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## Summary of the Monthly Statistics

Full details on  
pages

### Employment

The estimated total number in civil employment in Great Britain in mid-October was 24,571,000. This was 24,000 less than in September. There were small increases in many manufacturing industries, the distributive trades and financial, professional and scientific services, but these were more than offset by decreases in catering, hotels, etc., and other miscellaneous services. 540-542

### Unemployment

There were 315,100 persons registered as wholly unemployed in Great Britain on 8th November and 6,100 registered as temporarily stopped from work; a total of 321,200 (1.4 per cent. of all employees). Between 11th October and 8th November unemployment rose by 4,000, mainly among workers in the non-manufacturing sector, but the number of school-leavers registered as unemployed fell by 3,000. The number unemployed for more than eight weeks was 153,000—49 per cent. of the wholly unemployed. Excluding school-leavers the numbers wholly unemployed rose by over 9,000 to 312,000; the seasonally adjusted number fell by 8,000 to 301,000. 544-547

### Unfilled Vacancies

There were 355,000 unfilled vacancies on 3rd November, 17,000 less than on 6th October. 548

### Overtime and Short-time

In the week ended 16th October 1965 the estimated number of operatives working overtime in the manufacturing industries was 2,202,000 and the estimated number on short-time was 23,000. 542

### Rates of Wages

The indices of weekly rates of wages and of hourly rates of wages at 30th November (January 1956 = 100) were, respectively, 149.2 and 162.0, compared with 148.4 and 161.0 (revised figure) at 31st October. 552-559

### Retail Prices

The retail prices index at 16th November (January 1962 = 100) was 113.6, compared with 113.1 at 12th October. The index for the food group was 112.2, compared with 111.4 the previous month. 561

### Stoppages of Work

About 60,600 workers were involved in November in stoppages of work due to industrial disputes: they lost about 133,000 working days. 562



## MANPOWER RESEARCH UNIT

### Fourth Report: Computers in Offices

Computers will produce no dramatic changes in office employment over the next five years. Because of the length of time that these systems take to plan, install and organise, the pattern is fairly predictable over that period and management will generally have adequate room for manoeuvre in redeploying staff.

Beyond 1970 the picture may be rather more complex. At the present time many of the conditions exist in British offices for a wide and accelerated spread of automatic data processing based on computers (here called ADP). For one thing, only a small part of the current potential field—perhaps as little as a tenth—has so far been developed. For another, the uses to which ADP has hitherto been put are, on the whole, of a fairly routine nature. Also, the decision to invest in ADP has seemed largely to depend on immediate needs—existing equipment has become obsolete, or staff or office space was hard to find, or costs of processing had to be cut down. But there are signs now that among those who have to take the investment decisions there is a growing realisation of the potential of computers.

By 1975 ADP might have taken over as much as 9 per cent. of all office work. Nevertheless, since the amount of this work is increasing, it seems likely, on current trends, that even by 1975 the number of additional jobs being created in the office will still be more than those being taken over by ADP. The most probable effect over the next decade will be that the more extensive and comprehensive use of ADP systems will offer a small but significant relief to the general shortage of manpower.

These are the main conclusions of the fourth report of the Ministry of Labour's Manpower Research Unit, "Manpower Studies No. 4—Computers in Offices", recently published and obtainable from Her Majesty's Stationery Office, price 4s. (4s. 6d. including postage).

The Report looks at what has happened to staff whose work has been transferred to ADP and examines in detail effects on office employment as a whole, in numbers, organisation and quality of staff. The survey had the co-operation of about two-thirds of all organisations with computers installed or on order at 1st January 1964.

Since 1962 ADP in office employment has been advancing at an average rate of rather less than 200 installations a year, until by January 1965 over 600 computers were in use. They were mostly employed on accounting and statistics, invoicing and billing, stock control and payroll operation; little headway has been made in using them to develop better forms of management.

#### Effect on personnel and posts

The number of staff actually discharged as a result of the introduction of ADP appears to have been virtually negligible and though the redeployment of staff has been fairly extensive in the limited areas affected, this too has been achieved without much difficulty. Among the reasons for the comparative absence of disruption have been the length of time which ADP takes to install (from first to last about five years on the average), the predominance of women employees with no firm attachment to an office career, and the fact that in many cases ADP took over from punched card systems and much of the impact of mechanisation had been absorbed previously. But perhaps the main reason why the transition has been comparatively untroubled is that it has been accompanied by a general expansion of business.

Nevertheless it was clear that, although the numbers employed by computer users as a whole had not fallen, ADP had in the average organisation taken over about 108 jobs. These consisted of some 50 posts which would have arisen through increasing business only if ADP had not been available to undertake some of the extra work, and about 58 jobs which were actually discontinued. The latter were either unfilled vacancies or posts from which employees moved, often to another part of the office. There was also quite a lot of other work which was modified only in detail.

To offset some of these reductions ADP created a number of posts for such duties as systems analysis, programming and machine operation, amounting in the average organisation to some 18 posts. Thus the net reduction in the number of posts in the ADP area was 90, but as some of these would have arisen only if ADP had not been installed, the reduction in numbers of persons actually employed in the ADP area was only 40. Since 188 extra office posts arose outside the ADP area, however, the net overall effect in the offices of the average ADP organisation was an increase of 148 jobs. A detailed analysis of these changes is set out in Table 1.

Although the effect on posts gained and lost was found on balance not to have created any widespread problems in itself, it is clear that much care and foresight are needed if the changeover to ADP is to be made in such a way that staff can be moved to the new jobs without friction and redundancies absorbed without discharging employees.

Most of the employers who knew they would be faced with redundancy problems took positive action in advance to meet them, and nearly two-thirds of these had plans drawn up on paper. Many of the other organisations considered that they had not needed elaborate planning because their difficulties had been negligible. In some cases, for example, the computer was not large enough to have any appreciable effect on staffing. In others it had merely alleviated existing staff shortages.

The most frequent method of clearing redundancies was through normal wastage, assisted often by reducing the recruitment of permanent staff and increasing temporary engagements before the computer arrived. There were also transfers to other jobs, both within the ADP area and elsewhere. Most of the staff in the area affected by the computer experienced only minor changes in the work they were doing.

#### New occupations in ADP

New occupations have been created by ADP. Of these the most specialised and significant are systems analysis, programming and data processing management. A systems analyst analyses the job which the computer is required to do and draws up the system for its performance in broad terms. Most organisations recruit their systems analysts, generally with the help of aptitude tests, as trainees from their own staff. The work requires both a good knowledge of ADP techniques and a sound understanding of the employer's business. Good systems analysts are hard to get.

The programmer converts the systems analyst's broad plan into the detailed instructions for the computer. Special aptitudes, which are to be found more in youth than in later life, are needed. Trained programmers are already very scarce, even at the present rate of expansion of ADP and most organisations recruit trainees, primarily from their own staff.

As the demand for ADP personnel increases it will become more and more necessary for organisations installing computers to foresee their staffing needs well ahead in order to select trainees and have them trained in good time. Training is generally given by computer manufacturers, but several months' practice on the job is usually required before a trainee becomes fully effective. Estimates of the minimum numbers of ADP staff expected to be needed by 1970 and 1974 are shown in Table 2.

At present most employers regard their systems analysts and programmers as eligible for promotion or transfer to other work within the organisation, although there is no doubt that these are specialised forms of employment which exercise a strong hold on those engaged in them. The existing ratio in the numbers of data processing managers, systems analysts and programmers is about 1 : 3 : 6 (excluding service bureaux and manufacturers' services to customers) and for some time to come career prospects are likely to be good while ADP continues to expand. In the longer term, specialisation in ADP jobs may increase, and if programming continues to be "a young man's job" some difficulties may develop as programmers reach middle age.

Computers can make special demands in terms of hours of work. Some of the very large ones are now operating day and night seven days a week; most of the small ones are used only for normal office hours. Although in theory much rests on striking a reasonable relationship between the cost of the computer and the additional expense of running it outside normal office hours, in practice less precise factors, such as reluctance to depart from traditional hours, the wishes of staff, and the difficulty of arranging meals and transport for shift workers play a larger part in the issue. In these circumstances departures from normal working are forced on some users by the stresses of rising volumes of work for computer processing. Thus there are indications that between one-half and a third of ADP users are employing or expect to employ their operators in shifts, usually in the day-time, with spells of duty overlapping.

The numbers needed for the actual operation of a computer and its peripheral equipment are comparatively few, ranging from one or two to about a dozen, depending on the size of installation. Other machine operators in ADP installations, mainly those employed on punching cards or paper tape, are for the most part expected to work only normal office hours. The same is true of systems analysts and programmers, though they may be liable to rather more overtime or to working at odd hours, mainly to test computer programmes. In sum, the present trends do not indicate that the need to work abnormal hours will create any insuperable problems.

#### The future

The general weight of evidence made available during the survey suggests that the total effect of ADP between 1964 and 1970 may well be that it will do no more than reduce by about one-fifth the demand for additional office manpower. Beyond 1970 the picture is more obscure. The filling of additional office posts is likely to become increasingly difficult. It is expected that, in the ten years 1964-74 the total population in the United Kingdom will rise by about 8 per cent. but the working population by only about 1½ per cent. This is liable to produce a growing shortage of manpower, the effect of which would be felt acutely in the office, where work has recently been rising at about four times the general rate (by about 30 per cent. in ten years).

From examination of the evidence at present available it is considered that the number of computers installed for ADP will rise to at least 6,000 by January 1974 (see Tables 3 and 4), and this would result in ADP having taken over approximately 300,000 office posts in the preceding ten years. The number taken over in the year 1973 would be about 54,000. Meanwhile office work is expected to continue to grow. Since 1931 it has been rising at an average rate of nearly 3 per cent. per annum. Even if it is assumed that it will rise in the next decade by an average of only 2 per cent. per annum, the extra office posts created by January 1974 would amount to over 700,000 posts. To achieve a position where the number of posts taken over by computers during 1973 equalled the number of additional jobs created in that year, would require the delivery by January 1974 of some 8,500 computers, and there would still remain about 300,000 additional posts to be filled by personnel during the years 1964-1972.

Even if the effect of ADP went appreciably beyond the above figures and if, ultimately, it were found capable of making a substantial reduction in the total number of office employees, the pace of introduction of these complicated processes is unlikely to quicken to the extent that redundancy cannot be foreseen in time to allow its absorption without any serious hardship to the general community of office workers. But on the whole it seems evident that the effect

of computers on office employment in the next ten years will be to offer some relief to a growing shortage of office workers. For some firms the use of computers may be an essential means to survival.

Table 1—Changes in posts at average ADP organisation during course of all ADP projects for which computers were installed or on order at 1st January 1964

Great Britain				
	Males	Females	Total	Per cent.
Number of posts at start of ADP project:				
Outside office area .. .. .	4,300	1,300	5,600	75
In office—outside ADP area .. .	800	700	1,500	20
In office—ADP area .. . . .	200	200	400	5
Total .. . . .	5,300	2,200	7,500	100
Number of posts on completion of changeover:				
Outside office area .. . . .	4,600	1,450	6,050	74.8
In office—outside ADP area .. .	852	836	1,688	20.8
In office—ADP area .. . . .	193	167	360	4.4
Total .. . . .	5,645	2,453	8,098	100
Increase in posts outside ADP area:				
Posts outside office .. . . .	300	150	450	8*
Office posts outside ADP area .. .	52	136	188	12.5*
Posts in ADP area:				
Posts discontinued because of ADP .. .	16	42	58	14.5†
Additional posts which would have arisen but for ADP‡ .. . . .	14	36	50	12.5†
Posts taken over by ADP‡ § .. . . .	30	78	108	27.0†
Posts created by ADP for programming, etc.§ .. . . .	9	9	18	4.5†
Net reduction in number of posts in ADP area‡ .. . . .	21	69	90	22.5†
Reduction in number of employees in ADP area .. . . .	7	33	40	10†
Overall increase in total number of office employees .. . . .	45	103	148	8*
Analysis of posts taken over by ADP:‡				
Managers and supervisors .. . . .	1.5	—	1.5	—
Clerks .. . . .	27.5	43	70.5	—
Machine operators (non-ADP machines) .. . . .	—	30	30	—
Typists .. . . .	—	5	5	—
Total .. . . .	30	78	108	—
Analysis of posts created by ADP:				
Data processing managers .. . . .	1.2	—	1.2	—
Systems analysts .. . . .	1.8	—	1.8	—
Programmers .. . . .	4	—	4	—
Machine operators (ADP equipment) .. .	2	8	10	—
Total .. . . .	9	9	18	—

Note.—The above estimates are averages per ADP organisation (i.e., concerns with at least one computer, installed or on order). On 1st January 1964 there were 472 of these organisations, with 562 ADP installations and 703 computers, some organisations having more than one installation (a more or less independent group of ADP machines) and some installations having more than one computer.

\* Percentage rise.  
† Percentage of number of posts in ADP area at start of project.  
‡ No allowance has been made for business which would not or could not be done without ADP.  
§ Detailed analysis is also provided of this item.

Table 2—Estimated minimum numbers of staff needed in main ADP occupations

Great Britain				
Date	Data processing managers	Systems analysts	Programmers	Total
January 1964 .. . . .	915	2,320	3,540	6,775
January 1970 .. . . .	4,000	11,500	20,500	36,000
January 1974 .. . . .	8,000	22,000	41,000	71,000

Note.—This table excludes service bureaux and machine manufacturers' services to customers. It includes the estimated needs for planning, development and use of computers, and is based, for 1970 and 1974, on the minimum expectations of future development shown in Table 4.

Table 3—Numbers of computers delivered for office work in Great Britain up to 1st January 1965

Year	Number delivered during year	Cumulative total at end of year
Prior to 1959 .. . . .	26	26
1959 .. . . .	10	36
1960 .. . . .	34	70
1961 .. . . .	55	125
1962 .. . . .	103	228
1963 .. . . .	162	390
1964 .. . . .	215	605

Note.—This table excludes computers withdrawn from service prior to 1st January 1964.

(93215)

Table 4—Estimates of minimum future deliveries likely to be made for new installations

Year	Number delivered during year	Cumulative total at end of year
1965 .. . . .	265	870
1966 .. . . .	330	1,200
1967 .. . . .	400	1,600
1968 .. . . .	480	2,080
1969 .. . . .	570	2,650
1970 .. . . .	670	3,320
1971 .. . . .	780	4,100
1972 .. . . .	900	5,000
1973 .. . . .	1,030	6,030

Note.—These estimates do not include computers to be delivered in replacement of others being withdrawn from service, e.g., because of obsolescence.

## MEMBERSHIP AND FINANCES OF REGISTERED TRADE UNIONS IN 1964

The annual Report of the Chief Registrar of Friendly Societies\* includes a section relating to the membership and functions of trade unions registered under the Trade Union Acts, 1871 to 1964. The Report includes a summary which covers the period 1954-1964, and for the years 1963 and 1964 shows an analysis of registered unions of employees by industry groups.

In the table below a summary of the figures relating to registered unions of employees is given for the year 1964, together with comparative figures for the years 1963 and 1954. It should be noted that the figures given in this table relate only to registered trade unions in Great Britain, whereas the figures given in the article in last month's issue of this GAZETTE (page 480) on trade union membership relate to the United Kingdom and include both registered and unregistered trade unions.

	1964	1963	1954
Number of unions on register .. . . .	369	372	411
Number of members .. . . .	8,619,525	8,524,008	8,356,617
Income:—	£000's	£000's	£000's
From members .. . . .	31,969	30,424	18,380
From other sources .. . . .	4,884	4,329	2,518
Expenditure:—			
Working expenses .. . . .	19,199	17,988	10,540
Unemployment, etc., benefit .. . . .	209	464	128
Dispute benefit .. . . .	489	462	483
Sick and accident benefit .. . . .	2,165	2,112	1,169
Death benefit .. . . .	1,030	1,011	686
Superannuation benefit .. . . .	2,640	2,907	2,189
Other benefits .. . . .	1,692	1,479	1,035
From political fund .. . . .	975	1,063	394
Other outgoings .. . . .	2,798	1,881	1,129
Funds at end of year .. . . .	111,324	106,179	73,887

\* Report of the Chief Registrar of Friendly Societies for the Year 1964. Part 4. Trade Unions. Her Majesty's Stationery Office, price 3s. 6d. (3s. 11d. including postage).

## STATISTICS ON INCOMES, PRICES, EMPLOYMENT AND PRODUCTION

### No. 15—December 1965

The fifteenth edition of this quarterly bulletin brings up to date the extensive range of statistical data on incomes, prices, employment and production first collated and published in this form in April 1962, in furtherance of incomes policy, to provide a comprehensive reference publication for those engaged in negotiation or arbitration. Since the first issue much additional information arising out of new or extended statistical enquiries has been incorporated.

The present issue continues all the established series of Ministry of Labour monthly statistics on rates of wages, normal weekly hours, retail prices, employment, unemployment, actual hours worked, overtime and short-time; quarterly data comparing numbers of wholly unemployed and unfilled vacancies, by Region and by industry; the results of the latest half-yearly enquiries into the average earnings and hours of manual workers and occupational earnings in the engineering, shipbuilding, chemical, iron and steel and construction industries; and the results of the latest annual enquiry into salary earnings. In the Board of Trade section, summary figures relating to non-quoted companies for the years 1960-63 are given for the first time (tables on which these are based were published in No. 14 issue): detailed appropriation of income accounts, balance sheets and statements of sources and uses of funds cover quoted companies whose accounts for 1964 had been received by 30th September 1965, and comparable figures are given for the same companies for 1963. The main movements in production, employment and incomes for the economy as a whole are shown in tables supplied by the Central Statistical Office.

"Statistics on Incomes, Prices, Employment and Production, No. 15" may be obtained from Her Majesty's Stationery Office, or through any bookseller, price 15s. (15s. 9d. including postage).

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## PILOT ENQUIRY INTO EARNINGS AND HOURS OF SELLING-STAFF IN RETAIL DISTRIBUTION

### Introduction

Some 2 million employees are engaged in the retail distributive trades and the earnings of these employees are a significant factor in the national economy. No official information has, so far, been available about the earnings in these trades and such private enquiries as have been conducted have been on a very limited scale and confined to specialised sectors of the industry.

The importance of information on earnings in retail distribution has been recognised by both employers' and workers' associations and by the Government. The Ministry of Labour therefore propose to introduce a new series of annual enquiries, starting in May 1966, in the Retail Distributive trades, including an enquiry into earnings and hours.

The aim of the earnings enquiry will be to obtain national and certain regional information about the average earnings and average hours worked by "selling-staff" in retail distribution with particular reference to part-time working including "Saturday-only" working, a characteristic of this industry. It is also proposed to analyse the data collected by certain types of establishment and by types of organisation. It was decided, however, at least so far as earnings and hours were concerned, that a pilot survey was necessary to determine the size and scope of the regular series and it was deliberately restricted to "selling-staff". In addition, a pilot survey would also indicate whether the questions, definitions and notes for guidance were clear enough to produce the required data. After meeting representatives of the trade associations it was agreed that the pilot survey into the earnings and hours of selling-staff should be held in respect of the pay-week which included 19th May 1965; the enquiry was to be carried out under the Statistics of Trade Act 1947.

NOTE.—It should be noted that although a 6 per cent. wage increase was granted to selling-staff employed by co-operative societies with effect from 17th May 1965 (the relevant pay-week for the enquiry) it was, however, too late for them to include the effects of this increase in the enquiry.

### Scope of the pilot survey

The information asked for was in four parts:—

PART I. Employers were asked to state which of the following descriptions of types of shops applied to their establishment:—

- (1) *Supermarket*, being a shop with at least 2,000 sq. ft. of sales area (with check-out points) selling, chiefly by self-service, a broad range of foodstuffs (including fresh meat) and the more usual household requisites. It may also sell other non-food goods but the total sterling volume of these must not exceed that of the food items.
- (2) *Other grocery or provisions shop*.
- (3) *Other food shop*.
- (4) *Department store*, being basically a non-food shop with 25 or more persons engaged and selling at least five classes of goods, one of which must be clothing.
- (5) *Variety store*, being a bazaar or variety store selling a very wide range of goods, usually displayed in trays or racks for selection by the customer.
- (6) *Other non-food store*.

PART II. Employers were required to state the total number of all employees on their pay-roll (males and females separately) in the establishments concerned.

PART III. Employers were asked to state which of the following organisation description applied to their establishment:—

- (1) *Co-operative society*, being an organisation engaged in retail trade and registered under the Industrial and Provident Societies Acts 1893 to 1961.
- (2) *Multiple organisation*, being one having ten or more branches, not counting central offices or warehouses.
- (3) *Other*.

PART IV. Employers were asked to give details of total earnings and total hours worked during the pay-week which included 19th May 1965, of male and female selling-staff separately, under three age groups (viz., under 18 years; 18 years and under 21 years and 21 years and over) for full-time, part-time and "Saturday-only" workers.

The term selling-staff included:—

- (i) managers, supervisors and buyers employed 50 per cent. or more of their time on selling or stockroom duties;
- (ii) shop assistants;
- (iii) store warehouse staff; and
- (iv) shop cashiers; but excluded:—
  - (i) working proprietors and relatives not receiving a definite wage;
  - (ii) clerks and office cashiers;
  - (iii) canvassers;
  - (iv) van-salesmen and mobile-shop workers;
  - (v) transport and delivery workers;
  - (vi) central warehouse workers;
  - (vii) watchmen and cleaners;
  - (viii) canteen and restaurant staffs;
  - (ix) employees providing services such as hairdressing, repairs, alterations, etc.;
  - (x) window dressers and display staff;
  - (xi) sub-Post Office staff; and
  - (xii) any other workers not specifically mentioned as included.

The amount of earnings to be entered on the forms was the total gross earnings for the pay-week for all selling-staff, and included overtime payments, sick pay (other than National Health payments), commission, non-contractual gifts and bonuses, before any deductions were made for income tax, pensions schemes, workers' insurance contributions or for any benefits or advantages which might be reckoned as payment of wages in lieu of cash, as laid down in the appropriate Wages Council Order. Where bonuses or commissions were paid at longer intervals than weekly, e.g., monthly, half-yearly or yearly, employers were asked to include in the earnings figures the proportionate amount for the period of the return, or if the current amount was unknown, to use for the calculations the amount paid for the previous period.

The information to be given for hours worked was the total hours worked, including overtime and "cleaning-up" time but excluding meal times. Time lost, e.g., through short-time working, voluntary absence from work or absence through sickness (even though sick pay was received) was to be excluded. Hours paid for but not worked by young persons on day-release schemes were to be in-

cluded. Where overtime worked was paid for at rates above the ordinary hourly rates (e.g., time-and-a-quarter), the figures given were to be the actual hours worked and not the number of pay-hours.

### Conduct of the pilot survey

Enquiry forms were sent to a sample of addresses drawn from employment records held at local offices of the Ministry of Labour. Of these addresses, over a quarter (mainly in the 5-10 size range) were cancelled for various reasons, but of the remainder a final list was produced from which 3,290 forms were found suitable for tabulation. In the size ranges from 11 upwards, for which details are given in Tables I-III, the response rate was about 85 per cent. The total numbers of all employees and of selling-staff covered by these returns are given in the following table.

Of the total selling-staff employed about 31 per cent. were part-time workers, including about 13 per cent. who worked on Saturdays only. Of the 26,261 "Saturday-only" workers 22,609 (86 per cent.) were young people under 21 years of age, the majority, 19,805 (75 per cent.) being in the "under 18" age group.

Shop size: number of employees	Number of establishments on returns	Total number of employees on returns	Selling-staff on returns			
			Full-time	Part-time (except Saturday-only)	Saturday-only	Total
5-10 .. .. .	1,157	8,155	5,376	1,832	403	7,611
11-24 .. .. .	645	10,042	6,621	1,673	627	8,921
25-99 .. .. .	679	33,295	20,168	4,090	3,074	27,332
100 and over .. .. .	809	229,547	102,533	27,157	22,157	151,847
Totals .. .. .	3,290	281,039	134,698	34,752	26,261	195,711

### Description of Tables I-III

As local offices of the Ministry of Labour do not invariably record employment information for establishments with fewer than 11 employees, it is felt that the sample for the size group "5-10 employees" may not be representative enough for details to be published; therefore, in the tables which follow no information has been given for this group. However, it is hoped to improve on the sample of all size groups in the future and it should be possible to include the group "5-10" eventually.

In Tables I-III on pages 530 to 532, information is given for male and female selling-staff; full-time, part-time and "Saturday-only", according to their age group, for the three shop sizes selected.

Some of the information regarding average earnings and hours has been excluded (viz., 100 or less selling-staff full-time, or 50 or less part-time) because the numbers are small. However, the tables include in each case the number of selling-staff concerned.

As this is a pilot survey its main purposes were to test the questionnaire and to gain an idea of the variation of earnings within establishments, but it is thought that the broad picture presented by the analyses published in this article give a reasonably accurate view of the differences in earnings in the various branches of retail distribution. This is particularly applicable to Table I, but the figures shown in Tables II and III should be treated with greater reserve since it has been discovered that Department and Variety stores were overweighted in the sample. The standard errors of the average earnings published are being calculated and a note will appear in a later issue of this GAZETTE as to when these will be available on request. It has not been possible as a result of this pilot enquiry to give average earnings other than those published (e.g., similar to the combined figures provided in the earnings-by-occupation series for manufacturing). This is due to the fact that insufficient information was available concerning the relative numbers of selling-staff employed in the various branches of the industry.

### Table I—Analysis by type of shop

Although the information was collected under six headings, it was found that because of the small number of establishments classifying themselves as "Other food shops" it was necessary to combine the information received for these shops with that for "Other grocery or provisions shops" to form one group. Also the information supplied for "Variety stores" had to be combined with that for "Department stores" because of the small number of enterprises involved.

The numbers of establishments and selling-staff on the returns processed in each group are given below.

	Shop size			
	11-24 employees	25-99 employees	100 and over employees	Total
Number of establishments on returns:				
Supermarkets .. .. .	51	79	40	170
Grocery, provision and other food shops .. .. .	283	91	2	376
Department and variety stores .. .. .	11	310	686	1,007
Others .. .. .	300	199	81	580
Totals .. .. .	645	679	809	2,133
Number of selling-staff on returns:				
Supermarkets .. .. .	897	3,254	5,370	9,521
Grocery, provision and other food shops .. .. .	4,060	3,156	201	7,417
Department and variety stores .. .. .	158	14,191	134,906	149,255
Others .. .. .	3,806	6,731	11,370	21,907
Totals .. .. .	8,921	27,332	151,847	188,100

### Table II—Analysis by town size

Information is given in Table II for selling-staff employed in establishments in the three town sizes as shown below.

	Shop size			
	11-24 employees	25-99 employees	100 and over employees	Total
Number of establishments on returns:				
Town size: 1,000,000 and over .. .. .	143	131	215	489
Town size: 50,000 to 999,999 .. .. .	271	313	500	1,084
Town size: under 50,000 .. .. .	231	235	94	560
Totals .. .. .	645	679	809	2,133
Number of selling-staff on returns:				
Town size: 1,000,000 and over .. .. .	1,976	5,351	47,004	54,331
Town size: 50,000 to 999,999 .. .. .	3,666	12,888	92,922	109,476
Town size: under 50,000 .. .. .	3,279	9,093	11,921	24,293
Totals .. .. .	8,921	27,332	151,847	188,100

### Table III—Analysis by type of organisation

Information is given in Table III for selling-staff employed in the three types of organisation as shown below.

	Shop size			
	11-24 employees	25-99 employees	100 and over employees	Total
Number of establishments on returns:				
Co-operatives .. .. .	176	151	75	402
Multiples .. .. .	224	309	450	983
Others .. .. .	245	219	284	748
Totals .. .. .	645	679	809	2,133
Number of selling-staff on returns:				
Co-operatives .. .. .	2,710	6,280	13,189	22,179
Multiples .. .. .	3,182	13,198	85,406	101,786
Others .. .. .	3,029	7,854	53,252	64,135
Totals .. .. .	8,921	27,332	151,847	188,100

The tables referred to in the text (Tables I-III) are on the following pages.



TABLE I—NUMBERS AND AVERAGE EARNINGS AND HOURS BY SIZE RANGE  
Analysis by Type of Shop

	Establishments with 11-24 employees				Establishments with 25-99 employees				Establishments with 100 or more employees			
	Selling-staff				Selling-staff				Selling-staff			
	Numbers	Average weekly earnings	Average weekly hours	Average hourly earnings	Numbers	Average weekly earnings	Average weekly hours	Average hourly earnings	Numbers	Average weekly earnings	Average weekly hours	Average hourly earnings
	s. d.		d.	s. d.		d.		s. d.		d.		d.
<b>SUPERMARKETS</b>												
<b>Full-time workers</b>												
Men 21 and over	160	324 6	43.3	89.9	529	351 10	44.0	96.0	1,066	366 6	45.2	97.3
Youths 18 and under 21	34	—	—	—	123	188 5	42.7	53.0	233	230 3	44.5	62.1
Boys under 18	47	—	—	—	206	128 0	42.0	36.6	213	128 10	41.5	37.3
Women 21 and over	271	170 0	42.0	48.6	755	169 10	41.6	49.0	1,248	189 0	41.4	54.8
Girls 18 and under 21	54	—	—	—	239	142 2	42.0	40.6	529	170 7	42.0	48.7
Girls under 18	102	98 5	42.0	28.1	390	96 2	40.3	28.6	316	114 8	41.6	33.1
<b>Part-time workers* (excluding Saturday-only workers)</b>												
Men 21 and over	11	—	—	—	30	—	—	—	31	—	—	—
Youths 18 and under 21	2	—	—	—	27	—	—	—	18	—	—	—
Boys under 18	4	—	—	—	27	—	—	—	18	—	—	—
Women 21 and over	144	91 6	23.7	46.3	529	97 10	25.2	46.6	1,172	98 7	23.7	49.9
Girls 18 and under 21	—	—	—	—	16	—	—	—	14	—	—	—
Girls under 18	2	—	—	—	22	—	—	—	22	—	—	—
<b>Saturday-only workers†</b>												
Men 21 and over	—	—	—	—	1	—	—	—	16	—	—	—
Youths 18 and under 21	3	—	—	—	13	—	—	—	18	—	—	—
Boys under 18	30	—	—	—	141	22 3	7.8	34.2	235	26 6	8.3	38.3
Women 21 and over	—	—	—	—	2	—	—	—	1	—	—	—
Girls 18 and under 21	—	—	—	—	15	—	—	—	16	—	—	—
Girls under 18	33	—	—	—	210	20 2	7.4	32.7	220	24 10	8.3	35.9
<b>GROCERY, PROVISION AND OTHER FOOD SHOPS</b>												
<b>Full-time workers</b>												
Men 21 and over	959	299 2	43.2	83.1	809	308 4	42.9	86.2	30	—	—	—
Youths 18 and under 21	130	171 6	42.5	48.4	129	184 6	42.9	51.6	1	—	—	—
Boys under 18	209	114 1	41.7	32.8	148	122 5	40.9	35.9	6	—	—	—
Women 21 and over	1,045	160 6	41.1	46.9	853	164 5	41.4	47.7	72	—	—	—
Girls 18 and under 21	256	125 7	41.6	36.2	161	134 2	41.7	38.6	11	—	—	—
Girls under 18	394	95 1	41.8	27.3	242	94 1	40.6	27.8	15	—	—	—
<b>Part-time workers* (excluding Saturday-only workers)</b>												
Men 21 and over	45	—	—	—	28	—	—	—	4	—	—	—
Youths 18 and under 21	3	—	—	—	8	—	—	—	—	—	—	—
Boys under 18	32	—	—	—	7	—	—	—	—	—	—	—
Women 21 and over	720	93 11	25.0	45.1	590	93 9	25.0	45.0	49	—	—	—
Girls 18 and under 21	6	—	—	—	3	—	—	—	—	—	—	—
Girls under 18	8	—	—	—	3	—	—	—	—	—	—	—
<b>Saturday-only workers†</b>												
Men 21 and over	12	—	—	—	—	—	—	—	—	—	—	—
Youths 18 and under 21	8	—	—	—	3	—	—	—	—	—	—	—
Boys under 18	76	21 1	7.4	34.2	50	—	—	—	—	—	—	—
Women 21 and over	37	—	—	—	7	—	—	—	1	—	—	—
Girls 18 and under 21	10	—	—	—	11	—	—	—	—	—	—	—
Girls under 18	110	18 9	7.2	31.3	110	18 4	7.3	30.1	12	—	—	—
<b>DEPARTMENT AND VARIETY STORES</b>												
<b>Full-time workers</b>												
Men 21 and over	30	—	—	—	2,207	329 9	41.1	96.3	17,752	344 0	39.9	103.5
Youths 18 and under 21	4	—	—	—	291	170 0	41.0	49.8	3,183	186 11	39.8	56.4
Boys under 18	3	—	—	—	350	114 11	40.7	33.9	2,720	121 1	39.7	36.6
Women 21 and over	17	—	—	—	4,626	178 4	39.6	54.0	44,136	195 5	38.9	60.3
Girls 18 and under 21	10	—	—	—	1,179	127 1	39.9	38.2	9,665	141 6	39.1	43.4
Girls under 18	10	—	—	—	1,653	95 7	39.8	28.8	13,131	101 5	39.2	31.0
<b>Part-time workers* (excluding Saturday-only workers)</b>												
Men 21 and over	—	—	—	—	64	103 2	19.8	62.5	715	106 2	21.1	60.4
Youths 18 and under 21	—	—	—	—	1	—	—	—	17	—	—	—
Boys under 18	12	—	—	—	9	—	—	—	46	—	—	—
Women 21 and over	47	—	—	—	1,882	92 11	23.2	48.1	23,063	96 4	22.9	50.5
Girls 18 and under 21	—	—	—	—	17	—	—	—	149	86 7	22.6	46.0
Girls under 18	2	—	—	—	7	—	—	—	50	—	—	—
<b>Saturday-only workers†</b>												
Men 21 and over	—	—	—	—	25	—	—	—	581	45 10	7.3	75.3
Youths 18 and under 21	4	—	—	—	41	—	—	—	594	28 5	7.3	46.7
Boys under 18	2	—	—	—	141	22 8	7.6	35.8	1,805	22 4	7.7	34.8
Women 21 and over	—	—	—	—	146	27 8	7.3	45.5	2,264	30 8	7.0	52.6
Girls 18 and under 21	3	—	—	—	112	23 0	7.5	36.8	1,622	23 11	6.9	41.6
Girls under 18	14	—	—	—	1,440	18 9	7.5	30.0	13,413	18 9	7.4	30.4
<b>OTHER NON-FOOD STORES</b>												
<b>Full-time workers</b>												
Men 21 and over	1,052	347 11	41.4	100.8	1,765	343 5	41.2	100.0	1,876	357 5	40.5	105.9
Youths 18 and under 21	146	168 4	41.1	49.1	229	177 11	40.8	52.3	189	187 2	40.2	55.9
Boys under 18	113	112 7	41.4	32.6	189	116 1	40.9	34.1	151	119 9	40.3	35.7
Women 21 and over	962	183 11	39.9	55.3	1,708	194 8	39.8	58.7	2,900	201 8	42.3	57.2
Girls 18 and under 21	257	132 4	40.6	39.1	634	138 4	39.9	41.6	1,239	144 2	38.6	44.8
Girls under 18	356	95 3	40.0	28.6	753	97 11	39.7	29.6	1,851	100 5	38.8	31.1
<b>Part-time workers* (excluding Saturday-only workers)</b>												
Men 21 and over	—	—	—	—	69	91 7	19.3	56.9	114	103 4	21.8	56.9
Youths 18 and under 21	—	—	—	—	1	—	—	—	3	—	—	—
Boys under 18	23	—	—	—	13	—	—	—	7	—	—	—
Women 21 and over	539	94 0	22.6	49.9	752	101 9	23.4	52.2	1,644	97 1	20.8	56.0
Girls 18 and under 21	6	—	—	—	9	—	—	—	15	—	—	—
Girls under 18	10	—	—	—	3	—	—	—	22	—	—	—
<b>Saturday-only workers†</b>												
Men 21 and over	22	—	—	—	47	—	—	—	64	42 6	7.0	72.9
Youths 18 and under 21	13	—	—	—	28	—	—	—	43	—	—	—
Boys under 18	54	22 3	7.2	37.1	80	22 3	7.4	36.1	71	22 0	7.1	37.2
Women 21 and over	39	—	—	—	45	—	—	—	234	31 6	7.3	51.8
Girls 18 and under 21	34	—	—	—	41	—	—	—	114	25 9	7.6	40.7
Girls under 18	123	21 0	7.6	33.2	365	20 11	7.6	33.0	833	18 5	7.7	28.7

\* Part-time workers (other than Saturday-only workers) are those whose employment ordinarily involves service for not more than 30 hours a week.  
† Saturday-only workers are those who work on Saturdays only, including housewives, students and those whose main occupation is with another employer.

TABLE II—NUMBERS AND AVERAGE EARNINGS AND HOURS BY SIZE RANGE  
Analysis by Town Size

	Establishments with 11-24 employees				Establishments with 25-99 employees				Establishments with 100 or more employees			
	Selling-staff				Selling-staff				Selling-staff			
	Numbers	Average weekly earnings	Average weekly hours	Average hourly earnings	Numbers	Average weekly earnings	Average weekly hours	Average hourly earnings	Numbers	Average weekly earnings	Average weekly hours	Average hourly earnings
	s. d.		d.	s. d.		d.		s. d.		d.		d.
<b>TOWNS WITH A POPULATION OF 1,000,000 OR OVER</b>												
<b>Full-time workers</b>												
Men 21 and over	503	345 8	42.6	97.4	1,124	361 2	41.9	103.4	7,780	354 1	39.9	106.5
Youths 18 and under 21	57	—	—	—	145	205 8	41.4	59.6	1,216	206 11	39.8	62.4
Boys under 18	58	—	—	—	100	—	—	—	797	135 1	39.4	41.1
Women 21 and over	453	188 6	40.5	55.9	1,488	205 0	40.1	61.3	15,107	219 1	39.3	66.9
Girls 18 and under 21	100	—	—	—	287	154 4	40.2	46.1	2,832	168 8	38.8	52.2
Girls under 18	108	112 3	40.9	32.9	329	111 3	40.0	33.4	2,884	117 9	38.8	36.4
<b>Part-time workers* (excluding Saturday-only workers)</b>												
Men 21 and over	26	—	—	—	44	—	—	—	224	126 5	21.8	69.6
Youths 18 and under 21	—	—	—	—	1	—	—	—	10	—	—	—
Boys under 18	37	—	—	—	11	—	—	—	24	—	—	—
Women 21 and over	385	102 2	24.6	49.8	817	110 2	25.1	52.7	8,962	106 0	22.8	55.8
Girls 18 and under 21	3	—	—	—	12	—	—	—	91	79 4	18.8	50.6
Girls under 18	4	—	—	—	17	—	—	—	41	—	—	—
<b>Saturday-only workers†</b>												
Men 21 and over	11	—	—	—	37	—	—	—	375	48 8	7.1	82.3
Youths 18 and under 21	15	—	—	—	39	—	—	—	309	29 7	6.9	51.4
Boys under 18	67	22 1	7.5	35.3	119	24 0	7.7	37.4	773	23 6	7.7	36.6
Women 21 and over	24	—	—	—	67	30 5	7.6	48.0	1,070	32 7	6.6	59.2



TABLE III—NUMBERS AND AVERAGE EARNINGS AND HOURS BY SIZE RANGE  
Analysis by Type of Organisation

	Establishments with 11-24 employees				Establishments with 25-99 employees				Establishments with 100 or more employees			
	Selling-staff				Selling-staff				Selling-staff			
	Numbers	Average weekly earnings	Average weekly hours	Average hourly earnings	Numbers	Average weekly earnings	Average weekly hours	Average hourly earnings	Numbers	Average weekly earnings	Average weekly hours	Average hourly earnings
	s. d.		d.		s. d.		d.		s. d.		d.	
<b>CO-OPERATIVES (See NOTE on page 528)</b>												
<b>Full-time workers</b>												
Men 21 and over	660	301 11	42.2	85.9	1,397	311 1	42.3	88.3	2,642	313 4	42.6	88.3
Youths 18 and under 21	98	—	—	—	207	163 6	42.2	46.5	356	180 6	42.5	51.0
Boys under 18	165	113 1	42.0	32.3	295	117 1	41.3	34.0	467	116 2	42.1	33.1
Women 21 and over	785	165 8	41.4	48.0	1,856	170 7	41.2	49.7	3,721	181 3	41.0	53.0
Girls 18 and under 21	197	124 2	41.7	35.7	491	123 11	41.4	35.9	882	128 8	41.0	37.7
Girls under 18	321	94 7	41.6	27.3	695	94 9	41.0	27.7	1,301	98 3	41.3	28.5
<b>Part-time workers* (excluding Saturday-only workers)</b>												
Men 21 and over	17	—	—	—	45	—	—	—	115	99 6	17.6	67.8
Youths 18 and under 21	1	—	—	—	—	—	—	—	8	—	—	—
Boys under 18	17	—	—	—	10	—	—	—	1	—	—	—
Women 21 and over	339	92 10	23.9	46.6	869	96 7	24.1	48.1	2,403	96 7	23.9	48.5
Girls 18 and under 21	7	—	—	—	7	—	—	—	12	—	—	—
Girls under 18	6	—	—	—	7	—	—	—	11	—	—	—
<b>Saturday-only workers†</b>												
Men 21 and over	7	—	—	—	14	—	—	—	66	39 5	7.9	39.9
Youths 18 and under 21	7	—	—	—	25	—	—	—	81	27 2	7.9	41.3
Boys under 18	37	—	—	—	87	22 4	7.5	35.7	268	22 8	7.8	34.9
Women 21 and over	6	—	—	—	29	—	—	—	110	30 4	8.3	43.9
Girls 18 and under 21	1	—	—	—	41	—	—	—	96	22 6	7.7	35.1
Girls under 18	39	—	—	—	205	17 8	7.2	29.4	649	18 10	7.7	29.4
<b>MULTIPLES</b>												
<b>Full-time workers</b>												
Men 21 and over	650	351 11	41.8	101.0	1,843	366 7	41.7	105.5	8,918	371 11	40.3	110.7
Youths 18 and under 21	123	177 3	42.0	50.6	307	190 11	41.6	55.1	1,760	201 6	40.3	60.0
Boys under 18	106	120 0	41.5	34.7	354	124 6	41.1	36.4	1,357	126 9	39.6	38.4
Women 21 and over	748	174 2	40.3	51.9	3,560	181 2	39.9	54.5	25,085	193 4	38.7	59.9
Girls 18 and under 21	238	131 4	41.1	38.3	1,266	136 8	40.1	40.9	6,843	144 6	39.0	44.5
Girls under 18	328	96 10	40.9	28.4	1,637	98 6	39.6	29.8	9,266	103 11	38.9	32.1
<b>Part-time workers* (excluding Saturday-only workers)</b>												
Men 21 and over	52	91 6	20.2	54.4	80	97 6	20.5	57.1	441	98 7	21.4	55.3
Youths 18 and under 21	2	—	—	—	9	—	—	—	12	—	—	—
Boys under 18	20	—	—	—	31	—	—	—	46	—	—	—
Women 21 and over	546	94 1	24.1	46.8	1,794	96 11	23.9	48.7	14,436	94 6	22.5	50.4
Girls 18 and under 21	1	—	—	—	34	—	—	—	110	77 1	20.3	45.6
Girls under 18	8	—	—	—	23	—	—	—	74	37 4	10.4	43.1
<b>Saturday-only workers†</b>												
Men 21 and over	20	—	—	—	25	—	—	—	351	44 5	7.4	72.0
Youths 18 and under 21	11	—	—	—	43	—	—	—	372	30 1	7.3	49.5
Boys under 18	95	22 4	7.6	35.3	262	22 7	7.7	35.2	1,234	23 9	7.9	36.1
Women 21 and over	32	—	—	—	121	28 3	7.2	47.1	1,602	30 6	7.4	49.5
Girls 18 and under 21	38	—	—	—	122	23 5	7.7	36.5	1,234	23 10	7.2	39.7
Girls under 18	164	20 1	7.6	31.7	1,687	19 6	7.6	30.8	12,265	18 10	7.5	30.1
<b>OTHERS</b>												
<b>Full-time workers</b>												
Men 21 and over	891	320 3	42.7	90.0	2,070	318 6	41.2	92.8	9,164	331 0	39.5	100.6
Youths 18 and under 21	93	—	—	—	258	173 6	40.8	51.0	1,490	178 0	39.3	54.4
Boys under 18	101	110 1	41.4	31.9	244	114 11	40.7	33.9	1,266	118 0	39.3	36.0
Women 21 and over	762	175 0	40.3	52.1	2,526	183 10	39.3	56.1	19,550	201 2	39.3	61.4
Girls 18 and under 21	142	128 10	40.8	37.9	456	130 0	39.4	39.6	3,719	144 0	39.1	44.2
Girls under 18	213	95 10	40.5	28.4	706	91 9	39.6	27.8	4,746	97 11	39.1	30.1
<b>Part-time workers* (excluding Saturday-only workers)</b>												
Men 21 and over	44	—	—	—	66	93 0	19.1	58.4	308	117 5	21.8	64.6
Youths 18 and under 21	2	—	—	—	9	—	—	—	9	—	—	—
Boys under 18	34	—	—	—	16	—	—	—	17	—	—	—
Women 21 and over	565	93 1	23.7	47.1	1,090	92 4	23.4	47.4	9,089	99 6	23.0	51.9
Girls 18 and under 21	4	—	—	—	4	—	—	—	56	90 4	22.1	49.0
Girls under 18	8	—	—	—	5	—	—	—	9	—	—	—
<b>Saturday-only workers†</b>												
Men 21 and over	7	—	—	—	34	—	—	—	244	48 2	7.0	82.6
Youths 18 and under 21	10	—	—	—	17	—	—	—	202	26 8	7.1	45.1
Boys under 18	30	—	—	—	63	22 10	7.4	37.0	609	20 11	7.4	33.9
Women 21 and over	38	—	—	—	50	—	—	—	788	31 2	6.3	59.4
Girls 18 and under 21	8	—	—	—	16	—	—	—	422	24 9	6.1	48.7
Girls under 18	77	20 0	7.2	33.3	233	18 6	7.2	30.8	1,564	18 8	7.0	32.0

\* Part-time workers (other than Saturday-only workers) are those whose employment ordinarily involves service for not more than 30 hours a week.

† Saturday-only workers are those who work on Saturdays only, including housewives, students and those whose main occupation is with another employer.

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## NATIONAL BOARD FOR PRICES AND INCOMES

### Report on the Salaries of Midland Bank Staff

On 17th June 1965 the First Secretary of State and Secretary of State for Economic Affairs requested the National Board for Prices and Incomes to examine, in the light of the national interest, a 5 per cent. salary increase for all staff of the Midland Bank, negotiated in May but backdated to 1st January 1965. The settlement included certain other improvements in salary scales and holiday arrangements.

It was followed by similar offers by the other ten clearing banks to their staffs, all but one of whom accepted. The National Provincial Bank staff, however, referred their claim to arbitration, but the subsequent award (made in October) was broadly in line with the other settlements.

The Board were asked to examine whether the Midland Bank settlement was out of line with the considerations set out in paragraphs 11-15 of the Command Paper "Prices and Incomes Policy" (Cmd. 2639); the implications of their agreements for the other clearing banks; and the effect of the settlement on bank costs and charges.

As a result the Board's Report "National Board for Prices and Incomes. Report No. 6. Salaries of Midland Bank Staff" has recently been issued. It has been published as a Command Paper (Cmd. 2839) and is obtainable from Her Majesty's Stationery Office, price 2s. 3d. (2s. 6d. including postage).

#### Conclusions and recommendations

In making their Report the Board conclude that: the Midland Bank settlement cannot be justified as an exceptional pay increase within the criteria given in the Command Paper on Prices and Incomes Policy; the settlement caused similar salary increases to be given by all the other clearing banks, to whom, therefore, the same judgment also applies; and the increase in staff costs associated with the recent settlement should not be reflected in increased charges to customers. They recommend that: in order to bring the settlement into line with the Command Paper the Midland Bank (and the other clearing banks) should make no further general pay increases until early in 1967; the special increases for the lower levels of the published salary scale of the Midland and other clearing banks should be taken into account in future salary negotiations; and the cost of living should be given less weight in future determination of bank salaries.

#### Salary structure and negotiations

All clerical staff in the Midland Bank are on a continuous age-related pay scale up to the age of 60, with equal pay for men and women up to age 23. There are published scales up to age 31, on top of which merit payments are also made. There are no published scales for those over 31; there are instead notional scales although actual salaries are fixed at the discretion of the Bank. Other clearing banks have similar arrangements. There is no national negotiating machinery for the industry.

The Midland Bank settlement in May gave a 5 per cent. salary increase from 1st January 1965; an increase in retirement pay for "standard" clerks; an extra "injection" into the pay scales of junior clerks from 1st September 1965, the effect of which was that a man would earn an extra £420 between the ages of 19 and 25, and a woman would earn an extra £475 between 19 and 28; and improve-

ments in the leave arrangements, based on a minimum of three weeks a year. This compared with a claim by the Midland Bank Staff Association for a 12½ per cent. salary increase.

Despite minor variations in the settlement reached by other banks, the Report says "it can reasonably be claimed that the Midland Bank settlement dictated the level of salary increases in banking for 1965".

Suggesting that the increased costs associated with the settlement should not be reflected in increased charges, the Report points out that the increases in staff costs (about 54 per cent. of total costs) have not been passed on in recent years. This is accounted for less by increased productivity than by "the buoyancy of the banks' income which in its turn springs from external circumstances".

#### The settlement

The Report rejects the contention of both management and staff that the settlement should be regarded as exceptional within the terms of the Command Paper. The Board found no "general recognition" that existing salary levels were too low to maintain a reasonable standard of living. On grounds of productivity, they found that the only bank employees who might qualify for special treatment were senior staff, who carry an additional burden as a result of the rapid expansion in non-routine business. "But", according to the Report, "the acceptance of more exacting work by some employees cannot be regarded as a valid reason for exceptional treatment for all".

The Board also reject the argument that bank employees' pay had fallen seriously out of line with those in comparable work elsewhere. To the Staff Association's contention that the salaries and status of bank employees had deteriorated compared with their pre-war position, the Board state that "we cannot accept that a comparison with conditions as they were nearly 30 years ago is relevant to today's needs". They also reject the staffs' argument that people in comparable occupations have received greater percentage increases in the last ten years. In fact the Board found no evidence that bank staff remuneration is out of line with that paid for comparable work elsewhere.

In finding that the Midland Bank settlement was out of line with the Command Paper, the Board also found that the settlements reached by other banks were out of line, including that reached in the National Provincial Bank which was referred to arbitration. The Board specifically dissent from the judgment contained in the arbitration award, dated 22nd October 1965, that the increase was consistent with the principles of the Command Paper.

#### Future salary structure

The Report concludes by criticising the banks' salary structures, which admit all clerks, irrespective of sex or qualifications, on the same scale. The changing nature of bank work increasingly requires staff of two kinds: "those required for the more routine work and a smaller number, possibly with higher qualifications than are required at present, who will be expected to engage seriously in banking as a career". The Report recommends dual salary structure and suggests that, in order to improve recruitment, more information should be given about salaries and fringe benefits, about the unpublished scales and about the salaries which go with promotion.

## NOTES ON REGIONAL LABOUR STATISTICS

### No. 6—Employees in Employment, by Industry, 1959 to 1964

Mid-year national and regional estimates of the numbers of male and female employees in employment in 1959, 1963 and 1964, analysed by industry (Orders of the 1958 edition of the Standard Industrial Classification), are given in the tables on pages 534 to 537.

The regional estimates relate to the Standard Regions of England (defined in the Appendix to Note 1 in this series on page 5 of the January 1965 issue of this GAZETTE), to Scotland, Wales and Northern Ireland. As in previous Notes in the series, the London and South Eastern, the Eastern and the Southern Standard Regions are grouped together as South East England which excludes Dorset, except for Poole.

The South Western, Midland, North Western and Northern Standard Regions of England correspond closely with the South Western, West Midland, North Western and Northern Economic Planning Regions, but there are small differences, e.g., for the purpose of employment statistics Poole is included in South East England and not in South Western Region. The East and West Ridings and the North Midland Standard Regions together correspond closely with the combined areas of the Yorkshire and Humberside and the East Midland Planning Regions.

The estimates take account of the revisions, which were described on page 59 of the February 1965 issue of this GAZETTE, to the pre-1964 estimates for Postal services and telecommunications and the consequential revisions to the estimates for Transport and communication (S.I.C. Order XIX) and to the total for all industries and services. For this reason, the estimates now given of the total numbers of employees in employment in 1959 and 1963 differ from

those shown in Table 2 of Note 1 in this series (see page 6 of the January 1965 issue of this GAZETTE).

As was explained in that earlier Note, estimates of employees in employment are derived by subtracting the numbers of persons registered as wholly unemployed from the annual mid-year estimates of employees. Consequently they still include some employees who were not actually employed at mid-year.

The fact that the figures are shown in hundreds does not imply that employment estimates can be made with this degree of precision. They are subject to sampling and other errors; especially for estimates of under 10,000, the error may be relatively large, as a percentage of the estimate. For such small groups, changes between one year and another in the figures need to be interpreted with particular caution and cannot be expected to provide a reliable basis for measuring rates of change.

The years 1959 and 1963 were selected as reasonably comparable points in the economic cycle, and 1959 was the first year for which employment statistics were compiled on the current edition of the Standard Industrial Classification. As estimates for mid-1965 are not yet available, figures have been shown for mid-1964.

Although estimates are not available for years prior to 1959 based on the 1958 Standard Industrial Classification, the Ministry of Labour has converted the figures for 1953 and 1959 on the 1948 S.I.C. to a basis more closely comparable with the estimates for later years. These are available on request to Statistics Department, Stats.C.1, Ministry of Labour, Orphanage Road, Watford, Herts.



## EMPLOYEES IN EMPLOYMENT AT MID-YEAR\*

## South East England†

(Thousands)

Order	1959			1963			1964		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Agriculture, forestry and fishing	191.6	39.6	231.2	155.1	38.2	193.3	149.8	37.5	187.3
Mining and quarrying	17.9	2.0	19.9	15.7	2.0	17.7	16.1	2.1	18.2
Food, drink and tobacco	153.6	111.2	264.8	156.3	111.1	267.4	156.2	106.8	263.0
Chemicals and allied industries	108.3	61.0	169.3	112.8	61.4	174.2	113.2	62.6	175.8
Metal manufacture	41.3	11.1	52.4	42.4	10.8	53.2	43.1	11.0	54.1
Engineering and electrical goods	533.5	226.6	760.1	596.5	252.3	848.8	601.6	263.9	865.5
Shipbuilding and marine engineering	56.5	3.2	59.7	49.9	3.2	53.1	48.9	3.4	52.3
Vehicles	251.5	33.0	284.5	256.5	33.8	290.3	253.5	34.5	288.0
Metal goods not elsewhere specified	78.0	36.3	114.3	91.0	38.0	129.0	91.9	40.8	132.7
Textiles	20.0	22.9	42.9	20.7	20.5	41.2	20.0	19.6	39.6
Leather, leather goods and fur	11.8	10.1	21.9	12.3	9.7	22.0	12.2	9.8	22.0
Clothing and footwear	53.4	131.3	184.7	53.3	128.9	182.2	51.1	124.7	175.8
Bricks, pottery, glass, cement, etc	70.3	13.4	83.7	74.0	15.1	89.1	76.4	15.3	91.7
Timber, furniture, etc	107.1	25.9	133.0	107.6	25.3	132.9	108.6	26.5	135.1
Paper, printing and publishing	196.9	96.8	293.7	217.7	101.9	319.6	218.0	101.4	319.4
Other manufacturing industries	59.9	51.2	111.1	67.9	57.5	125.4	70.0	58.7	128.7
Total manufacturing industries	1,742.1	834.0	2,576.1	1,858.9	869.5	2,728.4	1,864.7	879.0	2,743.7
Construction‡	494.0	26.4	520.4	532.1	33.4	565.5	565.5	34.9	600.4
Gas, electricity and water	128.7	16.0	144.7	130.5	18.1	148.6	131.7	18.7	150.4
Transport and communication	560.2	100.4	660.6	579.7	112.1	691.8	576.0	112.3	688.3
Distributive trades	542.9	517.4	1,060.3	583.3	575.4	1,158.7	584.3	584.7	1,169.0
Insurance, banking and finance	178.4	130.4	308.8	194.6	157.9	352.5	198.0	160.8	358.8
Professional and scientific services	284.0	484.1	768.1	324.9	548.0	872.9	334.7	562.1	896.8
Miscellaneous services	392.5	535.0	927.5	434.4	540.3	974.7	448.6	552.6	1,001.2
Public administration‡	380.5	150.2	530.7	406.3	170.7	577.0	386.5	171.6	558.1
Total all industries and services	4,912.8	2,835.5	7,748.3	5,215.5	3,065.6	8,281.1	5,255.9	3,116.3	8,372.2

## South Western§

Order	1959			1963			1964		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Agriculture, forestry and fishing	63.1	8.2	71.3	54.2	8.8	63.0	51.3	8.3	59.6
Mining and quarrying	17.6	0.9	18.5	17.1	1.0	18.1	16.7	1.0	17.7
Food, drink and tobacco	36.2	21.1	57.3	38.5	22.7	61.2	37.7	22.8	60.5
Chemicals and allied industries	7.7	2.5	10.2	8.8	2.4	11.2	7.7	2.1	9.8
Metal manufacture	4.5	0.5	5.0	4.5	0.7	5.2	4.6	0.7	5.3
Engineering and electrical goods	54.1	18.2	72.3	65.2	24.0	89.2	69.1	25.9	95.0
Shipbuilding and marine engineering	21.3	0.9	22.2	18.8	0.6	19.4	18.6	0.6	19.2
Vehicles	70.8	9.5	80.3	66.4	8.3	74.7	62.6	8.1	70.7
Metal goods not elsewhere specified	5.0	2.3	7.3	5.4	2.1	7.5	7.4	2.8	10.2
Textiles	6.9	6.5	13.4	9.0	6.1	15.1	9.4	5.9	15.3
Leather, leather goods and fur	2.8	0.9	3.7	2.7	1.1	3.8	2.8	1.0	3.8
Clothing and footwear	7.6	15.3	22.9	8.3	16.5	24.8	8.8	16.6	25.4
Bricks, pottery, glass, cement, etc	8.1	1.2	9.3	9.7	1.5	11.2	9.7	1.5	11.2
Timber, furniture, etc	12.6	2.7	15.3	13.2	2.9	16.1	13.0	3.0	16.0
Paper, printing and publishing	21.6	11.2	32.8	23.0	11.1	34.1	22.7	10.9	33.6
Other manufacturing industries	10.2	4.1	14.3	11.3	4.7	16.0	11.6	5.0	16.6
Total manufacturing industries	269.4	96.6	366.0	284.8	104.7	389.5	285.7	106.9	392.6
Construction‡	92.9	3.5	96.4	100.9	4.3	105.2	109.6	4.3	113.9
Gas, electricity and water	21.0	2.9	23.9	23.0	3.2	26.2	24.8	3.6	28.4
Transport and communication	82.6	12.6	95.2	81.8	13.1	94.9	80.9	13.1	94.0
Distributive trades	81.0	76.7	157.7	85.2	90.7	175.9	88.5	89.8	178.3
Insurance, banking and finance	12.3	8.7	21.0	14.1	11.7	25.8	14.3	12.2	26.5
Professional and scientific services	43.9	84.5	128.4	53.1	100.8	153.9	52.7	106.6	159.3
Miscellaneous services	52.1	82.4	134.5	60.6	84.6	145.2	62.1	87.6	149.7
Public administration‡	66.9	20.7	87.6	71.6	23.3	94.9	70.1	22.8	92.9
Total all industries and services	802.8	397.7	1,200.5	846.4	446.2	1,292.6	856.7	456.2	1,312.9

## Midland

Order	1959			1963			1964		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Agriculture, forestry and fishing	41.4	7.3	48.7	35.5	7.9	43.4	31.9	6.6	38.5
Mining and quarrying	65.5	2.0	67.5	50.4	2.0	52.4	48.2	2.0	50.2
Food, drink and tobacco	41.4	27.7	69.1	44.1	28.6	72.7	44.2	29.5	73.7
Chemicals and allied industries	18.2	8.4	26.6	19.3	8.0	27.3	20.8	7.8	28.6
Metal manufacture	111.9	21.8	133.7	116.1	22.8	138.9	122.0	24.2	146.2
Engineering and electrical goods	186.7	72.2	258.9	205.8	84.3	290.1	209.6	85.3	294.9
Shipbuilding and marine engineering	0.3	0.3	0.6	0.5	0.1	0.6	0.5	0.1	0.6
Vehicles	178.1	37.9	216.0	171.3	35.1	206.4	177.9	36.1	214.0
Metal goods not elsewhere specified	115.2	79.0	194.2	127.7	81.7	209.4	129.8	85.3	215.1
Textiles	17.2	19.5	36.7	18.0	18.9	36.9	18.3	18.5	36.8
Leather, leather goods and fur	2.1	4.1	6.2	2.1	4.3	6.4	2.1	4.2	6.3
Clothing and footwear	4.3	17.4	21.7	4.2	18.1	22.3	4.3	17.8	22.1
Bricks, pottery, glass, cement, etc	46.3	38.5	84.8	47.8	35.2	83.0	48.9	35.9	84.8
Timber, furniture, etc	15.7	4.9	20.6	16.2	4.7	20.9	17.3	5.1	22.4
Paper, printing and publishing	16.6	12.3	28.9	18.8	13.5	32.3	18.9	14.2	33.1
Other manufacturing industries	24.2	12.5	36.7	27.4	13.0	40.4	28.6	14.0	42.6
Total manufacturing industries	778.2	356.2	1,134.4	819.3	368.3	1,187.6	843.2	378.0	1,221.2
Construction‡	110.5	6.0	116.5	129.7	7.6	137.3	129.6	7.6	137.2
Gas, electricity and water	39.1	4.5	43.6	33.2	5.3	38.5	34.6	5.4	40.0
Transport and communication	86.5	18.6	105.1	87.9	18.7	106.6	86.5	19.0	105.5
Distributive trades	101.1	107.2	208.3	107.4	123.9	231.3	104.2	126.8	231.0
Insurance, banking and finance	13.4	12.9	26.3	17.1	15.9	33.0	18.0	17.1	35.1
Professional and scientific services	48.3	108.7	157.0	58.7	125.3	184.0	51.0	134.9	185.9
Miscellaneous services	49.1	81.4	130.5	56.0	86.0	142.0	60.4	91.6	152.0
Public administration‡	67.3	29.4	96.7	69.0	35.0	104.0	66.8	28.9	95.7
Total all industries and services	1,391.4	734.2	2,125.6	1,464.2	795.9	2,260.1	1,480.6	817.9	2,298.5

\* End-May for 1959, mid-June for 1963 and 1964.

† Excluding Dorset other than Poole.

‡ Owing to re-classification at June 1964, figures for earlier years are not strictly comparable (see page 59 of the February 1965 issue of this GAZETTE).

§ Including Dorset other than Poole.

## EMPLOYEES IN EMPLOYMENT AT MID-YEAR\*—continued

## North Midland

(Thousands)

Order	1959			1963			1964		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Agriculture, forestry and fishing	58.2	10.2	68.4	49.5	10.9	60.4	46.9	11.1	58.0
Mining and quarrying	125.9	3.5	129.4	112.7	3.5	116.2	109.7	3.3	113.0
Food, drink and tobacco	29.5	23.2	52.7	33.3	26.4	59.7	33.0	26.2	59.2
Chemicals and allied industries	16.2	6.4	22.6	18.3	7.8	26.1	18.0	7.7	25.7
Metal manufacture	52.2	4.7	56.9	58.1	5.7	63.8	61.5	5.6	67.1
Engineering and electrical goods	106.9	23.7	130.6	119.7	28.9	148.6	121.8	30.6	152.4
Shipbuilding and marine engineering	2.8	0.1	2.9	2.9	0.1	3.0	2.6	0.1	2.7
Vehicles	52.3	8.4	60.7	54.4	7.8	62.2	52.0	7.7	59.7
Metal goods not elsewhere specified	10.4	5.6	16.0	12.2	6.9	19.1	12.9	7.2	20.1
Textiles	43.7	68.3	112.0	48.0	72.5	120.5	50.4	74.6	125.0
Leather, leather goods and fur	3.9	1.2	5.1	3.7	1.2	4.9	3.7	1.2	4.9
Clothing and footwear	33.9	53.1	87.0	30.1	53.0	83.1	30.4	52.6	83.0
Bricks, pottery, glass, cement, etc	21.6	4.0	25.6	23.8	4.2	28.0	24.9	4.1	29.0
Timber, furniture, etc	13.0	3.8	16.8	13.3	3.4	16.7	13.4	3.3	16.7
Paper, printing and publishing	14.8	9.7	24.5	16.3	10.1	26.4	16.4	10.1	26.5
Other manufacturing industries	8.2	5.0	13.2	9.5	5.7	15.2	10.4	6.4	16.8
Total manufacturing industries	409.4	217.2	626.6	443.6	233.7	677.3	451.4	237.4	688.8
Construction‡	87.5	3.7	91.2	98.2	4.6	102.8	103.2	4.6	107.8
Gas, electricity and water	20.0	2.2	22.2	2.8	25.3	22.7	2.9	25.6	
Transport and communication	78.9	13.4	92.3	76.0	13.5	89.5	78.1	13.2	91.3
Distributive trades	83.2	80.1	163.3	88.1	177.2	265.3	90.1	188.6	378.7
Insurance, banking and finance	11.0	7.5	18.5	12.0	9.6	21.6	12.2	9.7	21.9
Professional and scientific services	37.3	75.8	113.1	41.8	87.8	129.6	44.2	93.0	137.2
Miscellaneous services	38.0	52.4	90.4	46.1					



## EMPLOYEES IN EMPLOYMENT AT MID-YEAR\*—continued

## Northern

(Thousands)

Order	1959			1963			1964		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Agriculture, forestry and fishing	32.0	3.8	35.8	25.2	3.7	28.9	24.4	3.4	27.8
Mining and quarrying	163.4	4.2	167.6	129.8	3.5	133.3	120.4	3.6	124.0
Food, drink and tobacco	18.1	15.5	33.6	18.9	14.5	33.4	18.8	14.3	33.1
Chemicals and allied industries	48.3	9.3	57.6	44.8	9.3	54.1	44.6	8.9	53.5
Metal manufacture	52.5	3.5	56.0	53.0	3.9	56.9	55.6	3.7	59.3
Engineering and electrical goods	76.1	21.7	97.8	78.2	25.4	103.6	82.1	28.3	110.4
Shipbuilding and marine engineering	58.2	2.7	60.9	41.8	2.2	44.0	40.8	2.2	43.0
Vehicles	15.3	1.0	16.3	13.0	0.9	13.9	11.1	0.8	11.9
Metal goods not elsewhere specified	7.8	3.4	11.2	8.2	3.4	11.6	8.1	3.6	11.7
Textiles	7.5	10.1	17.6	9.4	10.4	19.8	10.5	10.0	20.5
Leather, leather goods and fur	1.5	1.2	2.7	1.5	1.0	2.5	1.7	1.1	2.8
Clothing and footwear	4.2	24.2	28.4	5.2	25.5	30.7	5.1	25.7	30.8
Bricks, pottery, glass, cement, etc.	12.4	2.4	14.8	13.3	2.5	15.8	14.4	2.6	17.0
Timber, furniture, etc.	9.4	2.9	12.3	9.6	2.4	12.0	10.6	2.4	13.0
Paper, printing and publishing	8.4	5.6	14.0	9.1	6.1	15.2	9.7	6.5	16.2
Other manufacturing industries	5.6	4.1	9.7	6.8	4.3	11.1	7.7	4.5	12.2
Total manufacturing industries	325.3	107.6	432.9	312.8	111.8	424.6	320.3	115.1	435.4
Construction†	79.5	3.2	82.7	84.2	4.1	88.3	91.1	3.9	95.0
Gas, electricity and water	16.9	2.3	19.2	18.2	2.7	20.9	19.1	2.8	21.9
Transport and communication	79.2	13.3	92.5	75.5	12.9	88.4	74.1	12.5	86.6
Distributive trades	59.2	87.7	146.9	64.0	94.8	158.8	63.2	95.6	158.8
Insurance, banking and finance	9.7	6.7	16.4	10.7	8.1	18.8	10.7	8.3	19.0
Professional and scientific services	29.4	68.6	98.0	35.0	83.0	118.0	37.5	86.6	124.1
Miscellaneous services	36.1	63.2	99.3	39.8	62.6	102.4	42.6	67.1	109.7
Public administration†	53.3	20.0	73.3	56.5	20.8	77.3	50.0	20.0	70.0
Total all industries and services	884.0	380.6	1,264.6	851.7	408.0	1,259.7	853.4	418.9	1,272.3

## Scotland

Order	1959			1963			1964		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Agriculture, forestry and fishing	86.7	13.3	100.0	78.5	12.2	90.7	74.6	11.3	85.9
Mining and quarrying	97.6	2.7	100.3	69.4	2.3	71.7	64.6	2.4	67.0
Food, drink and tobacco	49.9	42.6	92.5	52.0	43.3	95.3	52.1	44.0	96.1
Chemicals and allied industries	26.3	8.7	35.0	25.9	8.0	33.9	26.3	8.3	34.6
Metal manufacture	48.7	5.3	54.0	44.3	5.1	49.4	47.8	5.3	53.1
Engineering and electrical goods	111.6	31.1	142.7	122.6	35.9	158.5	127.6	38.6	166.2
Shipbuilding and marine engineering	64.9	3.9	68.8	47.7	3.2	50.9	45.8	2.8	48.6
Vehicles	36.8	4.0	40.8	35.0	4.1	39.1	37.7	4.1	41.8
Metal goods not elsewhere specified	19.4	7.1	26.5	18.7	6.5	25.2	17.2	7.2	24.4
Textiles	38.5	62.7	101.2	37.8	60.1	97.9	37.7	59.2	96.9
Leather, leather goods and fur	2.6	1.7	4.3	2.4	1.7	4.1	2.5	1.8	4.3
Clothing and footwear	5.5	23.9	29.4	5.0	23.9	28.9	5.0	23.6	28.6
Bricks, pottery, glass, cement, etc.	18.1	2.8	20.9	19.7	2.6	22.3	20.9	2.8	23.7
Timber, furniture, etc.	19.4	4.8	24.2	19.3	4.2	23.5	19.1	4.3	23.4
Paper, printing and publishing	33.9	21.0	54.9	35.6	22.2	57.8	35.6	22.0	57.6
Other manufacturing industries	12.4	4.7	17.1	11.8	4.9	16.7	11.6	4.4	16.0
Total manufacturing industries	488.0	224.3	712.3	477.8	225.7	703.5	489.2	228.4	717.6
Construction†	142.6	8.2	150.8	166.7	9.2	175.9	173.9	9.1	183.0
Gas, electricity and water	25.9	3.5	29.4	27.4	4.1	31.5	28.5	4.1	32.6
Transport and communication	146.5	31.5	178.0	142.6	30.4	173.0	139.0	29.4	168.4
Distributive trades	122.2	160.7	282.9	120.7	168.9	289.6	121.8	171.8	293.6
Insurance, banking and finance	22.1	16.4	38.5	23.2	18.8	42.0	23.7	19.3	43.0
Professional and scientific services	64.8	139.0	203.8	70.5	160.9	231.4	74.0	166.2	240.2
Miscellaneous services	65.7	99.5	165.2	71.9	99.5	171.4	74.8	105.0	179.8
Public administration†	80.0	31.3	111.3	84.8	33.4	118.2	81.2	33.1	114.3
Total all industries and services	1,342.1	730.4	2,072.5	1,333.5	765.4	2,098.9	1,345.3	780.1	2,125.4

## Wales

Order	1959			1963			1964		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Agriculture, forestry and fishing	23.1	2.9	26.0	19.2	2.7	21.9	17.1	2.1	19.2
Mining and quarrying	118.4	3.2	121.6	98.4	2.9	101.3	93.9	2.8	96.7
Food, drink and tobacco	12.5	8.1	20.6	12.7	8.9	21.6	12.4	8.8	21.2
Chemicals and allied industries	21.9	3.9	25.8	19.7	3.7	23.4	19.3	3.9	23.2
Metal manufacture	76.4	6.1	82.5	83.8	6.7	90.5	87.9	7.1	95.0
Engineering and electrical goods	27.9	13.4	41.3	33.9	16.8	50.7	33.8	18.5	52.3
Shipbuilding and marine engineering	5.3	0.4	5.7	4.1	0.3	4.4	3.8	0.3	4.1
Vehicles	12.1	3.0	15.1	13.6	3.6	17.2	14.4	3.7	18.1
Metal goods not elsewhere specified	12.5	7.6	20.1	13.1	7.1	20.2	13.5	7.7	21.2
Textiles	10.4	5.5	15.9	11.4	5.5	16.9	12.0	5.7	17.7
Leather, leather goods and fur	1.2	0.9	2.1	1.1	1.0	2.1	1.0	0.9	1.9
Clothing and footwear	1.8	10.2	12.0	2.2	11.9	14.1	2.2	12.4	14.6
Bricks, pottery, glass, cement, etc.	8.0	1.2	9.2	8.5	1.3	9.8	9.0	1.5	10.5
Timber, furniture, etc.	5.4	0.8	6.2	5.3	0.8	6.1	5.3	0.9	6.2
Paper, printing and publishing	6.0	2.8	8.8	7.6	3.9	11.5	8.0	4.0	12.0
Other manufacturing industries	6.0	4.8	10.8	6.8	6.2	13.0	7.5	6.6	14.1
Total manufacturing industries	207.4	68.7	276.1	223.8	77.7	301.5	230.1	82.0	312.1
Construction†	63.8	2.0	65.8	71.3	2.5	73.8	75.3	2.5	77.8
Gas, electricity and water	17.7	2.3	20.0	18.8	2.4	21.2	19.3	3.0	22.3
Transport and communication	74.3	9.5	83.8	67.6	9.7	77.3	66.4	9.9	76.3
Distributive trades	44.3	52.7	97.0	47.9	60.1	108.0	45.8	58.6	104.4
Insurance, banking and finance	8.2	5.4	13.6	8.3	6.0	14.3	8.3	6.8	15.1
Professional and scientific services	27.2	60.0	87.2	31.7	67.5	99.2	33.4	72.4	105.8
Miscellaneous services	28.3	43.7	72.0	31.7	43.5	75.2	33.2	47.6	80.8
Public administration†	47.0	14.2	61.2	51.3	16.0	67.3	48.2	14.9	63.1
Total all industries and services	659.9	264.6	924.5	670.0	291.0	961.0	671.0	302.6	973.6

\* End-May for 1959, mid-June for 1963 and 1964.

† Owing to re-classification at June 1964, figures for earlier years are not strictly comparable (see page 59 of the February 1965 issue of this GAZETTE).

## EMPLOYEES IN EMPLOYMENT AT MID-YEAR\*—continued

## Great Britain

(Thousands)

Order	1959			1963			1964		
	Males	Females	Total	Males	Females	Total	Males	Females	Total
Agriculture, forestry and fishing	548.8	92.3	641.1	461.9	91.8	553.7	439.3	87.2	526.5
Mining and quarrying	806.2	24.1	830.3	660.3	22.1	682.4	632.9	22.3	655.2
Food, drink and tobacco	442.1	338.4	780.5	461.0	343.9	804.9	459.3	342.6	801.9
Chemicals and allied industries	373.2	142.1	515.3	371.1	140.1	511.2	365.8	140.5	506.3
Metal manufacture	502.6	70.2	572.8	518.7	72.7	591.4	545.1	75.1	620.2
Engineering and electrical goods	1,408.8	497.7	1,906.5	1,555.7	569.4	2,125.1	1,581.9	599.6	2,181.5
Shipbuilding and marine engineering	253.5	12.9	266.4	199.8	11.4	211.2	192.0	11.3	203.3
Vehicles	744.1	115.7	859.8	750.3	115.6	865.9	752.3	117.2	869.5
Metal goods not elsewhere specified	325.5	179.5	505.0	360.6	185.2	545.8	370.3	195.9	566.2
Textiles	372.7	467.0	839.7	362.5	413.9	776.4	365.9	410.7	776.6
Leather, leather goods and fur	36.4	26.4	62.8	35.5	26.1	61.6	36.1	26.1	62.2
Clothing and footwear	148.0	398.0	546.0	145.2	397.6	542.8	142.7	393.7	536.4
Bricks, pottery, glass, cement, etc.	246.4	76.6	323.0	260.4	76.6	337.0	271.7	78.6	350.3
Timber, furniture, etc.	221.6	57.8	279.4	225.3	55.5	280.8	230.3	57.7	288.0
Paper, printing and publishing	368.2	200.5	568.7	407.7	212.9	620.6	408.2	213.5	621.7
Other manufacturing industries	167.7	110.1	277.8	186.8	120.0	306.8	195.3	124.8	320.1
Total manufacturing industries	5,610.8	2,692.9	8,303.7	5,840.6	2,740.9	8,581.5	5,916.9	2,787.3	8,704.2
Construction†	1,313.9	64.9	1,378.8	1,460.4	80.0	1,540.4	1,533.3	80.8	1,614.1
Gas, electricity and water	332.1	42.2	374.3	348.8	48.3	397.1	352.3	50.1	402.4
Transport and communication	1,438.8	244.4	1,683.2	1,428.8	253.9	1,682.7	1,412.8	252.3	1,665.1
Distributive trades	1,307.8	1,386.5	2,694.3	1,374.2	1,529.3	2,903.5	1,379.2	1,545.4	2,924.6
Insurance, banking and finance	303.2	224.2	527.4	331.4	271.1	602.5	340.7	280.6	621.3
Professional and scientific services	648.8	1,268.0	1,916.8	749.2	1,465.1	2,214.3	776.6	1,524.9	2,301.5
Miscellaneous services	791.3	1,163.8	1,955.1	884.1	1,180.1	2,064.2	921.5	1,229.2	2



## FINAL REPORT OF THE INDUSTRIAL TRAINING COUNCIL

The Final Report of the Industrial Training Council has recently been published. The Council, which was set up in 1958 by the British Employers' Confederation, the Trades Union Congress and the boards of the nationalised industries, was wound up in November 1964, after the appointment of the Central Training Council (see page 202 of the May 1964 issue of this GAZETTE).

This last Report summarises the experience gained by the Council, its Regional Committees and its Training Advisory Service, over the past six years, in assessing training needs and planning training schemes and training services.

The Report also refers to the guidance, based on experience in tackling various specific training problems, which has been made available by the Council and its Training Advisory Service in booklets entitled:—

- Craft Apprenticeships (price 2s. 6d.).
- Training Boys in Industry—The non-apprentice (1s. 9d.).
- Training Girls in Industry (3s. 6d.).
- Co-operation between Industry and Education (3s.).
- The Training Specialist in Industry (2s. 6d.).
- Group Training Schemes (2s. 9d.).

Copies of the first five of these booklets and of the Council's Report (price 2s.) can be obtained post free from the Ministry of Labour (T.C.2), 32 St. James's Square, London S.W.1; "Group Training Schemes" is available, also post free, from the Industrial Training Service, 53 Victoria Street, London S.W.1.

The Industrial Training Council was set up to keep the recruitment and training of workpeople under review, to provide encouragement and help to industries in dealing with the training of workpeople, and to collect and disseminate information about aspects of training common to more than one industry, including information about training practices in other countries.

An important achievement of the Council in improving the volume and quality of training was the establishment of the Training Advisory Service.

When the Industrial Training Council was disbanded the Training Advisory Service was re-named the Industrial Training Service with a new Board of Directors appointed by the Minister of Labour from members of the Central Training Council (see page 418 of the October 1964 issue of this GAZETTE). The Industrial Training Service includes amongst its activities the assessment of training needs for both industries and individual companies, the development of training schemes at all levels and the promotion of group training schemes.

## SAFETY, HEALTH AND WELFARE

### Safety in Electrical Testing

Steps that must be taken in the factory, to ensure that household equipment such as kettles, food mixers, vacuum cleaners, shavers and office equipment such as adding machines are safe, are described in a Ministry of Labour booklet "Safety in Electrical Testing", recently published. The booklet, No. 31 in the Safety, Health and Welfare New Series, is obtainable from Her Majesty's Stationery Office, price 1s. 6d. (1s. 11d. including postage).

Equipment containing fractional horse-power motors, and much other domestic and office equipment, is mass-produced—testing procedures carried out are usually of insulation resistance at about 500 volts, insulation strength (flash test) at about 1,500 to 2,000 volts and finally correct assembly and correct operations at mains voltage.

Much testing work can now be carried out by persons without electrical knowledge or training if semi-automatic methods utilising

a conveyor passing through a test "tunnel" or area are used. The alternative is for the apparatus to be placed in a closed "box" for the test, the lid or door being interlocked with the electrical supply.

The booklet makes the point that all test operators should be specifically instructed on the possible dangers and how to avoid them. Test operators whose work may expose them to electrical risks must have sufficient technical knowledge, or must be sufficiently competent by experience, to enable them to avoid danger, and should be over 21 years of age.

The booklet also discusses the testing of electrical installations during maintenance work and it states that a large number of accidents result from testing by maintenance staff. Probably the most common and serious are due to accidental contact with live parts which are necessarily exposed and to flash-over caused by testing instruments—ordinary test lamps and leads. Advice is given on how to avoid the dangers.

### Power Press Safety Code

Recommendations for power press design and tool safeguarding are contained in the "Power Press Safety Code: Fifth Report of Proceedings of the Joint Standing Committee on Safety in the Use of Power Presses" recently published and obtainable from Her Majesty's Stationery Office, price 2s. 3d. (2s. 8d. including postage).

The Report codifies the recommendations made by the Committee in earlier reports, and is intended as a guide to all who design, manufacture, sell, purchase or use presses and their safety devices. Its object is to improve standards generally and to stimulate progress in safeguarding these machines. The recommendations have been brought up to date and supplemented where necessary.

A general section of the code covers such aspects as the certificate of soundness, marks of identity, flywheel speed and facilities for fitting guards. Other sections cover arrester brakes; electrical equipment and control for clutches; presses with positive clutches; presses with friction clutches; and guard construction and performance.

In a foreword to the Report, H.M. Chief Inspector of Factories points out that the "safe working of a power press depends not only on the fencing provided but to a very considerable extent on its capacity to function correctly during its entire movements and for these movements to be reliably controlled". He continues: "The Report contains valuable information which I am sure will be of great assistance to users, designers and makers of power presses and their associated guards, and I hope it will be widely read and closely studied".

It is pointed out by the Committee in their Report that the code will be kept under review because they "would not wish to stand in the way of further development". They add that they believe the adoption of the code will result in a substantial improvement in the standards of safety at these machines and make a further contribution to the continuing efforts necessary to reduce the number of accidents which have for so long been a deplorable feature in their use.

### Jewellery and the Risk of Accidents

Jewellery worn by men and women workers on the factory floor may be the means of causing them grave injury. This is stressed in the latest edition of "Accidents—how they are caused and how to prevent them", a Ministry of Labour quarterly bulletin (No. 65) recently published and obtainable from Her Majesty's Stationery Office, price 2s. (2s. 6d. including postage).

The risk is all the more real if the worker works at or is near machinery in motion and, although women workers are more exposed to the hazards, many men have suffered injuries to fingers by wearing rings.

The bulletin urges that "the wearing of rings, bangles and other jewellery should be strongly discouraged. For new workers, who probably will be quite unaware of the possible dangers, there should be advice on the subject. Thereafter, this is a matter which should be dealt with by normal supervision."

The bulletin illustrates the risks by giving an account of an accident based on one that actually happened. In a soft drinks factory a woman was transferring clean bottles from a bottle washing machine to a conveyor leading to the filling machine. One of the bottles dropped into a tray beneath the carrier chain. The woman was wearing four narrow bracelets and, as she tried to recover the bottle, the carrier chain caught her bracelet. The woman's hand was dragged under the chain and trapped between the sprocket and chain. Luckily, the chain became displaced and the worker escaped with cuts and bruising. It might, however, have been a very serious accident.

In a foreword to the bulletin, H.M. Chief Inspector of Factories points out that the only real means of combating the rising number of accidents "is greater vigilance, better safety training, a ready acceptance of the need to take precautions such as the wearing of protective clothing and discipline on the shop floor". It is a matter for the people engaged in industry—both workers and management.

In addition the bulletin contains articles on the safety aspects of machine tools, lifts and elevators, process machinery, stacking and storage, building and structural work, transport and food machinery, and there is also a section dealing with eye injuries.

## INTERNATIONAL LABOUR ORGANISATION

### 163rd Session of the Governing Body

The 163rd Session of the Governing Body of the International Labour Office was held in Geneva from 16th to 19th November under the Chairmanship of Mr. O. B. Diarra (Government Member, Mali). The United Kingdom Government was represented by Mr. D. C. Barnes, C.B., Deputy Secretary, Ministry of Labour. Sir George Pollock, Q.C., Director, British Employers' Confederation and Lord Collison, C.B.E., Member of the Trades Union Congress General Council and General Secretary of the National Union of Agricultural Workers, attended as members representing, respectively, United Kingdom employers and workers.

The following paragraphs indicate the main subjects discussed by the Governing Body:—

#### Agenda for the 51st (1967) Session of the International Labour Conference

The Governing Body fixed the agenda for the 1967 Conference. In addition to the usual standing items (Report of the Director General; Financial and Budgetary Questions; Reports on the Application of Conventions and Recommendations) it will include second discussions of the revision of Conventions 35 to 40 concerning old age, invalidity and survivors' pensions and of the examination of grievance procedures and communications within the undertaking. Three new items were selected:—

1. Maximum Permissible Weight to be Carried by One Worker;
2. Improvement of Conditions of Life and Work of Tenants, Share Croppers and Similar Categories of Agricultural Workers;
3. The International Labour Organisation and Technical Co-operation.

#### Industrial committees

It was decided that the following major meetings of industrial and analogous committees should be held in 1967:—

1. Tripartite Technical Meeting for the Woodworking Industries.
2. Advisory Committee on Salaried Employees and Professional Workers (Sixth Session).
3. Second Tripartite Technical Meeting for Mines other than Coal mines.

#### Programme and structure of the International Labour Organisation

The Working Party on Programme and Structure submitted to the Governing Body its third report, which deals with the objectives, scope and content of the major programme areas concerned with conditions of life and work, labour relations and institutional development. The future programme of work of the Working Party will fall into four main divisions, viz., questions relating to the role, composition and procedures of (a) industrial committees and analogous bodies; (b) regional conferences and regional advisory committees; (c) the General Conference and its committees; and (d) the Governing Body and its committees.

#### Headquarters building of the International Labour Organisation

The Governing Body approved in principle the construction of a new Headquarters building on a site adjacent to the new World Health Organisation building. The project will be financed partly by the sale of the existing building and partly by means of a loan provided by the Swiss authorities, repayable over 40 years. A team of architects will be appointed to draw up detailed plans for the new building for the approval of the Governing Body.

#### The International Centre for Advanced Technical and Vocational Training, Turin

The Director General announced that the Centre had been officially opened on 15th October 1965 and that the first two groups of trainees had arrived. The total amount of contributions (including equipment) pledged for the first four years of operation has now reached more than \$5½ million. Management and control of the Centre will be taken over by an independent board early in 1966.

#### Southern Rhodesia

The Governing Body unanimously adopted a Resolution expressing its concern at Southern Rhodesia's unilateral declaration of independence and pledging support for such action as may be decided upon by the Security Council.

### Tripartite Technical Meeting on Hotels, Restaurants and Similar Establishments

The meeting was held in Geneva from 4th to 15th October 1965 under the Chairmanship of Mr. E. Letts (Peru). Nineteen countries participated and there were observer delegations from two other countries, from intergovernmental organisations and from international employers' and workers' organisations.

The United Kingdom was represented by a tripartite delegation. The Government delegates were Mr. J. R. Lloyd Davies, C.M.G., Assistant Secretary, Ministry of Labour and Mr. P. McC. Boyd, M.B.E., M.C., Principal, Ministry of Labour. The Employers' delegates were Mr. E. D. Croft, M.B.E., Director and Secretary,

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British Hotels and Restaurants Association and Mr. V. Elwes, O.B.E., Honorary Adviser on Industrial Relations to Caterers' Association of Great Britain. The Workers' delegates were Mr. T. Malloy, National Officer, Union of Shop, Distributive and Allied Workers and Mr. E. G. Romp, District Officer, National Union of General and Municipal Workers. The agenda comprised:—

1. Review of the social and economic problems of employees in hotels, restaurants and similar establishments.
2. Methods of remuneration.
3. Organisation of work schedules and paid holidays.

The meeting adopted two series of conclusions, arising from the second and third items of the agenda.

In the first series of conclusions, the meeting stated that any system of treating tipping as remuneration should be abolished and replaced by fixed wages or by a system based on service charges. It found it desirable that, progressively, the workers in hotels, restaurants and similar establishments should receive a fixed remuneration and that the system of service charges should guarantee an adequate minimum level of remuneration. The value of payment in kind, especially food and lodgings, should be made known to workers and should be taken into account for social security or fiscal purposes. The principles contained in the International Labour Convention 1951, concerning equal remuneration for work of equal value, should be applied by employers. The meeting stated that most of the measures which had been recommended should be applied by means of collective agreements between the employers and workers concerned, or by means of legislation, or by other procedures recognised by the competent authorities after consultation with employers' and workers' organisations, taking due account of national conditions. It was, however, preferable to regulate remuneration through collective agreements.

In its second series of conclusions, the meeting stated that although the methods of organising work schedules and paid holidays must take into account the particular conditions under which work in this industry is carried out, they should aim at ensuring that personnel have conditions of work comparable to those of other workers. These methods may be prescribed by legislation or by regulations, by collective agreements or awards, by the decisions of bipartite or tripartite bodies or by a combination of these different methods. The conclusions state that in all cases where the hours of work are still greater than 48 hours a week, immediate steps should be taken to reduce them to that level. When hours of work are being reduced below 48 hours a week in other branches of activity, similar measures should be envisaged and applied in the catering industry. The total length of the daily breaks during a normal working day should amount to at least one hour. The daily rest period should not normally be less than 12 consecutive hours. Staff should be granted, in the course of each period of seven days, a rest of one full day preceded by a reduced working day, preferably one half day. Taking into account existing practices in the different countries, the length of the basic paid annual holiday should in no case be less than two working weeks for 12 months' service. The conclusions also deal with public holidays and other leave, organisation of work schedules, methods of implementation and supervision, and consultation between governments, employers and workers.

The meeting also adopted a number of resolutions on the following questions: the development of tourism and related industries; seasonal and migrant workers; legal protection for foreign workers; vocational training; freedom of association and trade union rights; discrimination in employment; young workers; hygiene; invalidity, old age and survivors' pensions; and future action of the International Labour Organisation concerning hotels and restaurants.

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

### Preparatory Technical Conference on Fishermen's Questions

A Preparatory Technical Conference on Fishermen's Questions was held in Geneva from 18th to 28th October, under the Chairmanship of Captain J. G. Hutchison, Chief of the Protection Branch of the Canadian Department of Fisheries. It was attended by tripartite delegations representing governments, employers and workers from 15 countries, and three other countries sent observers. The United Kingdom delegation was composed of Mr. P. M. S. Corley and Mr. E. Wilson (Government delegate and adviser); Mr. J. R. Cobley, C.B.E., Mr. J. Stephen and Mr. C. C. D. Miller (Employers' delegate and advisers); and Mr. R. Head and Mr. A. Stuart (Workers' delegate and adviser).

The Conference adopted conclusions under the following main headings: accommodation on board fishing vessels; fishermen's certificates of competency; and vocational training of fishermen. These conclusions, which will be the basis for proposed International Labour Instruments, have since been considered at the 163rd Session of the Governing Body of the International Labour Office, which decided to put them before the 50th Session of the International Labour Conference in June 1966 for final consideration.

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# EMPLOYMENT, UNEMPLOYMENT, ACCIDENT

## AND OTHER STATISTICS

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## Employment in Great Britain in October

The table below and the table on the next page show the changes in employment in Great Britain between September and October 1965 and in comparable recent periods.

The employment figures for all dates after June 1964 are provisional and subject to revision in the light of more complete information to be derived from the count of National Insurance cards in mid-1965.

### TOTAL WORKING POPULATION

The table below gives changes in the total working population between mid-September and mid-October 1965, together with figures for recent months, for mid-October 1964 and for June of each year from 1961. The total working population represents the estimated number of persons aged 15 and over who work for pay or gain, or register themselves as available for such work. It has three components, for which separate figures are given, (1) the numbers in civil employment, (2) the numbers wholly unemployed and (3) the numbers in H.M. Forces and Women's Services. The numbers in civil employment are analysed by broad industrial groups and the figures include employers and persons working on their own account as well as employees. They also include persons temporarily laid off but still on employers' pay-rolls and those unable to work on account of sickness. Part-time workers are counted as full units.

### TOTAL WORKING POPULATION OF GREAT BRITAIN: OCTOBER 1965

Industry or Service	End-June 1961	Mid-June 1962	Mid-June 1963	Mid-June 1964	Mid-Oct.* 1964	Mid-June* 1965	Mid-Aug.* 1965	Mid-Sept.* 1965	Mid-Oct.* 1965	Change Sept.-Oct. 1965
Agriculture and fishing	948	920	906	879	873	853	860	875	866	- 9
Mining and quarrying	731	712	684	657	650	625	618	615	612	- 3
Food, drink and tobacco	832	828	820	817	830	812	836	829	832	+ 3
Chemicals and allied industries	532	518	513	508	512	507	512	512	512	+ 3
Metal manufacture	631	596	592	621	629	628	628	630	630	+ 3
Engineering and electrical goods	2,147	2,182	2,151	2,208	2,236	2,237	2,251	2,269	2,275	+ 6
Shipbuilding and marine engineering	241	236	212	204	208	208	210	211	211	+ 1
Vehicles	898	883	873	877	881	876	874	876	876	+ 2
Metal goods	569	560	577	577	586	583	586	589	591	+ 2
Textiles	842	806	785	786	785	770	770	768	768	- 1
Clothing and footwear	585	581	563	556	559	538	543	542	542	- 1
Other manufactures	1,651	1,662	1,649	1,684	1,715	1,697	1,708	1,712	1,714	+ 2
Total in manufacturing industries	8,928	8,852	8,715	8,838	8,940	8,854	8,911	8,939	8,951	+ 12
Construction†	1,617	1,653	1,681	1,755	1,771‡	1,747	1,749	1,753‡	1,749	- 4
Gas, electricity and water	379	387	397	402	407	409	409	412	414	+ 2
Total in Index of Production industries§	11,655	11,605	11,477	11,652	11,767	11,634	11,687	11,718‡	11,725	+ 7
Transport and communication	1,747	1,756	1,726	1,708	1,703	1,670	1,676	1,673	1,666	- 7
Distributive trades	3,312	3,367	3,401	3,422	3,477	3,437	3,490	3,466	3,484	+ 18
Financial, professional and scientific services			3,000	3,106	3,135	3,180	3,175	3,186	3,201	+ 15
Catering, hotels, etc.			685	719	679	722	738	696	658	- 38
Miscellaneous services (excluding catering, hotels, etc.)	5,060	5,227								
National government service†	511	520	537	1,701	1,699	1,677	1,702	1,697	1,683	- 14
Local government service†	756	772	802	752	758	764	764	770	770	+ 6
Total in civil employment	23,989	24,166	24,183	24,458	24,610‡	24,455	24,610	24,595‡	24,571	- 24
Wholly unemployed	15,746	15,837	15,836	15,948	16,013‡	15,890	15,968	15,950‡	15,920	- 30
Males	8,243	8,329	8,347	8,510	8,597	8,564	8,642	8,645	8,651	+ 6
Females										
H.M. Forces and Women's Services	251	372	461	317	340	270	318	304	309	+ 5
Males	184	278	346	240	253	207	240	231	234	+ 3
Females	67	94	115	77	88	63	78	73	75	+ 2
Total working population	24,714	24,980	25,071	25,199	25,375‡	25,148	25,349	25,320‡	25,302	- 18
Males	16,389	16,540	16,592	16,596	16,675‡	16,504	16,613	16,587‡	16,561	- 26
Females	8,325	8,440	8,479	8,603	8,701	8,643	8,736	8,733	8,741	+ 8

Note.—Each figure is rounded to the nearest 1,000 and some rounded totals may differ from the sum of the rounded components.  
 \* Estimates in these columns are subject to revision in the light of information to be derived from the mid-1965 count of National Insurance cards. Preliminary results of the total count indicate that the total number in civil employment at mid-1965 (and for subsequent months) was about 0.4 per cent. greater than the published provisional estimate. The extent to which the provisional estimates for the various industry groups will be revised cannot yet be estimated, but the broad picture of changes in employment during recent months will, however, not be affected.  
 † Owing to re-classification at June 1964, figures for earlier dates are not strictly comparable. See page 59 of the February 1965 issue of this GAZETTE.  
 ‡ Amended figure.  
 § Industries included in the Index of Production, i.e., Order II (Mining and quarrying)—Order XVIII (Gas, electricity and water) of the Standard Industrial Classification (1958).

## NUMBERS EMPLOYED IN GREAT BRITAIN: INDUSTRIAL ANALYSIS

(Mid-month)

(Thousands)

Industry	October 1964*			August 1965*			September 1965*			October 1965*		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Mining, etc.	565.3	17.5	582.8	533.6	17.5	551.1	530.7	17.5	548.2	527.2	17.5	544.7
Food, drink and tobacco	460.2	354.3	814.5	473.6	347.4	821.0	463.5	350.0	813.5	462.2	355.0	817.2
Grain milling	32.2	8.5	40.7	31.3	8.4	39.7	31.4	8.4	39.8	31.5	8.4	39.9
Bread and flour confectionery	89.4	59.8	149.2	92.5	62.7	155.2	90.7	61.7	152.4	89.8	61.6	151.4
Biscuits	17.8	36.3	54.3	17.5	33.7	51.1	17.5	34.7	52.2	17.6	35.2	52.8
Bacon curing, meat and fish products	40.9	38.2	79.1	43.8	39.3	83.1	42.5	38.9	81.4	42.8	39.8	82.6
Milk products	21.3	11.2	32.5	23.7	12.2	35.9	22.3	11.8	34.1	21.6	11.6	33.2
Sugar	13.4	4.1	17.5	11.8	3.7	15.5	11.8	3.7	15.5	13.3	4.0	17.3
Cocoa, chocolate and sugar confectionery	39.4	58.7	98.1	39.2	54.1	93.3	39.1	56.5	95.6	39.3	57.6	96.9
Fruit and vegetable products	30.9	46.9	77.8	34.6	44.6	79.2	32.1	45.0	77.1	31.8	47.4	79.2
Animal and poultry foods	16.3	4.7	21.0	15.7	4.5	20.2	15.8	4.5	20.3	15.9	4.6	20.5
Food industries not elsewhere specified	23.5	20.3	43.8	24.5	19.0	43.5	24.0	19.3	43.3	23.9	19.6	43.5
Brewing and malting	78.2	19.7	97.9	79.2	19.9	99.1	78.0	19.9	97.9	77.0	19.8	96.8
Other drink industries	39.8	23.0	62.8	42.0	23.3	65.3	40.9	23.4	64.3	40.6	23.4	64.0
Tobacco	17.1	22.7	39.8	17.7	22.2	39.9	17.4	22.2	39.6	17.1	22.0	39.1
Chemicals and allied industries	366.7	143.2	509.9	365.7	144.4	510.1	365.4	144.6	510.0	365.1	145.3	510.4
Coke ovens and manufactured fuel	15.7	0.5	16.2	15.7	0.5	16.2	15.6	0.5	16.1	15.5	0.5	16.0
Mineral oil refining	25.2	3.8	29.0	24.3	3.8	28.1	24.3	3.9	28.2	24.3	3.9	28.2
Lubricating oils and greases	5.5	1.7	7.2	5.5	1.7	7.2	5.5	1.7	7.2	5.5	1.7	7.2
Chemicals and dyes	173.7	47.9	221.6	172.1	48.1	220.2	171.9	48.1	220.0	171.7	47.9	219.6
Pharmaceuticals and toilet preparations	32.1	43.9	76.0	33.4	44.1	77.5	33.2	44.3	77.5	33.3	44.6	77.9
Explosives and fireworks	16.6	9.1	25.7	16.3	9.4	25.7	16.4	9.4	25.8	16.4	9.5	25.9
Paint and printing ink	33.5	13.5	47.0	33.9	13.5	47.4	33.9	13.5	47.4	33.9	13.6	47.4
Vegetable and animal oils, fats, soap, etc.	29.2	13.2	42.4	28.5	13.2	41.7	28.4	13.1	41.5	28.5	13.5	42.0
Synthetic resins and plastics materials	26.0	5.0	31.0	27.4	5.7	33.1	27.6	5.8	33.4	27.6	5.8	33.4
Polishes, gelatine, adhesives, etc.	9.2	4.6	13.8	8.6	4.4	13.0	8.6	4.3	12.9	8.5	4.3	12.8
Metal manufacture	551.6	76.4	628.0	550.5	76.6	627.1	552.3	76.9	629.2	551.8	76.9	628.7
Iron and steel (general)	277.5	25.1	302.6	278.9	25.9	304.8	279.8	26.2	306.0	278.9	26.2	305.1
Steel tubes	48.0	8.6	56.6	48.7	8.9	57.6	48.9	8.9	58.1	49.3	8.8	58.1
Iron castings, etc.	109.4	14.3	123.7	106.6	14.2	120.8	107.0	14.2	121.2	107.1	14.3	121.4
Light metals	46.7	11.1	57.8	46.5	10.7	57.2	46.7	10.7	57.4	46.7	10.7	57.4
Copper, brass and other base metals	70.0	17.3	87.3	69.8	16.9	86.7	69.6	16.9	86.5	69.8	16.9	86.7
Engineering and electrical goods	1,601.6	608.4	2,210.0	1,621.8	603.1	2,224.9	1,633.6	609.8	2,243.4	1,635.2	613.7	2,248.9
Agricultural machinery (exc. tractors)	32.2	4.9	37.1	32.5	4.9	37.4	32.7	4.8	37.5	32.6	4.9	37.5
Metal-working machine tools	76.0	13.2	89.2	78.1	13.6	91.7	78.9	13.6	92.5	79.3	13.7	93.0
Engineers' small tools and gauges	47.9	14.4	62.3	49.6	15.5	65.1	49.9	15.8	65.7	49.9	15.8	65.7
Industrial engines	36.8	6.4	43.2	37.7	6.7	44.4	37.9	6.7	44.6	37.8	6.8	44.6
Textile machinery and accessories	26.4	3.6	30.0	27.3	3.6	30.9	27.7	3.7	31.4	27.7	3.7	31.4
Contractors' plant and quarrying machinery	50.6	7.4	58.0	52.6	7.6	60.2	53.3	7.7	61.0	53.2	7.7	60.9
Mechanical handling equipment	40.2	16.5	56.7	41.3	17.3	58.6	41.9	17.8	59.7	42.1	17.9	60.0
Other machinery	288.8	62.9	351.7	293.0	64.5	357.5	295.3	64.6	359.9	295.9	64.8	360.7
Industrial plant and steelwork	130.8	16.2	147.0	135.1	16.7	151.8	136.7	16.8	153.5	136.8	16.7	153.5
Ordinance and small arms	21.6	5.8	27.4	21.4	6.1	27.5	21.6	6.1	27.7	21.6	6.1	27.7
Other mechanical engineering	179.1	52.7	231.8	181.2	53.1	234.3	182.6	54.1	236.7	182.9	54.3	237.2
Scientific, surgical, etc. instruments	84.7	46.7	131.4	85.3	46.8	132.1	85.8	47.4	133.2	85.4	47.6	133.0
Watches and clocks	7.0	1.5	8.5	7.4	1.6							



### Numbers Employed in Great Britain: Industrial Analysis—continued (Mid-month)

Industry	October 1964*			August 1965*			September 1965*			October 1965*		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
Paper, printing and publishing	414.5	218.4	632.9	412.9	217.5	630.4	414.0	218.9	632.9	414.3	219.8	634.1
Paper and board	75.5	22.2	97.7	75.3	21.7	97.0	75.5	21.6	97.1	75.5	21.5	97.0
Cardboard boxes, cartons, etc.	34.0	34.9	68.9	35.0	33.6	68.6	34.1	34.0	68.1	34.2	34.2	68.4
Other manufactures of paper and board	35.7	35.8	71.5	35.6	36.5	72.1	35.7	36.8	72.5	35.9	37.4	73.3
Printing, publishing of newspapers, etc.	110.6	31.0	141.6	109.0	31.3	140.3	109.6	31.5	141.1	109.1	31.8	140.9
Other printing, publishing, bookbinding, etc.	158.7	94.5	253.2	159.0	94.4	253.4	159.1	95.0	254.1	159.4	94.9	254.3
Other manufacturing industries	199.9	130.3	330.2	200.7	128.3	329.0	200.6	129.2	329.8	200.2	130.5	330.7
Rubber	93.3	38.3	131.6	93.5	36.7	130.2	93.7	36.9	130.6	93.4	36.8	130.2
Linoleum, leather cloth, etc.	10.4	3.2	13.6	9.7	2.9	12.6	9.6	2.9	12.5	9.5	2.9	12.4
Brushes and brooms	7.2	7.0	14.2	7.0	6.8	13.8	7.0	6.8	13.8	7.0	6.8	13.8
Toys, games and sports equipment	12.8	23.7	36.5	13.1	24.4	37.5	13.1	25.3	38.4	12.9	26.2	39.1
Miscellaneous stationers' goods	5.1	6.2	11.3	5.0	6.0	11.0	5.0	6.1	11.1	5.0	6.1	11.1
Plastics moulding and fabricating	51.1	37.3	88.4	52.5	37.7	90.2	52.3	37.5	89.8	52.4	38.0	90.4
Miscellaneous manufacturing industries	20.0	14.6	34.6	19.9	13.8	33.7	19.9	13.7	33.6	20.0	13.7	33.7
<b>Total, all manufacturing industries</b>	<b>5,975.4</b>	<b>2,830.2</b>	<b>8,805.6</b>	<b>5,990.7</b>	<b>2,786.7</b>	<b>8,777.4</b>	<b>5,999.3</b>	<b>2,805.5</b>	<b>8,804.8</b>	<b>6,000.2</b>	<b>2,817.0</b>	<b>8,817.2</b>
Construction	1,549.3	80.8	1,630.1	1,527.3	80.8	1,608.1	1,531.3	80.8	1,612.1	1,527.3	80.8	1,608.1
Gas, electricity and water	355.5	51.1	406.6	356.6	52.3	408.9	359.0	52.7	411.7	360.4	53.5	413.9
Gas	106.4	16.4	122.8	104.8	17.4	122.2	104.8	17.4	122.2	105.2	17.6	122.8
Electricity	208.8	31.5	240.3	212.0	31.4	243.4	214.4	31.8	246.2	215.4	32.3	247.7
Water supply	40.3	3.2	43.5	39.8	3.5	43.3	39.8	3.5	43.3	39.8	3.6	43.4
Transport and communication	215.2	44.2	259.4	214.1	44.8	258.9	211.8	44.5	256.3	209.5	44.0	253.5
Road passenger transport	193.4	16.8	210.2	189.9	16.0	205.9	189.3	16.0	205.3	189.5	16.6	206.1
Distributive trades	1,387.8	1,592.5	2,980.3	1,384.2	1,608.9	2,993.1	1,371.2	1,598.0	2,969.2	1,368.6	1,617.9	2,986.5
Wholesale distribution	354.6	204.4	559.0	354.1	202.8	556.9	353.1	201.8	554.9	351.3	205.4	556.7
Retail distribution	797.2	1,315.4	2,112.6	799.2	1,333.6	2,132.8	788.8	1,323.9	2,112.7	787.9	1,340.2	2,128.1
Dealing in coal, builders' materials, grain and agricultural supplies	130.3	37.2	167.5	124.5	36.3	160.8	124.8	36.6	161.4	125.2	36.5	161.7
Dealing in other industrial materials, etc.	105.7	35.5	141.2	106.4	36.2	142.6	104.5	35.7	140.2	104.2	35.8	140.0
Miscellaneous services	70.1	60.1	130.2	70.4	59.9	130.3	70.3	59.7	130.0	69.6	59.1	128.7
Cinemas, theatres, radio, etc.	38.0	22.7	60.7	38.3	23.9	62.2	35.8	22.7	58.5	34.4	22.1	56.5
Sport and other recreations	21.1	32.6	53.7	21.3	30.5	51.8	22.0	36.8	58.8	21.8	36.9	58.7
Betting	193.6	374.1	567.7	216.2	410.4	626.6	200.4	384.7	585.1	185.4	361.9	547.3
Catering, hotels, etc.	29.8	88.9	118.7	31.5	89.5	121.0	29.6	87.3	116.9	29.6	86.0	115.6
Laundries	12.2	34.6	46.8	12.0	33.8	45.8	11.2	33.1	44.3	11.0	32.6	43.6
Dry cleaning, job dyeing, carpet beating, etc.	339.3	77.0	416.3	333.9	78.4	412.3	333.2	78.5	411.7	332.8	78.4	411.2
Motor repairers, distributors, garages, etc.	11.4	4.0	15.4	11.4	4.1	15.5	11.3	4.1	15.4	11.0	3.9	14.9
Repair of boots and shoes												

### OVERTIME AND SHORT-TIME WORKING IN MANUFACTURING INDUSTRIES IN OCTOBER 1965

The following table† 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 16th October 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.

Industry	Estimated number of operatives, excluding maintenance workers, on overtime	Estimated number of operatives on short-time											
		Hours of overtime worked		Stood off for whole week				Working part of week				Hours lost	
		Number	Percentage of all operatives	Number	Average per operative on overtime	Number	Working part of week	Total on short-time	Total as percentage of all operatives	Number	Average per operative on short-time		
Food, drink and tobacco	569	199.5	35.1	1,801	9.0	0.1	0.3	0.4	0.1	6	14.8		
Bread and flour confectionery	108	36.0	33.3	317	8.8	—	—	—	—	—	—		
Chemicals and allied industries	292	80.5	27.6	805	10.0	—	0.2	0.2	0.1	3	12.1		
Chemicals and dyes	125	34.9	28.0	376	10.8	—	—	—	—	—	—		
Metal manufacture	469	149.3	31.8	1,434	9.6	—	2.4	2.4	0.5	26	10.9		
Iron and steel (general)	227	40.8	18.0	416	10.2	—	1.9	1.9	0.9	23	11.9		
Iron castings, etc.	97	44.4	46.0	433	9.8	—	0.2	0.2	0.2	2	8.7		
Engineering and electrical goods (inc. marine engineering)	1,501	708.9	47.2	5,903	8.3	0.2	0.8	1.0	0.1	16	16.4		
Non-electrical engineering	932	499.1	53.6	4,263	8.5	0.1	0.4	0.6	0.1	9	15.0		
Electrical machinery, apparatus, etc.	569	209.8	36.9	1,639	7.8	—	0.4	0.4	0.1	7	17.3		
Vehicles	618	257.5	41.6	1,992	7.7	0.1	9.2	9.3	1.5	65	6.9		
Motor vehicle manufacturing	388	160.0	41.2	1,207	7.5	0.1	9.0	9.1	2.3	63	6.9		
Aircraft manufacturing and repairing	141	66.6	47.4	543	8.1	—	0.1	0.1	0.1	1	7.7		
Metal goods not elsewhere specified	432	176.1	40.7	1,457	8.3	—	0.5	0.5	0.1	5	10.3		
Textiles	625	132.1	21.1	1,059	8.0	0.3	3.3	3.6	0.6	39	11.0		
Spinning and weaving of cotton, etc.	169	19.4	11.5	147	7.6	0.1	0.3	0.5	0.3	9	18.2		
Woolen and worsted	146	44.2	30.4	390	8.8	—	0.2	0.2	0.1	2	8.7		
Hosiery and other knitted goods	105	14.1	13.4	79	5.6	0.2	2.2	2.4	2.2	22	9.4		
Leather, leather goods and fur	44	13.1	29.8	96	7.3	—	0.2	0.2	0.6	3	13.8		
Clothing and footwear	419	47.2	11.3	236	5.0	—	3.7	3.7	0.9	21	5.7		
Footwear	92	12.5	13.6	54	4.4	—	3.0	3.0	3.3	15	5.0		
Bricks, pottery, glass, cement, etc.	266	88.3	33.2	882	10.0	—	0.7	0.7	0.3	6	7.9		
Timber, furniture, etc.	211	92.6	43.8	769	8.3	—	0.6	0.6	0.3	5	8.7		
Timber	74	33.3	45.1	271	8.1	—	—	—	—	—	—		
Furniture and upholstery	75	31.9	42.5	228	7.1	—	0.3	0.3	0.4	3	8.7		
Paper, printing and publishing	420	173.7	41.3	1,492	8.6	—	0.4	0.5	0.1	4	9.5		
Printing, publishing of newspapers, etc.	162	70.2	43.4	556	7.9	—	—	—	—	—	—		
Other printing, publishing, etc.	162	70.2	43.4	556	7.9	—	—	—	—	—	—		
Other manufacturing industries	242	83.0	34.3	724	8.7	—	0.2	0.2	0.1	3	11.6		
Rubber	98	36.0	36.9	313	8.7	—	—	—	—	—	—		
<b>Total, all manufacturing industries†</b>	<b>6,109</b>	<b>2,201.6</b>	<b>36.0</b>	<b>18,651</b>	<b>8.5</b>	<b>0.8</b>	<b>22.6</b>	<b>23.4</b>	<b>0.4</b>	<b>203</b>	<b>8.7</b>		

\* Estimates in these columns 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.

### INDICES OF TOTAL WEEKLY HOURS WORKED AND OF AVERAGE HOURS WORKED BY OPERATIVES IN MANUFACTURING INDUSTRIES

Indices have been calculated (1) of the total weekly hours worked and (2) of average hours worked by operatives in manufacturing industries in one week in each month. Both indices have been compiled for manufacturing industry as a whole (excluding shipbuilding and ship repairing) and also for broad industrial groups within manufacturing industries, but the figures for these groups are likely to be less reliable. A full account of the method of calculation was published on pages 305 to 307 of the August 1962 issue of this GAZETTE.

The index of total hours worked in Table I has been calculated by multiplying an estimate of numbers of operatives at work in a specific week each month by an estimate for the same week of average numbers of hours worked by operatives. In the calculation account is taken of overtime and short-time working, sickness, holidays and of women operatives who work part-time. The figures

of average weekly hours worked per head by full-time operatives, estimated as part of the calculation, are given in index form in Table II.

From May 1961 onwards, indices have been calculated for one week in each month, but prior to that date they could be compiled only for one week in February, April, May, August, October and November. The reference base used in the tables published in this GAZETTE, up to and including September 1963, was the average of these six months in 1958 taken equal to 100. As estimates for all months of the year are now available, the indices have been recalculated on a new reference base—12 monthly average for 1962 = 100. A complete series of both indices to date on the new base and a note on the revision were published on page 404 of the October 1963 issue of this GAZETTE.

Table I.—Index of Total Weekly Hours Worked  
(Average 1962 = 100)

Month	All manufacturing industries	Engineering, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	Other manufacturing
1956	104.6	98.6	106.9	119.0	100.1	103.6
1957	103.9	98.6	104.6	117.7	99.5	103.1
1958	100.4	96.5	101.6	108.3	100.1	99.6
1959	100.9	96.3	104.9	108.6	100.6	100.3
1960	103.9	99.4	107.9	110.1	100.1	104.9
1961	102.9	101.9	102.9	104.7	100.1	103.7
1962	100.0	100.0	100.0	100.0	100.0	100.0
1963	98.2	97.5	99.1	98.1	98.3	98.9
1964	100.1	101.1	99.2	98.2	96.8	102.7
Week ended:						
1964 July 18*	96.8	99.0	87.8	91.9	98.4	99.7
August 15	84.0	83.9	87.6	79.5	89.5	85.2
September 19	102.8	104.0	101.2	100.5	99.2	105.3
October 17	102.8	104.0	101.0	100.3	99.2	105.2
November 14	102.8	104.4	101.2	100.0	99.2	105.2
December 12	102.5	103.6	100.3	99.8	98.2	105.3
1965 January 16	100.4	101.9	99.5	97.7	93.4	103.3
February 13	100.7	102.1	100.4	97.7	93.2	103.6
March 13	100.2	101.8	98.0	97.0	93.6	103.6
April 10	101.0	102.4	100.6	96.9	94.9	104.2
May 15*	100.7	101.8	101.2	96.6	94	



# Unemployment at 8th November 1965

## SUMMARY FOR GREAT BRITAIN

The numbers registered as unemployed in Great Britain at 8th November 1965 were:—

	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
Wholly unemployed*	229,074	10,155	68,709	7,194	315,132
Temporarily stopped†	4,981	166	904	65	6,116
<b>Total</b>	<b>234,055</b>	<b>10,321</b>	<b>69,613</b>	<b>7,259</b>	<b>321,248</b>
Change since 11th October 1965	+ 6,757	- 2,982	+ 2,630	- 2,152	+ 4,253

The rate of unemployment at 8th November was 1.4 per cent. This was the same percentage as at 11th October.

## DURATION OF UNEMPLOYMENT

The following table analyses the wholly unemployed\* in Great Britain at 8th November 1965 according to duration of unemployment.

Duration in weeks	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total
One or less	31,359	3,120	9,916	2,033	46,428
Over 1, up to 2	19,081	1,871	6,439	1,219	28,610
Up to 2	50,440	4,991	16,355	3,252	75,038
Over 2, up to 3	13,746	1,059	5,343	778	20,928
Over 3, up to 4	10,998	684	4,616	511	16,809
Over 4, up to 5	10,355	549	4,069	430	15,403
Over 2, up to 5	35,099	2,292	14,028	1,719	53,138
Over 5, up to 8	22,994	972	8,841	772	33,579
Over 8	120,541	1,900	29,485	1,451	153,377
<b>Total</b>	<b>229,074</b>	<b>10,155</b>	<b>68,709</b>	<b>7,194</b>	<b>315,132</b>

## REGIONAL ANALYSIS: UNITED KINGDOM

The following tables show the numbers unemployed, the rates of unemployment† and the numbers wholly unemployed, excluding "school-leavers", in each administrative Region of England and in Scotland, Wales and Northern Ireland at 8th November 1965.

Region	Wholly unemployed*					Temporarily stopped†					Total unemployed		
	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Men 18 years and over	Boys under 18 years	Women 18 years and over	Girls under 18 years	Total	Males	Females	Total
London and South Eastern§	38,973	1,584	9,421	898	50,876	208	4	24	1	237	40,769	10,344	51,113
Eastern and Southern§	19,666	910	5,081	642	26,299	221	1	—	—	242	20,798	5,743	26,541
South Western	17,483	608	5,318	571	23,980	74	4	24	8	110	18,169	5,921	24,090
Midlands§	20,322	923	6,040	619	27,904	1,462	18	294	20	1,794	22,725	6,973	29,698
West Midland	10,829	573	3,812	379	15,593	1,224	17	125	9	1,375	12,643	4,325	17,370
East Midland	9,493	350	2,228	240	12,311	238	1	169	11	417	10,082	2,648	12,730
Yorkshire and Humber§	16,183	730	4,243	678	21,834	383	12	91	11	497	17,308	5,023	22,331
Northern	32,776	1,354	9,894	729	44,753	280	4	251	4	539	34,414	10,878	45,292
North Western	23,441	1,310	6,336	870	31,957	837	41	56	5	939	25,629	7,267	32,896
Scotland	40,975	1,568	16,383	1,114	60,040	1,322	76	9	1,505	43,941	17,604	61,545	
Wales	19,255	1,168	5,993	1,073	27,489	194	6	46	7	253	20,623	7,119	27,742
<b>Great Britain</b>	<b>229,074</b>	<b>10,155</b>	<b>68,709</b>	<b>7,194</b>	<b>315,132</b>	<b>4,981</b>	<b>166</b>	<b>904</b>	<b>65</b>	<b>6,116</b>	<b>244,376</b>	<b>76,872</b>	<b>321,248</b>
Northern Ireland	18,306	633	7,806	323	27,068	394	3	123	15	535	19,336	8,267	27,603
<b>United Kingdom</b>	<b>247,380</b>	<b>10,788</b>	<b>76,515</b>	<b>7,517</b>	<b>342,200</b>	<b>5,375</b>	<b>169</b>	<b>1,027</b>	<b>80</b>	<b>6,651</b>	<b>263,712</b>	<b>85,139</b>	<b>348,851</b>

Region	Percentage rate of unemployment†					Duration of unemployment: wholly unemployed*								Wholly unemployed excluding "school-leavers"	
	Males	Females	Total	Males				Females				Total	Change since 11th Oct. 1965		
				Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks	Up to 2 weeks	2 weeks up to 5	5 weeks up to 8	Over 8 weeks				
London and South Eastern§	1.1	0.5	0.9	12,442	7,045	4,274	16,796	4,243	2,514	1,227	2,335	50,557	+ 1,276		
Eastern and Southern§	1.2	0.6	1.0	5,549	3,312	2,359	9,356	1,738	1,795	832	1,795	26,117	+ 3,118		
South Western	2.1	1.3	1.8	4,178	2,927	2,049	8,937	1,547	1,528	998	1,816	23,861	+ 2,501		
Midlands§	0.9	0.5	0.8	5,423	2,996	1,997	10,829	1,937	1,384	930	2,408	27,651	- 378		
West Midland	0.8	0.5	0.7	3,242	1,650	1,167	5,343	1,300	887	614	1,390	15,452	- 266		
East Midland	1.1	0.5	0.9	2,181	1,346	830	4,586	637	316	1,018	1,219	12,199	- 112		
Yorkshire and Humber§	1.3	0.7	1.1	4,216	2,806	1,893	7,998	1,424	1,010	676	1,811	21,546	+ 253		
North Western	1.8	1.0	1.5	7,847	5,467	3,072	17,744	2,924	2,306	1,278	4,115	44,513	+ 662		
Northern	2.9	1.7	2.5	4,359	3,496	2,384	14,512	1,550	1,311	958	3,387	31,554	+ 497		
Scotland	3.2	2.2	2.8	7,618	5,981	3,504	25,440	3,004	3,000	1,813	9,680	59,616	+ 1,948		
Wales	3.0	2.3	2.8	3,799	3,361	2,434	10,829	1,240	1,336	901	3,589	27,069	+ 1,217		
<b>Great Britain</b>	<b>1.6</b>	<b>0.9</b>	<b>1.4</b>	<b>55,431</b>	<b>37,391</b>	<b>23,966</b>	<b>122,441</b>	<b>19,607</b>	<b>15,747</b>	<b>9,613</b>	<b>30,936</b>	<b>312,484</b>	<b>+ 9,294</b>		
Northern Ireland	6.2	4.4	5.5	3,271	4,849	10,819	1,062	2,435	4,632	26,863	- 68				

\*Including unemployed casual workers, see footnote † on page 547.  
 †The temporarily stopped are persons suspended from work on the understanding that they are shortly to return to their former employment.  
 ‡Number registered as unemployed expressed as a percentage of the estimated total number of employees (employed and unemployed).  
 §See page 161 of the April 1965 issue of this GAZETTE for details of changes in regional organisation. The new Midlands Region comprises the two Economic Planning Regions—West Midland (former Midland Standard Region) and East Midland. The numbers and percentage unemployed in the former Administrative Regions of the Ministry of Labour at 8th November 1965 were:—

Region	Numbers			Percentages			Change since 11th Oct. 1965
	Males	Females	Total	Males	Females	Total	
London and South Eastern	40,499	10,302	50,801	1.1	0.5	0.9	50,244
Eastern and Southern	20,785	5,656	26,441	1.2	0.6	1.0	26,022
Midlands	21,795	6,704	28,499	0.9	0.5	0.8	26,470
Yorkshire and Lincolnshire	18,521	5,421	23,942	1.3	0.7	1.1	23,135

Further statistics relating to numbers unemployed and placing work for the former Regions are available on application to Statistics Department, Stats. C.1., Ministry of Labour, Orphanage Road, Watford, Herts.

## 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 8th November 1965 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.

	Numbers of persons on registers at 8th November 1965					Percentage rate of un-employment*
	Men 18 and over	Women 18 and over	Boys and girls under 18	Total	Temporarily stopped (inc. in total)	
<b>Principal Towns (by Region)</b>						
London and South Eastern	27,463	6,538	1,553	35,554	183	0.8
Greater London	27,463	6,538	1,553	35,554	183	0.8
Brighton and Hove	1,565	277	40	1,882	—	2.1
Chatham	575	386	100	1,061	—	1.4
Eastern and Southern	224	77	33	334	—	0.7
Bedford	1,512	466	82	2,060	1	2.0
Bournemouth	228	54	5	287	—	0.4
Cambridge	412	152	21	585	—	0.9
Ipswich	1,059	227	63	1,349	1	0.6
Luton	395	102	36	533	—	1.5
Norwich	271	112	29	412	—	0.8
Oxford	389	57	37	483	—	0.6
Peterborough	1,733	456	133	2,322	—	1.6
Portsmouth	366	141	42	549	—	0.7
Reading	350	50	22	422	—	0.4
Slough	1,738	327	90	2,155	—	1.5
Southampton	911	186	37	1,134	—	2.0
Southend-on-Sea	228	46	27	301	1	0.5
Watford	2,571	428	95	3,094	7	1.2
West Western	529	143	26	698	2	1.5
Bristol	389	145	43	577	1	1.0
Exeter	1,485	509	91	2,085	9	2.2
Gloucester	706	172	80	958	—	1.4
Swindon	792	201	87	1,080	2	1.4
East Midland	657	212	11	880	—	0.7
Derby	1,041	259	31	1,331	213	0.7
Leicester	445	137	42	624	—	1.2
Lincoln	473	154	45	672	26	1.1
Manchester	359	67	10	436	2	0.6
Northampton	2,719	505	135	3,359	75	1.4
Nottingham	3,229	936	212	4,377	390	0.7
Birmingham	1,344	553	140	2,037	186	0.9
Burton-on-Trent	37	12	—	49	3	0.2
Covevery	116	22	17	155	7	0.4
Oldbury	1,371	397	68	1,836	140	1.2
Smethwick	311	75	39	425	4	0.6
Stoke-on-Trent	113	16	12	141	19	0.3
Walsall	456	281	50	787	—	0.7
Wolverhampton	333	38	7	378	53	0.8
Worcester	806	225	55	1,086	11	1.4
Yorkshire and Humber§	990	287	65	1,342	19	0.8
Bradford	164	73	8	245	2	0.8
Dewsbury	886	291	112	1,289	11	1.5
Doncaster	1,244	172	73	1,489	—	2.2
Grimsby	133	72	12	217	1	0.4
Halifax	321	150	12	483	10	0.5
Huddersfield	2,717	591	184	3,492	178	2.1
Hull	1,836	256	150	2,242	6	0.8
Leeds	445	85	65	595	61	1.0
Rotherham	294	124	76	494	—	1.0
Scunthorpe	1,624	372	83	2,079	86	0.8
Sheffield	241	76	10	327	—	0.7
Wakefield	555	138	43	736	—	1.1
York	139	55	10	204	1	0.9
North Western	243	60	8	311	19	1.0
Ashton-under-Lyne	391	156	8	555	13	1.0
Blackburn	1,703	620	77	2,400	13	4.5
Blackpool	766	181	34	981	17	1.2
Bolton	286	142	10	438	9	1.1
Burnley	133	44	1	178	5	0.6
Bury	374	122	29	525	—	1.8
Crewe	3,963	557	204	4,724	17	1.0
Manchester	753	177	44	974	7	0.7
Salford	523	114	13	650	13	0.7
Oldham	840					



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### Numbers Unemployed in Principal Towns and Development Districts—continued

	Numbers of persons on registers at 8th November 1965				Temporarily stopped (inc. in total)	Percentage rate of unemployment*
	Men 18 and over	Women 18 and over	Boys and girls under 18	Total		
<b>Development Districts (by Region)—continued</b>						
<b>Wales—continued</b>						
† Ebbw Vale, Abertillery, Brynmawr, Newbridge and Tredegar ..	604	527	136	1,267	1	3.2
Llanelli, Burry Port, Gorseinon, Kidwelly, Pontardulais and Tumble ..	857	333	58	1,248	28	3.0
‡ Maesteg and Cymmer ..	327	131	—	458	—	4.7
Merthyr Tydfil, Dowlais and Treharris ..	863	156	56	1,075	23	4.3
Milford Haven ..	383	239	26	648	—	13.7
† Neath and Resolven ..	420	163	88	671	—	2.1
‡ Pembroke Dock ..	206	54	26	286	—	4.3
Pontypridd ..	201	44	—	245	1	3.2
† Pontypridd ..	380	69	38	487	—	1.6
‡ Porthcawl ..	121	54	—	175	4	7.1
† Port Talbot ..	467	208	172	847	6	2.5
‡ Pwllheli and Portmadoc ..	387	113	38	538	4	6.0
Rhondda ..	863	297	117	1,277	—	4.9
Rhyl ..	471	105	37	613	—	4.4
† Swansea, Morriston and Swansea Docks ..	1,540	356	86	1,982	21	3.1
‡ Ystalyfera and Pontardawe ..	172	116	30	318	—	3.3
Total, All Development Districts ..	86,261	29,054	6,936	122,251	2,175	3.1

### Statistics of Local Unemployment: Grouping of Employment Exchange Areas

The first part of the table on the previous page shows for some of the principal towns the number of persons registered as unemployed at Employment Exchanges and Youth Employment Offices on 8th November 1965 and the relevant percentage rates of unemployment.

In areas where two or more Employment Exchanges have been grouped to enable the calculation of a percentage rate (see the issue of this GAZETTE for April 1960, page 134), only the main town has been named and has been identified by a dagger(†). Details of Employment Exchanges included in each group are given below.

#### Eastern and Southern

Bournemouth including Christchurch and Poole.  
Norwich including Loddon, Acle and Wroxham.  
Portsmouth including Fareham, Gosport and Havant.  
Reading including Henley-on-Thames.  
Slough including Maidenhead and Windsor.  
Southampton including Eastleigh, Hythe and Woolston.

#### South Western

Bristol including Avonmouth, Kingswood and Westbury-on-Trym.  
Plymouth including Devonport and Saltash.

#### East Midland

Chesterfield including Clay Cross, Eckington and Staveley.  
Derby including Castle Donington.  
Mansfield including Shirebrook.  
Nottingham including Arnold, Basford and Bulwell, Beeston, Hucknall and Netherfield.

#### West Midland

Birmingham including Aston, Handsworth, Selly Oak, Small Heath and Washwood Heath.  
Stoke-on-Trent including Burslem, Hanley and Longton.

#### Yorkshire and Humberside

Barnsley including Hoyland, Royston and Wombwell.  
Bradford including Shipley.  
Hull including Hessle.  
Leeds including Horsforth and Stanningley.  
Sheffield including Attercliffe and Woodhouse.

#### North Western

Manchester including Levenshulme, Newton Heath, Openshaw, Stretford, Withington and Wythenshawe.  
Salford including Eccles and Swinton.  
Oldham and Chadderton including Failsworth, Royton and Shaw.

#### Northern

Carlisle including Brampton.

#### Scotland

Edinburgh including Dalkeith, Leith, Loanhead and Portobello.

#### Wales

Cardiff including Barry, Bute Docks, Llantwit Major and Penarth.  
Newport including Newport Docks.

\* † ‡ See footnotes on previous page.

### NUMBERS UNEMPLOYED: INDUSTRIAL ANALYSIS: NOVEMBER 1965

The table below gives an analysis of the numbers of persons registered as unemployed in Great Britain and in the United Kingdom at 8th November 1965, according to the industry in which they were last employed. The analysis is based on the Standard Industrial Classification (1958). Figures are shown for each

industry Order and for selected industries or groups of industries within the Orders. Statistics for industries not shown or not separately identified are available on application to Statistics Department, Stats. C.1., Ministry of Labour, Orphanage Road, Watford, Herts.

Industry	Great Britain							United Kingdom (all classes)		
	Wholly unemployed (including casuals)		Temporarily stopped		Total			Males	Females	Total
	Males	Females	Males	Females	Males	Females	Total			
<b>Agriculture, forestry, fishing</b>	8,669	892	1,401	40	10,070	932	11,002	13,124	1,039	14,163
Agriculture and horticulture ..	6,267	849	72	39	6,339	888	7,227	9,065	994	10,059
Fishing ..	2,164	12	1,219	—	3,383	12	3,395	3,689	13	3,702
<b>Mining and quarrying</b>	6,046	148	1	2	6,047	150	6,197	6,197	154	6,351
Coal mining ..	5,311	107	1	2	5,312	109	5,421	5,313	109	5,422
<b>Food, drink and tobacco</b>	6,373	3,374	23	53	6,396	3,427	9,823	6,828	3,941	10,769
Bread and flour confectionery ..	1,339	441	1	4	1,340	445	1,785	1,436	503	1,939
Other food industries* (211, 213-229) ..	3,218	2,279	20	48	3,238	2,327	5,565	3,488	2,556	6,044
Drink industries* (231, 239) ..	1,440	538	2	—	1,442	538	1,980	1,498	558	2,056
Tobacco ..	376	116	—	1	376	117	493	406	324	730
<b>Chemicals and allied industries</b>	4,262	1,061	1	3	4,263	1,064	5,327	4,355	1,087	5,442
Coke ovens, oil refineries, etc.* (261-263) ..	952	47	—	—	952	47	999	960	48	1,008
Chemicals and dyes ..	1,897	269	—	1	1,897	270	2,167	1,945	286	2,231
<b>Metal manufacture</b>	4,460	557	974	15	5,434	572	6,006	5,518	576	6,094
Iron and steel* (311-313) ..	3,700	385	974	15	4,674	400	5,074	4,748	402	5,150
<b>Engineering and electrical goods</b>	11,724	3,730	169	97	11,893	3,827	15,720	12,323	4,128	16,451
Mechanical engineering* (331-352) ..	7,925	1,561	168	43	8,093	1,604	9,697	8,311	1,695	10,006
Radio and other electronic apparatus ..	1,133	888	—	1	1,133	889	2,022	1,278	1,016	2,294
Domestic electric appliances ..	633	277	—	37	633	314	947	641	324	965
Other electrical industries* (361-363, 369) ..	2,033	1,004	1	16	2,034	1,020	3,054	2,093	1,093	3,186
<b>Shipbuilding and marine engineering</b>	6,037	145	47	—	6,084	145	6,229	6,340	156	6,496
Shipbuilding and ship repairing ..	5,567	97	44	—	5,611	97	5,708	5,847	108	5,955
<b>Vehicles</b>	4,253	596	988	72	5,241	668	5,909	5,393	707	6,100
Motor vehicle manufacturing ..	1,817	322	932	66	2,749	388	3,137	2,870	394	3,264
Motor cycle, three-wheel vehicle, pedal cycle mfg. ..	167	51	—	—	167	51	218	168	51	219
Aircraft manufacturing and repairing ..	1,158	179	50	6	1,208	185	1,393	1,232	215	1,447
Locomotives, railway carriages, etc.* (384, 385) ..	1,041	28	6	—	1,047	28	1,075	1,051	29	1,080
<b>Metal goods not elsewhere specified</b>	4,011	1,418	132	9	4,143	1,427	5,570	4,228	1,470	5,698
<b>Textiles</b>	3,894	2,765	303	324	4,197	3,089	7,286	4,911	4,204	9,115
Spinning, doubling, cotton, flax, man-made fibres ..	662	420	12	55	674	475	1,149	977	842	1,819
Weaving of cotton, linen and man-made fibres ..	365	345	10	43	375	388	763	519	649	1,168
Woolen and worsted ..	809	634	7	10	816	644	1,460	847	685	1,532
Jute ..	339	109	—	—	339	109	448	340	109	449
Hosiery and other knitted goods ..	289	430	149	180	438	610	1,048	492	703	1,195
Textile finishing ..	471	215	122	24	593	239	832	668	291	959
<b>Leather, leather goods and fur</b>	458	179	2	1	460	180	640	472	194	666
<b>Clothing and footwear</b>	1,214	2,409	86	73	1,300	2,482	3,782	1,388	3,330	4,718
Footwear ..	345	283	15	35	360	318	678	367	368	735
<b>Bricks, pottery, glass, cement, etc.</b>	3,302	675	231	30	3,533	705	4,238	3,712	727	4,439
Bricks, fireclay and refractory goods ..	1,006	109	5	1	1,011	110	1,121	1,086	113	1,199
Pottery ..	456	188	219	29	675	217	892	684	226	910
Glass ..	742	281	1	—	743	281	1,024	750	287	1,037
<b>Timber, furniture, etc.</b>	2,623	445	125	12	2,748	457	3,205	2,888	476	3,364
Timber ..	1,059	125	1	5	1,060	130	1,190	1,138	136	1,274
Furniture and upholstery ..	840	119	16	6	856	125	981	894	133	1,027
<b>Paper, printing and publishing</b>	2,287	1,346	12	8	2,399	1,354	3,753	2,456	1,450	3,906
Paper, board, cartons, etc.* (481-483) ..	1,134	713	3	4	1,137	717	1,854	1,167	768	1,935
Printing, publishing, etc.* (486, 489) ..	1,253	633	9	4	1,262	637	1,899	1,289	682	1,971
<b>Other manufacturing industries</b>	2,376	1,132	133	15	2,509	1,147	3,656	2,577	1,207	3,784
Rubber ..	935	269	131	5	1,066	274	1,340	1,101	299	1,400
Plastics moulding and fabricating ..	689	294	1	6	690	300	990	697	307	1,004
<b>Total, all manufacturing industries</b>	57,374	19,832	3,226	712	60,600	20,544	81,144	63,389	23,653	87,042
<b>Construction</b>	44,092	492	66	—	44,158	492	44,650	49,922	559	50,481
<b>Gas, electricity and water</b>	2,380	218	4	—	2,384	218	2,602	2,550	230	2,780
<b>Transport and communication</b>	23,894	1,788	255	12	24,149	1,800	25,949	26,240	1,897	28,137
Railways ..	6,381	238	2	1	6,383	239	6,622	6,632	244	6,876
Road passenger transport ..	2,051	545	19	1	2,070	546	2,616	2,850	564	3,414
Road haulage contracting ..	2,768	103	10	—	2,778	103	2,881	3,019	108	3,127
Sea transport ..	6,667	119	136	1	6,803	120	6,923	7,074	122	7,196
Port and inland water transport ..	1,839	26	74	—	1,913	26	1,939	2,228	29	2,257
Postal services and telecommunications ..	2,646	453	4	8	2,650	461	3,111	2,862	511	3,373
<b>Distributive trades</b>	22,546	12,786	45	64	22,591	12,850	35,441	24,080	14,290	38,370
<b>Insurance, banking and finance</b>	6,387	993	6	1	6,393	994	7,387	6,532	1,100	7,632
<b>Professional and scientific services</b>	4,649	5,002	13	17	4,662	5,019	9,681	4,869	5,614	10,483
<b>Miscellaneous services</b>	27,093	18,543	85	110	27,178	18,653	45,831	28,464	20,296	48,760
Entertainment, sport, betting* (881-883) ..	6,287	1,946	31	24	6,318	1,970	8,288	6,580	2,011	8,591
Catering, hotels, etc. ..	11,831	10,265	23	31	11,854	10,296	22,150	12,397	10,949	23,346
Motor repairers, distributors, garages, etc. ..	3,59									



## Placing Work of the Employment Exchanges

The table below shows, for the periods ended 6th October 1965 and 3rd November 1965, the numbers of persons placed in employment by the Employment Exchanges and Youth Employment Offices in Great Britain, together with the numbers of vacancies remaining unfilled at the end of each period.

	Four weeks ended 6th October 1965		Four weeks ended 3rd November 1965		Total number of placings 3rd Dec. 1964 to 3rd Nov. 1965 (48 weeks)
	Placings	Unfilled vacancies	Placings	Unfilled vacancies	
Men aged 18 and over ..	84,365	143,519	84,290	137,984	976,981
Boys under 18 ..	21,624	51,423	15,287	48,221	215,963
Women aged 18 and over ..	44,222	121,679	42,044	115,366	466,991
Girls under 18 ..	13,658	55,902	10,430	53,921	167,403
Total ..	163,869	372,523	152,051	355,492	1,827,338

The figures of placings exclude engagements of workpeople by employers that were made without the assistance of Employment Exchanges and Youth Employment Offices. They are therefore not comparable with the percentage rates of engagements given in the "Labour Turnover" table published quarterly in this GAZETTE which relate to engagements of all kinds during the period in question.

Similarly, the figures of unfilled vacancies represent only the numbers of vacancies notified by employers and remaining unfilled at the specified dates. They do not purport to represent the total numbers of unfilled vacancies. Nevertheless, comparison of the figures for the various dates provides some indication of the change in the demand for labour.

The table below shows the numbers of placings in Great Britain during the four weeks ended 3rd November 1965 in each of the industry Orders of the Standard Industrial Classification (1958) and in certain selected industries within the Orders together with the numbers of vacancies remaining unfilled at 3rd November 1965. A regional analysis of the total placings and vacancies remaining unfilled is given at the end of the table.

Industry group	Placings during four weeks ended 3rd November 1965					Numbers of vacancies remaining unfilled at 3rd November 1965				
	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
Agriculture, forestry, fishing ..	1,754	529	1,854	130	4,267	1,533	1,793	615	347	4,288
Mining and quarrying ..	575	239	31	6	851	5,597	1,055	46	41	6,739
Coal mining ..	326	217	18	3	564	5,376	996	17	8	6,397
Food, drink and tobacco ..	3,080	584	3,282	481	7,427	2,186	988	4,338	1,614	9,126
Chemicals and allied industries ..	1,979	155	766	164	3,064	2,767	679	1,709	982	6,137
Metal manufacture ..	2,745	397	367	67	3,576	5,074	1,407	688	437	7,606
Engineering and electrical goods ..	9,130	1,485	3,969	682	15,266	23,495	5,411	8,727	3,216	40,849
Engineering, including scientific instruments, etc ..	6,286	935	1,567	322	9,110	16,535	4,008	3,357	1,537	25,437
Electrical goods and machinery ..	2,844	550	2,402	360	6,156	6,960	1,403	5,370	1,679	15,412
Shipbuilding and marine engineering ..	2,283	97	79	17	2,476	3,099	266	60	34	3,459
Vehicles ..	2,142	278	534	69	3,023	9,091	754	1,342	396	11,583
Metal goods not elsewhere specified ..	3,252	793	1,437	271	5,753	4,968	2,961	3,328	1,894	13,151
Textiles ..	1,943	390	1,482	513	4,328	2,309	1,698	6,162	4,532	14,701
Cotton, linen and man-made fibres (spinning and weaving) ..	459	82	384	76	1,001	670	392	1,628	1,002	3,692
Woolen and worsted ..	528	75	324	89	1,016	577	554	1,663	1,187	3,981
Leather, leather goods and fur ..	221	106	188	67	582	240	379	678	594	1,891
Clothing and footwear ..	478	252	1,685	771	3,186	1,260	1,161	12,039	6,791	21,251
Bricks, pottery, glass, cement, etc. ..	1,780	252	441	79	2,552	1,828	834	1,159	804	4,625
Timber, furniture, etc. ..	1,927	766	345	130	3,168	2,451	1,530	720	673	5,374
Paper, printing and publishing ..	1,270	346	1,021	393	3,030	1,652	1,181	1,979	2,086	6,898
Paper, cardboard and paper goods ..	905	172	638	195	1,910	1,018	519	1,167	1,046	3,750
Printing and publishing ..	365	174	383	198	1,120	634	662	812	1,040	3,148
Other manufacturing industries ..	1,640	305	1,127	227	3,299	1,946	739	2,283	1,157	6,125
Total, all manufacturing industries ..	33,870	6,206	16,723	3,931	60,730	62,366	19,988	45,212	25,210	152,776
Construction ..	21,652	2,142	347	141	24,282	16,798	3,970	616	575	21,959
Gas, electricity and water ..	1,035	98	128	36	1,297	1,235	374	209	133	1,951
Transport and communication ..	4,068	354	753	173	5,348	14,653	1,369	2,367	696	19,085
Distributive trades ..	8,049	3,378	7,015	3,576	22,018	9,307	11,503	16,187	14,709	51,706
Insurance, banking and finance ..	304	176	488	347	1,315	1,656	1,063	1,177	1,332	5,228
Professional and scientific services ..	1,143	250	2,884	495	4,772	7,686	1,956	22,808	2,491	34,941
Miscellaneous services ..	8,294	1,446	9,995	1,206	20,941	9,192	3,985	22,572	7,417	43,166
Entertainments, sports, etc. ..	458	98	351	65	972	540	309	1,071	244	2,164
Catering, hotels, etc. ..	5,192	217	6,524	232	12,165	2,771	659	9,491	1,023	13,944
Laundries, dry cleaning, etc. ..	381	213	778	277	1,649	331	309	1,927	976	3,543
Public administration ..	3,546	469	1,826	389	6,230	7,961	1,165	3,557	970	13,653
National government service ..	1,470	230	1,353	197	3,250	4,321	476	2,280	562	7,639
Local government service ..	2,076	239	473	192	2,980	3,640	689	1,277	408	6,014
Grand total ..	84,290	15,287	42,044	10,430	152,051	137,984	48,221	115,366	53,921	355,492

Region	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total	Men 18 and over	Boys under 18	Women 18 and over	Girls under 18	Total
London and South Eastern*	24,883	3,791	13,685	1,868	44,227	36,941	13,771	40,042	15,756	106,510
Eastern and Southern*	10,871	1,880	4,676	1,407	18,834	25,196	5,703	16,698	5,858	53,455
South Western ..	4,291	819	2,169	664	7,943	6,709	2,090	5,494	2,772	17,065
Midlands*	10,143	1,981	4,324	1,334	17,782	27,081	11,006	16,087	11,159	65,333
West Midlands ..	6,280	1,209	2,842	785	11,116	17,328	8,213	9,215	6,981	41,737
East Midlands ..	3,863	772	1,482	549	6,666	9,753	2,793	6,872	4,178	23,596
Yorkshire and Humberside*	6,133	1,245	3,244	933	11,555	11,167	5,307	9,771	4,888	31,133
North Western ..	12,266	2,049	5,843	1,369	21,527	13,869	5,119	14,271	7,027	40,286
Northern ..	5,044	1,115	2,297	876	9,332	5,169	1,298	3,741	1,574	11,782
Scotland ..	7,253	1,571	4,058	1,158	14,040	6,638	2,829	6,271	3,746	19,484
Wales ..	3,406	836	1,748	821	6,811	5,214	1,098	2,991	1,141	10,444
Great Britain ..	84,290	15,287	42,044	10,430	152,051	137,984	48,221	115,366	53,921	355,492

\* See footnote § on page 544.

## Employment in the Coal Mining Industry in October

The statistics given below in respect of employment, etc., in the coal mining industry in October have been compiled by the Ministry of Power from information provided by the National Coal Board. The following table relates to both National Coal Board mines (which account for over 99 per cent. of employment in the industry) and licensed mines. The figures for the latest month are provisional and figures for earlier months have been revised where necessary.

### 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 4 weeks ended 23rd Oct. 1965	Increase (+) or decrease (-) compared with the average for	
		5 weeks ended 25th Sept. 1965	4 weeks ended 24th Oct. 1964
Northumberland and Durham ..	88,700	700	8,700
Yorkshire ..	103,100	500	5,400
North Western ..	35,600	300	2,300
East Midlands ..	79,900	500	4,700
West Midlands ..	32,700	300	3,400
South Western ..	65,100	900	8,000
South Eastern ..	4,700	Nil	300
England and Wales ..	409,800	3,200	32,800
Scotland ..	47,300	400	4,000
Great Britain ..	457,100	3,600	36,800

The following figures of recruitment, wastage, absence and output relate to National Coal Board mines only.

It is provisionally estimated that during the four weeks of October about 2,600 persons were recruited to, and about 6,200 persons left, National Coal Board mines: the numbers on the colliery books thus showed a net decrease of 3,600, compared with a net decrease of 3,200 during the five 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)

	October 1965	September 1965	October 1964
Coal-face workers:			
Voluntary ..	7.14	7.46	7.49
Involuntary ..	12.30	11.91	10.59
All workers:			
Voluntary ..	5.65	5.92	5.85
Involuntary ..	12.31	11.77	10.52

The output per man-shift of face-workers at National Coal Board mines was 109.99 cwt. in October, compared with 106.63 cwt. in the previous month and 103.84 cwt. in October 1964. The output per man-shift calculated on the basis of all workers was 36.39 cwt. in October; for September 1965 and October 1964 it was 34.96 cwt. and 35.02 cwt., respectively.

## 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 8th November 1965 was 46,505, of whom 40,594 were males and 5,911 were females. An analysis of these figures is given in the table below.

	Males	Females	Total
Suitable for ordinary employment ..	34,659	5,132	39,791
Severely disabled persons classified as unlikely to obtain employment other than under special conditions* ..	5,935	779	6,714
Total ..	40,594	5,911	46,505

The number of placings of registered disabled persons in ordinary employment during the four weeks ended 3rd November 1965 was 5,969, including 4,842 men, 916 women and 211 young persons. In addition there were 146 placings of registered disabled persons in sheltered employment.

\* These persons are excluded from the statistics of unemployed persons on the registers of Employment Exchanges given in the tables on pages 544 to 547.

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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. The following table shows the numbers of women and young persons, as specified in the occupiers' applications, covered by Special Exemption Orders current on 30th November 1965, 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†	41,156	2,094	6,012	49,262
Double day shifts‡	27,151	1,438	2,245	30,834
Long spells	8,131	395	1,246	9,772
Night shifts	3,977	1,121	—	5,098
Part-time work§	9,222	—	—	9,222
Saturday afternoon work	1,517	86	56	1,659
Sunday work	5,292	396	144	5,832
Miscellaneous	4,395	239	102	4,736
Total	100,841	5,769	9,805	116,415

## 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 16th November 1965 and the corresponding figures for 19th October 1965 and 17th November 1964. 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.

(Thousands)

Region	Numbers of insured persons absent from work owing to					
	Sickness			Industrial injury		
	16th Nov. 1965	19th Oct. 1965	17th Nov. 1964	16th Nov. 1965	19th Oct. 1965	17th Nov. 1964
London and S. Eastern:†						
Greater London Council						
Area	124.1	126.7	91.7	5.1	5.0	3.3
Remainder	44.2	44.0	67.4	2.1	2.1	3.7
Eastern	46.4	47.5	50.5	2.4	2.5	2.5
Southern	37.6	38.4	50.8	1.9	1.9	1.7
South Western	56.1	57.1	56.2	2.7	2.8	2.6
Midland	84.4	86.3	86.2	5.3	5.5	5.2
North Midland	61.1	61.5	60.6	5.8	5.9	5.4
East and West Ridings	92.3	93.6	92.2	10.7	11.0	9.4
North Western	168.7	170.3	175.4	9.6	9.7	8.9
Northern	79.1	79.7	77.0	9.8	10.1	8.6
Scotland	125.8	125.1	128.2	10.5	10.4	9.4
Wales	76.6	77.5	73.7	9.0	9.6	8.6
Total, Great Britain	996.2	1,007.6	1,010.0	75.1	76.3	69.3

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 16th November 1965 represented 4.9 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.

\* 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 7,331 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. 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.

## 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 1st November 1965.

	Men	Women	Total
Number of persons admitted to courses during period	873	108	981
Number of persons in attendance at courses at end of period	1,459	205	1,664
Number of persons who completed courses during period	641	85	726
Number of persons whose courses terminated prematurely (for medical or other reasons) during period	165	16	181

Up to 1st November 1965 the total number of persons admitted to these courses was 177,730, including 5,139 blind persons.

## Fatal Industrial Accidents

The following table shows the number of fatal industrial accidents reported in November 1965 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.

	October 1965	November 1965
Places under the Factories Act	60	64
Mines and quarries*	26	23
Seamen	5†	6
Railway service	10	12

Detailed figures for process groups are given below for November 1965. 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.

Factories Act	October 1965	November 1965
Textile and connected processes	1	1
Clay, pottery, cement, etc.	4	4
Metal extraction, refining and conversion	3	3
Metal casting	1	1
Metal rolling, drawing, extrusion and forging	1	1
Miscellaneous metal processes	—	—
Shipbuilding and repairing	4	4
Constructional engineering, boiler making	1	1
Locomotive and railway equipment	—	—
Non-rail vehicles and aircraft	—	—
Other machine and metal manufacture and repair	5	5
Electrical engineering	1	1
Woodworking processes	1	1
Miscellaneous chemical manufacture, paint, oil refining, soap	2	2
Coal gas, coke ovens, patent fuel	3	3
Wearing apparel	2	2
Paper and printing	3	3
Milling	2	2
Food	—	—
Drink	—	—
Electricity generation	—	—
Rubber	2	2
Other factory processes	2	2

Works and Places under s.s. 125 and 127 of Factories Act 1961	October 1965	November 1965
Building operations	17	17
Works of engineering construction	9	9
Docks and warehouses	1	1
TOTAL, FACTORIES ACT	64	64

Mines and quarries*	October 1965	November 1965	Railway service	October 1965	November 1965
Coal mines:			Brakemen and goods guards	—	—
Underground	14	14	Engine drivers and motormen	1	1
Surface	6	6	Firemen	—	—
Other stratified mines	1	1	Labourers	—	—
Miscellaneous mines	—	—	Mechanics	—	—
Quarries	2	2	Passenger guards	—	—
TOTAL, MINES AND QUARRIES	23	23	Permanent-way men	3	3
Seamen			Porters	1	1
Trading vessels	4	4	Shunters	—	—
Fishing vessels	2	2	Other grades	1	1
TOTAL, SEAMEN	6	6	Contractors' servants	6	6
			TOTAL, RAILWAY SERVICE	12	12

## Industrial Diseases

The number of cases and deaths in Great Britain reported during November 1965 under the Factories Act 1961 are shown below. The figures are provisional.

I. Cases	II. Deaths
Lead poisoning	4
Arsenical poisoning	1
Aniline poisoning	1
Compressed air illness	1
Epitheliomatous ulceration	7
Chromic ulceration	9
TOTAL, CASES	23
	Nil.

\* For mines and quarries weekly returns are obtained, and the figures cover the 5 weeks ended 30th October 1965 and the 4 weeks ended 27th November 1965.

† Includes 3 deaths in a foundered vessel.

## 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 3,607,200 in August, compared with 3,599,600 in the previous month and 3,474,400 in August 1964. The number of persons receiving unemployment benefit in August is estimated at 10,977, compared with 12,137 in July and 14,924 in August 1964.

### CANADA

The Dominion Bureau of Statistics estimate that the total number in employment at 18th September was 6,983,000, compared with 7,279,000 at 21st August and 6,768,000 at 19th September 1964. Persons wholly unemployed at 18th September are estimated at 176,000 or 2.5 per cent. of the labour force, compared with 211,000 or 2.8 per cent. at 21st August and 217,000 or 3.1 per cent. at 19th September 1964.

### FRANCE

Provisional figures show that the number of persons registered as applicants for employment at the beginning of October was 136,171, of whom 29,975 were wholly unemployed persons in receipt of assistance. The corresponding figures were 122,640 and 29,026 at the beginning of the previous month and 103,714 and 21,343 at the beginning of October 1964.

### GERMANY

In the Federal Republic (including the Saarland) the number unemployed at the end of September was 79,635, compared with 79,823 at the end of the previous month and 92,319 at the end of September 1964. In the Western Sectors of Berlin the corresponding figures at the same dates were 5,339, 5,854 and 7,947.

### NETHERLANDS

The number of persons wholly unemployed at the end of October was 28,990; this figure included 1,122 persons employed on relief work as well as those in receipt of unemployment benefit. At the end of September the respective figures were 27,747 (revised figure) and 1,133 and at the end of October 1964 they were 26,727 and 1,017.

### 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 547 persons were unemployed in August, compared with 575 in July and 761 in August 1964.

### SOUTH AFRICA

Figures published by the Bureau of Census and Statistics show the index of employment in January as 130.6 (revised figure) (1953-54=100), compared with 128.6 in the previous month and 123.5 in January 1964. The number of persons registered at Government Employment Exchanges as unemployed is shown as 11,593 in May, compared with 11,397 in April and 15,790 in May 1964.

### SWEDEN

Preliminary information from the Employment Exchanges shows that at the middle of August the total number of persons registered as unemployed was 13,022, compared with 9,063 in July and 17,064 in August 1964. Members of approved insurance societies who were unemployed and included in the total for August numbered 9,177 or 0.6 per cent. of all members, compared with 0.4 per cent. in the previous month and 0.8 per cent. in August 1964.

### SWITZERLAND

The number of registered applicants for employment at the end of September and August who were wholly unemployed was 117 or 0.1 per 1,000 of the employed population (exclusive of apprentices) according to the census of 1950, compared with 119 or 0.1 per 1,000 at the end of September 1964.

### UNITED STATES OF AMERICA

The Department of Labor estimate that the number of civilians in employment as wage or salary earners in the United States of America (including Alaska and Hawaii) in industries other than agriculture and domestic service was approximately 61,625,000 in September compared with 61,039,000 (revised figure) in August and 59,258,000 in September 1964. The number of production workers in manufacturing industries in September was 13,875,000, compared with 13,628,000 (revised figure) in August and 13,280,000 in September 1964. They also estimate that the total number of unemployed persons at the middle of September was about 2,875,000 or 3.8 per cent. of the civilian labour force, compared with 3,258,000 or 4.2 per cent. at the middle of the previous month and 3,317,000 or 4.5 per cent. at the middle of September 1964.

## Retail Prices Overseas

In the table below a summary is given of the latest information relating to changes in retail prices in overseas countries contained in official publications received since last month's issue of this GAZETTE was prepared.

Country	Index base 100*	Month for which index figure given	Items covered†	Index figure	Rise (+) or fall (—) of index figure (in index points) compared with	
					Month before	Year before
European countries						
France	1962	Sept. 1965	{ All items Food	111.5 111.7	+0.3 +0.2	+2.6 +2.3
Germany (Federal Republic)	1962	Oct. 1965	{ All items Food	109.7 109.2	+0.2 -0.2	+4.0 +4.7
Italy (large towns)	1961	Aug. 1965	{ All items Food	125.4 125.6	+0.1 +0.1	+4.8 +5.3
Netherlands	1959-60	Oct. 1965	{ All items Food	117 122	-2 -3	+2 +7
Norway	1959	Aug. 1965	{ All items Food	122.7 124	-0.8 -2	+3.8 Nil
Portugal (Lisbon)	1948-49	Sept. 1965	{ All items Food	128.8 132.8	+2.0 +3.3	+5.3 +7.4
Sweden	1949	Sept. 1965	{ All items Food	193 232	Nil +1	+10 +15
Switzerland	1939	Sept. 1965	{ All items Food	217.0 228.3	+0.6 +1.4	+8.3 +6.6
Other countries						
Canada	1949	Sept. 1965	{ All items Food	139.1 136.4	-0.3 -1.4	+3.5 +3.7
New Zealand	1955*	Sept. 1965	{ All items Food	1,323 1,233	+17‡ +19‡	+43 +23
Rhodesia	1962	Sept. 1965	{ All items Food	106.7 105.7	Nil -0.7	+1.8 +1.6
United States	1957-59	Aug. 1965	{ All items Food	110.0 110.1	-0.2 -0.8	+1.8 +3.2
Zambia	1962	Sept. 1965	{ All items Food	111.6 106.6	-0.1 -0.6	+4.4 +4.0

\* Except New Zealand (1,000).  
† The items of expenditure on which the "all items" figures are based are food, clothing, house rent, fuel and light, and other or miscellaneous items.  
‡ The index is quarterly and comparison is with the previous quarter.

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# WAGES AND HOURS OF WORK

## Weekly Rates of Wages, Normal Weekly Hours and Hourly Rates of Wages

INDICES FOR 30th NOVEMBER 1965  
(31st JANUARY 1956 = 100)

At 30th November 1965 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:—

Date	All industries and services			Manufacturing industries only		
	Weekly rates	Normal weekly hours	Hourly rates	Weekly rates	Normal weekly hours	Hourly rates
1965 Oct.	148.4	92.2	161.0	145.1	92.0	157.8
1965 Nov.	149.2	92.1	162.0	145.2	92.0	158.0

Note.—The October 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. The representative industries and services for which changes in rates of wages are taken into account and the method of calculation were described on pages 50 and 51 of the issue of this GAZETTE for February 1957. The index is based on the recognised rates of wages fixed by voluntary collective agreements between organisations of employers and workpeople, arbitration awards or wages regulation orders. The percentage increases in the various industries are combined in accordance with the relative importance of the industries, as measured by the total wages bills in 1955, details of the weights for the industry groups being given on page 56 of the issue of this GAZETTE for February 1959. The index does not reflect changes in earnings due to such factors as alterations in working hours, or in the earnings of pieceworkers and other payment-by-results workers due to variations in output or the introduction of new machinery, etc.

### Weekly Rates of Wages

#### I.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	104.8	104.2	105.5	104.7
1957	110.0	109.7	111.3	110.0
1958	113.8	114.0	115.8	114.0
1959	116.8	117.0	119.0	117.0
1960	119.7	120.8	123.2	120.0
1961	124.6	125.3	130.3	125.0
1962	129.1	130.3	135.6	129.6
1963	133.6	135.7	141.0	134.3
1964	139.8	142.6	147.6	140.6
1964 October	140.9	144.5	149.3	141.9
November	141.4	145.0	149.7	142.3
December	142.1	145.3	149.9	143.0
1965 January	143.1	146.2	151.4	144.0
February	143.4	146.3	151.5	144.2
March	143.7	146.6	152.0	144.5
April	144.1	147.2	152.5	145.0
May	144.5	147.8	153.1	145.4
June	145.5	148.2	154.1	146.3
July	146.6	150.2	156.9	147.6
August	146.7	150.7	157.1	147.8
September	146.9	151.0	157.3	148.0
October	147.2	151.7	157.7	148.4
November	147.9	152.9	158.8	149.2

#### II.—Manufacturing Industries only

Date	Men	Women	Juveniles	All workers
1956	104.9	103.9	104.9	104.7
1957	110.1	109.6	110.6	110.0
1958	113.6	113.6	114.5	113.7
1959	116.5	116.4	117.3	116.5
1960	119.1	120.0	122.7	119.4
1961	123.9	124.3	129.5	124.2
1962	127.4	129.0	134.1	128.0
1963	131.0	133.6	138.2	131.8
1964	137.0	141.0	144.7	138.0
1964 October	137.9	142.4	145.9	139.1
November	138.0	142.9	146.2	139.2
December	138.6	143.4	146.6	139.8
1965 January	139.8	144.3	148.0	140.9
February	139.8	144.4	148.1	141.0
March	140.1	144.9	148.4	141.3
April	140.5	145.8	149.2	141.8
May	140.9	146.2	149.7	142.2
June	141.1	146.4	150.1	142.4
July	142.9	149.0	151.1	144.5
August	143.0	149.1	155.2	144.6
September	143.1	149.5	155.5	144.8
October	143.4	149.9	155.9	145.1
November	143.5	150.2	156.3	145.2

#### III.—Industry Groups (all workers)

Date	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined*	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc.
1959	117	118	119	112	117	112	118	118	115
1960	120	119	123	115	119	116	121	123	120
1961	127	126	128	118	125	121	122	124	126
1962	132	129	132	124	127	124	126	132	131
1963	138	135	138	131	130	128	134	135	138
1964	143	139	144	139	136	133	135	144	146
1964 October	144	141	146	142	136	135	136	146	148
November	144	141	146	142	136	136	136	146	148
December	144	141	147	142	137	136	136	146	148
1965 January	151	142	148	142	138	136	138	146	148
February	151	142	148	142	138	136	138	146	148
March	151	142	148	142	138	138	138	147	151
April	152	142	149	143	138	138	138	151	155
May	152	142	149	143	138	138	138	151	155
June	152	148	149	143	138	138	138	151	155
July	152	148	150	144	141	140	144	153	155
August	152	148	150	144	141	140	144	153	156
September	152	148	151	144	141	140	144	154	156
October	152	148	151	144	142	142	144	154	157
November	152	148	151	144	142	143	144	154	157

Date	Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services
1959	118	118	112	120	112	115	117	119	118
1960	122	122	115	122	115	121	121	123	120
1961	126	126	120	125	120	125	128	129	125
1962	134	133	128	133	125	129	132	134	132
1963	138	137	135	138	132	135	138	140	137
1964	143	143	142	144	141	144	143	148	143
1964 October	145	144	144	144	147	144	148	150	144
November	145	144	144	146	147	145	148	152	144
December	145	144	144	146	147	148	148	152	144
1965 January	146	148	145	146	148	149	148	152	144
February	146	148	145	146	148	150	148	152	144
March	146	148	145	148	154	151	148	152	144
April	147	148	146	148	154	151	148	155	144
May	147	153	146	148	154	152	149	155	145
June	149	154	146	148	157	150	150	156	145
July	151	154	146	148	159	154	150	156	147
August	152	154	147	148	159	154	151	156	149
September	152	154	147	148	159	154	151	159	149
October	152	154	147	148	160	155	151	160	151
November	152	154	147	151	160	155	154	161	151

\* 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. The weekly hours for the separate industries are combined in accordance with their relative importance, as measured by the numbers employed

at the base date. The method of calculation was described in more detail on pages 330 and 331 of the issue of this GAZETTE for September 1957 and details of the weights for the industry groups were given on page 56 of the issue of this GAZETTE for February 1959. The index does not reflect changes in *ACTUAL* hours worked, which are affected by changes in the amount of overtime, short-time and absences for other reasons.

### Normal Weekly Hours

#### IV.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	100.0	100.0	100.0	100.0
1957	99.9	99.9	99.9	99.9
1958	99.7	99.6	99.8	99.7
1959	99.6	99.5	99.8	99.6
1960	97.9	98.3	98.1	98.0
1961	96.0	95.8	95.9	95.9
1962	95.1	95.1	95.1	95.1
1963	95.0	95.0	95.0	95.0
1964	94.6	94.8	94.5	94.6
1964 October	94.5	94.8	94.5	94.6
November	94.3	94.7	94.3	94.4
December	93.8	94.4	93.9	93.9
1965 January	93.7	94.3	93.8	93.9
February	93.7	94.3	93.8	93.9
March	93.5	93.9	93.4	93.6
April	93.3	93.6	93.1	93.4
May	93.2	93.4	92.9	93.2
June	93.1	93.3	92.7	93.1
July	92.5	92.8	92.2	92.5
August	92.4	92.5	92.2	92.4
September	92.4	92.5	92.2	92.4
October	92.2	92.3	92.0	92.2
November	92.1	92.1	91.9	92.1

#### V.—Manufacturing Industries only

Date	Men	Women	Juveniles	All workers
1956	100.0	100.0	100.0	100.0
1957	99.9	100.0	100.0	100.0
1958	99.7	99.9	99.9	99.8
1959	99.6	99.7	99.7	99.6
1960	97.1	97.8	97.5	97.3
1961	95.6	95.2	95.4	95.4
1962	95.2	94.9	95.0	95.1
1963	95.1	94.8	94.9	95.0
1964	94.9	94.6	94.6	94.8
1964 October	94.9	94.6	94.7	94.8
November	94.8	94.5	94.6	94.7
December	93.8	93.9	93.8	93.9
1965 January	93.7	93.6	93.6	93.7
February	93.7	93.6	93.6	93.7
March	93.6	93.5	93.6	93.6
April	93.4	93.2	93.2	93.3
May	93.3	93.0	93.1	93.2
June	93.2	93.0	93.1	93.2
July	92.1	92.3	92.1	92.2
August	92.1	92.3	92.1	92.1
September	92.1	92.3	92.1	92.1
October	91.9	92.1	92.0	92.0
November	91.9	92.0	91.9	92.0

### 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. The series given in the next tables, which is obtained by dividing the monthly figures

for the index of *weekly* rates of wages by the corresponding figures for the index of normal weekly hours, is described as the index of *hourly* rates of wages (see page 133 of the issue of this GAZETTE for April 1958).

### Hourly Rates of Wages

#### VI.—All Industries and Services

Date	Men	Women	Juveniles	All workers
1956	104.8	104.2	105.5	104.7
1957	110.1	109.8	111.4	110.1
1958	114.2	114.4	116.0	114.3
1959	117.3	117.7	119.2	117.4
1960	122.3	122.8	125.6	122.5
1961	129.8			



## Movements in Rates of Wages and Hours of Work

### Major settlements in November

A three-year agreement was reached at a meeting of the National Joint Council for the Building Industry on 25th November. Under the terms of the settlement normal weekly hours of work in England and Wales are to be reduced from 41 to 40 from 7th March 1966. From the same date standard hourly rates of wages of craftsmen and labourers are to be increased by 2d. an hour to compensate for the shorter normal working week. Normal working hours in Scotland will remain at 40 hours a week but to achieve parity in wages with England and Wales the rate for labourers is to be increased by ½d. an hour from 7th March. The agreement also provides for increases in standard rates of wages in Great Britain of 3d. an hour for craftsmen and 2½d. for labourers from 7th November 1966 and for further increases of 3½d. and 2½d. an hour, respectively, from 6th November 1967. The annual review of wage payments under the sliding-scale arrangements based on movements in the official index of retail prices is to be discontinued after February 1968.

A delegate conference representing employees in municipal road passenger transport undertakings has ratified an agreement which provides for a new bonus scheme, based on length of service and payable half-yearly, to operate from 19th November. The scheme gives additional payments of 10s. a week to employees after six months' service, 12s. 6d. after one year, 15s. after two years, 17s. 6d. after three years, 20s. after five years, 25s. after ten years and 30s. after 20 years' service.

Minimum rates of wages in the heavy chemicals manufacturing industries, excluding constituent firms of Imperial Chemical Industries Ltd., were increased by 2½d. an hour for men and by 2d. for women from the first full pay week in December. In the retail meat trade in England and Wales minimum remuneration has been increased by 15s. a week for managers and manageresses, by 14s. for other adult male employees and by 10s. 6d. for women, from 15th November. Workers employed by the Ford Motor Company received an increase of 4d. an hour from 4th December. At a meeting of the Wall Paper Makers' Industrial Council on 1st November agreement was reached for a reduction in normal weekly hours of work from 42½ to 41½, without loss of pay, with retrospective effect to the beginning of October and for a further reduction to 40 from October 1966.

Cost-of-living sliding-scale adjustments notified during the month include those affecting pig iron manufacture, iron and steel manufacture, national newspaper printing in London and Manchester and general printing.

The settlements and statutory wages regulation orders notified during the month have operative dates from September 1965 to January 1966, and it is estimated that their implementation will add £1,500,000 to the basic full-time weekly wages of 2,200,000 workers and will reduce the normal weekly hours of work of 1,130,000 workers by an average of one hour. (Increases for approximately 125,000 workers amounting to £87,000 are already included in the table in the adjoining column.)\*

### Changes coming into operation during November

Details have already been given of the settlements affecting municipal road passenger transport undertakings, the retail meat trade and wallpaper manufacture.

Changes which came into effect in the construction group of industries during November represented the final stages of long-term agreements made at earlier dates. Rates have been increased in the building industry in England and Wales and in civil engineering construction by 2½d. an hour for craftsmen and by 1d. for labourers. Similar increases in hourly rates became payable to comparable categories of workers employed by local authorities and in the health services. In the building industry in Scotland hourly rates have been increased by 3½d. for craftsmen and 1d. for labourers.

The final instalment of the three-year agreement affecting domestic and ancillary workers in the health services also came into operation during the month and standard weekly rates of wages were increased by 7s. for men and 5s. 10d. for women.

Under the half-yearly review Government industrial workers received increases ranging from 5s. to 10s. a week for men, according

to occupation and area, and 4s. 2d. or 5s. for women. The statutory minimum remuneration of workers employed in the retail drapery, outfitting and footwear trades has been increased by amounts ranging from 13s. to 15s. a week for men and by 10s. 6d. to 13s. for women. Normal weekly hours of work of retail distributive workers employed by co-operative societies have been reduced from 42 to 40.

Other industries and services affected by changes during the month included local authorities' services in Scotland (normal weekly hours reduced from 42 to 40 with increases of 6s. 10d. a week for men and 5s. 4d. for women), bacon curing (increase of 2½d. an hour for men), silk manufacture (increases of 9s. a week for men and 8s. for women) and boot and shoe repairing (increases ranging from 17s. to 19s. a week for men and 12s. 6d. to 19s. for women).

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

Estimates of the effect of changes coming into operation during November show that 2,212,000 workers received increases of £800,000 in their basic full-time weekly rates of wages and 280,000 had their normal weekly hours reduced by an average of two hours. Of the total increase of £800,000 about £525,000 resulted from arrangements made by joint industrial councils or similar bodies established by voluntary agreements, £165,000 from statutory wages regulation orders, £109,000 from direct negotiations between employers' associations and trade unions, and the remainder from cost-of-living sliding-scale adjustments.

### Analysis of changes during the period January–November

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..	485,000	260,700	—	—
Mining and quarrying ..	321,500	180,000	21,000	25,000
Food, drink and tobacco ..	381,000	174,200	415,500	592,200
Chemicals and allied industries	87,000	47,000	194,000	366,000
Metal manufacture ..	230,500	138,500	128,500	184,000
Engineering and electrical goods	1,474,500	712,400	2,222,500	2,318,600
Shipbuilding and marine engineering ..	120,000	69,700	205,000	270,000
Vehicles ..	204,000	139,400	23,000	23,000
Metal goods not elsewhere specified ..	162,000	62,400	173,500	267,300
Textiles ..	562,500	271,400	417,000	339,800
Leather, leather goods and fur ..	46,500	17,100	26,000	25,800
Clothing and footwear ..	430,500	177,500	427,000	451,100
Bricks, pottery, glass, cement, etc. ..	173,000	97,200	105,500	123,400
Timber, furniture, etc. ..	192,500	109,100	165,500	169,100
Paper, printing and publishing	424,000	310,600	4,500	5,600
Other manufacturing industries	43,000	19,400	24,000	25,500
Construction ..	1,445,500	641,100	327,500	389,100
Gas, electricity and water ..	258,500	205,600	256,000	512,000
Transport and communication	1,010,000	808,000	415,000	910,000
Distributive trades ..	864,000	447,500	1,275,000	2,456,300
Public administration and professional services ..	785,500	507,800	136,500	273,000
Miscellaneous services ..	648,500	357,700	973,500	1,719,900
<b>Total ..</b>	<b>10,349,500</b>	<b>5,754,300</b>	<b>7,936,000</b>	<b>11,446,500</b>

Included in the above table are about 5,725,000 workers who had both wage increases and reductions in normal weekly hours of work.

In the corresponding months of 1964 about 8,850,000 workers had a net increase of approximately £4,520,000 in their basic full-time weekly rates of wages and approximately 2,204,000 workers had an aggregate reduction of about 2,450,000 hours in their normal weekly hours of work.

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

(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
Limestone quarrying	Portland (10)	1 Nov.	Male workers ..	Increases of 2½d. an hour for quarrymen and 1d. for labourers. Rates after change: quarrymen—dayworkers (working collectively in piecework quarry) 6s. 8d., pieceworkers' minimum 6s. 8d.; other dayworkers and labourers 5s. 8d.
	West Cumberland (10)	22 Nov.	Male workers ..	Cost-of-living net addition to wages increased‡ by 0-0257d. an hour (1s. 8-6612d. to 1s. 8-6869d.) for workers 18 and over, and by 0-0128d. (10-3306d. to 10-3434d.) for boys under 18.
Granite	Cornwall and Devon (9)	1 Nov.	Male workers ..	Increases of 1d. to 2½d. an hour, according to occupation. Rates after change: masons, smiths and fitters 6s. 8d. an hour, carborundum sawyers 6s. 6d., polishers 6s. 4½d., power crane drivers 6s. 1d., quarrymen and frame sawyers 5s. 10d., labourers 5s. 8d.

\* 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.

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

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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Freestone quarrying	Newcastle-on-Tyne, Northumberland and Durham (8)	1 Nov.	Male workers ..	Increases of 2½d. an hour for craftsmen and 1d. for labourers. Rates after change: masons, grade A districts 6s. 8d. an hour, A1, 6s. 7½d., stone plating machinemen 6s. 7½d., 6s. 7d., quarrymen and grindstone turners 6s. 7d., 6s. 6½d., carborundum sawyers 6s. 5d., 6s. 4½d., cranemen 6s. 4d., 6s. 3½d., labourers 5s. 2½d., 5s. 2d.
Ironstone and iron-ore mining	Cumberland (13)	22 Nov.	Male workers ..	Cost-of-living net addition to wages increased* by 1d. a shift (14s. 4d. to 14s. 5d.) for workers 18 and over who normally work 5 shifts a week, and by ½d. (7s. 2d. to 7s. 2½d.) for boys under 18.
Ironstone mining and quarrying	North Lincolnshire	7 Nov.	Male workers ..	Cost-of-living bonus payment increased* by 0-24d. a shift (12s. 3-37d. to 12s. 3-61d.) for men, by 0-18d. (9s. 2-53d. to 9s. 2-71d.) for youths 18 and under 21, and by 0-11d. (6s. 1-69d. to 6s. 1-8d.) for boys under 18.
Bacon curing	Great Britain (24)	Pay day in week commencing 1 Nov.	All workers ..	Increase of 2½d. an hour for men 21 and over, with varying amounts for women and younger workers. Minimum rates after change: chargehands 5s. 11½d. an hour (244s. 3½d. a week), other men 21 and over, Grade I 5s. 7½d. (230s. 7½d.), Grade II 5s. 3½d. (222s. 11½d.), Grade III 5s. 3½d. (216s. 11½d.), younger male workers 2s. 2½d. (91s. 4½d. at under 16 rising to 4s. 11½d. (203s. 3½d.) at 20; women 20 and over (previously 21) 3s. 9½d. (155s. 5½d.), younger female workers 2s. 1d. (85s. 5d.) at under 16 rising to 3s. 5d. (140s. 1d.) at 19.
Aerated waters manufacture	Scotland (33) (258)	26 Nov.	All workers ..	Increases in general minimum time rates of 3½d. an hour (12s. 6½d. a week) for men 21 and over, 2½d. (8s. 0½d. a week) for women 19 and over, with proportional amounts for younger workers. General minimum time rates after change include: men 21 and over 4s. 4d. an hour (186s. 4d. a week), women 19 and over 3s. 1d. an hour (132s. 7d. a week); Orkney and Shetland Islands—1d. an hour less in each case.†
	Northern Ireland (261)	23 Nov.	All workers ..	Increases in general minimum time rates of 14s. 10d. a week for foremen, forewomen or syrup makers, 14s. 4d. for other male workers 21 and over and 9s. 7d. for other female workers 19 and over, with proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours‡. General minimum time rates after change: foremen, forewomen or syrup makers 21s. a week, other male workers 69s. 3d. at under 16 rising to 200s. at 21 and over, other female workers 69s. 3d. at under 16 rising to 140s. at 19 and over.§
Explosives manufacture	Great Britain (245)	1 Oct.	Workers employed at Government industrial establishments where "X" rates apply	Increases of 10s. or 8s. a week (skilled) and 6s. or 5s. (non-skilled) for men 21 and over, 5s. or 4s. 2d. for women, with proportional amounts for apprentices and younger workers. Minimum weekly time rates after change: male workers 21 and over—skilled, London 282s., Provinces 274s., non-skilled 232s., 223s.; female timeworkers 21 and over—London 190s. 2d., Provinces 182s. 6d.
Coke, pig iron, iron and steel manufacture	Certain districts in England and Wales and certain works in Scotland¶ (44) (45)	7 Nov.	All workers except those whose wages are regulated by agreements in other industries	Cost-of-living payment increased* by 0-24d. a shift (12s. 3-37d. to 12s. 3-61d. for shift-rated workers) or by 0-03d. an hour (1s. 6-42d. to 1s. 6-45d. for hourly-rated workers) for men 21 and over, by 0-18d. a shift (9s. 2-53d. to 9s. 2-71d.) or by 0-02d. an hour (1s. 1-82d. to 1s. 1-84d.) for those 18 and under 21, and by 0-11d. a shift (6s. 1-69d. to 6s. 1-8d.) or by 0-02d. an hour (9-21d. to 9-23d.) for workers under 18.
Iron and steel manufacture	Staffs., Ches., Teeside, S. Wales and Mon. and Glasgow¶ (45)	6 Nov.	Workers employed at steel sheet rolling mills	Cost-of-living payment increased* by 0-24d. a shift (12s. 3-37d. to 12s. 3-61d.) for men and women 21 and over, by 0-18d. (9s. 2-53d. to 9s. 2-71d.) for youths and girls 18 and under 21, and by 0-11d. (6s. 1-69d. to 6s. 1-8d.) for those under 18.
Galvanising	England and Wales	6 Nov.	Galvanisers and ancillary workers employed at steel sheet works, other than those engaged in the process of annealing	Cost-of-living payment increased* by 0-24d. a shift (12s. 3-37d. to 12s. 3-61d.) for men and women 21 and over, by 0-11d. (6s. 1-69d. to 6s. 1-8d.) for youths and girls 18 and under 21, and by 0-11d. (6s. 1-69d. to 6s. 1-8d.) for those under 18.
Engineering	Sheffield and Rotherham	1 Nov.	Building trade operatives employed in engineering establishments and steel works	Increases in the existing "all in" rate of 2½d. an hour (8s. 6½d. a week) for adult craftsmen and 1d. (3s. 5d.) for labourers, with proportional amounts for apprentices. Rates after change: skilled craftsmen 272s. 10d. a week, skilled bricklayers, masons, slaters and plasterers' labourers and navvies 228s. 6d.
Government industrial establishments	Great Britain (244-245)	Beginning of pay week containing 1 Oct.	Workers paid on an engineering basis	Increases of 10s. or 8s. a week (skilled) and 6s. or 5s. (non-skilled) for men 21 and over, 5s. or 4s. 2d. for women 21 and over, with proportional amounts for younger workers. Minimum weekly time rates after change: men 21 and over—skilled, London 277s., Coventry 269s., Provinces 269s., non-skilled 227s., 221s., 218s.; women 21 and over 190s. 2d., 185s., 182s. 6d.
	Northern Ireland (244-245)	Beginning of pay week containing 1 Oct.	Workers paid on an engineering basis (excluding non-skilled in "other areas")	Increases of 10s. or 4s. a week, according to occupation, for men 21 and over, 3s. 4d. for women 21 and over, with proportional amounts for younger workers. Minimum weekly time rates after change: men 21 and over—Belfast, skilled 269s., non-skilled 213s., other areas 269s., 204s.; women 21 and over 178s. 4d., 170s. 10d.
Ministry of Defence (Navy Dept.) dockyards and establishments	Great Britain (244-245)	Pay week containing 1 Oct.	All workers ..	Increases of 10s. or 8s. a week (skilled) and 6s. or 5s. (non-skilled) for men 20 and over, 5s. or 4s. 2d. for adult females, with proportional amounts for younger workers. Minimum weekly time rates after change: men 20 and over—skilled, London 277s., Coventry 269s., Provinces 269s., non-skilled 227s., 221s., 218s.; women on women's work 178s. 2d., 175s., 172s. 6d.
	Northern Ireland (244-245)	Pay week containing 1 Oct.	All workers except non-skilled in "other areas"	Increases of 10s. or 4s. a week, according to occupation, for men 20 and over, 3s. 4d. for adult women, with proportional amounts for younger workers. Minimum weekly time rates after change: men 20 and over—Belfast, skilled 269s., non-skilled 213s., other areas 269s., 204s.; women on women's work 168s. 4d., 160s. 10d.
Railway workshops (British Railways)	Great Britain (60-61)	4 Oct.	Male workers ..	Increase of approximately 3½ per cent. Rates after change include: men 21 and over employed outside the London area—craft grades 261s. 6d. to 279s. 6d., according to occupation, other grades, group 1 occupations 249s. or 260s., 2, 243s., 3, 236s. 6d., 4, 233s., 5, 226s., 6, 220s. London rates (within area of Greater London Council) are 6s. a week higher than the rates quoted.
			Female workers ..	Increase of approximately 3½ per cent. Rates after change include: women 21 and over employed on women's work outside the London area—group 1 occupations 191s. 6d. a week, 2, 187s. 6d., 3, 182s. 6d., 4, 180s., 5, 177s., labourers 173s. London rates (within area of Greater London Council) are 4s. a week higher than the rates quoted.
Railway workshops (London Transport Board)	London ..	4 Oct.	Male workers ..	Increase of approximately 3½ per cent. Rates after change include: skilled 269s. 6d. a week, semi-skilled, 1, 242s. 6d., 2, 236s. 6d., unskilled 226s.
Cotton spinning and weaving	Lancs., Ches., Yorks. and Derbyshire (74)	Pay day in week commencing 11 Oct.	Skilled maintenance mechanics, blacksmiths, turners, welders, electricians and loom fitters	Increase of 14s. a week for craftsmen (284s. 3d. to 298s. 3d.), with proportionate amounts for apprentices.

\* 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.

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

§ These increases took effect under an Order made under the Wages Councils Act (Northern Ireland).

¶ Agreements between the Iron and Steel Trades Employers' Association and the trade unions concerned.

‡ Agreements of the Sheet Trade Board.



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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Silk spinning, throwing and weaving	United Kingdom (78)	Pay day in week commencing 29 Nov.	All workers other than maintenance workers	Increases in minimum rates of 9s. a week for men 19 and over, and 8s. for women 18 and over, with proportional amounts for younger workers. Minimum basic time rates after change: male workers 90s. at 15 rising to 197s. at 19 and over; female workers 87s. at 15 rising to 142s. at 18 and over.*
	Macclesfield (79)	Pay day in week commencing 29 Nov.	All workers	Increases in minimum rates of 9s. a week for men 19 and over and for female weavers in the manufacturing section, 8s. for other women 18 and over, with proportional amounts for younger workers. Minimum time rates after change include: throwing section—men 19 and over grade 1, 197s. a week, 1A 202s. 6d., 2, 204s. 6d., 3, 205s. 6d., 4, 214s.; women 18 and over grade 1, 142s., 2, 146s., 3, 147s., 4, 154s.; smallware and narrow fabrics section—men grade 1, 197s., 2, 203s. 6d., 3, 206s., women grade 1, 142s., 2, 146s., 3, 147s.; manufacturing section—men grade 1, 197s., 3A 204s., 3B 219s., women grade 1, 142s., 2, 146s., 3, 154s., 3A 174s. 6d., 3B 190s. 6d., weavers (men and women) 185s. to 204s., according to number of looms; embroidery section—men, unskilled 197s., skilled 208s., women grade 1, 142s., 2, 146s.; men 19 and over in hand loom weaving section 4s. 10-58d. an hour.*
Dyeing, printing, knitting, smallwares, throwing and making-up	Leek (78)	Pay day in week commencing 29 Nov.	All workers	Increases in minimum rates of 9s. a week for men 19 and over (12s. 10d. for all night workers) and 8s. for women 18 and over, with proportional amounts for younger workers. Minimum time rates after change include: men 19 and over, other than learners, grade 1, 197s. a week, 1A 202s. 6d., 2, 204s. 6d., 3, 207s., dyers' and printers' mates 206s. 6d., screen printers 210s., dyers' mixers 206s. 6d. in first year rising to 213s. in fourth year, all-night workers—screen printers 289s. 11d., narrow fabric workers 285s. 10d., dyers' and printers' mates 284s. 8d., others 282s. 8d., boilermens (days) 217s., (nights) 230s., oilers and greasers (on shafting) 206s. 6d., (on braid machines) 204s. 6d., key men 221s.; women 18 and over, other than learners, grade 1, 142s., 1A 146s., 2, 147s., 3, 149s.*
Wool textile	West Riding of Yorkshire	1 Nov.	Building trade operatives	Increases of 5½d. an hour for craftsmen and 1d. for labourers. Rates after change: craftsmen 6s. 11d. an hour, labourers 5s. 8d.
	West of England (84-85)	Pay day in week commencing 8 Nov.	All workers	The interim increases of 9s. a week for men and 6s. 6d. for women, operative since the pay day in week commencing 12th July 1965, withdrawn and replaced by general increases of 12s. 6d. for men and 8s. 6d. for women, with proportional amounts for younger workers, in conjunction with a reduction in hours†. Pieceworkers' gross group average minimum earnings adjusted accordingly. Night work allowance increased by ¼d. an hour (6½d. to 7d.). Minimum gross earnings after change: men 19 and over—head overlookers and head loom tuners 270s. 3d. a week, senior overlookers 254s. 3d., loom tuners 243s. 9d. or 254s. 3d., according to experience, overlookers 243s. 9d., assistant overlookers and assistant loom tuners 208s. 5d., class A 208s. 5d., B 201s. 4d., C 194s. 3d., key personnel class 1, 270s. 3d., 2, 254s. 3d., 3, 243s. 9d., 4, 208s. 5d.; maintenance workers class 1A 270s. 3d., 1B 254s. 3d., 1C 243s. 9d., mates 208s. 5d., other workers, class B 201s. 4d., class C 194s. 3d.; women 18 and over—class A 134s. 1d., B 128s. 5d., key personnel class 1, 171s. 3d., 2, 160s. 7d., 3, 153s. 3d., 4, 141s. 9d.; pieceworkers' gross group average minimum earnings, workers except two loom weavers, men class A 224s. 1d., B 216s. 3d., C 208s. 4d., women class A 144s., B 138s. 9d., two loom weavers, men class 1, 224s. 1d., 2, 216s. 3d., 3, 208s. 4d., women class 1, 167s. 7d., 2, 159s. 9d., 3, 151s. 10d., 4, 144s.
Hosiery manufacture	Nottingham and district	First pay day in Nov.	Male knitters employed in the shawl section of the hosiery and knitwear industry	Increase of 2½ per cent. (30 to 32½ per cent.) on the total of basic earnings and static bonus.
Textile bleaching, dyeing, printing and finishing	Lancashire, Cheshire and Derbyshire (97)	1 Nov.	Building trade craftsmen	Increase of 2½d. an hour (6s. 8½d. to 6s. 11d.).
Fellmongering	England and Wales (104)	First pay day after 1 Nov.	Workers employed in handling domestic skins	Increases of 3½d. an hour for men and 3d. for women, with proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours†. Minimum time rates after change: men 21 and over—skilled 5s. 4½d. an hour, semi-skilled 5s. 2d., unskilled 5s. 1d.; women 21 and over 4s. 3½d. (plus 1d. an hour for wet work).§
	United Kingdom	First pay day after 1 Nov.	Workers employed in handling foreign skins	Increases of 3½d. an hour for men and 3d. for women, with proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours†. Minimum time rates after change: men 21 and over—skilled 5s. 4½d. an hour, semi-skilled (wet) 5s. 2d., (dry) 5s. 1d.; women 21 and over 4s. 3½d. (plus 1d. an hour for wet work).§
	Scotland (104)	First pay day after 1 Nov.	All workers	Increases of 3½d. an hour for men and 3d. for women, with proportional amounts for younger workers, in conjunction with a reduction in normal weekly hours†. Minimum time rates after change: men 21 and over—skilled 5s. 4½d. an hour, semi-skilled (wet) 5s. 2d., (dry) 5s. 1d.; women 21 and over 4s. 3½d. (plus 1d. an hour for wet work).§
Wholesale mantle and costume making	Northern Ireland (261)	9 Nov.	All workers	Increases of 4½d. an hour for men and 3d. for women, with proportional amounts for learners, in conjunction with a reduction in normal weekly hours†. General minimum time rates after change include: workers (including out-workers) other than those in specified occupations; men 4s. 6½d. an hour, women 3s. 5d.¶
Glass processing	Great Britain (128)	3 Nov.	Workers employed in processing plate and sheet glass	Increase in basic rates of 3d. an hour for men 20 and over, with proportional amounts for younger male workers, apprentices, women and girls, in conjunction with a reduction in normal weekly hours†. Rates after change, inclusive of cost-of-living bonus, for men 20 and over: group 1 London area (within a 25-mile radius from Charing Cross) and Liverpool area 7s. 8d. an hour, Provincial area 7s. 6d.; group 2 bevellers, silverers, siders, cutters, leaded light makers and specialist fixers, foil and glue paper cutters, silk screen operatives, 1st grade (complete process) and colour sprayers (being required to mix) 7s. 3d., 7s. 1d.; silk screen operatives, 2nd grade (operating screen and roller process) 7s., 6s. 10d., embossers' assistants and sandblasters' assistants 6s. 11d., 6s. 9d., silverers' assistants, other than cleaners-up 6s. 10d., 6s. 8d.; group 3, leaded light cementers and packers 6s. 6d., 6s. 4d., general labourers, loaders, sand-washers and cleaners-up, London 6s. 5d., Provincial (including Liverpool area) 6s. 3d.¶
Asbestos cement manufacture	Great Britain (134)	3 Oct.	All workers	Increases in basic rates of 4d. an hour for men 21 and over and 3d. for women 18 and over, with proportional amounts for younger workers. Minimum basic rates after change (groups 1 and 2 respectively): able-bodied men 21 and over, grade 0, 5s. 5½d., 5s. 3½d., grade 1, 5s. 8d., 5s. 5½d., grade 2, 5s. 10½d., 5s. 8d., grade 3, 6s. 0½d., 5s. 10½d.; women 18 and over (on women's work) 3s. 11½d., 3s. 9½d.**
Monumental masonry	England and Wales	1 Nov.	Craftsmen and labourers	Increases of 2½d. an hour for craftsmen and 1d. for labourers. Rates after change: craftsmen—London and Merseyside 6s. 9½d. an hour, elsewhere 6s. 8d.; chargehand labourers 6s. 1d., 5s. 11½d., labourers 5s. 9½d., 5s. 8d.
	Aberdeen	1 Nov.	Male workers employed in the monumental section of the granite industry	Increases of 3d. an hour for craftsmen and 1d. for labourers. Rates after change: craftsmen—masons 6s. 10d. an hour, polishers 6s. 9d., leading sawmen 6s. 7d.; labourers 5s. 7½d.

\* It has also been agreed that there will be further increases of 9s. a week for men and 8s. for women from 28th November 1966 and 10s. for men and 9s. for women from 27th November 1967. Normal weekly hours will be reduced to 41½ from 3rd January 1966, to 40½ from 2nd January 1967 and to 40 from 1st January 1968.

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

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

§ These rates will remain in operation until 31st October 1966.

¶ These increases took effect under an Order made under the Wages Councils Act (Northern Ireland).

\*\* It has also been agreed that there will be further increases of 2d. an hour from 2nd November 1966 and 1½d. an hour from 1st November 1967.

\*\*\* It has also been agreed that from 2nd January 1966 normal weekly hours will be reduced from 42 to 40, without loss of pay.

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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Mastic asphalt manufacture	Great Britain	1 Nov.	Workers other than craftsmen and transport workers	Increase of 1d. an hour. Rates after change: London 5s. 9½d., Provinces 5s. 8d.
Limestone masonry	Portland	1 Nov.	Craftsmen and labourers	Increases of 2½d. an hour for craftsmen and 1d. for labourers. Rates after change: craftsmen 6s. 8d. an hour, labourers 5s. 8d.
Sawmilling	Manchester and district (139)	1 Nov.	Workers employed in sawmills and timber yards	Increases of 2½d. an hour for craftsmen and 1d. an hour for labourers and female workers 19 and over, with proportional amounts for younger workers. Rates after change include: woodcutting machinists 6s. 8d. an hour, timber yard labourers 5s. 8d., slingers 5s. 10d., power-driven crane drivers 5s. 11d., fork lift truck drivers—carrying capacity of under 30 cwt. 5s. 9d., 30 cwt. and over 6s.
Fence manufacture and erection	Great Britain	1 Nov.	Workers employed in fence manufacture	Increase of 2½d. an hour for men 21 and over, with proportional amounts for female and younger male workers. Minimum rates after change: men 21 and over—London area (20 miles radius from Charing Cross), machinists, sawyers and carpenters 6s. 4½d. an hour, labourers 5s. 7½d., Provincial area, machinists, sawyers and carpenters 6s. 2½d., cleavers 5s. 8d., chestnut fence makers 5s. 7d., labourers 5s. 5½d.
Wallpaper manufacture	England (150-151)	First pay day in Oct.	Male workers employed in fence erection	Increase of 2½d. an hour. Minimum rates after change: skilled fencers 6s. 7d. an hour, fence fixers 6s. 3½d., fencers' labourers 5s. 10d.
Building	England and Wales (168-169)	1 Nov.	Building operatives	Increases of 2½d. an hour for craftsmen and 1d. for labourers, with proportional amounts for apprentices, young male labourers, women and girls. Rates after change include: men—London (within 15 miles radius of Charing Cross) and Liverpool district, craftsmen 6s. 9½d. an hour, labourers 5s. 9½d., Grade A districts 6s. 8d., 5s. 8d.; women—on craft processes (after 6 months' probation) 5s. 8d., on other than craft processes 4s. 10d.
	England and Wales (169)	1 Nov.	Road haulage workers	Increase of 9s. 2d. a week for workers on "C" licensed vehicles. Rates after change: motor drivers, London 282s. 10d. to 301s. 10d. a week, according to carrying capacity of vehicle, grade 1 districts 279s. 4d. to 296s. 10d., mates and statutory attendants 18 and over 287s. 10d., 282s. 10d., tractor drivers, London only, 300s. 10d.
	Scotland (170-171)	1 Nov.	Building operatives	Increases of 3½d. an hour for craftsmen and 1d. for labourers and women operatives, with proportional amounts for apprentices and young male labourers. Rates after change include: men—craftsmen 6s. 10d. an hour, labourers 5s. 9½d.; women—on craft operations (after 6 months' probation) 5s. 9½d., on other than craft operations 5s. 3½d.
	Isle of Man	29 Nov.	Building operatives	Increases of 2½d. an hour for craftsmen and 1d. for labourers, with proportional amounts for apprentices. Rates after change include: craftsmen 6s. 8d. an hour, labourers 5s. 8d.
Building and civil engineering construction	England and Wales (251)	1 Nov.	Building and civil engineering operatives employed by local authorities	Increases of 2½d. an hour for craftsmen and 1d. for labourers, with proportional amounts for apprentices and young male labourers. Rates after change include: London (within 15 miles of Charing Cross) and Liverpool and district, craftsmen 6s. 9½d. an hour, labourers 5s. 9½d., grade A districts 6s. 8d., 5s. 8d.
Civil engineering construction	Great Britain (172)	1 Nov.	Male workers	Increases of 2½d. an hour for craftsmen and 1d. for labourers, with proportional amounts for younger workers. Rates after change include: craftsmen—London super grade and Liverpool grade 6s. 9½d. an hour, class 1 districts 6s. 8d., navvies and labourers—London super grade 5s. 9½d., class 1 districts 5s. 8d.
Demolition	England and Wales (171)	1 Nov.	Male workers	Increase of 1d. an hour in the minimum rates for workers 18 and over, with proportional amounts for younger workers. Rates after change for labourers: London and Liverpool districts 5s. 9½d. an hour, grade A districts 5s. 8d.
Mastic asphalt laying	Great Britain (177)	1 Nov.	Male workers	Increase of 1d. an hour in the minimum rate (5s. 8½d. to 5s. 9½d.) for workers 18 and over, with proportional amounts for younger workers.
	Glazing	England and Wales	1 Nov.	Glaziers and wall liners
Painting	Scotland	1 Nov.	Craftsmen and apprentices	Increase of 3½d. an hour (6s. 6½d. to 6s. 10d.) for craftsmen, with proportional amounts for apprentices.
Patent glazing	England and Wales	1 Nov.	Patent glaziers and assistants employed on outside work	Increases of 2½d. an hour for patent glaziers and 1d. for assistants. Rates after change: London (within 15 miles radius of Charing Cross) and Liverpool and district—patent glaziers 6s. 9½d. an hour, assistants 5s. 9½d., grade A districts 6s. 8d., 5s. 8d.†
Refractory setting and repair	Scotland	1 Nov.	do.	Increases of 3½d. an hour (6s. 6½d. to 6s. 10d.) for glaziers and 1d. (5s. 8½d. to 5s. 9½d.) for assistants.†
	Great Britain	1 Nov.	Firebrick bricklayers and masons, and labourers employed by refractory users (other than those in the employ of the Gas Council and Area Gas Boards)	Increases of 2½d. an hour for craftsmen and 1d. for labourers, with proportional amounts for apprentices and young male labourers. Basic rates after change include: London (within 15 miles of Charing Cross) and Liverpool district, craftsmen 6s. 9½d. an hour, labourers 5s. 9½d., Grade A districts 6s. 8d., 5s. 8d.
Terrazzo and mosaic laying	England and Wales	1 Nov.	Layers, polishers and apprentices	Increase of 2½d. an hour for layers and polishers, with proportional amounts for apprentices. Rates after change include: layers, London and Mersey districts 6s. 10½d. an hour, elsewhere 6s. 9d., polishers—dry 6s. 8½d., 6s. 7d., wet and hand 6s. 7½d., 6s. 6d.
Thermal insulation	England and Wales	1 Nov.	Thermal insulation engineers and other workers employed on land contracts	New minimum hourly rates fixed, consequent on a reduction in normal weekly hours*. Minimum rates after change: thermal insulation engineers 6s. 9d. an hour, apprentices 3s. 4½d. in first year rising to 5s. 11d. in fourth year, labourers 5s. 9d.

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

† It has also been agreed that from the first pay day in October 1966 there will be further increases in the minimum hourly Provincial day rates, in conjunction with a reduction in normal weekly hours from 41½ to 40. In the event of a mill introducing rota-daywork or shift work before October 1966 the rates and standard hours for October 1966 will apply immediately.

‡ Under an agreement between the Engineering Employers' Federation and the Plumbing Trades Union, these workers are paid Building Trade rates but work to Engineering conditions.



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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Tile fixing	London . . . . .	1 Nov.	Craftsmen and apprentices . .	Increase of 2½d. an hour (6s. 9d. to 6s. 11½d.) for craftsmen, with proportional amounts for apprentices.
Road passenger transport (Municipal Undertakings)	Great Britain (excluding Metropolitan area) and Belfast (190)	First full pay period commencing on or after 19 Nov.	Drivers and conductors . .	New bonus scheme introduced, based on length of service. Subject to certain conditions the scheme provides for an additional payment of 10s. a week after 6 months' service, to be increased to 12s. 6d. after one year, to 15s. after two years, to 17s. 6d. after three years, to 20s. after five years, to 25s. after ten years and to 30s. after 20 years. These bonuses will be paid twice a year—in June and December.
	Great Britain (excluding Metropolitan area) and Belfast (190)	First full pay period following 5 Nov.	Craftsmen and apprentices . .	New minimum hourly rates fixed, consequent on a reduction in normal weekly hours*. Minimum hourly rates after change for craftsmen: special group undertakings 7s. 3d. or 7s. 4d., group 1, 7s. 2d.
Retail meat trade	England and Wales (212)	15 Nov.	Shop managers and managers . .	Increase of 15s. per week. Minimum rates after change: managers in general butchers' shops, London area 252s. a week where weekly trade is up to £100 to 311s. where weekly trade does not exceed £700, Provincial areas 240s. to 299s.; managers who supervise making-up in the retail pork trade receive 10s. a week above these rates; manageresses receive the rates for managers less 10s. in each case.
			Other workers . . . . .	Increases of 14s. a week for men and 10s. 6d. for women 21 and over, with proportional amounts for younger workers. Minimum rates after change: male shop assistants and cashiers, and assistants employed as cutters, cutter/salesmen or makers-up—London area 98s. a week at 15 rising to 221s. 6d. at 21 and over, Provincial areas 93s. 6d. to 213s.; female shop assistants and cashiers 84s. 6d. at 16 to 156s. 6d., 81s. 6d. to 150s.; female workers mainly engaged in cutting and acting as general butchers' assistants and assistants wholly or mainly engaged as makers-up, London 84s. 6d. at 16 rising to 161s. 6d. at 21, 81s. 6d. to 155s.; first machinemen engaged mainly in making-up, London 232s. 6d., Provincial areas 224s., first machinemen with three or more workers mainly engaged in assisting in making-up 242s. 6d., 234s.
Retail drapery, outfitting and footwear trades	Great Britain (218) (259)	29 Nov.	All workers . . . . .	Increases in statutory minimum remuneration of amounts ranging from 13s. to 15s. a week for men and 10s. 6d. to 13s. for women, with proportional amounts for younger workers. Minimum rates after change include: managers—London area 247s. 6d. a week where the number of staff is one or two, to 273s. where the number of staff is six, Provincial A area 241s. 6d. to 267s., Provincial B area 230s. 6d. to 256s.; manageresses—London 211s. 6d. to 237s., A 205s. 6d. to 231s., B 196s. 6d. to 222s. Grade I clerks 23 and over—men, London area 222s. a week, Provincial A area 214s. 6d., Provincial B area 201s., women 165s. 6d., 160s., 149s. 6d.; grade I clerks under 23, grade II clerks, sales assistants, cashiers, central warehouse workers, credit travellers, stock hands—males, London 100s. at under 16 rising to 216s. at 22 and over, A 95s. to 208s. 6d., B 87s. 6d. to 195s.; females 83s. to 161s., 77s. to 155s. 6d., 70s. 6d. to 145s.; other workers—males, London 99s. to 208s., A 94s. to 200s. 6d., B 86s. 6d. to 190s. 6d., females 82s. to 156s., 76s. to 150s. 6d., 69s. 6d. to 140s.; transport workers—drivers of mechanically propelled vehicles of 1 ton or less carrying capacity and of one-horse drawn vehicles, London 125s. 6d. at under 18 rising to 216s. at 21 and over, A 123s. 6d. to 208s. 6d., B 115s. to 194s. 6d.; drivers, all ages, of mechanically propelled vehicles of over 1 and up to 2 tons carrying capacity and of two-horse drawn vehicles 220s., 212s. 6d., 198s. 6d., of over 2 and up to 5 tons 224s., 216s. 6d., 202s. 6d., over 5 tons 228s., 220s. 6d., 206s. 6d.†
Retail multiple tailoring	United Kingdom . .	Week commencing 1 Nov.	Shop managers . . . . .	Increase of 15s. a week, or 25s. where average weekly takings are less than £200. Minimum average rates after change, inclusive of basic wage, commission, bonus, etc.: London area 281s. a week when average weekly takings are under £250 (previously under £200) to 481s. when average weekly takings are £1,500 and over, Provincial A area 274s. to 474s., Provincial B area 266s. to 466s.
			Other workers . . . . .	Increases of varying amounts, according to age and occupation. Minimum average rates after change, inclusive of basic wage, commission, bonus, etc.: sales assistants—male, London area 100s. a week at under 16 rising to 238s. (basic minimum wage exclusive of bonus, etc., 212s.) at 22, Provincial A area 95s. to 231s. (205s.), Provincial B area 89s. 6d. to 223s. (198s.); minimum weekly wage—cashiers (female), London 87s. 6d. at under 16 rising to 163s. or 169s. at 22, A 82s. 6d. to 158s. or 164s., B 77s. 6d. to 153s. or 159s., clerks 22 and over, grade I (female) 168s. or 174s., 163s. or 169s., 158s. or 164s.; shop porters 22 and over (male)—London 216s. 6d., A 211s. 6d., B 206s. 6d.
Boot and shoe repairing	Great Britain (241) (258)	10 Nov.	All workers . . . . .	Increases ranging from 17s. to 19s. for men 21 and over, and 12s. 6d. to 19s. for women 21 and over, with proportional amounts for younger workers. General minimum time rates after change for workers 21 and over include: male or female foremen and managers 228s. 6d. a week, sewing or stitching machine operators 212s. 6d. or 220s., according to type of machine (during probationary period not exceeding 4 months 204s.), press cutters responsible for cutting and casting 219s., not responsible for cutting and casting 204s., makers of bespoke (including surgical) footwear 230s., repairers engaged in sewing down caps, re-welting, welt repairs or any other hand stitching operation, clickers, clickers and closers 209s., closers (i.e., fitting and machining) in the making of uppers for bespoke (including surgical) footwear and not employed in clicking—male workers 209s., female workers 149s. 6d.; workers employed in altering footwear or on benching or finishing operations (hand or machine) in repairing leather footwear 204s., other male workers 201s., other female workers 144s. 6d.†
	Northern Ireland . . (261)	23 Nov.	All workers . . . . .	Increases in general minimum time rates of amounts ranging from 15s. to 25s. a week, according to occupation, for male workers other than learners and 10s. for female workers 21 and over, with proportional amounts for male learners and younger female workers; increases in piecework basis time rates of 4½d. an hour (4s. 5½d. to 4s. 9½d.) for male workers and 3d. (3s. 2½d. to 3s. 5½d.) for female workers. General minimum time rates after change include: male workers 21 and over employed as makers of bespoke hand-sewn (including surgical) footwear 230s. a week, operating power sole stitchers or both power sole stitchers and Blake or other power sole sewing machines on the Blake principle 220s., operating Blake or other power sole sewing machines on the Blake principle 212s. 6d., other male workers other than learners 201s.; female workers 21 and over 144s. 6d.†
Government industrial establishments	Great Britain (244-245)	Beginning of pay week containing 1 Oct.	Workers paid at miscellaneous "M" rates	Increases of 6s. or 5s. for men 21 and over, 5s. or 4s. 2d. for women 21 and over, with proportional amounts for younger workers. Minimum weekly time rates after change for adult workers: men, London 227s., Coventry 221s., Provinces 218s.; women 190s. 2d., 185s., 182s. 6d.
	Northern Ireland . . (244)	Beginning of pay week containing 1 Oct.	Workers paid at miscellaneous "M" rates in Belfast only	Increases of 4s. a week for men, 21 and over, and 3s. 4d. for women 21 and over, with proportional amounts for younger workers. Minimum weekly time rates after change for adult workers: men, Belfast (including Holywood, Kinnegar, Lisburn and Rosepark) 213s., women 178s. 4d.

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

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

‡ These increases took effect under an Order made under the Wages Councils Act (Northern Ireland).

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

Industry	District (see also note at beginning of table)	Date from which change took effect	Classes of workers	Particulars of change
Local authorities' services	England and Wales (235)	11 Oct.	Female employees in civic restaurants	Increase of 2½d. an hour. Rates after change for workers 18 and over: helpers or general assistants, London 3s. 3½d. an hour, Zone A 3s. 2½d., Zone B 3s. 1½d., assistant cooks 3s. 6½d., 3s. 4½d., 3s. 3½d., cooks 3s. 9½d., 3s. 8½d., 3s. 7½d.
	Scotland . . . . . (252-253)	15 Nov.	Manual workers employed in non-trading services, excluding watchmen, engineering craftsmen and apprentices, and building and civil engineering workers	Increases for full-time workers 20 and over of 6s. 10d. a week for men and 5s. 4d. for women, with proportional amounts for younger workers and part-time workers. Differential between group 1 and group 2 authorities reduced by 6d. a week. Basic rates after change for full-time able-bodied men 20 and over: group 1 authorities 230s. 10d. a week, group 2, 228s. 4d.*
	Scotland . . . . . (253)	31 May†	Engineering craftsmen and apprentices	Increase of 3d. an hour for craftsmen, with proportional amounts for apprentices. Rates after change include: craftsmen—group 1 authorities 6s. 8½d. an hour, group 2, 6s. 7½d.
		15 Nov.	do.	Increase of 3d. an hour for craftsmen, with proportional amounts for apprentices and a further adjustment to hourly rates, consequent on a reduction in normal weekly hours*. Rates after change include: craftsmen—group 1 authorities 7s. 3½d. an hour, group 2, 7s. 2½d.
Health services	Great Britain (228-229)	Beginning of first pay week in Nov.	Domestic and similar grades of staff and ancillary workers	Increases of 7s. a week for men 21 and over, and 5s. 10d. for women 18 and over, with proportional amounts for juveniles. Weekly rates after change outside the London zone: groups 1 to 10 inclusive, men 21 and over—226s. 8d., 231s. 8d., 234s. 8d., 238s. 8d., 242s. 8d., 246s. 8d., 250s. 8d., 254s. 8d., 258s. 8d., 262s. 8d.; women 18 and over 172s. 4d., 177s. 4d., 180s. 4d., 184s. 4d., 188s. 4d., 192s. 4d., 196s. 4d., 200s. 4d., 204s. 4d., 208s. 4d. In the London zone these rates are higher by 12s. a week in each case.
		1 Nov.	Building trade craftsmen and labourers employed in hospitals, etc.	Increases of 2½d. an hour for craftsmen, and 1d. for labourers. Rates after change: London (within 15 miles radius of Charing Cross) and Liverpool, craftsmen 6s. 9½d. an hour, labourers 5s. 9½d., grade A districts and Scotland 6s. 8d., 5s. 8d.
		Beginning of first pay week in Nov.	Semi-skilled engineering grades	Increases of 2½d. an hour for grade I, 2½d. for grade II and 2½d. for grade III. Rates after change: grade I London 5s. 11½d. an hour, elsewhere 5s. 8½d., II 6s. 2½d., 5s. 11½d., III 6s. 7½d., 6s. 4½d.
		Beginning of first pay week in Nov.	Engineering craftsmen employed in hospitals, etc.	Increase of 2½d. an hour. Rates after change: London 7s. 3d. an hour, elsewhere 6s. 11½d.

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

Aerated waters manufacture	Northern Ireland . . (261)	23 Nov.	All workers . . . . .	Normal weekly hours reduced from 43 to 42½.‡§
Fellmongering	England and Wales (104)	First pay day after 1 Nov.	Workers employed in handling domestic skins	Normal weekly hours reduced from 42 to 41.‡
	United Kingdom . .	First pay day after 1 Nov.	Workers employed in handling foreign skins	Normal weekly hours reduced from 42 to 41.‡
	Scotland . . . . . (104)	First pay day after 1 Nov.	All workers . . . . .	Normal weekly hours reduced from 42 to 41.‡
Wool textile	West of England . . (84-85)	8 Nov.	All workers . . . . .	Normal weekly hours reduced from 42½ to 41½.‡
Jute preparing, spinning and weaving	Dundee and district	1 Nov.	All workers . . . . .	Normal weekly hours reduced from 42 to 41.
Wholesale mantle and costume making	Northern Ireland . . (261)	9 Nov.	All workers . . . . .	Normal weekly hours reduced from 42 to 41.‡§
Glass processing	Great Britain (128)	3 Nov.	Workers employed in processing plate and sheet glass	Normal weekly hours reduced from 41 to 40.‡
Wallpaper manufacture	England . . . . . (150-151)	First pay day in Oct.	All workers . . . . .	Normal weekly hours reduced from 42½ to 41½.‡
Thermal insulation	England and Wales	1 Nov.	Thermal insulation engineers and other workers employed on land contracts	Normal weekly hours reduced from 42 to 40.‡
Road passenger transport (Municipal Undertakings)	Great Britain (excluding Metropolitan area) and Belfast (190)	First full pay period following 5 Nov.	Craftsmen and apprentices . .	Normal weekly hours reduced from 42 to 40.
Retail distribution (Co-operative Societies)	Great Britain (215)	1 Nov.	All workers . . . . .	Normal weekly hours reduced from 42 to 40.
Local authorities' services	Scotland . . . . . (252-253)	15 Nov.	Manual workers employed in non-trading services, excluding watchmen, engineering craftsmen and apprentices	Normal weekly hours reduced from 42 to 40.‡
	Scotland . . . . . (253)	15 Nov.	Engineering craftsmen and apprentices	Normal weekly hours reduced from 42 to 40.‡

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

† This change was agreed in October with retrospective effect to the date shown.

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

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



## INDEX OF AVERAGE EARNINGS

Index numbers showing the changes in earnings between January 1963 and October 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	Sept. 1964	Oct. 1964	Nov. 1964	Dec. 1964	Jan. 1965	Feb. 1965	Mar. 1965	Apr. 1965	May 1965	June 1965	July 1965	Aug. 1965	Sept. 1965	Oct. 1965
<b>Manufacturing industries</b>	96.0	104.7	105.5	108.1	110.4	108.3	107.7	116.9	110.7	112.4	113.0	111.8	112.0	112.7	113.9
Food, drink and tobacco ..	96.1	109.7	111.8	115.2	109.0	112.0	111.3	112.8	114.6	118.4	120.3	115.6	112.0	115.5	118.0
Chemicals and allied industries ..	94.1	110.9	111.4	112.5	108.2	113.8	114.5	115.8	115.7	118.4	118.3	118.9	118.1	120.5	121.7
Metal manufacture ..	96.7	108.2	110.4	111.4	106.1	112.5	113.0	114.3	111.6	117.3	116.2	115.4	114.3	116.4	118.9
Engineering and electrical goods ..	96.9	117.1	117.1	117.7	112.4	123.5	122.4	126.7	122.4	126.4	132.0	139.3	125.5	130.4	130.2
Shipbuilding and ship repairing ..	96.5	109.6	115.1	114.2	108.8	118.2	119.8	120.2	116.3	122.0	125.5	124.3	121.0	123.4	125.4
Marine engineering ..	95.7	108.7	110.8	111.7	107.1	112.7	112.9	115.5	111.5	118.2	117.4	116.6	113.8	114.3	116.7
Vehicles ..	94.7	110.2	111.8	114.6	105.3	113.6	114.3	115.1	113.1	118.1	118.5	119.2	117.8	118.4	120.4
Metal goods not elsewhere specified ..	96.3	106.8	109.0	110.0	98.8	110.4	111.1	112.2	108.9	114.0	115.0	115.6	113.6	114.0	117.3
Textiles ..	95.1	101.6	102.8	103.4	97.5	101.9	103.5	103.1	103.4	106.4	107.9	110.5	108.2	106.8	109.2
Leather, leather goods and fur ..	95.3	107.9	108.9	109.3	102.1	109.4	110.4	112.7	112.1	115.0	114.6	117.7	112.6	115.4	117.1
Clothing and footwear ..	92.0	110.7	113.1	112.4	104.5	111.5	112.7	113.3	113.9	118.4	116.6	117.0	113.6	116.1	120.9
Bricks, pottery, glass, cement, etc. ..	90.8	111.7	112.4	114.0	105.8	111.9	112.5	114.9	107.7	111.8	114.2	111.2	110.6	113.8	115.6
Timber, furniture, etc. ..	95.4	106.9	108.2	105.1	105.7	110.4	115.7	111.8	109.1	117.7	116.4	116.3	113.5	116.2	116.9
Paper and paper products ..	95.3	108.8	109.7	111.1	104.5	110.8	111.1	114.0	113.6	115.3	111.8	113.0	111.2	117.0	117.4
Printing and publishing ..	94.0	109.2	109.1	110.3	106.0	111.6	112.4	111.8	110.9	116.3	119.3	117.6	114.0	115.8	117.1
Other manufacturing industries ..	95.4	108.8	110.4	111.6	106.2	112.1	112.6	114.7	112.2	116.9	116.7	116.4	114.3	116.3	118.4
<b>All manufacturing industries</b>	95.4	108.8	110.4	111.6	106.2	112.1	112.6	114.7	112.2	116.9	116.7	116.4	114.3	116.3	118.4
<b>Other industries and services</b>	94.7	111.2	105.0	101.4	101.9	105.1	104.3	107.2	111.0	112.7	118.0	115.5	116.5	123.1	117.5
Agriculture ..	95.4	104.5	106.5	107.2	108.4	107.5	108.0	107.7	109.2	110.4	109.4	109.6	112.3	112.1	112.3
Mining and quarrying ..	90.7	108.0	108.2	107.9	93.8	105.5	109.9	111.8	107.3	115.6	114.0	113.3	110.4	114.9	115.5
Construction ..	99.3	108.1	108.6	108.4	105.5	109.2	109.9	111.9	110.1	112.7	112.0	110.1	109.9	112.8	117.5
Gas, electricity and water ..	96.9	110.0	109.6	110.3	108.5	111.8	113.6	115.5	115.7	118.7	120.6	120.0	119.3	121.3	121.2
Transport and communication§ ..	95.4	106.5	107.2	108.5	104.9	108.2	109.5	109.1	110.2	113.1	110.2	109.0	108.4	109.5	112.8
Miscellaneous services   ..	95.1	108.5	109.5	110.1	104.6	110.5	111.7	113.5	111.6	116.1	116.0	115.5	113.9	116.2	117.7
<b>All industries and services covered</b>	95.1	108.5	109.5	110.1	104.6	110.5	111.7	113.5	111.6	116.1	116.0	115.5	113.9	116.2	117.7

## Employees paid monthly\*

Industry group	Jan. 1963	Sept. 1964	Oct. 1964	Nov. 1964	Dec. 1964	Jan. 1965	Feb. 1965	Mar. 1965	Apr. 1965	May 1965	June 1965	July 1965	Aug. 1965	Sept. 1965	Oct. 1965
<b>Manufacturing industries</b>	98.2	101.9	103.0	103.1	123.5	107.5	104.8	114.8	107.3	107.9	113.2	110.1	107.7	108.8	108.2
Food, drink and tobacco ..	99.3	100.0	100.3	101.6	110.7	109.7	126.6	109.8	108.6	108.6	110.2	110.9	107.9	107.4	108.2
Chemicals and allied industries ..	97.4	106.3	102.6	104.8	111.0	104.2	107.7	115.5	107.7	108.5	114.0	110.7	108.9	109.9	112.5
Metal manufacture ..	98.0	102.5	104.6	104.6	113.7	107.9	107.5	110.5	107.3	109.1	109.1	109.2	107.3	107.5	109.5
Engineering and electrical goods ..	93.8	103.3	103.8	104.9	128.6	106.6	107.9	109.5	107.3	109.5	109.5	112.9	111.8	114.1	114.9
Shipbuilding and ship repairing ..	98.3	100.1	100.1	101.0	122.3	101.1	100.3	102.8	101.6	102.9	102.5	103.8	104.7	106.3	106.7
Marine engineering ..	97.8	103.8	104.8	107.4	115.6	105.7	106.9	108.1	107.3	106.5	108.5	109.7	109.1	109.9	111.4
Vehicles ..	97.7	102.8	102.4	104.0	113.9	102.3	106.3	109.2	105.6	106.1	106.5	114.7	106.7	108.4	110.4
Metal goods not elsewhere specified ..	97.7	100.3	102.4	101.7	112.9	108.1	108.2	109.8	108.4	111.0	107.4	110.8	106.0	106.5	107.5
Textiles ..	92.4	107.5	110.1	119.7	146.3	109.8	105.5	118.4	106.5	107.0	110.9	111.3	108.2	106.6	108.1
Leather, leather goods and fur ..	100.9	97.2	100.4	101.0	106.9	103.9	108.7	116.5	102.2	102.8	101.7	104.3	103.5	106.3	105.6
Clothing and footwear ..	98.6	104.1	100.4	103.6	111.1	100.6	104.9	104.4	102.1	104.2	110.5	106.3	103.4	101.3	101.7
Bricks, pottery, glass, cement, etc. ..	100.9	106.9	103.4	105.2	114.7	114.8	103.9	110.2	109.7	108.4	113.9	108.0	111.3	112.2	108.8
Timber, furniture, etc. ..	99.1	102.6	105.3	106.9	113.1	108.3	108.7	113.1	112.7	106.9	108.6	110.4	107.3	107.6	108.7
Paper and paper products ..	98.9	101.2	102.8	106.5	112.1	110.2	103.1	109.8	104.6	105.4	109.0	107.2	107.5	105.3	105.4
Printing and publishing ..	97.4	102.1	102.6	104.6	117.4	109.3	104.1	110.2	101.5	105.4	104.4	103.0	102.9	104.2	105.4
Other manufacturing industries ..	98.3	102.3	103.0	104.2	114.2	107.3	109.4	110.7	106.9	107.8	109.4	109.5	107.3	107.6	108.7
<b>All manufacturing industries</b>	98.3	102.3	103.0	104.2	114.2	107.3	109.4	110.7	106.9	107.8	109.4	109.5	107.3	107.6	108.7
<b>Other industries and services</b>	97.8	104.4	104.1	105.9	105.4	105.8	107.4	105.7	108.8	108.8	108.2	108.9	109.7	109.4	109.6
Agriculture ..	96.5	102.3	104.3	104.4	126.2	104.7	105.8	113.2	107.6	112.0	111.0	111.8	109.7	110.4	111.7
Mining and quarrying ..	97.4	103.3	103.7	104.1	105.0	107.0	107.9	108.1	107.8	108.8	108.0	107.9	108.2	107.7	111.4
Construction ..	96.3	110.6	109.8	110.1	115.7	112.2	113.4	114.9	113.7	121.1	117.4	119.3	117.7	118.8	119.0
Gas, electricity and water ..	96.8	95.2	96.0	98.9	110.3	96.1	95.6	106.0	104.7	100.4	98.3	101.1	99.2	98.2	97.8
Transport and communication§ ..	96.8	95.2	96.0	98.9	110.3	96.1	95.6	106.0	104.7	100.4	98.3	101.1	99.2	98.2	97.8
Miscellaneous services   ..	97.9	102.4	103.1	104.2	114.2	106.7	108.5	110.5	107.2	108.6	109.3	109.6	107.7	108.0	109.2
<b>All industries and services covered</b>	97.9	102.4	103.1	104.2	114.2	106.7	108.5	110.5	107.2	108.6	109.3	109.6	107.7	108.0	109.2

## All employees¶

Industry group	Jan. 1963	Sept. 1964	Oct. 1964	Nov. 1964	Dec. 1964	Jan. 1965	Feb. 1965	Mar. 1965	Apr. 1965	May 1965	June 1965	July 1965	Aug. 1965	Sept. 1965	Oct. 1965
<b>Manufacturing industries</b>	96.4	104.2	105.0	107.2	112.6	107.9	106.9	116.2	109.8	111.3	112.8	111.2	110.9	111.7	112.5
Food, drink and tobacco ..	97.0	106.3	107.8	110.4	109.5	111.1	116.7	111.6	112.3	114.8	116.6	113.8	110.5	112.5	114.5
Chemicals and allied industries ..	94.5	110.2	110.2	111.4	108.6	112.4	113.5	115.7	114.6	117.0	117.6	117.7	116.8	118.9	120.4
Metal manufacture ..	96.9	107.1	109.3	110.1	107.4	111.4	111.7	113.4	110.6	115.5	114.0	114.0	112.8	114.5	116.9
Engineering and electrical goods ..	96.7	116.3	116.3	116.9	113.1	122.3	121.3	125.6	121.3	125.2	130.5	137.6	124.5	129.3	129.1
Shipbuilding and ship repairing ..	96.6	108.7	113.7	113.0	109.7	116.1	117.5	118.1	114.5	119.7	122.8	121.9	119.0	121.3	123.2
Marine engineering ..	95.9	108.2	110.2	111.3	108.0	111.7	112.0	114.5	110.8	116.6	116.2	115.6	113.0	113.7	115.9
Vehicles ..	95.1	109.2	110.6	113.1	106.4	111.9	113.1	114.2	111.9						



## STOPPAGES OF WORK—INDUSTRIAL DISPUTES

### STOPPAGES OF WORK IN NOVEMBER

The number of stoppages of work\* due to industrial disputes in the United Kingdom, beginning in November, which came to the notice of the Ministry, was 187. In addition, 28 stoppages which began before November were still in progress at the beginning of the month. The approximate number of workers involved during November at the establishments where these 215 stoppages occurred is estimated at 60,600. This total includes 6,800 workers involved in stoppages which had continued from the previous month. Of the 53,800 workers involved in stoppages which began in November, 44,600 were directly involved and 9,200 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 133,000 working days lost during November includes 25,000 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 November 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 ..	1	57	58	3,700	6,000
Food, drink and tobacco ..	—	3	3	17,100	33,000
Engineering ..	5	19	24	8,400	8,000
Motor vehicles ..	3	13	16	9,900	22,000
Construction ..	4	15	19	2,100	8,000
All remaining industries and services ..	15	80	95	19,400	57,000
<b>Total, November 1965</b>	<b>28</b>	<b>187</b>	<b>215</b>	<b>60,600</b>	<b>133,000</b>
<b>Total, October 1965 ..</b>	<b>41</b>	<b>183</b>	<b>224</b>	<b>72,500</b>	<b>196,000</b>
<b>Total, November 1964</b>	<b>26</b>	<b>235</b>	<b>261</b>	<b>64,800</b>	<b>159,000</b>

### Causes of stoppages

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

Principal cause	Number of stoppages	Number of workers directly involved
Wages—claims for increases ..	47	22,500
—other wage disputes ..	43	9,100
Hours of work ..	3	800
Employment of particular classes or persons	33	4,800
Other working arrangements, rules and discipline ..	51	5,200
Trade union status ..	6	1,600
Sympathetic action ..	4	700
<b>Total ..</b>	<b>187</b>	<b>44,600</b>

### PRINCIPAL STOPPAGES OF WORK DURING NOVEMBER

Industry, occupations† and locality	Approximate number of workers involved		Date when stoppage		Cause or object	Remarks
	Directly	Indirectly	Began	Ended		
<b>FOOD, DRINK AND TOBACCO:—</b> Bakery workers in various areas in England and Wales—(many firms)	16,700	—	18 Nov.‡	26 Nov.‡	Token stoppage in support of a claim for a basic wage of £15 for a 40-hour working week	Work resumed; the disputed claim has been referred to the Prices and Incomes Board.
<b>MOTOR VEHICLES:—</b> Maintenance men and production workers engaged in the manufacture of motor vehicle bodies—Liverpool (one firm)	100	1,200	18 Nov.	26 Nov.	Claim for an increase in the basic rate of pay for maintenance workers	Work resumed pending negotiations.
<b>OTHER METAL INDUSTRIES:—</b> Press operators, sheet metal workers and internal transport drivers engaged in general engineering—Bilston (one firm)	1,000	—	8 Oct.‡	3 Nov.	Against the alleged delay in settling a claim that a local agreement for holiday credits in excess of the rate laid down nationally should continue to operate following the introduction of the 1964 Engineering Agreement	Work resumed pending negotiations. Agreement subsequently reached on a continued local differential.

\* 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.

† Some stoppages of work involved workers in more than one industry group, but have each been counted as only one stoppage in the total for all industries taken together.

‡ 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.

§ Two stoppages of work took place, one on the 18th and 19th November and the other on the 25th and 26th November.

|| A one-day token stoppage of work took place on 8th October. This was followed by a further stoppage on 26th October: work was resumed on 28th October but the stoppage re-commenced on the following day.

### Duration of stoppages

The following table classifies stoppages ending in November 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	68	11,200	9,000
2 days ..	43	6,100	15,000
3 days ..	22	3,000	7,000
4-6 days ..	26	21,900	47,000
Over 6 days ..	32	5,900	56,000
<b>Total ..</b>	<b>191</b>	<b>48,100</b>	<b>134,000</b>

### STOPPAGES OF WORK IN THE FIRST ELEVEN MONTHS OF 1965 AND 1964

The following table gives an analysis by groups of industries of all stoppages of work through industrial disputes in the United Kingdom in the first eleven months of 1965 and 1964:—

Industry group	January to November 1965				January to November 1964			
	No. of stoppages beginning in period	Stoppages in progress		No. of stoppages beginning in period	Stoppages in progress		Working days lost	
		Workers involved	Working days lost		Workers involved	Working days lost		
Agriculture, forestry, fishing ..	3	300	2,000	2	600	1,000	1,000	
Coal mining ..	700	114,300	406,000	1,011	168,000	294,000	294,000	
All other mining and quarrying ..	3	400	1,000	4	1,100	7,000	7,000	
Food, drink and tobacco ..	29	25,400	49,000	20	5,100	19,000	19,000	
Chemicals, etc. ..	15	7,300	12,000	15	2,200	4,000	4,000	
Metal manufacture ..	124	38,600	214,000	107	35,000	344,000	344,000	
Engineering ..	288	134,500	402,000	264	115,500	324,000	324,000	
Shipbuilding and marine eng. ..	124	28,700	157,000	88	23,700	151,000	151,000	
Motor vehicles and cycles ..	158	206,500	844,000	154	139,400	414,000	414,000	
Aircraft ..	36	40,600	42,000	37	11,100	21,000	21,000	
Other vehicles ..	18	2,300	6,000	13	4,000	10,000	10,000	
Other metal goods ..	83	21,400	60,000	52	12,900	30,000	30,000	
Textiles ..	27	5,200	45,000	36	5,600	27,000	27,000	
Clothing and footwear ..	13	3,600	6,000	16	5,400	7,000	7,000	
Bricks, pottery, glass, etc. ..	40	5,500	48,000	29	7,700	14,000	14,000	
Timber, furniture, etc. ..	16	1,900	5,000	17	2,300	6,000	6,000	
Paper and printing ..	14	2,700	12,000	14	4,900	11,000	11,000	
Remaining manufacturing inds. ..	40	15,800	46,000	47	9,900	32,000	32,000	
Construction ..	247	27,000	130,000	219	25,600	123,000	123,000	
Gas, electricity and water ..	16	3,700	14,000	17	2,900	12,000	12,000	
Port and inland water transport ..	74	47,400	97,000	97	114,000	128,000	128,000	
All other transport ..	91	64,000	195,000	64	130,900	176,000	176,000	
Distributive trades ..	39	9,600	23,000	37	5,800	27,000	27,000	
Administrative, professional, etc. services ..	36	15,200	20,000	19	3,100	8,000	8,000	
Misc. services ..	14	1,400	8,000	14	4,300	19,000	19,000	
<b>Total ..</b>	<b>2,244†</b>	<b>823,300</b>	<b>2,842,000</b>	<b>2,384†</b>	<b>841,100</b>	<b>2,209,000</b>	<b>2,209,000</b>	

## ARBITRATION AWARDS, NOTICES, ORDERS, ETC.

### Industrial Courts Act 1919 and Conciliation Act 1896

#### Industrial Court Awards

During November the Industrial Court issued four awards, Nos. 3079 to 3082.\* Award No. 3082 is summarised below. Awards Nos. 3079, 3080 and 3081 did not relate to a substantial part of an industry.

**Award No. 3082 (26th November).—Parties:** Card Setting Machine Tenter's Society and Employers' Federation of Card Clothing Manufacturers. **Claim:** That the wages increase negotiated by the Society with the Employers, and accepted by the Society on 1st April 1965, was inadequate in view of the increase subsequently agreed for the ancillary workers in the industry. **Award:** The Court found that the claim had not been established and awarded accordingly.

#### Single Arbitrators and Boards of Arbitration

During November six awards were issued by single arbitrators appointed under section 2 (2) (b) of the Industrial Courts Act 1919. A Board of Arbitration was appointed under section 2 (2) (c) of the Industrial Courts Act 1919; the Award was made by the Chairman acting with powers of an umpire, as the Board failed to agree as to their Award. The case concerned an individual undertaking.

#### Industrial Court (Northern Ireland) Awards

During November the Northern Ireland Industrial Court issued two awards, Nos. 21 and 22,\* which are summarised below.

**Award No. 21 (20th November).—Parties:** Plumbing Trades Union and Belfast Corporation Gas Department. **Claim:** To determine a claim for a substantial increase in the remuneration of the post of Chief District Installation Inspector, Senior District Installation Inspectors, District Installation Inspectors, Trainee Installation Inspectors and the Workshop Foreman in the Consumers' Service Engineers' Section of the Gas Department. **Award:** The Court found that the scales of remuneration of the Chief District Installation Inspector and of the Workshop Foreman should be increased to the Corporation's Revised Scales M.S.14 and M.W.17, respectively, and that the claim, otherwise and in respect of the remaining officers included in it, had not been established, and awarded accordingly.

**Award No. 22 (26th November).—Parties:** Ulster Public Officers' Association and Londonderry City and County Borough Council. **Claim:** That two employees of the Londonderry City and County Borough Council, Miss C. S. Simpson and Mr. S. Bradley, should be reinstated in the Clerical I Grade at the maximum point of the scale as from 1st September 1960. **Award:** The Court found that the two employees named should be reinstated from 28th December 1960 in the said Grade I of the Clerical Division, and awarded accordingly.

### Civil Service Arbitration Tribunal

During November the Civil Service Arbitration Tribunal issued one award, No. 463\*, which is summarised below.

**Award No. 463 (8th November).—Parties:** Institution of Professional Civil Servants and Ministry of Aviation. **Claim:** That with effect from 16th October 1963 the salary scale (undifferentiated) of the Ministry of Aviation Flight Navigators shall be: £1,395 by £50(8) to £1,795 by £65 to £1,860 by £70(4) to £2,140; and that with effect from 1st January 1964 the salary scale (undifferentiated) shall be: £1,600 by £60(9) to £2,140 by £80(2) to £2,300 by £90(2) to £2,480. **Award:** The Tribunal awarded that with effect from 1st January 1964 the salary scale (undifferentiated) of Flight Navigators shall be: £1,600 by £60(9) to £2,140 by £80 to £2,220.

### Wages Councils Act 1959

#### Notices of Proposals

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

**Retail Bread and Flour Confectionery Trade Wages Council (England and Wales).—**Proposal B.F.C. (21), dated 2nd November, for fixing revised statutory minimum remuneration for male and female workers.

**Perambulator and Invalid Carriage Wages Council (Great Britain).—**Proposal I. (74), dated 2nd November, for reducing the normal working week without loss of pay from 42 to 41 hours immediately, from 41 to 40 hours with effect from 3rd October 1966, and for increasing the number of customary holidays in each year from six to seven.

**Toy Manufacturing Wages Council (Great Britain).—**Proposal Y. (75), dated 2nd November, for reducing the normal working week

\* 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 566 or through any bookseller.

without loss of pay from 42 to 41 hours immediately, from 41 to 40 hours with effect from 3rd October 1966, and for increasing the number of customary holidays in each year from six to seven.

**Retail Bread and Flour Confectionery Trade Wages Council (Scotland).—**Proposal B.F.C.S. (19), dated 9th November, for fixing revised statutory minimum remuneration for male and female workers.

**Rope, Twine and Net Wages Council (Great Britain).—**Proposal R.(145), dated 12th November, for reducing the normal working week without loss of pay from 42½ to 41½ immediately, and from 41½ to 40 hours with effect from 1st September 1966.

**Cotton Waste Reclamation Wages Council (Great Britain).—**Proposal C.W.(74), dated 12th November, for revising the general minimum time rates for male and female workers, and for reducing with effect from 1st March 1966, from 42 to 41, the number of hours to be worked before overtime is payable.

**Milk Distributive Wages Council (Scotland).—**Proposal M.D.S. (88), dated 19th November, for fixing revised statutory minimum remuneration for male and female workers.

**Retail Furnishing and Allied Trades Wages Council (Great Britain).—**Proposal R.F.A. (45), dated 26th November, for fixing revised statutory minimum remuneration for male and female workers.

Further information regarding any 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 November the Minister of Labour made the following Wages Regulation Orders\*:

**The Wages Regulation (Retail Food) (England & Wales) (Amendment) Order 1965:** S.I. 1965 No. 1898, dated 1st November and operative from 27th December. This Order fixes revised statutory minimum remuneration for male and female workers.

**The Wages Regulation (Aerated Waters) (Scotland) Order 1965:** S.I. 1965 No. 1911, dated 4th November and operative from 26th November. This Order fixes revised general minimum time rates for male and female workers.

**The Wages Regulation (Cutlery) (No. 2) Order 1965:** S.I. 1965 No. 2035, dated 30th November and operative from 17th December. This Order fixes revised general minimum time rates and piecework basis time rates for male and female workers.

**The Wages Regulation (Cutlery) (Holidays) Order 1965:** S.I. 1965 No. 2036, dated 30th November and operative from 17th December. This Order amends the provisions relating to holidays and holiday remuneration.

### Wages Councils Act (Northern Ireland) 1945

#### Notices of Proposals

During November notices of intention to submit wages regulation proposals to the Ministry of Health and Social Services were issued by the following Wages Councils:—

**The Hat, Cap and Millinery Wages Council (Northern Ireland).—**Proposal N.I.H.M.(N.63), dated 5th November, for fixing revised statutory minimum remuneration, a reduction in working hours and an additional day of customary holiday for male and female workers in the Factory Branch of the trade.

**The Hat, Cap and Millinery Wages Council (Northern Ireland).—**Proposal N.I.H.M.(N.64), dated 5th November, for fixing revised statutory minimum remuneration, a reduction in working hours and an additional day of customary holiday for female workers in the Retail Branch of the trade.

**The Road Haulage Wages Council (Northern Ireland).—**Proposal N.I.R.H.(N.36), dated 5th November, for fixing revised overtime provisions and a reduction in the working hours for male workers in the trade.

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

#### Wages Regulation Orders

During November 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 Wholesale Mantle and Costume Wages Regulation (Amendment) Order (Northern Ireland) 1965:** S.R. & O. (N.I.) 1965 No. 223, dated 1st November and operative from 9th November. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.

**The Wholesale Mantle and Costume Wages Regulation (Holidays) Order (Northern Ireland) 1965:** S.R. & O. (N.I.) 1965 No. 222, dated 1st November and operative from 9th November. This Order prescribes revised provisions relating to holidays for male and female workers in the trade.



*The Boot and Shoe Repairing Wages Regulation (Amendment) (No. 3) Order (Northern Ireland) 1965: S.R. & O. (N.I.) 1965 No. 236, dated 15th November and operative from 23rd November. This Order prescribes revised statutory minimum remuneration for male and female workers in the trade.*

*The Aerated Waters Wages Regulation Order (Northern Ireland) 1965: S.R. & O. (N.I.) 1965 No. 237, dated 15th November and operative from 23rd November. This Order prescribes revised statutory minimum remuneration and a reduction in working hours for male and female workers in the trade.*

## Decisions of the Commissioner under the National Insurance Acts

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

Appeals to the Commissioner under the National Insurance Acts may be made by an Insurance Officer, or by an association of which the claimant is a member, or by the claimant himself.

Appeals to the Commissioner under the Industrial Injuries Acts may be made by an Insurance Officer, or by a person whose right to benefit is or may be, under the fourth Schedule to the 1946 Act, affected by the decision, or by an association of which the claimant of the deceased was a member, or by the claimant himself.

A recent decision of general interest is set out below.

### Decision No. R(U)3/65 (1st February 1965)

#### Availability—absence from home on holiday

A share-fisherman, whose vessel was undergoing repairs, decided to take a week's holiday with his family at an address about 160 miles away from his home. He completed form U.I.672H stating that he would be available for work during the holiday period and would return for work immediately if required, which undertaking was accepted as candid and accurate. Held that although good cause may exist for abstention from fishing for purposes of the additional regulation 14B(2) of National Insurance (Mariners) Regulations, it is none the less necessary to satisfy the ordinary conditions with respect to the receipt of unemployment benefit; in particular the onus is upon the claimant to prove that he is available for employment. Held that the claimant had proved his availability. The Umpire's dictum in U.D. 7550/35, that a man absent from home on holiday must prove that this did not materially reduce his chances of obtaining employment, concerned a claimant who was wholly unemployed or indefinitely suspended. It did not apply to the claimant who was temporarily suspended from work for a period which it was known would be of short duration.

#### Decision of the Commissioner

1. My decision is that unemployment benefit is payable from 28th March 1964 to 2nd April 1964 (both dates included).

2. The claimant is a share-fisherman and skipper of a fishing vessel. The vessel was under repair from 27th March to 4th April 1964; and it is accepted that this constituted good cause for abstention from fishing. The claimant apparently decided to take the opportunity to go on holiday. On 27th March 1964 he completed form U.I.672H stating that he was to be away from 28th March to 3rd April 1964, specifying the address at which he would be residing (being a place about 160 miles away). He stated that in the event of his premature return his wife and children would return with him, and that in that event, also, he would not be charged for the full period of holiday. He stated that he would be available for work during the holiday period and would return for work immediately if required. He went off as proposed, and was absent from 28th March to 2nd April.

3. The local insurance officer disallowed the claim for unemployment benefit during the period of the claimant's absence, on the ground that he was not available (and could not be deemed to have been available) for employment. He appealed to the local tribunal, who allowed his appeal by a majority. The insurance officer now appeals to the Commissioner.

4. The claimant recognises, obviously, that although the fact that his vessel was under repair was accepted as good cause for abstention from fishing, for purposes of regulation 14B(2) of the National Insurance (Mariners) Regulations 1948 [S.I. 1948 No. 1467] as amended, it is none the less necessary for him also to satisfy the ordinary conditions with respect to the receipt of unemployment benefit: and in particular, the condition that he must be (or be deemed to be) available for employment, in terms of section 11(2)(a)(i) of the National Insurance Act 1946. This is so, because regulation 14B(2) represents an additional condition. In the circumstances of the case, no question of deemed availability arises. The question is, whether availability is proved, the onus of proving it being upon the claimant.

5. *Prima facie*, of course, a person who absents himself, for the purpose of taking a holiday, from his home, is not available for

employment while he is away. Nevertheless, persons who leave home for the purpose of taking a holiday may be regarded as available for employment, if certain conditions are fulfilled. In the general case there are three conditions which require to be fulfilled. These are set out in full in paragraph 9 below. The usual method, as I understand it, of seeing that these conditions are fulfilled, is to get the person concerned to complete form U.I.672H. If this form is completed satisfactorily, and there is no doubt as to the genuineness of the statements made therein, it will normally be accepted as sufficient proof of availability.

6. In the present case, the statements made by the claimant on form U.I.672H were not, so far as I can see, open to any valid criticism. By that I mean that, if they were true, they would normally be regarded as showing availability. Moreover, it is not, I understand, suggested that the statements were in any way untrue. I see no reason to doubt that they were candid and accurate.

7. The points taken against the claimant seem to me novel. The first is, that because of the nature of his normal employment as a share-fisherman, he was not likely to be notified of any vacancy while away from home; this is said to be because vacancies—particularly in emergencies—are in practice filled by men on the spot, without reference to the employment exchange. It appears that in the locality concerned there are plenty of unemployed fishermen, so that anyone who was not immediately on hand, and who in any event would be available only temporarily, is not likely to be considered for a vacancy. No doubt this is so. But the insurance officer's submission goes on—"It is accordingly my submission that the claimant must prove that his absence from home on holiday on the days in question did not materially reduce his chances of obtaining employment as a skipper/share-fisherman in his home area."

8. The first implication of the insurance officer's submission seems to me to be this: that in a trade, or locality, in which vacancies are in practice filled by contact between employer and employee without reference to the employment exchange, the undertaking required and given in form U.I.672H is not to be regarded as in effect authorising the person concerned to absent himself temporarily on holiday, as it is in the normal case. This strikes me as an unfair and unfortunate discrimination against certain kinds of employee.

9. The submission of the insurance officer, namely that a claimant must prove that his absence from home on holiday did not materially reduce his chances of obtaining employment, is based on a statement of the Umpire under the old Unemployment Insurance Acts, in a classic decision U.D.7550/35. Although that decision is now 30 years old, certain principles set out in it have been expressly adopted by the Commissioner as representing the law under the present National Insurance Acts: see Decisions R(U)1/55 and R(U)2/57. In particular, the statement that a person proposing to absent himself for a holiday must prove three conditions A, B and C, has been so approved and adopted. The conditions are—A. The claimant must prove that he was ready and willing immediately to curtail his intended period of absence from his locality in order to accept at once any suitable employment which might be notified to him. B. The claimant must prove that he has taken reasonable and satisfactory steps to ensure that any opportunity of suitable employment would be brought to his notice without delay. C. The claimant must prove that there was nothing connected with his absence from his locality or with the position of his place of temporary residence which would have prevented him from accepting at once any suitable employment which might be notified to him.

10. In U.D.7550/35 the Umpire went on to elaborate these principles: and I think it is at a later stage in the decision that the first reference to "materially reducing chances of obtaining suitable employment" occurs. It first occurs in paragraph 8 of the Umpire's decision, and it is specifically related to the "claimant who is wholly unemployed or who is indefinitely suspended from work." Such a claimant is contrasted with the claimant dealt with in paragraph 6 of the Umpire's decision, namely the "claimant who has been temporarily suspended from work for a period which was known would be of short duration." If the claimant in the present case has to be categorised as either (a) a claimant who has been temporarily suspended from work for a period which was known would be of short duration or (b) a claimant who is wholly unemployed or who is indefinitely suspended from work, I have no hesitation whatever in saying that he falls into the former class and not the latter. His job had come to an end, temporarily, because his vessel had to go in for repair, but there was no suggestion either that the repairs would take more than a few days, or that the claimant would not be recalled to his job as soon as the repairs were completed. If I am right in this, it follows that the dictum of the Umpire quoted against the present claimant is quoted entirely out of its context. On the assumption that the Umpire's dictum is still applicable in certain circumstances, I am satisfied that it is not applicable in the case of the present claimant, whose regular employment was only in effect suspended for a period which it was known would be of short duration.

11. The question whether a person is available for employment is a question of fact. Insofar as the answer depends upon what is the claimant's intention, the answer may be difficult to demonstrate by objective evidence. But if a person professes to be available, and if he does all that is required of him to prove availability, and if he gives such undertakings as are normally acceptable as proving availability, and if there is nothing in his statements or actions to suggest the contrary, his availability must, I think, generally be accepted. I see no reason to doubt the claimant's availability in the present case. I think the insurance officer seeks to impose too high a test. I agree with the majority of the local tribunal.

12. The appeal of the insurance officer is not allowed.

## STATUTORY INSTRUMENTS

Since last month's issue of this GAZETTE was prepared, the under-mentioned Statutory Instruments\*, relating to matters with which the Ministry of Labour 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 Food) (England and Wales) (Amendment) Order 1965 (S.I. 1965/1898; 9d. (1s.)), made on 1st November; Correction slip issued on 19th November (gratis); The Wages Regulation (Aerated Waters) (Scotland) Order 1965 (S.I. 1965/1911; 6d. (9d.)), made on 4th November; The Wages Regulation (Cutlery) (No. 2) Order 1965 (S.I. 1965/2035; 1s. 3d. (1s. 6d.)), made on 30th November; The Wages Regulation (Cutlery) (Holidays) Order 1965 (S.I. 1965/2036; 9d. (1s.)), made on 30th November. These Orders were made by the Minister of Labour under the Wages Councils Act 1959.—See page 563.*

*The Redundancy Payments Rebates Regulations 1965 (S.I. 1965/1893; 6d. (9d.)), made on 1st November and operative from 8th November. These Regulations prescribe the manner and time in which employers are required to claim rebates in respect of payments made to redundant employees; The Redundancy Payments Shift and Rota Workers Regulations 1965 (S.I. 1965/1921; 6d. (9d.)), made on 5th November and operative from 6th December. These Regulations provide how a week's pay is to be calculated for ascertaining the amount of redundancy payment or for determining the extent of short-time working in the case of certain employees who work on shift or rota systems; The Redundancy Payments Pensions Regulations 1965 (S.I. 1965/1932; 9d. (1s.)), made on 10th November and operative from 6th December. These Regulations allow employers of certain pensioned employees who become redundant to exclude or reduce their liability to make redundancy payments; The Redundancy Payments Statutory Compensation Regulations 1965 (S.I. 1965/1988; 6d. (9d.)), made on 22nd November and operative from 6th December. These Regulations provide that the amount of the redundancy payment to be paid to an employee shall be set off against the compensation payable to him under any of certain statutory provisions in force immediately before 6th December 1965. All these Regulations were made by the Minister of Labour under the Redundancy Payments Act 1965.*

*The Abstract of Factories Act Order 1965 (S.I. 1965/1903; 1s. 3d. (1s. 6d.)), made on 2nd November by the Minister of Labour under*

\* 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 566 or through any bookseller.

the Factories Act 1961. This Order, operative from 15th November, prescribes the abstract of the Factories Act 1961 (Form F. 1) required to be kept posted at the principal entrances of a factory at which employed persons enter.

*The Reports of Appointed Factory Doctors Order 1965 (S.I. 1965/1927; 9d. (1s.)), made by the Minister of Labour under the Factories Act 1961. This Order, operative from 1st January 1966, prescribes the form of report required to be made each year by appointed doctors under the Factories Act 1961, and when it is to be made.*

*The Baking and Sausage Making (Christmas and New Year) Order 1965 (S.I. 1965/2008; 3d. (6d.)), made on 26th November by the Minister of Labour under the Factories Act 1961. This Order, by granting exemption for the days in question from the provisions of the Factories Act 1961 relating to employment of Saturday afternoon and Sunday, enables women aged 18 to be employed in England and Wales on the afternoons of Saturdays, 18th December 1965 and 1st January 1966, and on Sundays, 19th and 26th December 1965 and 2nd January 1966, in the manufacture of meat pies, sausages or cooked meats, or in the pre-packing of bacon; and on the afternoon of Saturday, 18th December 1965, and on Sundays, 12th and 19th December 1965, in the manufacture of bread or flour confectionery (including fruit pies but not biscuits). The Order also enables women aged 18 to be employed in Scotland on the afternoons of Saturdays, 18th December 1965 and 1st January 1966, and on Sundays, 19th and 26th December 1965 and 2nd January 1966, in the manufacture of meat pies, sausages or cooked meats, or in the pre-packing of bacon; and on Sunday, 26th December 1965, in the manufacture of bread or flour confectionery (including fruit pies but not biscuits).*

*The Wholesale Mantle and Costume Wages Regulation (Holidays) Order (Northern Ireland) 1965 (S.R. & O. of Northern Ireland 1965/222; 1s. 3d. (1s. 6d.)), made on 1st November; The Wholesale Mantle and Costume Wages Regulation (Amendment) Order (Northern Ireland) 1965 (S.R. & O. 1965/223; 9d. (1s.)), made on 1st November; The Boot and Shoe Repairing Wages Regulation (Amendment) (No. 3) Order (Northern Ireland) 1965 (S.R. & O. 1965/236; 6d. (9d.)), made on 15th November; The Aerated Waters Wages Regulation Order (Northern Ireland) 1965 (S.R. & O. 1965/237; 9d. (1s.)), made on 15th November. These Orders were made by the Ministry of Health and Social Services under the Wages Councils Act (Northern Ireland) 1945.—See pages 563 and 564.*

*The National Insurance (Industrial Injuries) (Prescribed Diseases) Amendment (No. 2) Regulations (Northern Ireland) 1965 (S.R. &*

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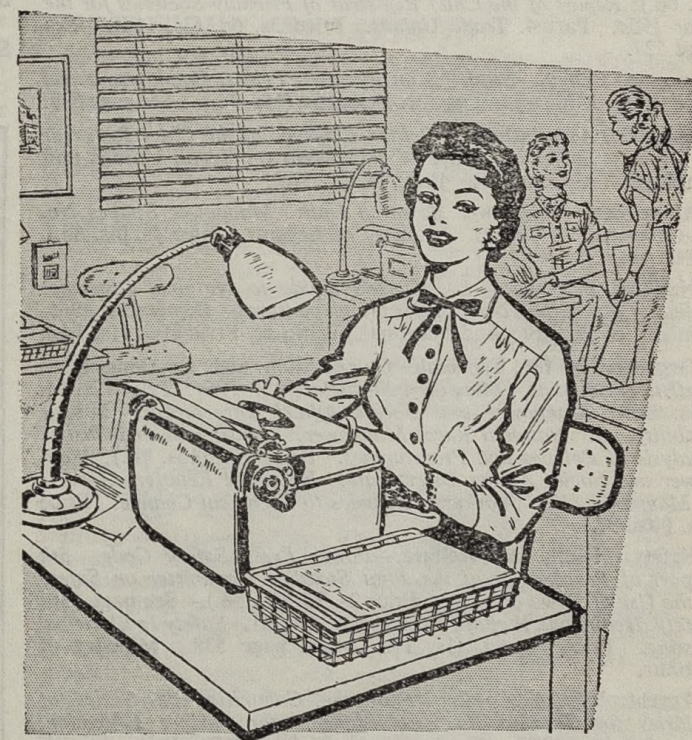
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\* Selected decisions of the Commissioner are published periodically in the series numbered: "R(U)"—decisions on unemployment benefit; "R(P)"—decisions on retirement pensions; "R(S)"—decisions on sickness benefit; "R(G)"—decisions on guardian's allowance, maternity benefit, death grant and widow's benefit; "R(F)"—decisions on family allowances; "R(Q)"—decisions on all benefits and on any other questions arising under the Industrial Injuries Acts. They are obtainable separately, or collectively in an Index and Digest of Commissioners' Decisions (see page 105 of the March 1964 issue of this GAZETTE), from Her Majesty's Stationery Office at any of the addresses shown on page 566 or through any bookseller. These and other numbered decisions are also available for inspection at offices of the Commissioner in London, Edinburgh and Cardiff (see page 250 of the June 1964 issue of this GAZETTE).



O. 1965/215; 6d. (9d.)), made on 26th October 1965 by the Ministry of Health and Social Services under the National Insurance (Industrial Injuries) Act (Northern Ireland) 1946. These Regulations, operative from 1st November, are similar in scope, in relation to Northern Ireland, to the corresponding Regulations for Great Britain.—See page 519 of the November issue of this GAZETTE.

*The Contracts of Employment and Redundancy Payments Act (Northern Ireland) 1965 (Appointed Day) Order (Northern Ireland) 1965* (S.R. & O. 1965/216; 3d. (6d.)), made on 27th October by the Minister of Health and Social Services under the Contracts of Employment and Redundancy Payments Act (Northern Ireland) 1965. This Order appoints 6th December 1965 as the day on which the said Act comes into operation.

*The Examination of Steam Boilers Reports Order (Northern Ireland) 1965* (S.R. & O. 1965/221; 9d. (1s.)), made on 28th October by the Minister of Health and Social Services under the Factories Act (Northern Ireland) 1938. This Order, operative from 1st November, prescribes the forms of reports of examination of certain steam boilers which are required under section 30 of the Factories Act (Northern Ireland) 1938.

*The Contracts of Employment and Redundancy Payments (Rebates) Regulations (Northern Ireland) 1965* (S.R. & O. 1965/229; 6d. (9d.)), made on 5th November and operative from 8th November; *The Contracts of Employment and Redundancy Payments (Shift and Rota Workers) Regulations (Northern Ireland) 1965* (S.R. & O. 1965/238; 6d. (9d.)), made on 15th November and operative from 6th December. These Regulations were made by the Ministry of Health and Social Services under the Contracts of Employment and Redundancy Payments Act (Northern Ireland) 1965 and are similar in scope, in relation to Northern Ireland, to the Redundancy Payments Rebates Regulations 1965 and the Redundancy Payments Shift and Rota Workers Regulations 1965 for Great Britain.—See above.

## OFFICIAL PUBLICATIONS RECEIVED\*

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

**Accidents.**—*Accidents at factories, docks, building operations and works of engineering construction.* No. 65. *How they are caused and how to prevent them.* October 1965. Ministry of Labour. Price 2s. (2s. 6d.).—See page 538.

**Economic Policy.**—*National Board for Prices and Incomes.* Report No. 6. *Salaries of Midland Bank Staff.* Cmnd. 2839. Price 2s. 3d. (2s. 6d.).—See page 533.

**Friendly Societies.**—*Report of the Chief Registrar of Friendly Societies for the Year 1964.* Part 2. *Friendly Societies.* Price 4s. (4s. 6d.); *Report of the Chief Registrar of Friendly Societies for the Year 1964.* Part 4. *Trade Unions.* Price 3s. 6d. (3s. 11d.).—See page 527.

**Incomes Policy.**—*Statistics on Incomes, Prices, Employment and Production.* Ministry of Labour. Price 15s. (15s. 9d.).—See page 527.

**Industrial Associations.**—*Written Evidence of the Chief Registrar of Friendly Societies.* Royal Commission on Trade Unions and Employers' Associations. Price 2s. (2s. 3d.).

**Manpower.**—*Manpower Research Unit. Manpower Studies No. 4—Computers in Offices.* Ministry of Labour. Price 4s. (4s. 6d.).—See page 526.

**National Insurance.**—*Everybody's Guide to National Insurance including graduated contributions and pensions.* September 1965. Ministry of Pensions and National Insurance. Price 10d. (1s. 1d.).

**Organisation for Economic Co-operation and Development.**—*Statistical Bulletins. Manpower Statistics 1954–1964.* Price 12s. 6d. (13s. 8d.); *Manpower and Social Affairs Directorate, Labour Mobility.* 3. *National Rural Manpower. Adjustment to Industry. Analysis of Policies and Programmes.* Price 15s. (15s. 7d.); *Manpower and Social Affairs Directorate. Industrial Relations Aspects of Manpower.* 2. *Workers' Attitudes to Technical Change.* Price 40s. (40s. 9d.).

**Safety, Health and Welfare.**—*Power Press Safety Code. 5th Report of Proceedings of the Joint Standing Committee on Safety in the Use of Power Presses.* Price 2s. 3d. (2s. 8d.).—See page 538; *Safety, Health and Welfare New Series.* No. 31. *Safety in Electrical Testing.* Price 1s. 6d. (1s. 11d.).—See page 538. Ministry of Labour.

**Teachers' Salaries.**—*Report of the Committee on Scales of Salaries for Teachers in Establishments for Further Education, 28th October 1965.* England and Wales 1965. Price 4s. 6d. (4s. 11d.); *Report of the Committee on Scales of Salaries for the Teaching Staff of Colleges of Education, 28th October 1965.* England and Wales 1965. Price 2s. (2s. 3d.); *Report of the Committee on Scales of Salaries for the Teaching Staff of Farm Institutes for Teachers of Agricultural (including Horticultural) Subjects, 28th October 1965.* England and Wales 1965. Price 4s. (4s. 5d.) Department of Education and Science.

**Wales.**—*Digest of Welsh Statistics.* No. 11. 1964. September 1965. Welsh Office. Price 10s. (10s. 7d.).

**Working Population.**—*Census 1961. England and Wales. Occupation and Industry. National Summary Tables.* General Register Office. Price 3s. (3s. 5d.).

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

## FACTORY FORMS, ETC.

Since the list published in the June 1965 issue of this GAZETTE (page 295) was prepared, the undermentioned Forms\* have been issued or reprinted with material amendments and/or new prices. Forms prefixed by "F." are issued under the Factories Act 1961; those by "SHW." are advisory publications issued under the same Act. The prices in brackets include postage. Where applicable, purchase tax is chargeable at 20 per cent. of the net price (i.e., excluding postage).

No.	New forms
F.2183	Ionising Radiations (Sealed Sources) Regulations 1961. Certificate of Exemption No. 11 (General). 3d. (6d.).
F.2184	Ionising Radiations (Sealed Sources) (Leakage Test) Order 1961. Certificate of Approval (General) No. LT.1. 3d. (6d.).
No.	Reprinted with amendments (new price where indicated)
F.1	Factories Act 1961. Abstract of the Act in Form prescribed by the Minister of Labour. (For docks, wharves, quays and warehouses see form F.2 and for building operations and works of engineering construction see form F.3). 1s. (1s. 5d.).
F.655	Health Register for use in pursuance of the Pottery (Health and Welfare) Special Regulations 1950. <i>New price</i> 4s. (4s. 3d.) (exclusive of purchase tax).
SHW.367	Dermatitis. Cautionary Notice. 3d. (6d.).
SHW.397	Cautionary Notice. Effects of Mineral Oil on the Skin. 6d. (9d.).
No.	Reprinted with new price
F.24	Factory Overtime (Separation of Different Parts or Sets) Regulations 1938. Notice of separation of different sets of persons employed in different processes in a factory for purposes of overtime. 4d. (7d.).
F.410	Anthrax. Cautionary Notice. 2s. (2s. 3d.).
F.625	Health Register for use in pursuance of the Patent Fuel Manufacture (Health and Welfare) Special Regulations 1946 (S.R. & O. 1946 No. 258). 3s. (3s. 6d.) (exclusive of purchase tax).
F.970	Refractory Materials Regulations 1931 (S.R. & O. 1931 No. 359). 1s. (1s. 3d.).
F.1022	The Factories (Luminising) Special Regulations 1947. 1s. (1s. 3d.).
F.1582	Cotton Cloth Factories Regulations 1929. Hygrometers Order. 4d. (7d.).
F.1950	Docks Regulations 1934. Certificate of Exemption No. 1. Annealing. 3d. (6d.).
SHW.294	Safety of Machine Tools and other Plant. No. 4. Guillotines and Shears. 2s. 6d. (2s. 9d.).
SHW.386	Explosions in Drums and Tanks following Welding and Cutting or Application of Heat. 6d. (9d.).

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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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## 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.

Enquiries about these services should be made to the appropriate Regional Office (see below).

### 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* (15s. 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 and the Industrial Training Act.

### REGIONAL OFFICES

Eastern and Southern: Bryan House, 76–80 Whitefield Street, London W.1. MUSEum 8616.  
London and South Eastern: Hanway House, Red Lion Square, London W.C.1. HOLborn 8454.  
Midlands: 281–289 Corporation Street, Birmingham 4. ASTon Cross 3081.  
Northern: Wellbar House, Gallowgate, Newcastle-upon-Tyne 1. Newcastle 27575.  
North Western: Sunley Building, Piccadilly Plaza, Manchester 1. DEAnsgate 9111.  
South Western: Bridge House, Clifton Down, Bristol 8. Bristol 38481 and 33084.  
Yorkshire and Humberside: City House, Leeds 1. Leeds 32761.  
Scottish Headquarters: Stuart House, 30 Sempie Street, Edinburgh 3. FOUntainbridge 2433.  
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