months after the due date did not change from year to year, the number of cards due for exchange in June which had not been exchanged within three months was estimated. This assumption was proved justified for the years from 1959 to 1964, but since 1964 there have been marked changes in the incidence of belated exchanges of National Insurance cards. Information about the numbers of cards exchanged up to the first Monday in December 1965 is now available and shows that the method used for 1959 to 1964 does not give a reliable estimate of the number of employees at June 1965. Consequently the method of compilation of these estimates has been reviewed and it has now been decided to revert

to the method used before 1959, taking account of cards due for exchange in June which were exchanged before the first Monday in December.

Because of this reversion to the earlier method, the compilation of the mid-1965 estimates and the revision of the 1964 estimates have not been completed in time for publication in this issue of this GAZETTE; these statistics will be published in a subsequent issue. The main employment statistics relating to June 1965 and December 1965 and revised statistics for June 1964 will be available however by the end of February and can be obtained, on request, from the Director of Statistics (Stats. B.1), Ministry of Labour, 26 King Street, London S.W.1.

### OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN DECEMBER 1965\*

The table† overleaf shows the estimated amount of overtime and short-time working in establishments with 11 or more employees in all manufacturing industries‡ in the week ended 11th December 1965. All figures relate to operatives only, i.e., administrative, technical and clerical employees are excluded. The information about short-time relates to short-time working arranged by the employer and excludes time lost through sickness, holidays or absenteeism. Operatives who were stood off by the employer for the whole week are assumed to have been on short-time to the extent of 42 hours each. Overtime figures relate to hours of overtime actually worked in excess of normal hours. All the figures relate to Great Britain.

\* These estimates are subject to revision in the light of information to be derived from the mid-1965 count of National Insurance cards.

† Because of the rounding of figures independently some rounded totals may differ from the sum of the rounded components.

‡ Excluding shipbuilding and ship repairing.

## INDUSTRIAL RELATIONS HANDBOOK

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NUMBERS UNEMPLOYED IN PRINCIPAL TOWNS AND DEVELOPMENT DISTRICTS

The following table shows, for some principal towns and all areas designated as Development Districts under the Local Employment Act 1960, the numbers of persons registered as unemployed at Employment Exchanges and Youth Employment Offices on 10th January 1966 and the percentage rates of unemployment.

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

Table with columns for Principal Towns (by Region) and Development Districts (by Region). Columns include Men 18 and over, Women 18 and over, Boys and girls under 18, Total, Temporarily stopped (inc. in total), and Percentage rate of unemployment.

Table for Development Districts (by Region) with columns for Men 18 and over, Women 18 and over, Boys and girls under 18, Total, Temporarily stopped (inc. in total), and Percentage rate of unemployment.

\* Number registered as unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed) at mid-1964. † Figures include those for certain adjacent Employment Exchange areas details of which were given on page 546 of the December 1965 issue of this GAZETTE.

Numbers Unemployed in Principal Towns and Development Districts—continued

Table with columns for Numbers of persons on registers at 10th January 1966 (Men 18 and over, Women 18 and over, Boys and girls under 18, Total) and Percentage rate of unemployment.

\* See footnote \* on previous page.

SEASONAL VARIATIONS IN UNEMPLOYMENT

The actual and seasonally adjusted figures given below continue the monthly series commenced in the September 1965 (pages 382 to 386), October 1965 (pages 444 to 447) and January 1966 (pages 26 to 29) issues of the GAZETTE.

Wholly Unemployed (excluding school-leavers) Males and Females

Actual Numbers and Numbers Adjusted for Normal Seasonal Variations

Table showing Actual Numbers and Numbers Adjusted for Normal Seasonal Variations (Thousands) for Great Britain, Standard Regions, and Industry of Previous Employment Orders.

\* Where no figure is available the sign .. has been used. † The sign ... denotes "no change". ‡ Each series is adjusted separately and then rounded so that the sums of the regional, sex and industry figures may differ from the corresponding Great Britain overall figure. § M.L.H. 884 only. || Excluding M.L.H. 884 (Catering, hotels, etc.) in Order XXIII.

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(Continued on next page)



## Occupational Analysis of Wholly Unemployed Adults and Unfilled Vacancies for Adults, December 1965

Industrial analyses of persons registered as unemployed and of unfilled vacancies are produced and published monthly in this GAZETTE. In addition once each quarter adults registered at Employment Exchanges as wholly unemployed and vacancies for adults notified to Employment Exchanges and remaining unfilled are analysed by occupation. A table summarising these occupational analyses has appeared at quarterly intervals in this GAZETTE from May 1958. As from the issue of November 1961, occupational data have been published in the present form giving greater detail. The aim is to present an occupational analysis as close as feasible to the International Standard Classification of Occupations, which has been developed by the International Labour Office.

The basis of the present grouping is that all occupations in a group should be related to each other by general similarity of the characteristics of the work they entail. The most important consideration is that the occupations in a group should be more closely related to each other than to occupations outside the group as regards the functions involved and the skills, knowledge and abilities required. Other characteristics taken into account are the materials worked on, the work place, the type of equipment used, etc. In certain instances a particular occupation may be of such a nature that there is more than one group in which it might be included. In such cases the present analysis follows the Inter-

national Standard Classification. For example, carpenters and joiners are included among woodworkers and plumbers and pipe fitters are included among engineering workers, although both are also construction workers. Pattern makers may work in metal or in wood but again, following the International Standard Classification, all pattern makers are included among woodworkers.

Figures for December 1965\* are given in the table below. The wholly unemployed figures exclude severely disabled persons classified as unlikely to obtain employment other than under special conditions. Men fitted for general labouring work of a type which calls for modified physical effort only are shown under the heading "General labourers (light)".

In using this information the following points should be borne in mind:—(1) at any one time some of the wholly unemployed will be under submission to some of the unfilled vacancies; (2) the extent to which vacancies are notified to Employment Exchanges varies for different occupations, e.g., the sea-transport industry has special arrangements for filling vacancies; (3) the figures in the table are for Great Britain as a whole but there are wide variations in the corresponding regional and local figures. In an occupation in which in Great Britain the number of unfilled vacancies exceeds the number wholly unemployed, there may be areas where the number wholly unemployed exceeds the number of unfilled vacancies.

Occupational Analysis of Wholly Unemployed Adults and Unfilled Vacancies for Adults, December 1965\*

Occupation	Wholly unemployed	Unfilled vacancies	Occupation	Wholly unemployed	Unfilled vacancies
<b>Men</b>			<b>Men—continued</b>		
Farm workers, fishermen, etc.	5,085	1,705	Paper and printing workers	355	545
Regular farm, market garden workers	2,421	698	Paper and paper products workers	87	189
Gardeners, nursery workers, etc.	884	920	Printing workers	268	356
Forestry workers	85	26			
Fishermen	1,695	61	Building materials workers	108	304
Miners and quarrymen	364	4,110	Brick and tile production workers	5	183
Colliery workers	279	3,968	Other building materials workers	52	121
Other miners and quarrymen	85	142			
Gas, coke and chemicals makers	168	851	Makers of products not elsewhere specified	282	816
Glass workers	57	213	Rubber workers	44	263
Pottery workers	70	75	Plastics workers	88	388
Furnace, forge, foundry, rolling mill workers	470	2,313	Other workers	150	165
Moulders and coremakers	197	1,361			
Smiths, forgemen	135	369	Construction workers	4,458	2,975
Other workers	138	583	Bricklayers	1,747	1,396
Electrical and electronic workers	1,760	5,195	Masons	136	104
Electronic equipment manufacture and maintenance workers	595	1,759	Slaters	182	135
Electricians	847	1,728	Plasterers	456	355
Electrical fitters, etc.	318	1,708	Others	1,937	985
Engineering and allied trades workers	9,800	34,404	Painters and decorators	5,166	1,755
Constructional fitters and erectors	779	98	Painters	4,809	1,299
Platers	164	1,098	Decorators (excluding pottery and glass decorators)	357	456
Riveters and caulkers	112	148			
Shipwrights	148	218	Drivers, etc. of stationary engines, cranes, etc.	1,554	912
Miscellaneous boilershop and shipbuilding workers	277	159			
Sheet metal workers	232	2,073	Transport and communication workers	15,716	16,295
Welders	796	1,787	Railway workers	357	1,167
Toolmakers	47	425	Motor drivers (except P.S.V.)	11,358	4,159
Press tool makers	34	369	P.S.V. drivers, conductors	289	8,114
Mould makers	4	266	Seamen	2,787	77
Precision fitters	976	3,639	Harbours and docks workers	101	59
Maintenance fitters, erectors	677	2,144	Other transport workers	265	740
Fitters (not precision), mechanics	1,224	3,715	Communications workers	559	1,979
Turners	193	2,401			
Machine-tool setters, setter operators	523	6,423	Warehousemen, packers, etc.	2,850	1,653
Machine-tool operators	891	2,741	Warehouse workers	2,414	1,208
Electro platers	40	138	Packers, bottlers	436	445
Plumbers, pipe fitters	637	2,044			
Miscellaneous engineering workers	1,340	2,241	Clerical workers	26,822	6,029
Watchmakers and repairers	75	66	Clerks	24,455	4,717
Instrument makers and repairers	159	611	Book-keepers, cashiers	2,197	1,161
Goldsmiths, jewellers, etc.	17	50	Other clerical workers	170	151
Vehicle and cycle chassis and body building	190	626			
Aircraft body building	71	393	Shop assistants	4,110	3,891
Miscellaneous metal goods workers	194	531			
Woodworkers	2,238	5,098	Service, sport and recreation workers	11,261	7,425
Carpenters, joiners	1,826	3,591	Police, etc.	502	2,015
Cabinet makers	80	482	Hotels and catering:		
Sawyers, wood cutting machinists	172	570	Kitchen staff	1,740	900
Pattern makers	40	185	Bar staff	1,004	305
Other woodworkers	120	270	Waiters, etc.	954	435
Leather workers	402	272	Others	833	642
Tanners, fellmongers, etc.	72	107	Hairdressers	322	252
Boot and shoe makers, repairers	330	165	Laundry and dry cleaning workers	91	152
			Domestics	139	224
			Attendants	1,958	874
			Porters, messengers	1,144	955
			Entertainment workers	1,998	55
			Others	576	616
			Administrative, professional, technical workers	14,935	16,883
			Laboratory assistants	348	665
			Draughtsmen	561	1,813
			Nurses	141	2,944
			Other administrative, professional and technical workers	13,885	11,461
			Labourers	126,990	18,281
			General labourers (heavy)	52,308	3,407
			General labourers (light)	45,832	553
			Factory hands	10,433	3,357
			Other labourers	18,417	10,964
			Grand total	236,638	134,870

\* Wholly unemployed figures relate to 6th December and unfilled vacancy figures to 1st December. The figures are for Great Britain; corresponding regional data will be published in the No. 16 (March 1966) issue of *Statistics on Incomes, Prices, Employment and Production* obtainable quarterly from Her Majesty's Stationery Office, price 20s. (20s. 9d. including postage).

Occupation	Wholly unemployed	Unfilled vacancies	Occupation	Wholly unemployed	Unfilled vacancies
<b>Women</b>			<b>Women—continued</b>		
Farm workers, etc.	325	356	Makers of products not elsewhere specified	121	992
Gas, coke and chemicals makers	129	110	Rubber workers	15	198
Glass workers	49	91	Plastics workers	24	355
Pottery workers	56	586	Other workers	82	439
Furnace, forge, foundry, rolling mill workers	48	116	Painters and decorators	49	149
Electrical and electronic workers	33	354	Transport and communication workers	2,712	2,209
Engineering and allied trades workers	1,431	6,923	Motor drivers (except P.S.V.)	291	205
Welders	30	151	P.S.V. drivers, conductors	106	583
Machine-tool operators	483	2,261	Other transport workers	204	789
Miscellaneous engineering workers	617	3,205	Communications workers	2,111	632
Miscellaneous metal goods workers	301	1,306			
Woodworkers	26	194	Warehouse workers, packers, etc.	1,509	2,613
Leather workers	153	712	Warehouse workers	117	383
Tanners, fellmongers, etc.	67	356	Packers, bottlers	1,392	2,230
Boot and shoe makers, repairers	86	356			
			Clerical workers	14,412	13,824
			Clerks	8,913	4,472
			Book-keepers, cashiers	1,552	1,966
			Shorthand-typists	1,788	3,619
			Typists	1,420	2,633
			Office machine operators	739	1,134
			Shop assistants	7,354	9,129
			Service, sport and recreation workers	14,340	21,378
			Hotels and catering:		
			Kitchen staff	2,321	4,411
			Bar staff	1,636	3,632
			Waitresses, etc.	1,883	1,997
			Others	2,011	2,669
			Hairdressers	437	944
			Laundry and dry cleaning workers	485	1,621
			Domestics (other than charwomen and cleaners)	4,229	4,816
			Attendants	422	965
			Entertainment workers	700	9
			Other workers	216	314
			Administrative, professional, technical workers	2,813	17,174
			Laboratory assistants	158	202
			Draughtsmen, tracers	125	112
			Nurses	1,158	15,490
			Other administrative, professional and technical workers	1,372	1,370
			Other workers	16,810	14,238
			Factory hands	10,894	5,639
			Charwomen, cleaners	2,982	6,469
			Miscellaneous unskilled workers	2,934	2,130
			Grand total	65,641	111,456

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# Employment of Women and Young Persons: Special Exemption Orders

The Factories Act 1961 and related legislation place restrictions on the employment of women and young persons (under 18 years of age) in factories and some other workplaces. However, section 117 of the Factories Act 1961 enables the Minister, subject to certain conditions, to grant exemptions from these restrictions in the case of women and young persons aged 16 or over, by making Special Exemption Orders in respect of employment in particular factories.

**Numbers of workers covered by Special Exemption Orders\* current on 31st December 1965**

	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Totals .. ..	101,827	5,938	9,779	117,544

The distribution of these workers in 14 main industry groups was as follows:—

Industry group	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Food, drink and tobacco ..	21,903	434	1,428	23,765
Chemical and allied industries ..	6,322	168	886	7,376
Metal manufacture ..	1,060	1,179	11	2,250
Engineering and electrical goods ..	16,941	779	1,227	18,947
Metal goods not elsewhere specified ..	4,625	142	287	5,054
Hosiery and knitted goods ..	1,757	171	351	2,279
Cotton, linen and lace ..	8,313	522	929	9,764
Wool and worsted ..	8,157	317	1,236	9,710
Other textiles ..	8,195	596	1,175	9,966
Clothing and footwear, leather goods and fur ..	3,381	222	886	4,489
Bricks, pottery, glass and cement ..	2,658	75	5	2,738
Timber, furniture, etc. ..	530	181	47	758
Paper, printing and publishing ..	7,002	861	1,065	8,928
Other manufacturing industries and miscellaneous services ..	10,983	291	246	11,520
Totals .. ..	101,827	5,938	9,779	117,544

**Numbers of Special Exemption Orders issued during 1965†**

The following table shows the numbers of Orders issued during the calendar year ended on 31st December 1965, according to the periods of validity of the Orders.

Period of validity	Numbers of new Orders	Numbers of repetitions of expiring Orders
Over 6 months and up to 12 months ..	464	1,023
Over 3 months and up to 6 months ..	235	60
Three months or less ..	222	26
Totals .. ..	921	1,109

**Statistics for January 1966**

The following table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 31st January 1966, according to the type of employment permitted.‡

Type of employment permitted by the Orders	Women 18 years and over	Boys over 16 but under 18 years	Girls over 16 but under 18 years	Total
Extended hours§ ..	18,830	1,047	2,901	22,778
Double day shifts   ..	27,461	1,367	2,147	30,975
Long spells ..	6,193	333	982	7,510
Night shifts ..	4,380	1,138	—	5,518
Part-time work¶ ..	9,289	—	—	9,289
Saturday afternoon work ..	1,223	83	55	1,361
Sunday work ..	6,865	453	111	7,429
Miscellaneous ..	4,496	284	136	4,916
Totals .. ..	78,737	4,707	6,332	89,776

\*See page 42 of the January 1966 GAZETTE for analysis according to type of employment permitted by these Orders.

†Corresponding information for 31st December 1964 was published on page 81 of the February 1965 issue of this GAZETTE.

‡The numbers of workers actually employed on the schemes of hours permitted by these Orders may, of course, vary from time to time.

§“Extended hours” are those worked in excess of the limitations imposed by the Factories Act in respect of daily hours or overtime.

|| Includes 8,294 persons employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

¶ Part-time work outside the hours of employment allowed by the Factories Act.

# Insured Persons Absent from Work owing to Sickness or Industrial Injury

The table below shows the numbers of insured persons in the various Regions of England, in Scotland and Wales, and in Great Britain as a whole, who were absent from work owing to sickness or industrial injury on 18th January 1966 and the corresponding figures for 21st December 1965 and 19th January 1965. The statistics have been compiled by the Ministry of Pensions and National Insurance from claims for sickness or industrial injury benefit under the National Insurance Acts and the National Insurance (Industrial Injuries) Acts, respectively. The principal groups of persons who do not claim these benefits in respect of their incapacity (and who are therefore excluded from the statistics) are (a) a large proportion of those whose incapacity lasts less than four days, (b) civil servants receiving full pay during incapacity, and (c) for sickness benefit only, married women who have chosen not to pay contributions under the main National Insurance scheme.

A relatively small number of claims do not result in the payment of benefit, but, because they indicate certified incapacity for work, such claims are included in the table. Injury benefit is payable in respect of both industrial accidents and prescribed industrial diseases.

Region	Numbers of insured persons absent from work owing to					
	Sickness			Industrial injury		
	18th Jan. 1966	21st Dec. 1965	19th Jan. 1965	18th Jan. 1966	21st Dec. 1965	19th Jan. 1965
London and S. Eastern:*						
Greater London Council Area ..	146.5	119.7	99.9	5.1	4.9	3.4
Remainder ..	50.0	43.5	86.6	2.1	1.9	3.5
Eastern ..	55.3	46.6	55.4	2.5	2.3	2.6
Southern ..	44.1	36.8	43.0	1.9	1.8	1.8
South Western ..	63.7	56.0	62.0	2.7	2.6	2.6
Midland ..	100.0	83.1	95.3	5.3	5.1	5.0
North Midland ..	73.4	60.9	67.5	5.8	5.9	5.3
East and West Ridings ..	108.8	92.1	101.0	10.6	11.1	9.1
North Western ..	202.7	168.1	184.9	9.6	9.5	9.0
Northern ..	98.9	84.4	82.3	10.1	10.4	8.4
Scotland ..	144.4	126.9	133.9	10.4	10.7	9.1
Wales ..	89.6	77.3	82.1	9.4	9.2	8.6
Total, Great Britain ..	1,177.3	995.5	1,093.8	75.6	75.4	68.4

Periodical checks are made of the proportion of males included in the total (Great Britain) figures of persons absent from work, and the latest estimate suggests about 74 per cent. for absence caused by sickness and about 87 per cent. for absence caused by industrial injury.

The total number of persons shown in the table above as absent owing to sickness on 18th January 1966 represented 5.8 per cent. of the total number of persons insured for sickness benefit. The corresponding figure for absences due to industrial injury was 0.3 per cent.

# Disabled Persons (Employment) Acts, 1944 & 1958

The number of persons registered under the Disabled Persons (Employment) Acts, 1944 and 1958, at 19th April 1965 (the last date on which a count was taken) was 658,925, compared with 655,878 at 20th April 1964.

The number of disabled persons on the Register who were unemployed at 10th January 1966 was 47,958, of whom 42,033 were males and 5,925 were females. An analysis of these figures is given in the table below.

	Males	Females	Total
Suitable for ordinary employment ..	35,961	5,129	41,090
Severely disabled persons classified as unlikely to obtain employment other than under special conditions† ..	6,072	796	6,868
Total .. ..	42,033	5,925	47,958

The number of placings of registered disabled persons in ordinary employment during the five weeks ended 5th January 1966 was 5,739, including 4,811 men, 816 women and 112 young persons. In addition there were 100 placings of registered disabled persons in sheltered employment.

\* Prior to April 1965 the subdivision of this Region related to (a) London and Middlesex and (b) Remainder. Figures for April 1965 and onwards are not therefore comparable with those prior to that date.

† These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the tables on pages 80 to 84.

# Employment in the Coal Mining Industry in December

The statistics given below in respect of employment, etc., in the coal mining industry in December have been compiled by the Ministry of Power from information provided by the National Coal Board.

**Average Numbers of Wage-earners on Colliery Books (All Mines)—Analysis by Divisions**

Division of the National Coal Board	Average numbers of wage-earners on colliery books during 5 weeks ended 25th Dec. 1965	Increase (+) or decrease (-) compared with the average for	
		4 weeks ended 20th Nov. 1965	5 weeks ended 26th Dec. 1964
Northumberland and Durham ..	87,100	— 800	— 9,100
Yorkshire ..	102,300	— 400	— 5,200
North Western ..	35,000	— 200	— 2,900
East Midlands ..	79,200	— 300	— 4,900
West Midlands ..	32,500	— 100	— 3,000
South Western ..	63,900	— 500	— 8,500
South Eastern ..	4,700	Nil	— 300
England and Wales ..	404,700	— 2,300	— 33,900
Scotland ..	46,600	— 300	— 4,200
Great Britain .. ..	451,300	— 2,600	— 38,100

It is provisionally estimated that during the five weeks of December about 2,600 persons were recruited to, and about 5,000 persons left, National Coal Board mines; the numbers on the colliery books thus showed a net decrease of 2,400, compared with a net decrease of 3,000 during the four weeks of the previous month.

For absence, separate figures are compiled in respect of voluntary absence, for which no satisfactory reason is given, and involuntary absence due mainly to sickness. The figures in the table below represent the numbers of non-appearances, expressed as percentages of the total numbers of possible appearances, in a five-day week.

**Absence Percentage (N.C.B. Mines)**

	December 1965	November 1965	December 1964
Coal-face workers:			
Voluntary .. ..	6.98	6.98	6.39
Involuntary .. ..	10.89	11.92	8.79
All workers:			
Voluntary .. ..	5.64	5.55	5.07
Involuntary .. ..	11.65	12.01	9.09

The output per man-shift of face-workers at National Coal Board mines was 111.83 cwt. in December, compared with 112.60 cwt. in the previous month and 106.88 cwt. in December 1964. The output per man-shift calculated on the basis of all workers was 37.06 cwt. in December; for November 1965 and December 1964 it was 37.25 cwt. and 35.95 cwt., respectively.

# Vocational Training

The statistics of the Government Vocational Training Schemes given below relate to the 13 weeks ended 13th December 1965.

Number of persons	Able-bodied	Disabled	Total
Admitted to training .. ..	2,159	811	2,970
In training at end of period at:			
Government Training Centres .. ..	3,997	757	4,754
Technical and Commercial Colleges .. ..	98	437	535
Employers' Establishments .. ..	—	32	39
Residential (Disabled) Centres, etc. ..	—	444	444
Total in training .. ..	4,102	1,670	5,772
Training completed .. ..	1,659	572	2,231
Placed in employment .. ..	1,703	587	2,290

# Industrial Rehabilitation

The statistics given below of courses at Industrial Rehabilitation Units of the Ministry of Labour and at rehabilitation centres operated by voluntary blind welfare organisations relate to the four weeks ended 29th December 1965.

	Men	Women	Total
Number of persons admitted to courses during period .. ..	613	60	673
Number of persons in attendance at courses at end of period .. ..	1,313	148	1,461
Number of persons who completed courses during period .. ..	671	96	767
Number of persons whose courses terminated prematurely (for medical or other reasons) during period .. ..	137	11	148

Up to 29th December 1965 the total number of persons admitted to these courses was 179,364, including 5,176 blind persons.

# Shipbuilding in Fourth Quarter of 1965

According to Lloyd's Register Shipbuilding Returns for the quarter ended 31st December 1965, the number of merchant steamers and motorships under construction in Great Britain and Northern Ireland at the end of December was 184, with a gross tonnage of 1,388,327 tons. This was 220,748 tons less than at the end of the previous quarter.

The tonnage of vessels intended for registration abroad was 332,701 at the end of December, which was 69,446 tons more than the last quarter.

The total tonnage of steamers and motorships under construction in the world at the end of December amounted to 10,959,430 tons gross, of which 12.67 per cent. was being built in Great Britain and Northern Ireland. The tonnage under construction abroad at the end of December was 9,571,103, an increase of 125,472 tons compared with the previous quarter. The tonnage being built abroad for Great Britain and Northern Ireland at the end of December was 167,418 tons. Steam and motor oil tankers under construction in the world amounted to 4,440,713 tons, or 40.5 per cent. of the total tonnage under construction. The total tonnage of oil tankers being built in Great Britain and Northern Ireland was 394,803, representing 28.4 per cent. of the total tonnage under construction in this country. The world figures and those for construction abroad are exclusive of the People's Republic of China, East Germany and Russia (U.S.S.R.), for which countries no figures were available.

The number of propelled vessels begun in Great Britain and Northern Ireland during the fourth quarter of 1965 were 40 motorships (151,779 tons). The numbers launched during the same period were one steamer (2,725 tons) and 34 motorships (169,846 tons), a total of 35 vessels (172,571 tons). The numbers completed during the period were two steamers (56,513 tons) and 38 motorships (268,116 tons), a total of 40 vessels (324,629 tons).

The above figures exclude vessels of less than 100 tons gross. They also exclude wood and non-propelled vessels (sail and barges).

Owing to lack of space it has not been possible to include in this section the usual statistics of Retail Prices Overseas. Latest figures will appear in next month's issue of this GAZETTE.

# WILL THERE BE CHAOS

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## MANAGING MEN BY COMPUTER

The mechanisation of personnel records at Esso, Ford, Rank Xerox, S.T.C. and the Coal Board is providing a sophisticated tool for planning manpower, training, recruitment and salary structure.

## BEYOND THE WORKING FRINGE

Rehabilitation experiments with the "work-shy" unemployed indicate a way of identifying and preventing neurosis in its early stages.

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Fatal Industrial Accidents

The following table shows the number of fatal industrial accidents reported in January 1966 with comparable figures for the previous month. The figures are provisional. The figures for seamen relate to those employed in ships registered in the United Kingdom. All other figures relate to Great Britain.

Table with 3 columns: Process, December 1965, January 1966. Rows include Places under the Factories Act, Mines and quarries\*, Seamen, and Railway service.

Detailed figures for process groups are given below for January 1966. The figures under the heading "Factories Act" are based on the Factory Inspectorate Process Classification—see "Guide to Statistics collected by H.M. Factory Inspectorate" published by Her Majesty's Stationery Office, price 4s. (4s. 5d. including postage). The figures are provisional.

Table with 2 columns: Process, January 1966. Rows include Factories Act (Textile and connected processes, Clay, pottery, cement, etc., Metal extraction, refining and conversion, etc.) and Works and Places under s.s. 125 and 127 of Factories Act 1961 (Building operations, Works of engineering construction, etc.).

\* For mines and quarries weekly returns are obtained, and the figures cover the 4 weeks ended 25th December 1965 and the 5 weeks ended 29th January 1966. † Includes 2 deaths from a vessel in collision. ‡ Includes 3 deaths from a tug in collision.

Fatal and Non-Fatal Accidents Notified to H.M. Inspectors of Factories in Fourth Quarter of 1965

The following tables set out the numbers of fatal and non-fatal accidents notified to District Offices of H.M. Factory Inspectorate of the Ministry of Labour during the period 1st October 1965 to 31st December 1965 inclusive (a) according to the Division of the Inspectorate concerned, and (b) according to process. The accidents to which these statistics relate are those notifiable to H.M. District Inspector in accordance with the definitions given below. All the figures given are provisional and subject to revision. Corrected annual totals are published each year in this GAZETTE and also in the Annual Report of H.M. Chief Inspector of Factories.

The table on the opposite page is compiled on the basis of the Factory Inspectorate Process Classification, which has been designed specifically for accident prevention purposes and cannot be related to the Standard Industrial Classification. The annual statistics published in the Annual Report of H.M. Chief Inspector of Factories, however, contain tables using the Standard Industrial Classification as well as tables based on the Process Classification used in these quarterly tables.

Details of the Process Classification and other accident classifications used by H.M. Factory Inspectorate are given in the "Guide to Statistics collected by H.M. Factory Inspectorate" published by Her Majesty's Stationery Office, price 4s. (4s. 5d. including postage). Details of the Divisions of the Inspectorate used for the purposes of the table given here are published in "H.M. Factory Inspectorate Directory" (Form 243A) published by Her Majesty's Stationery Office, price 3s. (3s. 5d. including postage).

The following definitions, etc., should be noted in connection with these statistics:—

(1) A notifiable accident is one which is either fatal or which disables the injured person for more than three days from earning full wages at the work at which he was employed. (See section 80 (1) of the Factories Act 1961).

Table with 2 columns: Mines and quarries\*, Railway service. Rows include Coal mines (Underground, Surface), Other stratified mines, Miscellaneous mines, Quarries, Seamen (Trading vessels, Fishing vessels), and TOTAL, MINES AND QUARRIES, TOTAL, SEAMEN, TOTAL, RAILWAY SERVICE.

Industrial Diseases

The number of cases and deaths in Great Britain reported during January 1966 under the Factories Act 1961 are shown below. The figures are provisional.

Table with 2 columns: I. Cases, II. Deaths. Rows include Lead poisoning, Aniline poisoning, Compressed air illness, Epithelomatous ulceration, Chromic ulceration, and TOTAL, CASES.

Accidents in Coal Mining

A statement issued by the Ministry of Power shows that the number of persons killed during the 13 weeks ended 25th December 1965, as a result of accidents occurring in that period at coal mines in Great Britain was 56, compared with 37 in the 13 weeks ended 25th September 1965 and 39 in the 13 weeks ended 26th December 1964. The corresponding numbers of persons seriously injured at such mines were 299, 282 and 348.

An analysis of the figures, by nature of accident, is given below.

Table with 2 main columns: Nature of accident, and two sub-columns for Number of persons killed during 13 weeks ended (26th Dec. 1964, 25th Sept. 1965) and Number of persons seriously injured during 13 weeks ended (26th Dec. 1964, 25th Sept. 1965, 25th Dec. 1965). Rows include Underground (Explosions of fire-damp or coal dust, Falls of ground, Haulage, etc.), Surface (All causes), and Total, underground and surface.

(2) An accident is notifiable in accordance with the above section only if it occurs within the precincts of a factory (or other place subject to sections 125-127 of the Factories Act 1961) as defined in sections 175 and 176. Accidents occurring in parts of factories not subject to the Act, e.g., certain offices, are not notifiable.

(3) Subject to the conditions in (1) and (2) above, all accidents to persons employed are notifiable, whatever the employment or industrial status of the injured person and whether or not his employer is the occupier of the factory.

(4) In the tables, the UNIT is the INJURED PERSON.

(5) Accidents which are included in the tables are those of which notice was received during the period indicated.

Fatal and Non-Fatal Accidents, Fourth Quarter 1965, by Divisions of Inspectorate

Table with 3 columns: Division, Fatal accidents, Total accidents. Rows include Northern, Yorkshire and Humberside (Leeds), Yorkshire and Humberside (Sheffield), Midlands (Birmingham), Midlands (Nottingham), Eastern and Southern, London (North), London (South), South Western, Wales, North Western (Liverpool), North Western (Manchester), Scotland, and Totals.

Fatal and Non-Fatal Accidents in Great Britain, Fourth Quarter 1965, by Process

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Textile and connected processes, Clay, minerals, etc., Metal processes, General engineering, Electrical engineering, Wood and cork working processes, Chemical industries, and Grand total.

Table with 3 columns: Process, Fatal accidents, Total accidents. Rows include Wearing apparel, Paper and printing trades, Food and allied trades, Miscellaneous, Construction processes under section 127 of Factories Act 1961, Works of engineering construction, and Processes under section 125 of Factories Act 1961, and Grand total.

### Employment Overseas

#### AUSTRALIA

The Commonwealth Bureau of Census and Statistics estimate that the total number of civilians in employment as wage and salary earners, other than those engaged in rural industries and private domestic service, was about 3,621,800 in October, compared with 3,613,600 in the previous month and 3,482,500 in October 1964. The number of persons receiving unemployment benefit in December is estimated at 20,509, compared with 10,459 in November and 14,308 in December 1964.

#### BELGIUM

The total number of persons registered for employment at Employment Exchanges at the end of November was 57,164, compared with 52,661 a month previously and 51,936 at the end of November 1964.

#### CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 13th November was 6,939,000, compared with 7,008,000 at 16th October and 6,708,000 at 14th November 1964. Persons wholly unemployed at 13th November are estimated at 220,000 or 3·1 per cent. of the labour force, compared with 171,000 or 2·4 per cent. at 16th October and 257,000 or 3·7 per cent. at 14th November 1964.

#### DENMARK

Provisional figures from the Employment Exchanges show that at the end of December the number of members of approved insurance societies who were unemployed was about 41,100 or 5·1 per cent. of the total number insured, compared with 20,200 or 2·5 per cent. at the end of November. The comparable figure at the end of December 1964 was 8·7 per cent.

#### FRANCE

Provisional figures show that the number of persons registered as applicants for employment at the beginning of December was 155,691, of whom 32,238 were wholly unemployed persons in receipt of assistance. The corresponding figures were 147,295 and 30,372 at the beginning of the previous month and 130,378 and 24,274 at the beginning of December 1964.

#### GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of November was 112,205, compared with 86,233 at the end of the previous month and 116,922 at the end of November 1964. In the Western Sectors of Berlin the corresponding figures at the same dates were 6,757, 5,998 and 9,922.

#### IRISH REPUBLIC

The number of unemployed persons on the live register of Employment Exchanges at 19th November was 52,388, compared with 40,585 at 15th October and 51,262 at 20th November 1964.

#### NEW ZEALAND

The latest figures available from the Department of Labour give an estimate of the total labour force in April 1965 as 988,700, compared with 961,800 in October 1964 and 956,500 in April 1964. Latest figures on unemployment show that 372 persons were unemployed in October, compared with 468 in September and 514 in October 1964.

#### SOUTH AFRICA

Figures published by the Bureau of Census and Statistics show the index of employment in August as 138·4 (1953=54=100), compared with 137·9 in the previous month and 129·5 in August 1964. The number of persons registered at Government Employment Exchanges as unemployed is shown as 12,006 in August, compared with 11,303 in July and 14,501 in August 1964.

#### SPAIN

The number of persons registered as unemployed at the end of September was 134,243, compared with 133,636 at the end of the previous month and 137,626 at the end of September 1964.

#### SWEDEN

Preliminary information from the Employment Exchanges shows that at the middle of October the total number of persons registered as unemployed was 14,510, compared with 13,975 in September and 18,140 in October 1964. Members of approved insurance societies who were unemployed and included in the total for October numbered 10,861 or 0·7 per cent. of all members, compared with 0·6 per cent. in the previous month and 0·9 per cent. in October 1964.

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### INDEX OF AVERAGE EARNINGS

Index numbers showing the changes in earnings between January 1963 and December 1965 are given in the following table.

The information (except that about agriculture) from which the index has been compiled is obtained from an enquiry into the earnings of weekly-paid and monthly-paid employees undertaken each month by the Ministry of Labour. The enquiry covers about 8,000 firms employing approximately seven million persons in manufacturing, mining and quarrying, construction, gas, electricity and water supply, some miscellaneous services and some branches of the transport industry. A full account of the enquiry was given on page 142 of the April 1963 issue of this GAZETTE. The indices were revised on a new base after the figures for the first 12 months

had been published and an explanation for this was given on page 117 of the March 1964 issue of this GAZETTE.

The figures for agriculture included in the table have been compiled by the Ministry of Agriculture, Fisheries and Food and the Department of Agriculture and Fisheries for Scotland. These figures relate to regular farm workers.

Fluctuations from month to month in the indices, including those for individual industry groups, may be due to the payment of large annual or half-yearly bonuses or to seasonal changes in average hours worked. Until information has been obtained for a longer period, it is not possible to assess the extent of these fluctuations.

#### Great Britain

#### Employees paid each week\*

1963 Average = 100

Industry group	Jan. 1963	Nov. 1964	Dec. 1964	Jan. 1965	Feb. 1965	Mar. 1965	Apr. 1965	May 1965	June 1965	July 1965	Aug. 1965	Sept. 1965	Oct. 1965	Nov. 1965	Dec. 1965
<i>Manufacturing industries</i>															
Food, drink and tobacco	96·0	108·1	110·4	108·3	107·7	116·9	110·7	112·4	113·0	111·8	112·0	112·7	113·9	116·2	117·6
Chemicals and allied industries	96·1	115·2	109·0	112·0	111·3	112·8	114·6	118·4	120·3	115·6	112·0	115·5	118·0	117·4	114·7
Metal manufacture	94·1	112·5	108·2	113·8	114·5	115·8	115·7	118·4	118·3	118·9	112·0	120·5	121·7	122·4	118·6
Engineering and electrical goods	96·7	111·4	106·1	112·5	113·0	114·3	111·6	117·3	116·2	115·4	114·3	116·4	118·9	119·6	114·6
Shipbuilding and ship repairing	96·9	117·7	112·4	123·5	122·4	126·7	122·4	126·4	132·0	139·3	125·5	130·4	130·2	132·1	122·3
Marine engineering	96·5	114·2	108·8	118·2	119·8	120·2	116·3	122·0	125·5	124·3	121·0	123·4	123·4	124·8	118·2
Vehicles	95·7	111·7	107·1	112·7	112·9	115·5	111·5	118·2	117·4	116·6	113·8	114·3	116·7	116·2	113·6
Metal goods not elsewhere specified	94·7	114·6	105·3	113·6	114·3	115·1	113·1	118·1	118·5	119·2	117·8	118·4	120·4	121·5	115·5
Textiles	96·3	110·0	98·8	110·4	111·1	112·2	108·9	114·0	115·0	115·6	113·6	114·0	117·3	117·9	110·6
Leather, leather goods and fur	95·1	103·4	97·5	101·9	103·5	103·1	103·4	106·4	107·9	110·5	108·2	106·8	109·2	108·5	101·0
Clothing and footwear	95·3	109·3	102·1	109·4	110·7	109·1	112·1	115·0	114·6	117·7	112·6	115·4	117·1	116·6	110·7
Bricks, pottery, glass, cement, etc.	92·0	112·4	104·5	111·5	112·7	113·3	113·9	118·4	116·4	117·0	113·6	116·1	120·9	118·3	110·9
Timber, furniture, etc.	90·8	114·0	105·8	111·9	112·5	114·9	107·7	111·8	114·2	111·2	110·6	113·8	115·6	114·8	104·9
Paper and paper products	95·4	105·1	105·7	110·4	115·7	111·8	109·1	117·7	116·4	116·3	113·5	116·2	116·9	120·9	112·9
Printing and publishing	95·3	111·1	104·5	110·8	111·1	114·0	113·6	115·3	111·8	113·0	111·2	117·0	118·0	118·0	112·2
Other manufacturing industries	94·0	110·3	106·0	111·6	112·4	111·8	110·9	116·3	119·3	117·6	114·0	115·8	117·1	118·1	113·6
All manufacturing industries	95·4	111·6	106·2	112·1	112·6	114·7	112·2	116·9	116·7	116·4	114·3	116·3	118·4	118·9	114·0
<i>Other industries and services</i>															
Agriculture	94·7	101·4	101·9	105·1	104·3	107·2	111·0	112·7	118·0	115·5	116·5	123·1	117·4	113·8†	113·0‡
Mining and quarrying	95·4	107·2	108·4	107·5	108·0	107·7	109·2	110·4	109·4	109·6	112·3	112·1	112·3	113·0	117·0
Construction	90·7	107·9	93·8	105·5	105·9	111·8	107·3	115·6	114·0	113·3	110·4	114·9	115·5	111·7	104·1
Gas, electricity and water	99·3	108·4	105·5	109·2	109·9	111·9	110·1	112·7	112·0	110·1	109·9	112·8	117·5	116·4	114·5
Transport and communication§	96·9	110·3	108·5	111·8	113·6	115·5	115·7	118·7	120·6	120·0	119·3	121·3	121·2	121·9	123·7
Miscellaneous services	95·4	108·5	104·9	108·2	109·5	109·1	110·2	113·1	110·2	109·0	108·4	109·5	112·8	113·5	109·5
All industries and services covered	95·1	110·1	104·6	110·5	111·7	113·5	111·6	116·1	116·0	115·5	113·9	116·2	117·7	117·4	113·6

#### Employees paid monthly\*

Industry group	Jan. 1963	Nov. 1964	Dec. 1964	Jan. 1965	Feb. 1965	Mar. 1965	Apr. 1965	May 1965	June 1965	July 1965	Aug. 1965	Sept. 1965	Oct. 1965	Nov. 1965	Dec. 1965
<i>Manufacturing industries</i>															
Food, drink and tobacco	98·2	103·1	123·5	107·5	104·8	114·8	107·3	107·9	113·2	110·1	107·7	108·8	108·2	111·1	125·2
Chemicals and allied industries	99·3	101·6	110·7	109·7	126·6	109·8	108·6	108·6	110·2	110·9	107·9	107·4	108·2	108·9	117·8
Metal manufacture	97·4	104·8	111·0	104·2	107·7	115·5	107·7	108·5	114·0	110·7	108·9	109·9	112·5	112·6	116·7
Engineering and electrical goods	98·0	104·6	113·7	107·7	107·3	110·5	107·3	109·1	109·1	109·2	107·3	107·5	109·5	111·8	118·0
Shipbuilding and ship repairing	93·8	104·9	128·6	106·6	107·9	110·6	107·3	109·5	111·8	114·1	114·9	114·1	114·9	114·7	128·1
Marine engineering	98·3	101·0	122·3	101·1	100·3	102·8	101·3	102·9	102·5	103·8	104·7	106·3	106·7	107·3	117·3
Vehicles	97·8	107·4	115·6	105·7	106·9	108·1	107·3	106·5	108·5	109·7	109·1	109·9	111·4	113·2	120·0
Metal goods not elsewhere specified	97·7	104·0	113·9	102·3	106·3	109·2	105·6	106·1	106·5	114·7	106·7	108·4	110·4	110·4	121·5
Textiles	97·7	101·7	112·9	108·1	108·2	109·8	108·4	111·0	107·4	110·8	106·0	106·5	107·5	115·1	116·5
Leather, leather goods and fur	92·4	119·7	146·3	109·8	105·5	118·4	106·5	107·0	110·9	111·3	108·2	106·6	108·1	107·4	138·2
Clothing and footwear	100·9	101·0	106·9	103·9	108·7	116·5	107·3	102·8	101·7	104·3	103·5	106·3	105·6	107·9	114·9
Bricks, pottery, glass, cement, etc.	98·6	103·6	111·1	100·6	104·9	104·4	102·1	104·2	110·5	106·3	103·4	101·3	101·7	103·4	113·7
Timber, furniture, etc.	100·9	105·2	114·7	114·8	103·9	110·2	109·7	108·4	113·9	108·0	111·3	112·2	108·8	110·3	116·2
Paper and paper products	99·1	106·9	113·1	108·3	108·7	113·3	112·7	106·9	108·6	110·4	107·3	107·6	108·7	112·4	113·4
Printing and publishing	98·9	106·5	112·1	110·2	103·1	109·8	104·6	105·4	109·0	107·2	107·5	105·3	105·4	108·2	113·7
Other manufacturing industries	97·4	104·6	117·4	109·3	104·1	110·2	101·5	105·4	104·4	103·0	102·9	104·2	105·4	107·3	115·5
All manufacturing industries	98·3	104·2	114·2	107·3	109·4	110·7	106·9	107·8	109·4	109·5	107·3	107·6	108·7	110·8	118·2
<i>Other industries and services</i>															
Agriculture	97·8	105·9	105·4	105·8	107·4	105·7	108·8	108·8	108·2	108·9	109·7	109·4	109·6	109·4	110·0
Mining and quarrying	96·5	104·4	126·2	105·8	105·8	113·2	107·6	112·0	111·0	111·8	109·7	110·4	111·7	112·0	137·0
Construction	97·4	104·1	105·0	107·0	107·9	108·7	108·8	108·8	108·8	107·9	108·2	107·7	110·8	111·3	112·0
Gas, electricity and water	96·3	110·1	115·7	112·2	113·4	114·9	113·7	121·1	117·4	119·3	117·4	118·8	119·0	119·8	23·2
Transport and communication§	96·8	98·9	110·3												

WAGES AND HOURS OF WORK Weekly Rates of Wages, Normal Weekly Hours and Hourly Rates of Wages

INDICES FOR 31st JANUARY 1966 (31st JANUARY 1956 = 100)

At 31st January 1966 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 earlier, were as follows:—

Table with 7 columns: Date, Weekly rates, Normal weekly hours, Hourly rates for All industries and services, and Weekly rates, Normal weekly hours, Hourly rates for Manufacturing industries only.

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

Index of weekly rates of wages

The index of weekly rates of wages measures the average movement from month to month in the level of full-time weekly rates of wages in the principal industries and services in the United Kingdom, compared with the level at 31st January 1956 taken as 100.

Weekly Rates of Wages

I.—All Industries and Services

Table I: Weekly Rates of Wages for All Industries and Services from 1956 to 1966.

II.—Manufacturing Industries only

Table II: Weekly Rates of Wages for Manufacturing Industries only from 1956 to 1966.

III.—Industry Groups (all workers)

Table III: Industry Groups (all workers) showing indices for Agriculture, Mining, Chemicals, Textiles, etc., from 1956 to 1966.

Table III continued: Industry Groups (all workers) showing indices for Timber, Paper, Construction, Gas, etc., from 1956 to 1966.

\* Including metal manufacture; engineering and electrical goods; shipbuilding and marine engineering; vehicles; metal goods not elsewhere specified.

Index of normal weekly hours

The index of normal weekly hours measures, for the same representative industries and services, the average movement from month to month in the level of normal weekly hours of work compared with the level at 31st January 1956 taken as 100.

Normal Weekly Hours

IV.—All Industries and Services

Table IV: Normal Weekly Hours for All Industries and Services from 1956 to 1966.

V.—Manufacturing Industries only

Table V: Normal Weekly Hours for Manufacturing Industries only from 1956 to 1966.

Index of hourly rates of wages

The index of weekly rates of wages does not show any movement when normal weekly hours of work are altered without any corresponding change in weekly rates of wages.

VI.—All Industries and Services

Table VI: Hourly Rates of Wages for All Industries and Services from 1956 to 1966.

VII.—Manufacturing Industries only

Table VII: Hourly Rates of Wages for Manufacturing Industries only from 1956 to 1966.

General

The figures given in Tables I to VII are on the basis of 31st January 1956 = 100, and relate to the end of the month.

Where necessary, figures published in previous issues of this GAZETTE have been revised to include changes arranged with retrospective effect or reported too late for inclusion in the current figures.

The publication of the index figures to one decimal place must not be taken to mean that the figures are thought to be significant to more than the nearest whole number.

The figures in these series may be linked with those in the previous series (30th June 1947 = 100) to give a measure on a broad basis of the movement since June 1947.

If comparisons are made between one group and another in Table III it should be remembered that the indices for a particular group may have been affected by the incidence of changes in rates

of wages in the months immediately prior to the base date (31st January 1956) and that having regard to considerable variation in the provisions of collective agreements and statutory wages regulation orders there is no common pattern for the calculations of the indices for individual industries.

Comparison between earnings and rates of wages

Statistics of changes in actual weekly and hourly earnings (as distinct from changes in rates of wages) are collected in April and October each year.

AVAILABLE END-MARCH STATISTICS ON INCOMES, PRICES, EMPLOYMENT AND PRODUCTION. No. 16. MARCH 1966. Government publications can be purchased over the counter or by post from the Government Bookshops in London, Edinburgh, Manchester, Birmingham, Cardiff, Bristol and Belfast, or through any bookseller

# Movements in Rates of Wages and Hours of Work

### Major settlements in January

At a meeting of the National Joint Committee of the Baking Industry in England and Wales on 20th January agreement was reached on the implementation of special interim payments for workers employed in wholesale and multiple bakeries, pending the publication of the final report of the National Board for Prices and Incomes. Under the terms of the settlement adult male production workers received an increase of 15s. a week, payable from 2nd January. In addition night-shift workers received a premium payment of 10s. a week. Adult female workers received 10s. a week. These special payments have been added to total earnings and do not rank for overtime and premium calculations. Distributive workers received a special interim payment of 12s. a week under the terms of a separate agreement.

Under the provisions of an agreement concluded by the National Joint Council for the Port Transport Industry, minimum daily rates of dock labourers have been increased by 2s. 8d. (6.4 per cent.) and pieceworkers' rates have been increased by 5 per cent., with effect from 31st January. Representatives of the manual workers employed by Vauxhall Motors have accepted the Company's offer of a 3½ per cent. increase in basic rates of wages. The National Joint Industrial Council for the Home Grown Timber Trade has agreed to a reduction in normal weekly hours of work from 42 to 40, to take effect from 1st July.

Industries and services affected by wages regulation orders made during the month include rope, twine and net (reduction from 42½ to 41½ in normal weekly hours from 28th January with a further reduction to 40 from 1st September) and the retail bread and flour confectionery trade in Scotland (increases of amounts ranging from 11s. to 13s. a week for men and of 10s. 6d. or 11s. 6d. for women, from 7th February).

Cost-of-living sliding-scale adjustments notified during the month include those affecting building and civil engineering in Northern Ireland, footwear manufacture, pig iron manufacture, iron and steel manufacture, hosiery manufacture in the Midlands and lock, latch and key making.

The settlements and statutory wages regulation orders notified during the month have operative dates from January 1966 to September 1966, and it is estimated that their implementation will add £140,000 to the basic full-time weekly wage of 515,000 workers and will reduce the normal weekly hours of work of 30,000 workers by an average of two hours. (Increases for approximately 110,000 workers amounting to £70,000 are already included in the table in the adjoining column.)\*

### Changes coming into operation during January

Details have already been given of the settlement affecting production workers employed in wholesale and multiple bakeries in England and Wales. Bakery workers in Scotland have received increases of amounts ranging from 17s. to 23s. a week for men and 12s. 6d. to 16s. for women, under the terms of an agreement made in November 1965. Under the provisions of the Baking Wages Council Regulation Order statutory minimum rates in England and Wales have been increased by 4½d. or 5d. an hour for men and by 3½d. or 4d. for women, together with a reduction from 42 to 40 in normal weekly hours.

A number of changes which came into effect during the month represented further stages of long-term agreements made at earlier dates. In both the engineering and shipbuilding and ship repairing industries new minimum earnings levels have been established which represent an increase of 6s. a week for craftsmen in receipt of the lowest rate. Basic rates in the printing industry have been increased by 11s. 3d., 11s. 6d. or 12s. a week for men and by 8s. 9d. for women. Part of the cost-of-living bonus previously payable has been consolidated into basic rates, and the residual bonus has been increased by 4s. a week for men and 3s. 2d. for women. Rates of pay have been increased by 10s. a week for postmen on the maximum of the national scale and by 11s. 6d. for postmen higher grade.

General agricultural workers in England, Wales and Northern Ireland have received increases in statutory minimum rates of wages of 8s. a week for men and 6s. for women, together with a reduction

of one hour in normal weekly hours of work. Agricultural workers in Scotland have also had their hours of work reduced by one hour. A new scale of national basic rates has been introduced in the motor vehicle retail and repairing trade with the object of bringing basic rates into closer alignment with rates generally paid in the industry.

Normal weekly hours have been reduced from 42 to 40 for operatives employed by local authorities in England and Wales and for county council roadmen. Other industries and services affected by reductions in normal weekly hours of work included paint, varnish and lacquer manufacture (41 to 40), silk spinning (42½ to 41½) and the wholesale grocery and provision trade in England and Wales (41 to 40).

Industries affected by cost-of-living sliding-scale increases included pig iron manufacture, iron and steel manufacture and lace furnishings manufacture.

Estimates of the effect of changes coming into operation during January show that 2,900,000 workers received increases of £1,420,000 and for county council roadmen. Other industries and services affected by reductions in normal weekly hours of work included paint, varnish and lacquer manufacture (41 to 40), silk spinning (42½ to 41½) and the wholesale grocery and provision trade in England and Wales (41 to 40). Industries affected by cost-of-living sliding-scale increases included pig iron manufacture, iron and steel manufacture and lace furnishings manufacture.

**Analysis of changes during January**  
The following table shows, by industry group, the numbers of workers affected (a) by increases in basic full-time weekly rates of wages and the aggregate amounts of such increases, and (b) by reductions in normal weekly hours of work and the aggregate amounts of such reductions.

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	400,000	165,000	450,000	450,000
Mining and quarrying . . .	10,000	4,000	3,000	4,000
Food, drink and tobacco . . .	155,000	85,000	65,000	130,000
Chemicals and allied industries	30,000	10,000	20,000	20,000
Metal manufacture . . .	1,400,000	385,000	25,000	28,000
Engineering and electrical goods				
Shipbuilding and marine engineering . . .				
Vehicles . . . not elsewhere specified . . .	8,000	2,000	265,000	225,000
Metal goods . . .	25,000	20,000	3,000	3,000
Textiles . . .	—	—	9,000	18,000
Leather, leather goods and fur . . .	17,000	8,000	17,000	17,000
Clothing and footwear . . .	225,000	155,000	70,000	140,000
Bricks, pottery, glass, cement, etc. . .	35,000	10,000	—	—
Timber, furniture, etc. . .	13,000	4,000	160,000	320,000
Paper, printing and publishing . . .	—	—	—	—
Other manufacturing industries	145,000	75,000	12,000	14,000
Construction . . .	120,000	65,000	50,000	70,000
Gas, electricity and water . . .	7,000	2,000	410,000	820,000
Transport and communication	310,000	430,000	1,000	1,000
Distributive trades . . .				
Public administration and professional services . . .				
Miscellaneous services . . .				
<b>Total</b> . . .	<b>2,900,000</b>	<b>1,420,000</b>	<b>1,560,000</b>	<b>2,260,000</b>

Included in the table above are about 500,000 workers who had both wage increases and reductions in normal weekly hours of work.

In January 1965 about 2,490,000 workers had a net increase of approximately £940,000 in their basic full-time weekly rates of wages, and approximately 440,000 workers had an aggregate reduction of about 390,000 hours in their normal weekly hours of work.

## CHANGES IN RATES OF WAGES COMING INTO OPERATION DURING JANUARY

(NOTE.—The figures in brackets below an item in the column headed "District" relate to the page in the volume "TIME RATES OF WAGES AND HOURS OF WORK, 1ST APRIL 1965" on which details for the industry at that date are given.)

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Agriculture	England and Wales (1) (258)	3 Jan.	Workers other than craftsmen, craftswomen and apprentices	Increases of 8s. a week for men 20 and over and 6s. for women 20 and over, with varying amounts for younger workers, in conjunction with a reduction in normal weekly hours†. Minimum rates after change: male workers 96s. 6d. a week at 15 rising to 210s. at 20 and over; female workers 86s. to 157s. 6d.‡
			Craftsmen, craftswomen and apprentices	Increases of 9s. a week for craftsmen 20 and over and 7s. for craftswomen 20 and over, with varying amounts for younger workers and apprentices, in conjunction with a reduction in normal weekly hours§. Minimum time rates after change: craftsmen after 3 years' apprenticeship 18s. and under 19, 168s. a week, 19 and under 20, 196s. 6d., 20 and over 231s., craftswomen after 3 years' apprenticeship—161s. 6d., 169s., 173s. 6d., apprentices—males 74s. at 15 rising to 187s. 6d. at 20 and over, females 65s. at 15 rising to 136s. 6d. at 20 or over.§
	Northern Ireland . . . (4) (261)	3 Jan.	Workers other than those employed at or in flax scutch mills	Increases of 8s. a week for men 20 and over and 6s. for women 20 and over, with proportional amounts for young workers, in conjunction with a reduction in normal weekly hours†. Minimum rates after change include: men 194s. to 201s. a week, according to district, women 145s. 5d. to 150s. 6d.‡

\* The statistics relate to wage-earners only and the monetary amounts represent the increase in basic rates only and not the total increase in the wages bill. The estimates are based on normal conditions of employment and do not take into account the effect of short-time or overtime.

† Workers who are affected by two or more changes during the period are counted only once in this column.

‡ See also under "Changes in Hours of Work".

§ These increases took effect under an Order made under the Agricultural Wages Act, and the new rates apply to all counties in England and Wales, the Order for Cambridgeshire and Yorkshire ceasing to have effect.

|| These increases took effect under an Order made under the Agricultural Wages (Regulations) Acts (Northern Ireland).

## Changes in Rates of Wages Coming into Operation during January—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Chalk quarrying	England . . . (12)	First full pay week following 1 Jan.	Male workers . . . . .	Increase in minimum basic rates of 4d. an hour for men 21 and over, with proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours*. Minimum basic rates after change for able-bodied men 21 and over: London area (within a 15-mile radius of Charing Cross) 5s. 5d. an hour, other areas 5s. 3d.
Ball clay	North and South Devon Dorset and (12)	1 Oct.	Male workers . . . . .	Increase of 2d. an hour for men 21 and over, with proportional amounts for younger workers. Minimum basic rate after change for able-bodied daywork labourers 21 and over: 5s. 2d. an hour.
China clay, china stone and ancillary industries	Cornwall and Devon (14)	2 Jan.	Male workers . . . . .	Increase of 4d. an hour. Guaranteed hourly rates after change: group 1 occupations 5s. 9½d., 2, 5s. 11½d., 3, 6s. 2½d., 4, 6s. 4½d., 5, 6s. 6½d., 6, 6s. 8½d. (plus 4d.).
Ironstone mining and quarrying	North Lincolnshire	2 Jan.	Male workers . . . . .	Cost-of-living bonus payment increased† by 1 17d. a shift (12s. 3 84d. to 12s. 5 01d.) for men, by 0 88d. (9s. 2 88d. to 9s. 3 76d.) for youths 18 and under 21, and by 0 59d. (6s. 1 92d. to 6s. 2 51d.) for boys under 18.
Iron-ore and ironstone mining and quarrying	Midland area . . .	2 Jan.	Male workers . . . . .	Cost-of-living payment increased† by 2 45d. a shift (12s. 4 47d. to 12s. 6 92d.) for men, by 1 84d. (9s. 3 37d. to 9s. 5 21d.) for youths 18 and under 21, and by 1 23d. (6s. 2 26d. to 6s. 3 49d.) for boys under 18.
Baking	England and Wales (18) (258)	24 Jan.	All workers . . . . .	Increases in general minimum time rates of 4½d. or 5d. an hour, according to occupation and area, for men 21 and over, 2½d. to 3½d. for youths and boys, 3½d. or 4d. for women 21 and over, and 2½d. to 3½d. for younger female workers, in conjunction with a reduction in normal weekly hours*. General minimum time rates after change include: male workers (not being night workers), foremen confectioners and foremen bakers, London area 5s. 6½d. an hour, Provincial A area 5s. 6d., Provincial B area 5s. 4½d., first hands 5s. 2½d., 5s. 2d., 5s. 1d., single hands 5s. 2d., 5s. 0½d., second hands, doughmakers, confectionary mixers and ovenmen 5s. 1d., 5s. 0½d., 4s. 11½d., confectioners or table hands 4s. 11d., 4s. 10½d., 4s. 9½d. or 4s. 8½d., 4s. 8d., 4s. 7d., according to conditions of service, stokers 4s. 10d., 4s. 9d., 4s. 8d., other workers 2s. 3d., 2s. 2½d., 2s. 1½d. at under 16 rising to 4s. 9d., 4s. 8½d., 4s. 7½d. at 21 and over; female workers, forewomen 4s. 3d., 4s. 2½d., 4s. 1d., charge hands (other than packing and despatch dept.) 4s., 3s. 11½d., 3s. 10½d., single hands 3s. 10½d., 3s. 10d., 3s. 8½d., confectioners 3s. 1d., 3s. 0½d., 2s. 11d., at 19 rising to 3s. 9½d., 3s. 9d., 3s. 7d. at 21 and over, other workers 2s. 2½d., 2s. 2d., 2s. 1d. at under 16 rising to 3s. 6½d., 3s. 6d., 3s. 5d. at 21 and over; male and female charge hands (packing and despatch dept.) are paid 1½d. an hour above the appropriate area rate for other workers.‡
	England and Wales (19)	2 Jan.	All workers covered by the agreement between the Federation of Wholesale and Multiple Bakers (Great Britain and Northern Ireland) and the Bakers' Union . . . . .	Introduction of special interim payments of 15s. a week for men 21 and over and 10s. for women 21 and over, with proportional amounts for younger workers, and in the case of workers employed on shift work when working nights a special night shift premium of 10s. a week. These special interim payments are to be added to total earnings and will not rank for overtime or premium calculations.
	Scotland (21)	Pay day following 2 Jan.	All workers . . . . .	Increases of 23s. or 20s. a week for journeymen bakers, doughmakers, ovenmen and bread runners according to shift and commencing time, 19s. 6d. or 17s. for storemen, ingredient storekeeper, chargehands and male bakery workers and 16s., 14s. 6d., 14s. or 12s. 6d. for adult female workers, with proportional amounts for younger workers. Minimum rates after change include: men—journeymen bakers 266s. 6d. to 306s. 6d. a week, according to shift or commencing time of work, doughmakers and ovenmen 275s. 6d. to 315s. 6d., bread runners 272s. 6d. to 312s. 6d., storemen 21 and over 236s. 6d. to 272s., ingredient storekeeper chargehands 234s. to 269s., bakery workers and ingredient storekeeper assistants 21 and over 226s. 6d. to 266s. 6d.; women—ingredient storekeeper chargehands 194s. or 223s., assistant bakers and ingredient storekeeper assistants 21 and over 186s. 6d. or 214s. 6d., bakery workers 21 and over 166s. 6d. or 191s. 6d.
Brewing	South Lancashire and East Cheshire (27)	1 Jan.	All workers . . . . .	Increases of 15s. 6d. a week for male workers 19 and over and 13s. 3d. for female workers 19 and over in bottling departments, with proportional increases for younger workers. The plus rate for shift and night workers increased from 7½d. to 9d. an hour. Minimum rates after change: male workers—brewery labourers 19 and over 243s. 6d. a week, boilerhouse firemen 248s. 9d., assistant firemen 243s. 6d., transport drivers (mechanical) 258s., fork-lift truck drivers 251s., one-horse drivers 243s. 6d., two-horse drivers 248s. 9d., mates 243s. 6d., youths 96s. at 15 rising to 169s. 6d. at 18 and under 19, female workers 92s. 9d. at 15 rising to 182s. 6d. at 19 and over.
	Sussex (29)	First pay day following 3 Jan.	All workers . . . . .	Increase of 12s. a week for able-bodied men 21 and over and for women 18 and over. Minimum rates after change: able-bodied men 21 and over 236s. 6d. a week, transport workers when employed as drivers 248s. 6d., women 18 and over in bottling stores 170s.
	Yorkshire (including Sheffield and Rotherham) (27)	2 Jan.	Inside brewery workers	Increase of 3½d. an hour for adult workers, with proportional amounts for younger workers. Minimum rates after change: men 19 and over 5s. 11½d. an hour; women 18 and over, in breweries 4s. 8½d., bottling departments 4s. 7½d.
			Transport workers . . . . .	Increase of 11s. 8d. a week. Minimum rates after change: motor drivers of vehicles of up to 12 tons 252s. 0½d. a week, over 12 tons 256s. 0½d., mates and one-horse drivers 239s. 0½d., two-horse drivers 244s. 0½d.
	Birmingham and Wolverhampton (28)	1 Jan.	All workers . . . . .	Increase of 11s. 6d. a week for workers 21 and over, with proportional amounts for younger workers. Minimum rates after change: male workers—brewery workers 98s. 6d. a week at 15 rising to 240s. 6d. at 21 and over, lorry drivers 260s. 6d.; female workers in breweries or bottling and wine and spirit stores 82s. 2d. at 15 rising to 179s. 3d. at 21 and over.
	Burton-on-Trent . . . (28)	1 Jan.	All workers . . . . .	Increase of 11s. 6d. a week for adult male day workers, with proportional amounts for female workers and youths. Increases of various amounts for shift workers. Minimum rates after change include: male day workers 18 and over—brewery labourers 240s. 6d. a week, coldroom workers 251s. 5d., ale loaders and stowers 243s. 9d., motor lorry drivers, 262s. 1d., motor lorry drivers' mates 246s., locomotive drivers 263s. 11d., spare locomotive drivers (when driving), first year only 259s. 6d., locomotive firemen (including cleaners) 243s. 9d., head shunters 252s. 5d., under shunters 243s. 9d., general hands in locomotive sheds 242s. 8d., younger male workers 80s. at 15 rising to 125s. at 17; shift workers (6-shift week)—brewery shiftmen 288s. 6d., stationary engine-men 297s. 2d., stokers 294s. 6d.
Drug and fine chemicals manufacture	Great Britain (38)	First full week commencing on or after 1 Jan.	Workers employed in manufacturing section	Minimum rates increased by 8s. 6d. a week for men 21 and over and by 7s. for women 21 and over, with proportional amounts for younger workers. Minimum rates after change: men 21 and over—class I occupations 231s. 6d. a week, II 221s. 6d., III 211s. 6d.; women 21 and over—165s., 159s., 153s.; youths and boys 106s. at 15 rising to 201s. at 20, younger female workers 91s. 6d. to 145s. In the London area rates are 6s. 6d. a week higher for adult male workers and 3s. 6d. a week higher for female workers and youths.
			Workers employed in wholesale section	Minimum rates increased by 8s. 6d. a week for men 21 and over and by 7s. for women 21 and over, with proportional amounts for younger workers. Minimum rates after change: men 21 and over—class I occupations 226s. 6d. a week, II 211s., III 201s. 6d.; women 21 and over—157s., 151s., 145s.; youths and boys 101s. at 15 rising to 191s. 6d. at 20, younger female workers 87s. to 137s. 6d. In the London area rates are 6s. 6d. a week higher for adult male workers and 3s. 6d. a week higher for female workers and youths.

\* See also under "Changes in Hours of Work".

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

‡ These increases took effect under an Order made under the Wages Councils Act.

## Changes in Rates of Wages Coming into Operation during January—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Printing ink and roller manufacture	Great Britain (40)	First pay day in Jan.	All workers	Cost-of-living bonus increased* by 10s. a week for men and by 7s. 6d. for women, with proportional amounts for younger workers. Minimum rates after change, inclusive of cost-of-living bonus, include: men 21 and over—grade 1 occupations, London (within 20 miles of Charing Cross) 307s. 2d., a week, provinces 296s. 1d., grade 2, 296s. 1d., 286s. 4d., grade 3, 288s. 4d., 278s. 10d., grade 4, 285s. 5d., 276s. 6d., grade 5, 282s. 9d., 273s. 10d.; women 21 and over 205s. 10d.
Coke, pig iron, iron and steel manufacture	Certain districts in England and Wales and certain works in Scotland† (44) (45)	2 Jan.	All workers except those whose wages are regulated by agreements in other industries	Cost-of-living payment increased* by 1.17d. a shift (12s. 3.84d. to 12s. 5.01d. for shift-rated workers) or by 0.15d. an hour (1s. 6.48d. to 1s. 6.63d. for hourly-rated workers) for men 21 and over, by 0.88d. a shift (9s. 2.88d. to 9s. 3.76d.) or by 0.11d. an hour (1s. 1.97d. to 1s. 1.97d.) for those 18 and under 21, and by 0.59d. a shift (6s. 1.92d. to 6s. 2.51d.) or by 0.07d. an hour (9.24d. to 9.31d.) for workers under 18.
Pig iron manufacture	Derbyshire, Leicestershire and Northants‡ (44)	2 Jan.	Workers employed at blast-furnaces (merchant plants)	Cost-of-living payment increased* by 2.34d. a shift (12s. 3.61d. to 12s. 5.95d.) for men and for women and youths employed on men's work, by 1.757d. (9s. 2.687d. to 9s. 4.444d.) for youths 18 and under 21 and for women employed on youths' work, and by 1.171d. (6s. 1.771d. to 6s. 2.942d.) for boys and for girls doing boys' work.
	West of Scotland§ (44)	Pay period commencing nearest 1 Jan.	Workers, other than maintenance workers, employed at blast-furnaces	Cost-of-living payment increased* by 1.3d. a shift (12s. 4d. to 12s. 6d. calculated to the nearest penny) for men, with usual proportions for youths.
Iron and steel manufacture	Midlands and parts of South Yorks. and South Lancs.   (45)	2 Jan.	Workers other than maintenance workers, employed at iron puddling furnaces and iron and steel rolling mills and forges	Cost-of-living bonus payment increased* by 2.34d. a shift (12s. 3.61d. to 12s. 5.95d.) for men and women 21 and over, by 1.76d. (9s. 2.71d. to 9s. 4.47d.) for workers 18 and under 21, and by 1.17d. (6s. 1.8d. to 6s. 2.97d.) for those under 18.
	Staffs., Ches., Tees-side, S. Wales and Mon. and Glasgow¶ (45)	3 Jan.	Workers employed at steel sheet rolling mills	Cost-of-living payment increased* by 1.17d. a shift (12s. 3.84d. to 12s. 5.01d.) for men and women 21 and over, by 0.88d. (9s. 2.88d. to 9s. 3.76d.) for youths and girls 18 and under 21, and by 0.59d. (6s. 1.92d. to 6s. 2.51d.) for those under 18.
Tinplate manufacture	South Wales and Monmouthshire (45)	2 Jan.	Workers other than apprentices	Cost-of-living bonus increased* by 2d. a shift (12s. 4d. to 12s. 6d.) for men, 1d. (9s. 3d. to 9s. 4d.) for youths 18 and over, and by 1d. (6s. 2d. to 6s. 3d.) for workers under 18.
Galvanising	England and Wales	3 Jan.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Cost-of-living payment increased* by 1.17d. a shift (12s. 3.84d. to 12s. 5.01d.) for men and women 21 and over, by 0.88d. (9s. 2.88d. to 9s. 3.76d.) for youths and girls 18 and under 21, and by 0.59d. (6s. 1.92d. to 6s. 2.51d.) for those under 18.
Tube manufacture	Newport	2 Jan.	Male workers	Cost-of-living bonus increased* by 1.16d. a shift (11s. 8.94d. to 11s. 10.1d.) for men, by 0.773d. (7s. 10.307d. to 7s. 11.08d.) for youths 18 and under 21, and by 0.58d. (5s. 9.31d. to 5s. 9.89d.) for boys.
Brass and copper rolling and casting	West Midlands (47)	3 Jan.	Male workers	New minimum earnings levels, higher than current agreed levels, established by the introduction of special increments of 6s. a week for adult skilled workers, of 5s. 6d. for intermediate grades and of 5s. for unskilled workers, with proportionate amounts for younger workers.**
Engineering††	United Kingdom (48-50)	3 Jan.	Manual workers employed by federated firms	New minimum earnings levels, higher than current agreed levels, established by the introduction of special increments of 6s. a week for adult male skilled workers, of 5s. 6d. for intermediate grades, of 5s. for unskilled workers and of 7s. for adult female workers, with proportional amounts for younger workers.**
Manufacture, maintenance and repair of agricultural machinery or implements	England and Wales (51)	3 Jan.	Adult male workers	Increase of 20s. a week in the minimum weekly wage††. Minimum weekly rates after change; skilled 240s. a week, unskilled 210s.
Bobbin manufacture	England and Wales (52)	Third pay day in Jan.	All workers	Increase* of 1s. a week for adult workers. Minimum rates after change: men—higher skilled 244s. a week, lesser skilled 229s. 8d., labourers 218s. 8d.; women 18 and over 182s. 1d.
Shipbuilding and ship repairing	United Kingdom (56)	3 Jan.	All classes except engineering and other industry classes where wages and working conditions are governed by other industry agreements	New minimum earnings levels higher than current agreed levels, established by the introduction of increments of 6s. a week for adult skilled workers, 5s. 6d. for semi-skilled workers and in the case of labourers 5s. plus a special compensatory payment of 2s. 6d. Proportional amounts will apply to younger workers.§§
Railway wagon repairing (private firms)	Great Britain (59)	3 Jan.	All workers	New minimum earnings levels, higher than current agreed levels, established by the introduction of special increments of 6s. a week for skilled workers 21 and over, 5s. 6d. for intermediate grades and of 5s. for labourers, with proportional amounts for younger workers.**
Perambulator and invalid carriage manufacture	Great Britain (259)	5 Jan.	All workers	Increases in general minimum time rates of 1½d. an hour for adult male workers, 1½d. for adult female workers 21 and over and ¾d. to 1½d., according to age, for younger male and female workers, consequent on a reduction in normal weekly hours   . General minimum time rates after change: workers 21 and over—Class A men 4s. 11½d. an hour, women 3s. 7½d., B 4s. 9d., 3s. 6½d., C 4s. 7d., 3s. 6d.; male porters or labourers 3s. 3½d. at 18 rising to 3s. 9½d. at 20 and under 21; other male workers 2s. 3½d. at under 16 rising to 3s. 9½d. at 20 and under 21, other female workers 2s. 2½d. to 3s. 1d.¶¶
Gold, silver and jewellery trades	Birmingham (62)	First full pay week following 1 Jan.	All workers	Increases in minimum rates of 11s. 1d. or 8s. 11d. for adult skilled male workers, 9s. 5d. for semi-skilled, 7s. 5d. for unskilled and 6s., 4s. 9d. or 5s. for adult women, with proportional increases for juveniles, in conjunction with a reduction in normal weekly hours   . Minimum rates after change: men 21 and over—class 1, skilled 240s. a week (casemakers 225s.), class 2, semi-skilled 205s., class 3, unskilled 182s. 6d.; women 19 and over—class 1, skilled 134s. 2d., class 2, semi-skilled 117s. 6d., class 3, unskilled 108s. 4d.
Spring manufacture	West Midlands (66)	3 Jan.	Male workers	New minimum earnings levels, higher than current agreed levels, established by the introduction of special increments of 6s. a week for skilled workers 21 and over, 5s. 6d. for intermediate grades and 5s. for labourers, with proportional amounts for younger workers.**

\* Under sliding-scale arrangements based on the official index of retail prices.  
† Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.  
‡ Agreements between the Midland Merchant Blast-furnace Owners' Association and the trade unions concerned.  
§ Agreements of the Board of Conciliation for the Regulation of Wages in the Pig Iron Trade of Scotland.  
|| Agreements of the Midland Iron and Steel Wages Board.  
¶ Agreements of the Sheet Trade Board.  
\*\* Under the terms of the agreement of December 1964.  
†† These changes apply to workers employed by federated firms including railway carriage and wagon building, typewriter servicing and repairing, sheet metal working, gas meter making, scale beam and weighing machine making (including service adjusters in the scale repairing trade).  
‡‡ This is an increase in minimum earnings only and is not an increase in wages to those earning more than the new minimum rates.  
§§ Under the terms of the agreement of November 1965.  
|| See also under "Changes in Hours of Work".  
¶¶ These increases took effect under an Order made under the Wages Councils Act. From 3rd October 1966 there will be further increases of 1½d. or 1½d. an hour for men and 1d. or 1½d. for women, consequent on a reduction in normal weekly hours from 41 to 40.

## Changes in Rates of Wages Coming into Operation during January—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Stamped or pressed metal-wares	Great Britain (71) (260)	3 Jan.	All workers	Increases in general minimum time rates and piecework basis time rates of 5s., 5s. 6d. or 6s. for men, according to occupation, and 7s. for women, with proportional amounts for younger workers. General minimum weekly time rates and piecework basis time rates (bracketed) after change include: male workers 21 and over—polishers, braziers, burnishers, drop-stampers or dippers who are also bronzers, grade I 202s. 6d. (210s. 3d.) a week, grade II 210s. or 212s. (219s. 9d. or 222s. 6d.), grade III 223s. 8d. or 225s. 8d. (234s. 5d. or 237s. 2d.), dippers and annealers 202s. 6d. (210s. 3d.), other male workers 186s. (195s. 2d.), younger male workers—polishers or drop-stampers 76s. 3d. (108s. 4d.) at under 16 rising to 160s. 8d. (168s.) at 21, hand brush jappers, hand brush lacquerers, blow pipe braziers, solderers and dippers 71s. 8d. (108s. 4d.) to 156s. 1d. (164s. 4d.), other female workers 69s. 10d. (73s. 6d.) to 154s. 3d. (159s. 9d.)*
Pin, hook and eye and snap fastener manufacture	Great Britain (257)	12 Jan.	All workers	Increases in general minimum time rates of 5s., 5s. 6d. or 6s. a week, according to occupation, for men 21 and over, 7s. or 7s. 6d. for women 18 and over, with proportional amounts for younger workers; increases in piecework basis time rates after change include: men 21 and over—men 21 and over 189s. 8d. to 226s. 9d. a week, according to occupation; women, charge hands 164s. 2d., automatic machine operators 154s. 1d., other workers 18 and over 141s. 10d.; piecework basis time rates for female workers—automatic machine operators 4s. 1½d. an hour, all other workers (other than home-workers) 3s. 9½d., home-workers 2s. 4½d.*
Brasswork and founding	Great Britain (other than Yorkshire) (68-69)	3 Jan.	All workers	New minimum earnings levels, higher than current agreed levels, established by the introduction of special increments of 6s. a week for adult male skilled workers, 5s. 6d. for semi-skilled, 5s. for unskilled and 7s. for adult female workers, with proportional amounts for apprentices, youths, boys and girls.†
	Yorkshire (69-70)	3 Jan.	All workers	New minimum earnings levels, higher than current agreed levels, established by the introduction of special increments of 6s. a week for adult male skilled workers, 5s. 6d. for intermediate grades, 5s. for unskilled workers and 7s. for adult female workers, with proportional amounts for apprentices, youths, boys and girls.†
Rayon yarn production	Great Britain (90)	3 Jan.	Process and general workers employed in one major organisation	Basic rates revised in conjunction with a reduction in normal weekly hours‡. Minimum time rates after change include: men 20 and over 5s. 7½d. an hour, women 18 and over 4s. 0½d.
Flax and hemp preparing, spinning and weaving	Great Britain (75) (258)	29 Dec.	Timeworkers	Increases in general minimum time rates of 9s. a week for men 21 and over (other than night shift spinners who receive 10s. 6d.) and 7s. for women 18 and over, with proportional amounts for apprentices, improvers, learners and other young workers, in conjunction with a reduction in normal weekly hours‡. General minimum time rates after change include: men 21 and over—tenters 220s. 9d. a week, under-tenters, during first year of employment after 21, 176s. 4d., during second and third years 188s. 10d., thereafter 200s. 10d., dressers, mounters, card-cutters and hacklers (hand dressers) 211s., hemp-rollers on non-rectracting machines and hemp-breakers 214s. 3d., spinners, day shift 192s. 3d., night shift 224s. 4d., weavers during first 6 months of employment after 21, 188s. 10d., thereafter 200s. 10d., other workers 191s. 1d., women 18 and over—spinners, card-cutters, weavers, winders, reelers and warpers 137s. 7d., other workers except learners 128s. 5d.*
			Pieceworkers	Increases in piecework basis time rates of 9s. a week for male hose-pipe weavers and 7s. for female workers, in conjunction with a reduction in normal weekly hours‡. Rates after change include: piecework basis time rates—male hose-pipe weavers on power or hand looms 209s. 6d. a week, female workers 139s. 2d.*
Cotton waste reclamation	Great Britain (227) (258)	5 Jan.	All workers	Increase in general minimum time rates of 3d. an hour for adult workers, with proportional amounts for younger workers. Rates after change include: male workers 21 and over 4s. 1d. an hour, female workers 18 and over—England and Wales 3s. 5½d., Scotland 3s. 5d.*§
Lace furnishings manufacture	Nottingham, Ayrshire and Glasgow	End of first complete pay week in Jan.	Twisthands or weavers and auxiliary workers	Increase of 2 per cent. in the cost-of-living bonus (94 to 96 per cent. on basic rates).
Leavers lace manufacture	Long Eaton, Nottingham and Derby	First complete pay week following 31 Dec.	Twisthands and auxiliary workers	Increase of 5 per cent. making the overall addition 73 per cent. on the wages schedule dated December 1960.
Textile making-up and packing	Manchester (95)	Pay day in week ending 8 Jan.	All workers	Increases in basic wages of 7s. 6d. a week for men 21 and over and 6s. 6d. for women 18 and over; cost-of-living addition increased by 1s. 9d. a week (102s. 3d. to 104s.) for men 21 and over and by 1s. 2d. (68s. 2d. to 69s. 4d.) for women 18 and over; in each case, proportional amounts for younger workers. Standard inclusive rates after change: men 21 and over—hydraulic packers and makers-up 261s., competent grey and print lookers 257s. 6d., assistant lookers, markers-off, stampers and pressers-off 254s., platters, cutters, lappers, hoistmen and general warehousemen 250s. 6d., trainee warehousemen—1st year 243s. 6d., 2nd year 247s., porters 240s.; women 18 and over with not less than 3 years' experience—markers-off 173s., cutters and machine creasers 170s., stitchers, platters, parcelers, hand and vince creasers, lap and selvedge stampers, banders and tapers, tiers-up and all other general workers 168s.
Asbestos textile manufacture	Great Britain (100)	2 Jan.	All workers	Increases of 3d. an hour for men 21 and over and 2½d. or 2½d. for women 18 and over, with proportional amounts for younger workers, consequent on a reduction in normal weekly hours‡. Minimum rates after change include: day workers (Rochdale and Hindley Green, North and South Blocks), men 21 and over 5s. 3-7½d. an hour, women 18 and over 3s. 10-62½d.; pieceworkers (Hindley Green, North Block) 5s. 2d., 3s. 9d.
Leather goods, saddlery and harness manufacture	Great Britain (105)	Beginning of first full pay period on or after 3 Jan.	All workers	General minimum time rates revised; male adult rate now payable at 20 and over (previously 21 and over), female adult rate now payable at 19 and over (previously 20 and over). Minimum rates after change: skilled male workers 20 and over, London (Metropolitan Police area) 5s. 2½d. an hour, elsewhere 5s. 1½d., skilled female workers 19 and over 3s. 9½d., 3s. 8½d., younger male workers 2s. 11d. or 2s. 10½d. at 16 or under rising to 4s. 9½d. or 4s. 8½d. at 19½ and under 20, younger female workers 2s. 5d. or 2s. 4½d. at 15 rising to 3s. 6½d. or 3s. 6½d. at 18½ and under 19; adult male saddlery and harness makers 5s. 3½d.
Hat and cap making and millinery	Northern Ireland (261)	21 Dec.	All workers	Increases of 4½d. or 4d. an hour for adult male workers and 3d. for adult female workers, with proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours‡. General minimum time rates after change include: men 21 and over in unspecified occupations 4s. 3½d. an hour, women 18 and over, other than learners, factory branch—3s. 3½d., retail branch—area A 3s. 3½d., area B 3s. 3d.¶

\* These increases took effect under an Order made under the Wages Councils Act.  
† Under the terms of the agreement of December 1964.  
‡ See also under "Changes in Hours of Work".  
§ From 1st March 1966 there will be further increases of 2d. an hour for men and 1½d. or 1½d. for women, with proportional increases for younger workers, in conjunction with a reduction in normal weekly hours from 42½ to 41.  
|| Under sliding-scale arrangements based on the official index of retail prices.  
¶ These increases took effect under an Order made under the Wages Councils Act (Northern Ireland).

Changes in Rates of Wages Coming into Operation during January—*continued*

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Asbestos cement manufacture	Great Britain (134)	2 Jan.	All workers	New minimum hourly rates fixed, consequent on a reduction in normal weekly hours*. Minimum hourly rates after change (groups 1 and 2 respectively): able-bodied men 21 and over 5s. 8½d., 5s. 6¼d., grade 1, 5s. 11½d., 5s. 9d., grade 2, 6s. 1¼d., 5s. 11½d., grade 3, 6s. 4¼d., 6s. 1¼d.; women 18 and over (on women's work) 4s. 1¼d., 4s.
Sawmilling	England and Wales (138)	First full pay week in Jan.	Qualified woodcutting machinists, sawyers and apprentices	Increase of 2½d. an hour (6s. 5½d. to 6s. 8d.) for adult males, with proportional amounts for women and apprentices.
	Scotland (139)	Pay day in week ending 8 Jan.	Woodcutting machinists, sawyers and apprentices	Increase of 3½d. an hour for journeymen, with proportional amounts for dittees and apprentices, in conjunction with a reduction in normal weekly hours*. Rates after change include: journeymen 6s. 9½d. an hour; women 4s. 10d.
Veneer producing and plywood manufacture	England and Wales (143)	First full working pay week in Jan.	Labourers	Increase of 3d. an hour for male labourers 19 and over, with proportional amounts for younger male workers and female workers, in conjunction with a reduction in normal weekly hours*. Rates after change include, male labourers 19 and over 5s. 7½d. an hour.
			All workers	New minimum hourly rates fixed, consequent on a reduction in normal weekly hours*. Minimum hourly rates after change include: London district—men 20 and over, approved inspectors, grade 1, timeworkers 6s. 3¼d. an hour, workers paid under payment-by-results or bonus schemes 6s. 1¼d., machinists 6s. 1¼d. or 5s. 9d., according to occupation, 5s. 11½d., 5s. 6¼d., labourers 5s. 5½d., 5s. 4d., women 19 and over 4s. 2d., 4s. 0¼d. Provincial rates are 1d. an hour less.
Screen printing and display production	Great Britain	1 Jan.	Production artists, writers, poster writers, screen process printers, auxiliary workers, etc.	Increase of 5½d. 6d. or 6½d. an hour, according to occupation, for adult male workers and 5½d. for female auxiliaries, with proportional amounts for younger workers. Further increase† of 2d. an hour in the cost-of-living adjustment for adult workers, with proportional amounts for younger workers. Minimum rates after change, inclusive of cost-of-living adjustment, include: male workers—production artists, London 8s. 3¼d. an hour, Provincial 8s. 1¼d., display, showcard and ticket writers 8s. 0¼d., 7s. 10¼d., poster writers 7s. 8¼d., 7s. 6½d., screen printer technicians 7s. 8¼d., 7s. 6¼d., screen printers 7s. 5½d., 7s. 3d., male auxiliaries 6s. 6d., 6s. 4d.; female auxiliaries—first year 5s. 0¼d., 4s. 10¼d., second year 5s. 2¼d., 5s. 0¼d., third year 5s. 4¼d., 5s. 2¼d.
Wood box, packing case and wooden container manufacture	England and Wales and Northern Ireland (137)	2 Jan.	All workers	New minimum hourly rates fixed, consequent on a reduction in normal weekly hours*. Rates after change include: sawyers and woodcutting machinists, adult men 6s. 3¼d. an hour; box and packing case makers, printing, branding, hand-holding, dowelling and nailing machinists, men 6s. 1¼d., women 4s. 4¼d., labourers, men 5s. 6½d., women 4s. 1¼d. In certain districts, including London, higher minimum rates are observed, based on local agreements.
	Scotland (137)	First full pay week in Jan.	All workers	New minimum hourly rates fixed, in conjunction with a reduction in normal weekly hours*, as follows:—journeymen 6s. 8d., male dittees 6s. 4d. during first 3 months of employment rising to 6s. 6d. during third 3 months and 6s. 8d. thereafter; female dittees 18 and over, woodcutting machinists and sawyers section 3s. 10d. during first 3 months rising to 4s. 6½d. during third 3 months and 4s. 10½d. thereafter, boxmaking section 3s. 4½d. to 4s. 2½d. and 4s. 8½d.
Basket making	United Kingdom (141)	First full pay week in Jan.	All workers	Cost-of-living bonus increased‡ by 3 per cent. (56 to 59 per cent.).
Paper making, paper coating, paper board and building board making	United Kingdom (144)	First full pay period following 1 Jan.	Skilled craftsmen on maintenance work	New minimum hourly rates of wages fixed, consequent on a reduction in normal weekly hours*. Rates after change: day workers 6s. 8¼d., double-day shift 7s. 0¼d., three-shift 7s. 3¼d.
			Process workers	New minimum hourly rates of wages fixed, consequent on a reduction in normal weekly hours*. Rates after change: men 21 and over—day workers class I occupations 5s. 11½d. an hour, 1A 5s. 6d., 2, 5s. 3d., 3, 5s. 1¼d., double-day and three-shift workers 6s. 7¼d., 6s. 1¼d., 5s. 10d., 5s. 8¼d., four-shift workers 7s. 9¼d., 7s. 2¼d., 6s. 11d., 6s. 8¼d.; women 18 and over on day work 3s. 8¼d.
Manufactured stationery	England and Wales (162)	First pay day in Jan.	All workers	Increases in basic rates of 12s., 11s. 6d. or 11s. 3d. a week, according to occupation, for men 21 and over, and 8s. 9d. for women 18 and over; consolidation into basic rates of 7s. a week of the cost-of-living bonus previously paid for men, and of 5s. for women; cost-of-living bonus increased† by 4s. a week (5s. to 9s.) for men and by 3s. 2d. (4s. 6d. to 7s. 8d.) for women; in each case proportional amounts for apprentices and learners. Minimum rates after change, inclusive of cost-of-living bonus, include: London—men 21 and over, envelope machine adjusters, relief stampers, cutters (guillotine) and head stock-keepers 323s. 6d., cutters (envelope) 312s., tag machine adjusters, d'oyley machine adjusters, warehousemen (leading hands) and packers for export 306s., warehousemen and packers (ordinary, including rail), slitters and reelers (for mill reels) 290s. 6d., porters and general assistants 278s. 3d., women 18 and over, on completion of training 205s. 8d., with 4 years' experience after training 213s. 2d.; Provinces—men, 21 and over, envelope machine adjusters, cutters (guillotine and envelope), head stock-keepers, relief stampers—after 5 years' experience, grade 1 towns 307s. 6d., grade 2 towns 305s., tag machine adjusters, d'oyley machine adjusters—after 4 years' experience 283s. 3d., 280s. 9d., warehousemen, packers and slitters (for mill reels)—after 3 years' experience 272s. 3d., 269s. 9d., porters and general assistants 263s. 6d., 261s., women 18 and over, on completion of training 197s. 5d., 195s. 5d., with 4 years' experience after training 204s. 11d., 202s. 11d.
Printing	Scotland (159)	First pay day in Jan.	Male workers employed in the production of daily and Sunday newspapers	Cost-of-living bonus increased† by 2s. a week (16s. to 18s.) for adult workers, with proportional amounts for apprentices.
Printing and bookbinding	England and Wales (except London) (152-154)	First pay day in Jan.	Workers employed in general printing and bookbinding and periodical and newspaper production (excluding national newspapers)	Increases in basic rates of 12s., 11s. 6d. or 11s. 3d. a week, according to occupation, for men 21 and over and 8s. 9d. for women 18 and over; additional increases of 2s. or 1s. 6d. for certain occupations; consolidation into basic rates of 7s. a week of the cost-of-living bonus previously paid for men, and of 5s. for women; cost-of-living bonus increased† by 4s. a week (5s. to 9s.) for men and by 3s. 2d. (4s. 6d. to 7s. 8d.) for women; in each case proportional amounts for apprentices and learners. Minimum rates after change, inclusive of cost-of-living bonus include: men 21 and over—hand compositors and monotype caster attendants, jobbing, weekly and bi-weekly newspapers, grade 1 towns 307s. 6d. a week, grade 2, 305s., evening newspapers 347s. 9d., 344s. 3d., morning and tri-weekly newspapers 372s. 9d., 369s. 3d., machine minders and rotary machine minders, class I machines 307s. 6d., 305s., class 2, 312s. 6d., 310s., class 3, 317s. 6d., 315s., class 4, 322s. 6d., 320s., class 5, 327s. 6d., 325s., rotary machine minders, class 6 machines 332s. 6d., 330s., weekly newspapers 320s., 317s. 6d., evening 360s. 3d., 356s. 9d., morning and tri-weekly 385s. 3d., 381s. 9d., linotype, intertype and monotype operators and readers, jobbing and weekly newspapers 320s., 317s. 6d., evening 360s. 3d., 356s. 9d., morning and tri-weekly 385s. 3d., 381s. 9d., electrotypers and stereotypers, jobbing offices 307s. 6d., 305s., jobbing offices (on rotary work) 322s. 6d., 320s., weekly newspapers 320s., 317s. 6d., evening 360s. 3d., 356s. 9d., morning and tri-weekly newspapers 385s. 3d., 381s. 9d., printers' assistants, etc., in jobbing offices, class I 307s. 6d., 305s., class II 283s. 3d., 280s. 9d., class III 272s. 3d., 269s. 9d., with class IV 263s. 6d., 261s., printers' assistants, etc., in newspaper offices, with 12 months' experience, class I, weekly newspapers 285s., 282s. 6d., evening 313s., 309s. 6d., morning and tri-weekly 330s., 326s. 6d., class 2, 278s., 275s. 6d., 316s., 302s. 6d., 323s., 319s. 6d., class 3, 272s., 269s. 6d., 300s., 296s. 6d., 317s., 313s. 6d., bookbinders, machine rulers, cutters 307s. 6d., 305s., women 18 and over employed in bookbinding sections or as feeders in printing machine depts., on completion of training 197s. 5d., 195s. 5d., with 4 years' experience after training 207s. 5d., 205s. 5d.

\* See also under "Changes in Hours of Work".  
† Under sliding-scale arrangements based on the official index of retail prices.

Changes in Rates of Wages Coming into Operation during January—*continued*

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Printing and bookbinding <i>cont.</i>	Scotland (158)	First pay day in Jan.	Workers employed in general printing and bookbinding and periodical and newspaper production	Increases in basic rates of 12s. or 11s. 3d. a week, according to occupation, for men and 8s. 9d. for women; consolidation into basic rates of 7s. a week of the cost-of-living bonus previously paid for men and of 5s. for women; cost-of-living bonus increased* by 4s. a week (5s. to 9s.) for men and by 3s. 2d. (4s. 6d. to 7s. 8d.) for women; in each case proportional amounts for apprentices and learners. Minimum rates after change, inclusive of cost-of-living bonus, include: letterpress dept.—compositors and machine-men 307s. 6d. a week, monotype keyboard operators and readers 317s. 6d., linotype operators 320s., female compositors 274s. 9d., auxiliary workers employed as assistants in case rooms or letterpress machine rooms, feeders, etc., men 269s., women 197s. 11d., women with 4 years' or more experience as an adult worker 207s. 11d.; bookbinding, etc., depts.—bookbinders, machine rulers, guillotine cutters and qualified warehousemen (with not less than 5 years' experience) 307s. 6d., porters, packers and general assistants (over 21 with not less than 1 year's experience) 269s., women engaged in bookbinding, stationery manufacture, machine feeding and warehousing—on completion of training 197s. 11d., with 4 or more years' experience after training 207s. 11d.
Printing	London (154-155)	First pay day in Jan.	Workers employed in general printing and bookbinding and periodical and newspaper production (excluding national newspapers)	Increases in basic rates of 12s., 11s. 6d., or 11s. 3d. a week, according to occupation, for men 21 and over and 8s. 9d. for women 18 and over; consolidation into basic rates of 7s. of the cost-of-living bonus previously paid for men, and of 5s. for women; cost-of-living bonus increased* by 4s. a week (5s. to 9s.) for men and by 3s. 2d. (4s. 6d. to 7s. 8d.) for women; in each case proportional amounts for apprentices and learners. Minimum rates after change, inclusive of cost-of-living bonus, include: hand compositors, books, jobbing and weekly newspapers, other than Sunday papers 323s. 6d., weekly periodicals 333s. 6d., machine operators (inter., lino. or monotype), general offices 339s. 9d., weekly periodicals (display work) 354s. 9d., readers, general offices 339s. 9d., weekly periodicals 349s. 9d., monotype caster minders (one machine with charge responsibility) 323s. 6d., printing machine managers 323s. 6d. to 358s. 6d., male or female feeders on certain printing and folding machines—scale A, day work 278s. 3d. to 288s. 3d., night work 412s. 10¼d. to 427s. 10¼d., female feeders 21 and over on flat-bed printing machines not covered by above scale and on platen, litho. and all other classes of machines 206s. 8d., female feeders 21 and over on direct rotary litho. and rotary offset machines 206s. 8d. to 216s. 8d., assistants on letterpress rotary and intaglio machines—brake hands on small and slow-running rotary machines, day work 293s. 9d., night work 436s. 1¼d., brake hands and oilers on other machines, day work 302s. 6d. to 309s. 3d., night work 449s. 3d. to 459s. 4¼d., reel hands, fly hands, etc., day work 299s. 9d. to 306s. 6d., night work 445s. 1¼d. to 455s. 3d., linotype assistants and proof-pullers (galley and rough work), day work 278s. 3d., night work 412s. 10¼d., copyholders, day work 268s. 3d., night work 397s. 10¼d., warehousemen and cutters—binders (cloth and vellum), men in charge of trimming machines or one or more folding, stitching or wrapping machines, head stock-keepers and guillotine cutters 323s. 6d., warehousemen (leading hands) and packers for export 315s. 6d., packers for rail 307s., bench hands and packers (ordinary) 290s. 6d., warehouse porters 278s. 3d., bookbinders and machine rulers 323s. 6d., skilled women workers in warehouse and bindery—on completion of training 205s. 8d., after 4 years' or more experience as an adult worker 215s. 8d.
	England and Wales (160-161)	First pay day in Jan.	Workers employed in lithographic printing	Increases in basic rates of 12s. or 11s. 3d. a week, according to occupation, for men and 8s. 9d. for women; consolidation into basic rates of 7s. a week of the cost-of-living bonus previously paid for men and of 5s. for women; cost-of-living bonus increased* by 4s. a week (5s. to 9s.) for men and by 3s. 2d. (4s. 6d. to 7s. 8d.) for women; in each case proportional amounts for apprentices and learners. Minimum rates after change, inclusive of cost-of-living bonus, include: lithographers class I, London 323s. 6d. a week, grade 1 towns 307s. 6d., grade 2 towns 305s., qualified stone and plate preparers 288s. 9d., 273s. 3d., 269s. 9d., plate grainers with 4 years' experience 296s. 3d., 279s. 9d., 272s. 3d., office printing machine minders (automatic machines of Multilith, Rotaprint class, feeder extras included)—qualified minders (other than recognised journeymen) in sole charge of one machine or in charge of two or three machines with an assistant 288s. 9d., 272s. 3d., 269s. 9d., women 18 and over, in charge of one machine (after 2 years' training) 225s. 8d., 217s. 5d., 215s. 5d.; lithographic artists and designers—negative spotters (where craftsmen are solely employed on this work) 323s. 6d., 307s. 6d., 305s., other litho operators including artists, designers, camera operators, retouchers, map and plan draughtsmen 378s. 6d., 362s. 6d., 360s., copperplate and steel engraving departments—pantographic engraving machine operators, undertaking no other work 323s. 6d., 307s. 6d., 305s., cutting up their own work or finishing it by any of the customary means 353s. 6d., 337s. 6d., 335s., other engraving operators including artist-designers, copperplate and steel engravers, relief engravers, die sinkers, router machinists, etc., 373s. 6d., 357s. 6d., 355s.
Lithographic printing	Scotland (161)	First pay day in Jan.	Male workers	Increases in basic rates of 12s. or 11s. 3d. a week according to occupation for men, with proportional amounts for apprentices and learners; consolidation into basic rates of 7s. a week of the cost-of-living bonus previously paid for men with proportional amounts for apprentices and learners; cost-of-living bonus increased* by 4s. a week (5s. to 9s.) for men, with proportional amounts for apprentices and learners. Minimum rates after change, inclusive of cost-of-living bonus, include: lithographic printing—lithographers class I, 307s. 6d. a week, qualified stone and plate preparers 272s. 3d., plate grainers with 4 years' experience 279s. 9d., office printing machine minders (automatic machines of Multilith, Rotaprint class, feeder extras included), qualified minders (other than recognised journeymen) in sole charge of one machine or in charge of two or three machines with an assistant 272s. 3d.; lithographic artists and designers, negative spotters (where craftsmen are solely employed on this work) 307s. 6d., other litho. operators including artists, designers, camera operators, retouchers, map and plan draughtsmen 362s. 6d., copperplate and steel engraving departments, pantographic engraving machine operators undertaking no other work 307s. 6d., cutting up own work or finishing it by any of the customary means 337s. 6d., other engraving operators including artist-designers copperplate and steel engravers, relief engravers, die sinkers, router machinists, etc., 357s. 6d.
Process engraving	United Kingdom	First pay day in Jan.	Journeymen and apprentices employed in process engraving and in process proofing departments of process engraving trade houses and certain publishing firms	Cost-of-living bonus increased* by 3s. 8d. a week for journeymen, with proportional amounts for apprentices.
Toy manufacture	Great Britain (164) (260)	31 Dec.	All workers	Increases in general minimum time rates of 1¼d. an hour for men 21 and over and women woodcutting machinists or wood body makers 21 and over, and 1¼d. for other women 20 and over, with proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours†. General minimum time rates after change include: men or women 21 and over—woodcutting machinists 5s. 0¼d., 4s. 11d. or 4s. 9d. an hour,† according to qualification; wood body makers 4s. 11d.; other men 21 and over, body painters 4s. 8¼d., other workers 4s. 7d.; other women 20 and over 3s. 7¼d.‡

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

† See also under "Changes in Hours of Work".

‡ These increases took effect under an Order made under the Wages Councils Act. From 3rd October 1966 there will be further increases of 1¼d. or 1¼d. an hour for men and 1¼d. or 1d. for women, in conjunction with a reduction in normal weekly hours from 41 to 40.

Changes in Rates of Wages Coming into Operation during January—*continued*

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Animal gut trade	England and Wales (167)	Pay day in week commencing 3 Jan.	All workers . . . . .	Increases of 13s. 6d. a week for adult male workers and 9s. 6d. for adult females, with proportional amounts for younger workers. Minimum rates after change include: male workers—foremen (where more than 5 are employed) 25s. a week, (5 or less) 24s., qualified gutmen 20 and over 218s. 6d., other gutmen 19 and over 206s.; female workers—qualified gutwomen 20 and over 153s., other gutwomen 19 and over 141s.
Match manufacture	United Kingdom (166)	1 Jan.	Process workers . . . . .	Increases of 2d. an hour for men and 1½d. for women, with proportional amounts for younger workers. Minimum rates after change include: men 18 and over; London 5s. 5d. an hour, other districts 5s. 2½d.; women 18 and over 4s. 1½d., 3s. 11½d.
Building and civil engineering construction	England and Wales (251)	3 Jan.	Building and civil engineering operatives employed by local authorities	New minimum hourly rates fixed, in conjunction with a reduction in normal weekly hours*. Rates after change include: London (within 15 miles of Charing Cross) and Liverpool and district, craftsmen 7s. an hour, labourers 5s. 11½d., grade A districts 6s. 10½d., 5s. 10d.
Inland waterways	England and Wales and Scotland (certain districts)	First full pay period in Jan.†	Maintenance, warehousemen and other shore workers working regular hours	Increase in basic rates of 7s. a week with certain other increases to grade differentials. Basic rates after change: London 223s. a week, Provinces 218s.*
Post Office	United Kingdom (200-201)	1 Jan.	Postal and telegraph officers . . . . .	Increase of 3½ per cent. in national scales of pay. Maximum national rate after change: £1,002 a year.
			Postmen and postmen higher grade	Increases of 10s. a week for postmen and 11s. 6d. for postmen higher grade on the maximum of the national scale. Maximum national rates after change: postmen 285s. a week, postmen higher grade 326s. 6d.
Retail food trade	Scotland (209) (260)	13 Dec.	Clerks, shop assistants, warehouse workers, etc.	Increases in statutory minimum remuneration of 12s. or 13s. a week, according to area, for men 21 and over and 10s. 6d. or 11s. 6d. for women 21 and over, with proportional amounts for younger workers. Minimum rates after change include: clerks grade 1—men 23 and over area 1, 208s. a week, area 2, 195s., women 23 and over area 1, 155s., area 2, 145s. 6d.; clerks grade 1 and II, shop assistants, central warehouse workers and all other workers—men, 22 and over area 1, 204s., area 2, 191s., female workers 152s., 142s. 6d.‡
Retail bookselling and stationery trades	Great Britain (221) (259)	10 Jan.	Shop managers and manageresses	Increases in statutory minimum remuneration of 15s. a week in London and Provincial A area and 14s. in Provincial B area for managers and 13s. or 12s. for manageresses. Minimum rates after change: managers, London area 249s. a week, Provincial A area 243s., Provincial B area 232s., manageresses 213s., 207s., 197s. 6d.‡
			Other workers . . . . .	Increases in statutory minimum remuneration of 14s. a week in London and Provincial A areas and 13s. in Provincial B area for men 21 and over and 11s. or 10s. for women 21 and over, with proportional amounts for younger workers. Minimum rates after change: workers other than transport workers, cleaners, messengers, deliverers or porters—males 22 and over, London area 216s., Provincial A area 208s. 6d., Provincial B area 195s., females 165s., 158s. 6d., 148s.; cleaners, messengers, deliverers or porters—males 22 and over, London 206s., A 198s. 6d., B 185s., females 155s., 148s. 6d., 138s.; transport workers—drivers, 21 and over, of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles, London 210s., A 202s. 6d., B 189s.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 2 tons carrying capacity and of two-horse drawn vehicles 214s., 206s. 6d., 193s., of over 2 and up to 5 tons 218s., 210s. 6d., 197s., of over 5 tons 222s., 214s. 6d., 201s.‡
General waste materials reclamation	Great Britain (227) (258)	10 Jan.	All workers . . . . .	Increases in general minimum time rates of 3d. an hour for male workers 20 and over, and for female workers 17½ and over, and 1d. to 2½d. for younger workers; piecework basis time rates for female workers increased by 3d. an hour. General minimum time rates after change: male workers 1s. 6½d. an hour at under 16 rising to 4s. 6½d. at 21 and over; female workers employed in the sorting, grading, or associated processes, of woollen rags and/or woollen and worsted waste materials—1s. 8d. at under 16 rising to 3s. 7d. at 18 and over, late entrants 3s. 5d. during the first 3 months of such employment, 3s. 5½d. during the second 3 months; other female workers—1s. 8d. to 3s. 5½d., late entrants 3s. 3½d., 3s. 4d.; piecework basis time rates for female workers 3s. 8d. or 3s. 6½d. an hour, according to occupation.‡§
Motor vehicle retail and repairing trade	United Kingdom (240)	First pay week commencing on or after 3 Jan.	All workers other than clerical workers, night watchmen, night attendants, salesmen, etc.	A new scale of basic rates introduced with the object of bringing basic rates into closer alignment with rates generally paid. London differentials eliminated. Apprentices will continue to be paid the agreed percentages of the skilled rate but other youths and boys will in future be paid a similar percentage of the semi-skilled rate. National minimum rates after change include: men 21 and over, skilled 6s. 9d. an hour, semi-skilled 6s., other workers 5s. 6d. (5s. 4d. outside the City of Belfast in Northern Ireland); women 21 and over 4s. 6d.
Local authorities' services	England and Wales (248-249)	3 Jan.	Semi-skilled engineering workers	New basic weekly rates fixed, in conjunction with a reduction in normal weekly hours*. Rates after change: London, grade I 251s. 3d., grade II 257s. 4d., grade III 263s. 6d., grade IV 270s. 6d., zone A 236s. 3d., 242s. 4d., 248s. 6d., 255s. 6d., zone B 233s. 6d., 239s. 4d., 245s. 6d., 252s. 6d.
	England and Wales (250)	3 Jan.	Engineering craftsmen . . . . .	On the introduction of a 40-hour week* without loss of pay, rates of wages now shown on a weekly basis as follows:—London 307s. 1½d. a week, zone A 292s. 3d., zone B 288s. 9d. Shift allowance increased from 5½d. to 5½d. an hour.
	England and Wales (235)	3 Jan.	Female employees in the school meals service, staff canteens and day nurseries employed by local authorities	Increase of 1½d. an hour, in conjunction with a reduction in normal weekly hours*. Rates after change include: helpers or general assistants, London 4s. 2d. an hour, zone A 3s. 11½d., zone B 3s. 10½d., school meals supervisory assistants 4s. 3d., 4s. 0½d., 3s. 11½d., assistant cooks 4s. 4½d., 4s. 1½d., 4s. 1½d., cooks 4s. 7½d., 4s. 4½d., 4s. 4½d.
River authorities	England and Wales (256)	First full pay period on or after 1 Jan.	Male workers . . . . .	Increase of 7s. a week for men 20 and over, with proportional amounts for younger workers. Minimum basic rates after change for men 20 and over: Greater London area 238s. a week, other areas 231s.

## CHANGES IN HOURS OF WORK COMING INTO OPERATION DURING JANUARY

Industry	District	Date	Classes of workers	Particulars of change
Agriculture	England and Wales (1) (258)	3 Jan.	All workers . . . . .	Normal weekly hours of work reduced from 45 to 44.¶
	Scotland (2-3) (258)	3 Jan.	Stockmen, stockwomen, poultrywomen and dairymaids	Normal weekly hours reduced from 56 and 45, in alternate weeks, to 55 and 44.**
			Other workers except shepherds and grieves	Normal weekly hours reduced from 46 or 42, according to season, to 45 or 41. (No change in additional hours for garage or stable work)**

\* See also under "Changes in Rates of Wages".

† The increase was agreed on 7th December 1965 and to avoid administrative difficulties on any retrospective date a payment of £3 10s. per man was made prior to Christmas 1965.

‡ These increases took effect under an Order made under the Wages Councils Act.

§ From 7th March 1966 there will be further increases of 1½d. an hour for adult workers, with proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours from 42 to 41.

¶ See also under "Changes in Rates of Wages".

\*\* This change took effect under an Order made under the Agricultural Wages Act and the new hours apply to all counties in England and Wales, the Order for Cambridgeshire and Yorkshire ceasing to have effect.

\*\*\* These changes took effect under the Agricultural Wages (Scotland) Act.

Changes in Hours of Work Coming into Operation during January—*continued*

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Agriculture (continued)	Northern Ireland (4) (261)	3 Jan.	Workers other than those employed at or in flax scutch mills	Normal weekly hours reduced from 46 to 45.*†
Chalk quarrying	England (12)	First full pay week following 1 Jan.	Male workers . . . . .	Normal weekly hours reduced from 42 to 41.*
Baking	England and Wales (18) (258)	24 Jan.	All workers . . . . .	Normal weekly hours reduced from 42 to 40.*‡
Paint, varnish and lacquer manufacture	United Kingdom (39)	Beginning of first full pay period commencing on or after 1 Jan.	All workers . . . . .	Normal weekly hours reduced from 41 to 40.
Shuttle manufacture	Lancashire and Yorkshire (52)	First full pay week after 1 Jan.	Journeymen . . . . .	Normal weekly hours reduced from 42 to 41½ without loss of pay (hourly rates remain unchanged but payment continues to be made for 42½ hours).
Perambulator and invalid carriage manufacture	Great Britain (259)	5 Jan.	All workers . . . . .	Normal weekly hours reduced from 42 to 41.*‡
Gold, silver and jewellery trades	Birmingham (62)	First full pay week following 1 Jan.	All workers . . . . .	Normal weekly hours reduced from 41 to 40.*
Rayon yarn production	Great Britain (90)	3 Jan.	Workers employed in one major organisation	Normal weekly hours reduced from 41 to 40.*
Cotton spinning and weaving	Lancashire, Cheshire, Yorkshire and Derbyshire (72-74)	First full working week in Jan.	All workers on single shifts . . . . .	Normal weekly hours reduced from 42 to 41½.
Flax and hemp preparing, spinning and weaving	Great Britain (75) (258)	29 Dec.	All workers . . . . .	Normal weekly hours reduced from 42½ to 41½.*‡
Silk spinning, throwing and weaving	United Kingdom (78)	Pay day in week commencing 3 Jan.	All workers . . . . .	Normal weekly hours reduced from 42½ to 41½.
	Macclesfield (79)	Pay day in week commencing 3 Jan.	All workers . . . . .	Normal weekly hours reduced from 42½ to 41½.
Dyeing, printing, knitting, smallwares, throwing and making-up	Leek (78)	3 Jan.	All workers . . . . .	Normal weekly hours reduced from 42½ to 41½.
Asbestos textile manufacture	Great Britain (100)	2 Jan.	All workers . . . . .	Normal weekly hours reduced from 42 to 40.*
Waterproof garment manufacture	Lancashire, Cheshire and Glasgow (107)	3 Jan.	All workers . . . . .	Normal weekly hours reduced from 41 to 40.
Hat and cap making and millinery	Northern Ireland (261)	21 Dec.	All workers . . . . .	Normal weekly hours reduced from 42 to 41.*†
Asbestos cement manufacture	Great Britain (134)	2 Jan.	All workers . . . . .	Normal weekly hours reduced from 42 to 40.*
Sawmilling	Scotland (139)	Pay day in week ending 8 Jan.	All workers . . . . .	Normal weekly hours reduced from 41 to 40.*
Veneer producing and plywood manufacture	England and Wales (143)	First full working pay week in Jan.	All workers . . . . .	Normal weekly hours reduced from 41 to 40.*
Wood box, packing case and wooden container manufacture	England and Wales and Northern Ireland (137)	2 Jan.	All workers . . . . .	Normal weekly hours reduced from 41 to 40.*
	Scotland (137)	First full pay week in Jan.	All workers . . . . .	Normal weekly hours reduced from 41 to 40.*
Stone carving, wood carving and modelling	United Kingdom (144)	First full pay week in Jan.	Journeymen and apprentices . . . . .	Normal weekly hours reduced from 41 to 40.
Paper making, paper coating, paper board and building board making	United Kingdom (144)	First full pay period following 1 Jan.	All workers . . . . .	Normal weekly hours reduced from 42 to 40.*
Toy manufacture	Great Britain (164) (260)	31 Dec.	All workers . . . . .	Normal weekly hours reduced from 42 to 41.*‡
Building and civil engineering construction	England and Wales (251)	3 Jan.	Building and civil engineering operatives employed by local authorities	Normal weekly hours reduced from 42 to 40.*

\* See also under "Changes in Rates of Wages".

† This change took effect under an Order made under the Wages Councils Act (Northern Ireland).

‡ This change took effect under an Order made under the Wages Councils Act.



Changes in Hours of Work Coming into Operation during January—continued

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Road haulage	Northern Ireland (196) (261)	11 Jan.	Male drivers and assistants employed on mechanically or electrically propelled vehicles	Normal weekly hours reduced from 42 to 41.*
Inland waterways	England and Wales and Scotland (certain districts)	14 Jan.	Maintenance, warehousemen and other shore workers working regular hours	Normal weekly hours reduced from 42 to 40.†
Wholesale grocery and provision trade	England and Wales (202)	3 Jan.	All workers	Normal weekly hours reduced from 41 to 40.
Local authorities' services	England and Wales (248-249)	3 Jan.	Manual workers and semi-skilled engineering workers	Normal weekly hours reduced from 42 to 40.†
	England and Wales (250)	3 Jan.	Engineering craftsmen	Normal weekly hours reduced from 42 to 40.†
	England and Wales (235)	3 Jan.	Female workers in school meals service, staff canteens and day nurseries employed by local authorities	Normal weekly hours reduced from 42 to 40.†
Local government service	England and Wales (254-255)	3 Jan.	County council roadmen	Normal weekly hours reduced from 42 to 40.

\* This change took effect under an Order made under the Wages Councils Act (Northern Ireland).  
† See also under "Changes in Rates of Wages".

STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments\*, relating to matters with which the Ministry of Labour is concerned, either directly or indirectly, have been published in the series of Statutory Instruments. The list also includes certain regulations, etc., published in the series of Statutory Rules and Orders of Northern Ireland, additional to those contained in the lists appearing in previous issues of the GAZETTE. The prices shown are net; those in brackets include postage.

**The Wages Regulation (Retail Bread and Flour Confectionery) (Scotland) (Amendment) Order 1966** (S.I. 1966/9; 6d. (9d.)), made on 5th January; **The Wages Regulation (Rope, Twine and Net) (Amendment) Order 1966** (S.I. 1966/19; 9d. (1s.)), made on 11th January; **The Wages Regulation (Rope, Twine and Net) (Holidays) Order 1966** (S.I. 1966/20; 1s. 3d. (1s. 6d.)), made on 11th January; **The Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) Order 1966** (S.I. 1966/43; 9d. (1s.)), made on 19th January; **The Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) (Holidays) Order 1966** (S.I. 1966/44; 9d. (1s.)), made on 19th January. These Regulations were made by the Minister of Labour under the Wages Councils Act 1959.—See page 107.

**The Workmen's Compensation and Benefit (Amendment) Act 1965 (Commencement) Order 1966** (S.I. 1966/18 C.1; 3d. (6d.)), made on 12th January by the Minister of Pensions and National Insurance under the Workmen's Compensation and Benefit (Amendment) Act 1965. This Order appoints 1st March 1966 as the date on which the said Act shall come into operation.

**The National Insurance (Medical Certification) Amendment Regulations 1966** (S.I. 1966/26; 6d. (9d.)), made under the National Insurance Act 1965; **The National Insurance (Industrial Injuries) (Medical Certification) Amendment Regulations 1966** (S.I. 1966/27; 6d. (9d.)), made under the National Insurance (Industrial Injuries) Act 1965. These Regulations, made by the Minister of Pensions and National Insurance on 14th January and operative from 31st January, give effect to recommendations made by the National Insurance Advisory Committee and the Industrial Injuries Advisory Council, respectively, by simplifying the rules for medical certification for sickness and industrial injury benefits. A new form of certificate is substituted for the old forms of certificates; these Regulations provide that the certificate shall specify the day on which the claimant will become fit to resume work when that day is not later than the end of the 7th day after the date of the examination, and in any other case shall cover up to 28 days from the date of the examination or, where the incapacity had then lasted for not less than 28 days, up to 13 weeks from that date.

**The Construction (Working Places) Regulations 1966** (S.I. 1966/94; 1s. 9d. (2s.)); **The Construction (Health and Welfare) Regulations 1966** (S.I. 1966/95; 1s. 3d. (1s. 6d.)). These Regulations were made by the Minister of Labour on 31st January under the Factories Act 1961.—See page 74.

**The Road Haulage Wages Regulation (Amendment) Order (Northern Ireland) 1966** (S.R. & O. of Northern Ireland 1966/2; 6d. (9d.)), made on 3rd January; **The Retail Bespoke Tailoring Wages Regulation (Amendment) Order (Northern Ireland) 1966** (S.R. & O. of Northern Ireland 1966/6; 6d. (9d.)), made on 10th January. These Orders were made by the Ministry of Health and Social Services under the Wages Councils Act (Northern Ireland) 1945.—See page 107.

**The Industrial Tribunals (Employment and Compensation) Regulations (Northern Ireland) 1965** (S.R. & O. 1965/267; 1s. 3d. (1s. 6d.)), made on 10th December by the Ministry of Health and Social Services under the Contracts of Employment and Redundancy

\* Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from Her Majesty's Stationery Office at any of the addresses shown on page 107 or through any bookseller.

Payments Act (Northern Ireland) 1965. These Regulations, operative from 13th December, regulate the procedure of the industrial tribunals on reference of questions with regard to (a) the written particulars of terms of employment required to be given by an employer to an employee under the Act, and (b) any Compensation question which, under statutory provisions passed or made on or after 19th October 1965, is directed to be determined by those tribunals.

**The Contracts of Employment and Redundancy Payments (Rebates) (Amendment) Regulations (Northern Ireland) 1966** (S.R. & O. 1966/7; 3d. (6d.)), made on 10th January by the Ministry of Health and Social Services under the Contracts of Employment and Redundancy Payments Act (Northern Ireland) 1965. These Regulations, operative from 31st January, reduce the period of prior notice required to be given of a claim for rebate from the Ministry in the case of an employee who is one of ten or more employees in the same establishment whose contracts of employment are to terminate or expected to terminate on the same day or within a period of not more than six days.

OFFICIAL PUBLICATIONS RECEIVED\*

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

**Careers.—Choice of Careers.** No. 59. *The Accountant.* Price 1s. 3d. (1s. 6d.); No. 44. *Advertising.* 5th Edition. Price 1s. 3d. (1s. 6d.). Ministry of Labour.

**Economic Policy.—National Board for Prices and Incomes.** Report No. 8. *Pay and Conditions of Service of British Railways Staff (Conciliation, Salaried and Workshop Grades.)* Cmnd. 2873. Price 4s. (4s. 5d.).—See page 71; Report No. 9 (Interim). *Wages in the Bakery Industry.* Cmnd. 2878. Price 1s. 9d. (2s.).—See page 72; Report No. 10. *Armed Forces Pay.* Cmnd. 2881. Price 1s. 6d. (1s. 9d.); Report No. 11. *Pay of the Higher Civil Service.* Cmnd. 2882. Price 1s. 6d. (1s. 9d.).

**Industrial Directory.—Directory of Employers' Associations, Trade Unions, Joint Organisations, etc., 1960.** Amendment No. 26 (August 1965). Ministry of Labour. Obtainable on annual subscription only (12s. 6d. including postage).

**National Insurance.—National Insurance Bill 1966.** Report by the *Government Actuary on the Financial Provisions of the Bill.* Cmnd. 2884. Price 1s. 3d. (1s. 6d.); *Earnings-related Short-term Benefits and Other Proposed Changes in the National Insurance Schemes.* Cmnd. 2887. Price 9d. (1s.).—See page 75.

**Organisation for Economic Co-operation and Development.—International Seminars, 1964-5. The Requirements of Automated Jobs.** 1. *A Final Report.* 2. *Supplement.* North American Joint Conference, Washington, D.C., Dec. 8-10, 1964. Price 33s. (34s. 7d.). O.E.C.D.

**Safety, Health and Welfare.—Safety, Health and Welfare. New Series.** No. 26. *Safety in the Use of Biscuit-making Machinery.* Price 7s. 6d. (8s.).—See page 74; No. 4. *Safety in the Use of Abrasive Wheels* (see page 475 of the October 1965 issue of this GAZETTE.) Two errors occurred in the printing of the 1965 editions of this booklet: they are (1) Illustrations 15 and 16 have been printed upside down and transposed, with the result that the caption is shown as referring to Figure 16 whereas it should refer to Figure 15; and (2) the heading on page 50 should read "Mounted Wheels and Points". Correction slips are being inserted in all stocks of the booklet; *Power Presses. A General Guide to the Power Presses Regulations 1965.* Price 2s. 3d. (2s. 6d.).—See page 74; Report by the *Commissioner appointed to hold an Inquiry with respect to the Draft Construction (Working Places) Regulations and the Draft Construction (Health and Welfare) Regulations.* Price 4s. 6d. (5s.).—See page 74. Ministry of Labour.

INDEX OF RETAIL PRICES

INDEX FOR 18th JANUARY 1966

ALL ITEMS (16th January 1962 = 100) ... 114.3

At 18th January the official retail prices index was 114.3 (prices at 16th January 1962=100), compared with 114.1 at 14th December 1965 and 109.5 at 12th January. The principal changes in prices during the month were increases in the prices of fresh vegetables and in the costs of travel, and reductions in the prices of eggs.

The index of retail prices measures the change 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 index is not calculated in terms of money but in percentage form, the average level of prices at the base date being represented by 100. Some goods and services are relatively much more important than others and the percentage changes in the price levels of the various items since the base date are combined by the use of "weights". The index figures for each month are first calculated with prices at 12th January 1965 taken as 100, using the weights given on page 123 of the March 1965 issue of this GAZETTE which are derived from the Family Expenditure Surveys made in 1961-64, adjusted to correspond with the level of prices ruling in January 1965. The index numbers in this series are then linked back to 16th January 1962 by multiplying each by the corresponding index for 12th January 1965 on the base 16th January 1962 = 100 and dividing the result by 100.

Following are the indices for 18th January on the base 16th January 1962 = 100 for three sub-divisions of the food group:

- (1) Items prices of which are affected by seasonal variations (viz., fresh milk, eggs, potatoes and other fresh vegetables, apples and pears, fish and home-killed mutton and lamb) ... 111.6
- (2) Items prices of which are affected by changes in import prices (viz., bacon, cooked ham, butter, cheese and chilled beef) ... 118.5
- (3) Other items ... 112.7

PRINCIPAL CHANGES IN THE MONTH

Food

A marked reduction in the average price of eggs and a smaller reduction in the average price of bacon were partly offset by increases in the average prices of tomatoes and other fresh vegetables, apples, fish, beef and bread. The index for foods the prices of which are affected by seasonal variations fell by slightly more than 1 per cent. to 111.6, compared with 112.8 in the previous month. The index for the food group as a whole fell by rather less than one-half of 1 per cent. to 113.0, compared with 113.3 in December.

Transport and vehicles

The principal changes in this group were increases, mainly in the London area, in road and rail passenger fares and a rise in the average level of charges for the repair and maintenance of motor vehicles. The index for the transport and vehicles group as a whole rose by slightly more than 1 per cent. to 109.1, compared with 102.8 in December.

Miscellaneous goods

As a result of rises in the average levels of prices for toys and a number of other items, the group index figure rose by rather less than 1 per cent. to 110.6, compared with 109.7 in December.

Other groups

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

ALL ITEMS INDICES, JANUARY 1956 TO JANUARY 1966

The following tables show the index figure for "all items" for (Table A) each month from January 1956 to December 1962, taking the average level of prices at 17th January 1956 as 100, and (Table B) each month from January 1962 onwards, taking the average level of prices at 16th January 1962 as 100. The figure normally relates to a Tuesday near the middle of the month.

TABLE A.—17th January 1956 = 100

Year	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1956	100	100	101	103	103	102	102	102	102	103	103	103
1957	104	104	104	104	105	106	107	106	106	107	108	108
1958	108	108	108	110	109	110	109	108	108	109	110	110
1959	110	110	110	110	109	109	109	109	109	109	110	110
1960	110	110	110	110	110	111	111	110	110	111	112	112
1961	112	112	113	113	114	115	115	116	115	116	117	117
1962	117	118	118	120	120	121	120	119	119	119	120	120

TABLE B.—16th January 1962 = 100

Month	1962	1963	1964	1965	1966
January	100.0	102.7	104.7	109.5	114.3
February	100.1	103.6	104.8	109.5	
March	100.5	103.7	105.2	109.9	
April	101.9	104.0	106.1	112.0	
May	102.2	103.9	107.0	112.4	
June	102.9	103.9	107.4	112.7	
July	102.5	103.3	107.4	112.7	
August	101.6	103.0	107.8	112.9	
September	101.5	103.3	107.8	113.0	
October	101.4	103.7	107.9	113.1	
November	101.8	104.0	108.8	113.6	
December	102.3	104.2	109.2	114.1	

The figures in Table B can be linked with those in Table A to produce a continuous series of figures showing the change in the level of prices compared with the level at 17th January 1956. The procedure is to multiply the figures in Table B by the index for 16th January 1962 with prices at 17th January 1956 taken as 100, viz., 117.5, and divide by 100.

DESCRIPTION OF THE INDEX

A full description of the index, entitled "Method of Construction and Calculation of the Index of Retail Prices" (No. 6 in the Series "Studies in Official Statistics") may be obtained from Her Majesty's Stationery Office, price 3s. (3s. 5d. including postage).

RETAIL PRICES OVERSEAS

The usual summary of the latest information received relating to changes in retail prices in overseas countries will appear in next month's issue of this GAZETTE.

DETAILED FIGURES FOR 18th JANUARY 1966

(Prices at 16th January 1962 = 100)

The following table shows, for various groups and sub-groups, the indices at 18th January 1966 on the base 16th January 1962 = 100.

GROUP AND SUB-GROUP	INDEX FIGURE FOR 18th JANUARY 1966 (16th January 1962 = 100)
I. Food:	
Bread, flour, cereals, biscuits and cakes	114
Meat and bacon	118
Fish	117
Butter, margarine, lard and cooking fat	111
Milk, cheese and eggs	118
Tea, coffee, cocoa, soft drinks, etc.	105
Sugar, preserves and confectionery	119
Vegetables, fresh, dried and canned	106
Fruit, fresh, dried and canned	92
Other food	111
Total—Food	113.0
II. Alcoholic drink	119.0
III. Tobacco	120.8
IV. Housing	123.7
V. Fuel and light:	
Coal and coke	120
Other fuel and light	119
Total—Fuel and light	119.7
VI. Durable household goods:	
Furniture, floor coverings and soft furnishings	112
Radio, television and other household appliances	98
Pottery, glassware and hardware	107
Total—Durable household goods	105.6
VII. Clothing and footwear:	
Men's outer clothing	111
Men's underclothing	111
Women's outer clothing	107
Women's underclothing	109
Children's clothing	106
Other clothing, including hose, haberdashery, hats and materials	104
Footwear	110
Total—Clothing and footwear	108.1
VIII. Transport and vehicles:	
Motoring and cycling	102
Fares	125
Total—Transport and vehicles	109.1
IX. Miscellaneous goods:	
Books, newspapers and periodicals	128
Medicines, toilet requisites, soap, cleaning materials, matches, etc.	102
Stationery, travel and sports goods, toys, photographic and optical goods, etc.	109
Total—Miscellaneous goods	110.6
X. Services:	
Postage and telephones	114
Entertainment	114
Other services, including domestic help, hairdressing, boot and shoe repairing, laundering and dry cleaning	119
Total—Services	116.6
ALL ITEMS	114.3

## STOPPAGES OF WORK—INDUSTRIAL DISPUTES

### STOPPAGES OF WORK IN JANUARY

The number of stoppages of work\* due to industrial disputes in the United Kingdom, beginning in January, which came to the notice of the Ministry, was 192. In addition, 14 stoppages which began before January were still in progress at the beginning of the month. The approximate number of workers involved during January at the establishments where these 206 stoppages occurred is estimated at 60,300. This total includes 13,500 workers involved in stoppages which had continued from the previous month. Of the 46,800 workers involved in stoppages which began in January, 33,900 were directly involved and 12,900 indirectly involved (i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes).

The aggregate of 143,000 working days lost during January includes 21,000 days lost through stoppages which had continued from the previous month.

The following table gives an analysis by groups of industries of stoppages of work in January due to industrial disputes:—

Industry group	Number of stoppages			Stoppages in progress in month	
	Started before beginning of month	Started in month	Total	Workers involved	Working days lost
Coal mining .. .. .	—	56	56	7,200	23,000
Engineering .. .. .	—	40	40	11,600	35,000
Motor vehicles and cycles .. .. .	1	17	18	28,100	38,000
Construction .. .. .	6	21	27	2,100	10,000
Port and inland water transport .. .. .	—	11	11	4,600	15,000
All remaining industries and services .. .. .	7	47	54	6,500	20,000
Total, January 1966..	14	192	206	60,300	143,000
Total, December 1965	27	98	125	55,200	79,000
Total, January 1965..	11	201	212	83,200	123,000

### PRINCIPAL STOPPAGES OF WORK DURING JANUARY

Industry, occupations† and locality	Approximate number of workers involved		Date when stoppage		Cause or object	Remarks
	Directly	Indirectly	Began	Ended		
COAL MINING:— Craftsmen employed in six of the central area workshops in Yorkshire	855‡	—	17 Jan.	28 Jan.	Claim by certain craftsmen for an increase in pay of 13s. 6d. a week in order to remove a differential between their rates and those of electricians and fitters	Work resumed pending further negotiations.
ENGINEERING:— Draughtsmen and tracers employed in the manufacture of industrial engines—Leicester (one firm)	280	—	1 Jan.	—	Against the use of self-employed and contract draughtsmen when the run-down of certain works programmes was causing fear of redundancy	No settlement reported.
MOTOR VEHICLES:— Night-shift workers employed in the manufacture of motor vehicles—Birmingham (one firm)	12,000§	—	29 Oct. § (1965)	4 Feb. §	Demand that the normal working week of night-shift workers be reduced to 38 hours to be worked in four shifts of 9½ hours	Work resumed on the basis of a four-shift 40-hour working week.
Paint sprayers and production workers employed in the manufacture of motor vehicles—Dagenham (one firm)	135	3,870	24 Jan.	4 Feb.	Against a reduction in the extra breaks allowed to paint sprayers because of the nature of their work	Work resumed pending an inquiry by the Motor Industry Joint Labour Council.
DOCKS— Dock workers—Hull .. . . .	3,435	—	7 Jan. ¶	—	Against alleged delays in negotiating higher local piecework prices and an increase in the fall-back rate	No settlement reported.

\* 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 the month under review are provisional and subject to revision; those for earlier months have been revised where necessary in accordance with the most recent information. The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.

† The occupations printed in italics are those of workers indirectly involved, i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes.

‡ 740 men were involved on 17th January and the number had risen to 855 by 20th January. A small number of men returned to work on 24th January.

§ Stoppages occurred on Friday nights. About 12,000 men have been involved at one time or another during the stoppage.

|| About 65 men stopped work on 24th January and as a result about 1,000 workers were laid off the same day. The numbers involved increased during the following day.

¶ One-day token stoppages took place on 7th, 12th, 18th and 25th January.

## GOVERNMENT PUBLICATIONS

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### Causes of stoppages

The following table classifies stoppages beginning in January according to the principal cause of each stoppage:—

Principal cause	Number of stoppages	Number of workers directly involved
Wages—claims for increases .. .. .	46	11,300
—other wage disputes .. .. .	61	10,800
Hours of work .. .. .	3	200
Employment of particular classes or persons	34	4,700
Other working arrangements, rules and discipline .. .. .	44	6,700
Trade union status .. .. .	2	100
Sympathetic action .. .. .	2	100
Total .. .. .	192	33,900

### Duration of stoppages

The following table classifies stoppages ending in January according to the length of time they lasted:—

Duration of stoppage	Number of		
	Stoppages	Workers directly involved	Working days lost by all workers involved
Not more than 1 day .. .. .	65	14,000	14,000
2 days .. .. .	42	5,000	9,000
3 days .. .. .	21	3,000	11,000
4-6 days .. .. .	29	3,400	16,000
Over 6 days .. .. .	17	3,100	34,000
Total .. .. .	174	28,600	84,000

## ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

### Industrial Courts Act 1919 and Conciliation Act 1896

#### Industrial Court Awards

During January the Industrial Court issued four awards, Nos. 3084 to 3087.\* Award No. 3087 is summarised below. Awards Nos. 3084 and 3086 were referred to the Court under section 8 of the Terms and Conditions of Employment Act 1959. Award No. 3085 did not relate to a substantial part of an industry.

Award No. 3087 (25th January).—Parties: Staff Side and Management Side of the Administrative and Clerical Staffs Council of the Whitley Councils for the Health Services (Great Britain). Claim: That the normal hours of duty of the administrative and clerical staff in the National Health Service to whom the Standard Conditions of Service apply be reduced from 38 to 37 a week from 1st January 1966. Award: The Court found that the claim had not been established and awarded accordingly.

#### Single Arbitrators and Boards of Arbitration

During January four awards were issued by single arbitrators appointed under section 2(2)(b) of the Industrial Courts Act 1919.

### Civil Service Arbitration Tribunal

During January no awards were issued by the Civil Service Arbitration Tribunal.

### Wages Councils Act 1959

#### Notices of Proposals

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

*Hairdressing Undertakings Wages Council (Great Britain).*—Proposal H.U. (35), dated 7th January, for revising the statutory minimum remuneration for male and female workers and for reducing by one year the age at which certain workers receive the full adult rate.

*Retail Newsagency, Tobacco and Confectionery Trades Wages Council (England and Wales).*—Proposal R.N.T. (37), dated 28th January, for fixing revised statutory minimum remuneration for male and female workers.

Further information regarding either of the above proposals may be obtained from the Secretary of the Council concerned, at Ebury Bridge House, Ebury Bridge Road, London S.W.1.

#### Wages Regulation Orders

During January the Minister of Labour made the following Wages Regulation Orders\*:

*The Wages Regulation (Retail Bread and Flour Confectionery) (Scotland) (Amendment) Order 1966:* S.I. 1966 No. 9, dated 5th January and operative from 7th February. This Order fixes revised statutory minimum remuneration for male and female workers.

*The Wages Regulation (Rope, Twine and Net) (Amendment) Order 1966:* S.I. 1966 No. 19, dated 11th January and operative from 28th January. This Order reduces immediately, from 42½ to 41½, and from 1st September from 41½ to 40 hours, the number of hours to be worked each week before overtime is payable.

*The Wages Regulation (Rope, Twine and Net) (Holidays) Order 1966:* S.I. 1966 No. 20, dated 11th January and operative from 28th January. This Order revises the holiday provisions to agree with the provisions for a shorter working week.

*The Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) Order 1966:* S.I. 1966 No. 43, dated 19th January and operative from 7th February. This Order fixes revised general minimum time rates for male and female workers.

*The Wages Regulation (Ostrich and Fancy Feather and Artificial Flower) (Holidays) Order 1966:* S.I. 1966 No. 44, dated 19th January and operative from 7th February. This Order revises the basis of the calculation of remuneration for annual and customary holidays.

### Wages Councils Act (Northern Ireland) 1945

#### Notices of Proposals

During January notice of intention to submit a wages regulation proposal to the Ministry of Health and Social Services was issued by the following Wages Council:—

*The Linen and Cotton Handkerchief and Household Goods and Linen Piece Goods Wages Council (Northern Ireland).*—Proposal N.I.H.G. (N. 179), dated 28th January, for fixing revised statutory minimum remuneration and a reduction in working hours for female workers.

Further information regarding the above proposal may be obtained from the Secretary of the Council concerned at Dundonald House (Room 411), Upper Newtownards Road, Belfast 4.

\*Copies of official publications (including Orders, Regulations, etc.) referred to in this GAZETTE may be purchased from Her Majesty's Stationery Office at any of the addresses shown opposite or through any bookseller.

### Wages Regulation Orders

During January the Ministry of Health and Social Services made the following Wages Regulation Orders\* giving effect to the proposals made by the Wages Councils concerned:—

*The Road Haulage Wages Regulation (Amendment) Order (Northern Ireland) 1966:* S.R. & O. (N.I.) 1966 No. 2, dated 3rd January and operative from 11th January. This Order prescribes revised provisions relating to overtime, and a reduction in working hours, for male workers.

*The Retail Bespoke Tailoring Wages Regulation (Amendment) Order (Northern Ireland) 1966:* S.R. & O. (N.I.) 1966 No. 6, dated 10th January and operative from 18th January. This Order prescribes revised statutory minimum remuneration for male and female workers.

### MINING QUALIFICATIONS BOARD EXAMINATIONS

The next Mining Qualifications Board examinations in mining legislation for First and Second Class Certificates as Managers and Under-Managers of Mines, for Mechanical Engineers' and Electrical Engineers' Certificates and for Mechanics' Class I and Electricians' Class I Certificates, will be held on Wednesday, 25th May 1966 at Glasgow, Sunderland, Doncaster, Wigan, Cardiff and Stoke-on-Trent. Candidates must have taken one of the appropriate qualifying examinations before the date of the Mining Qualifications Board examination.

The Oral and Practical examinations for Certificates of Qualification as Surveyors of Mines will be held on 3rd, 4th and 5th May. Applicants must hold the Higher National Certificate in Mining Surveying or have passed the Intermediate Examination of the Royal Institution of Chartered Surveyors or the Surveyors' written examination formerly held by the Mining Qualifications Board.

Intending candidates for the examinations should apply now for the necessary forms, stating whether they have previously attended an examination for any of the above certificates.

Prospective candidates may apply to attend an examination taking place up to nine months before they complete the required period of practical experience. If they are successful at the examination, the statutory certificate will be granted when the balance of the practical experience has been obtained.

Completed applications, which should be addressed to the Secretary, Mining Qualifications Board, Ministry of Power, Thames House South, Millbank, London S.W.1, should be returned as soon as possible; they must be received not later than 23rd March.

The lists of *Statutory Instruments* and *Official Publications* Received will be found on page 104.

### NOTICE

#### SUBSCRIPTIONS AND SALES

Annual subscription 48s. 0d. All communications concerning subscriptions and sales of the MINISTRY OF LABOUR GAZETTE should be addressed to Her Majesty's Stationery Office at any of the following addresses: 49, High Holborn, London W.C.1; 423 Oxford Street, London W.1; 13a Castle Street, Edinburgh 2; Brazenose Street, Manchester 2; 35 Smallbrook, Ringway, Birmingham 5; 109 St. Mary Street, Cardiff; 50 Fairfax Street, Bristol 1; 80 Chichester Street, Belfast 1.

Communications with regard to the contents of the GAZETTE should be addressed to the Director of Statistics, Ministry of Labour, Orphanage Road, Watford, Herts. (Telephone: Watford 28500.)

#### ADVERTISEMENTS

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

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Reprints from the GAZETTE, which should be ordered within one week of publication, cost £3 5s. 0d. per page (or part) for 125 copies and 8s. 0d. per page (or part) for each additional 125 copies. Orders and remittances for reprints should be addressed to the Director of Publications (P.2), Her Majesty's Stationery Office, Atlantic House, Holborn Viaduct, London E.C.1. Cheques should be made payable to H.M. Paymaster General.

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