

Pamphlet

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Women Public Health Officers' Association

(Formerly Women Sanitary Inspectors' and
Health Visitors' Association).

(Registered as a Trade Union).

92, Victoria Street, London, S W.1.

Handbook for 1932

together with the

Annual Report

for 1931.

Contents :

1. Officers and Executive Committee elected 19th February, 1932.
2. Officers and Representatives of Centres and Groups, 1932.
3. Affiliated Organisations with names of representatives and representatives on other Committees.
4. Annual Report, 1st January to 31st December, 1931.
5. Financial Statements, 1st January to 31st December, 1931.
 - (A) General, including Centres.
 - (B) Headquarters' Cash Account.

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Women Public Health Officers' Association.

(Formerly Women Sanitary Inspectors' and Health
Visitors' Association.)

(Registered as a Trade Union.)

General Secretary: Miss H. M. GRAY.

Officers and Executive Committee, 1932.

President:

THE LADY CYNTHIA COLVILLE.

Vice-Presidents:

DR. E. G. ANNIS.	MR. G. LATHAN, J.P.
DR. RUBY BELL.	DR. OCTAVIA LEWIN.
MISS H. BIDELEUX.	MISS M. LIDDIARD.
DR. PRICE BOND.	DR. ELLA MACKENZIE.
DR. MABEL BRODIE.	DR. RACHEL MACKENZIE.
DAME MAUD BURNETT, J.P.	DR. J. MACMILLAN.
MRS. GEORGE CADBURY, M.A., O.B.E.	DR. J. MAIR.
DR. GARLAND COLLINS.	MISS NORAH MARCH, B.SC.
PROF. WINIFRED CULLIS, C.B.E.	DR. J. MILLER.
COUNCILLOR MRS. DRAPPER, J.P.	DR. SUSAN MONTGOMERY.
DR. CLEMENT DUNSCOMBE.	DR. JESSIE MUIR.
VISCOUNTESS ERLEIGH.	DR. A. NEWTH.
DR. LETITIA FAIRFIELD.	DR. J. A. NICOLL.
DR. S. SEEKINGS FRIEL.	DR. RALPH PICKEN.
DR. R. GARROW.	DR. ERIC PRITCHARD.
DR. D. H. GEFFEN.	VISCOUNTESS RHONDDA, J.P.
DR. LILAH GREIG.	MARQUESS OF SALISBURY, K.G.
DR. J. A. HADFIELD.	MRS. DEANE STREATFEILD.
DR. M. L. HAMILTON.	DR. IAN THOMSON.
DR. J. LORIMER HAWTHORNE.	MISS G. TUCKWELL, C.H., J.P.
PROFESSOR BOSTOCK HILL.	COUNCILLOR MRS. TURNER, J.P.
DR. HELENA JONES.	DR. PAUL WATKIN.
DR. DAVID KIRKHOPE.	MISS EVELYN WILKINS, B.SC.
	DR. C. WRIGHT.

Chairman:

MISS A. SAYLE, M.B.E., M.A.

Vice-Chairman:

MRS J. KENT PARSONS.

Hon. Treasurer:

MISS A. SHAW.

Hon. Secretary:

MISS M. WILKIE.

Honorary Legal Adviser: Mr. J. W. ROSS BROWN, K.C.

Trustees: DR. S. SEEKINGS FRIEL and MRS. ENID EVE.

Auditor: MISS E. WATTS, Chartered Accountant.

Executive Committee:

Name:	Representatives of:
MISS C. ARTHUR ..	.. Group A.
MISS O. BARBER ..	.. Birmingham Centre (Proxy).
MRS. C. BARRETT ..	.. Northumberland and Durham Centre.
MISS M. BAXTER ..	.. Devon and Cornwall Centre.
MISS A. BEVIS ..	.. Group A. (Proxy).
MISS K. BISHOP ..	.. Northumberland and Durham Centre.
MISS M. BLANCHARD ..	.. London Centre.
MISS H. BLICK ..	.. Yorkshire Centre (Proxy).
MISS M. BOOTH ..	.. East Midlands Centre.
MISS N. BROCKLEHURST ..	.. Editorial Sub-Committee.
MISS M. BROWN ..	.. Co-operation Sub-Committee.
MISS M. CAMPBELL ..	.. Northamptonshire Centre (Proxy).
MISS E. CARMICHAEL ..	.. Kent Centre (Proxy).
MISS A. COLES ..	.. London Centre.
MISS A. CROMBIE ..	.. Northumberland and Durham Centre (Proxy)
MISS R. CROSS ..	.. East Midlands Centre.
MISS M. DEAN ..	.. Editor, "Woman Health Officer."
MISS M. DRUMMOND ..	.. Yorkshire Centre.
MISS F. GOODALL ..	.. London Centre.
MISS M. GRIBBLE ..	.. East Midlands Centre (Proxy).
MISS F. GROUT-TONG ..	.. Birmingham Centre (Proxy).
MISS F. HARCOURT ..	.. Bristol Centre (Proxy).
MISS I. HEWARD ..	.. Lancashire Centre (Proxy).
MRS. A. HUNTER ..	.. Group D.
MISS A. KEENAN ..	.. East Midlands Centre (Proxy).
MISS P. LUFF ..	.. London Centre.
MISS N. LYLE ..	.. Kent Centre.
MISS M. MACKENZIE ..	.. London Centre.
MISS M. MORRELL ..	.. London Centre.
MISS G. NEALL ..	.. Yorkshire Centre (Proxy).
MISS W. PALMER ..	.. Lancashire Centre (Proxy).
MISS A. PENDLEBURY ..	.. Lancashire Centre.
MRS. G. ROONEY ..	.. South Wales Centre.
MISS A. ROY ..	.. Lancashire Centre (Proxy).
MISS M. SCOTT ..	.. London Centre.
MISS F. SHARPE ..	.. Northamptonshire Centre.
MISS E. STEPHENS ..	.. Lancashire Centre.
MISS M. STEVENS ..	.. Devon and Cornwall Centre (Proxy).
MISS E. THOMPSON ..	.. Group C.
MISS E. TURNER ..	.. Northumberland and Durham Centre (Proxy)
MISS C. TWIST ..	.. Birmingham Centre.
MISS A. VAUGHAN ..	.. Birmingham Centre.
MISS D. WALDING ..	.. London Centre.
MISS A. WALSH ..	.. Lancashire Centre.
MISS A. WARDLE ..	.. Yorkshire Centre.
MISS C. WARE ..	.. Propaganda Sub-Committee.
MISS E. WATSON ..	.. South Wales Centre (Proxy).
MISS M. WILSON ..	.. Group B.
MISS F. WINSLOW ..	.. Bristol Centre.

CENTRES AND GROUPS.

"A Group shall comprise: (a) members not belonging to a Centre, working or living in a given area. (b) Members engaged in a particular branch of Public Health Work."

"A Centre shall comprise not less than 20 members working or living in the same area."

"In the event of the representative of the Centre being unable to be present, the Centre may appoint a proxy."

CENTRES.

BIRMINGHAM CENTRE.

Chairman Miss M. TATTERSFIELD.
 Honorary Secretary .. Miss D. HOPSON.
 Asst. Honorary Secretary Miss W. PRINCE.
 Honorary Treasurer .. Miss E. HOPKINS.
 Representatives on Ex-
 ecutive Committee .. *Miss C. TWIST.
 .. *Miss A. VAUGHAN.
 Proxies Miss O. BARBER.
 .. Miss F. GROUT-TONG.

BRISTOL CENTRE.

Chairman Miss E. ROBERT.
 Honorary Secretary .. Miss F. WOODALL.
 Honorary Treasurer .. Miss E. FISHER.
 Representative on Ex-
 ecutive Committee .. *Miss F. WINSLOW.
 Proxy Miss F. HARCOURT.

DEVON AND CORNWALL CENTRE.

Chairman *Miss M. BAXTER.
 Honorary Secretary .. Miss M. COX.
 Honorary Treasurer .. Miss R. CROMPTON.
 Proxy Miss M. STEVENS.

EAST MIDLANDS CENTRE.

Chairman Miss E. WALLS.
 Vice-Chairman *Miss R. CROSS.
 Honorary Secretary .. Miss D. MORGAN.
 Honorary Treasurer .. Miss G. GLADSTONE.
 Representative on Ex-
 ecutive Committee .. *Miss M. BOOTH.
 Proxies Miss M. GRIBBLE.
 .. Miss A. KEENAN.

KENT CENTRE.

Chairman Miss K. JOHNSON.
 Honorary Secretary .. Miss M. MAXTED.
 Honorary Treasurer .. Miss A. STANFORD.
 Representative on Ex-
 ecutive Committee .. *Miss N. LYLE.
 Proxy Miss E. CARMICHAEL.

LANCASHIRE CENTRE.

Chairman Miss H. KNIGHT.
 Honorary Secretary .. Miss G. HALLWORTH.
 Honorary Treasurer .. *Miss A. WALSH.
 Representatives on Ex-
 ecutive Committee .. *Miss A. PENDLEBURY.
 .. *Miss E. STEPHENS.
 Proxies Miss I. HEWARD.
 .. Miss W. PALMER.
 .. Miss A. ROY.

LONDON CENTRE.

Chairman *Miss F. GOODALL.
 Honorary Secretary .. *Miss M. MORRELL.
 Honorary Treasurer .. *Miss M. BLANCHARD.
 Representatives on Ex-
 ecutive Committee .. *Miss A. COLES.
 .. *Miss P. LUFF.
 .. *Miss M. MACKENZIE.
 .. *Miss M. SCOTT.
 .. *Miss D. WALDING.

NORTHAMPTONSHIRE CENTRE.

Chairman Miss A. ROBINSON.
 Honorary Secretary .. Miss M. WHITEHOUSE.
 Honorary Treasurer .. Miss E. EWING.
 Representative on Ex-
 ecutive Committee .. *Miss F. SHARPE.
 Proxy Miss M. CAMPBELL.

NORTHUMBERLAND AND DURHAM CENTRE.

Chairman *Miss K. BISHOP.
 Vice-Chairman Mrs. FIELD.
 Honorary Secretary .. *Mrs. C. BARRETT.
 Asst. Honorary Secretary Miss E. WARDELL.
 Honorary Treasurer .. Miss M. SWORD.
 Proxies Miss A. CROMBIE.
 .. Miss E. TURNER.

SOUTH WALES CENTRE.

Chairman Miss M. BOND.
 Honorary Secretary .. Miss E. GLASCODINE.
 Honorary Treasurer .. Miss A. TRUEMAN.
 Representative on Ex-
 ecutive Committee .. *Mrs. G. ROONEY.
 Proxy Miss E. WATSON.

YORKSHIRE CENTRE.

Chairman *Miss A. WARDLE.
 Vice-Chairman Miss E. RODGERS.
 Honorary Secretary .. *Miss M. DRUMMOND.
 Honorary Treasurer .. Miss B. BEARUP.
 Proxies Miss H. BLICK.
 .. Miss G. NEALL.

*Representatives on Executive Committee.

GROUPS.

Group A. Hampshire, Surrey, Sussex. .. Miss C. ARTHUR.
 Proxy Miss A. BEVIS.
 Group B. Berks., Bucks., Herts., Oxford .. Miss M. WILSON.
 Group C. Cambridge, Norfolk, Suffolk,
 Essex Miss E. M. THOMPSON.
 Group D. Overseas Mrs. A. HUNTER.

ORGANISATIONS TO WHICH THE ASSOCIATION IS
AFFILIATED, WITH NAMES OF REPRESENTATIVES.

Society:	Representative:
Central Council for Health Education	MISS M. WILSON.
London and National Society for Women's Service (Joint Committee on Women Employed by Municipal Authorities)	MISS A. SAYLE. MISS M. CAMPBELL. MISS H. M. GRAY.
National Association for the Prevention of Infant Mortality	MISS K. MACPHERSON.
National Baby Week Council Executive Com- mittee	MISS M. WILKIE.
National Baby Week Council	MISS C. HALE.
National Council for the Unmarried Mother and her Child	MRS. P. WATKIN.
National Council of Women:	
Housing Committee	MRS. G. GOODERED.
Industrial Committee	MRS. P. WATKIN.
International Committee	MRS. P. WATKIN.
Public Health and Maternity and Child Wel- fare Committee	MRS. P. WATKIN.
National Federation of Professional Workers ..	MISS N. BROCKLEHURST.
National Union of Societies for Equal Citizenship (Public Health Committee)	MISS A. SAYLE.
People's League of Health	MISS C. HALE.
Six Point Group and Executive Committee ..	MISS M. WILSON.
Standing Joint Committee of Industrial Women's Organisations	MISS H. M. GRAY.
Trades' Union Congress	
Other organisations on which the Association is represented:	
National Safety First Association:	
Home Safety Committee	MISS M. STEVENS.
National Health Society Executive Committee ..	MISS A. SAYLE.

SECTION B.

REPORT

Women Public Health Officers' Association.

ANNUAL REPORT, 1931.

In view of the prevailing need for economy, it is decided to make this Report as short as possible. In presenting the 27th Annual Report of the Women Public Health Officers' Association, it is a matter of congratulation that the increased activities of the Association have been maintained, in spite of the unfavourable financial conditions which have been general during the past year.

President and Vice-Presidents.

I am voicing the feelings of all the members when I express their warm appreciation of the influential support given to the Association by our President, the Lady Cynthia Colville, whose keen interest in our work has been most valuable.

The Association also desires to thank the Vice-Presidents for their helpful interest, especially in conferring with the Executive Committee on June 13th on questions of immediate policy.

Office Arrangements.

With a view to reducing expenditure it was decided to let one of the three rooms used as offices and to reduce the permanent staff. There is now a small room for the use of the Secretary, and a larger one for the clerical staff and for Committee meetings.

The Office Staff.

During the year various changes have been made in the staff which now consists of

- Miss Gray, 8 years' service.
- Miss Acott, 6 years' service.
- Miss Burraway, 3 months' service.

Annual General Meeting.

The Annual General Meeting was held on 13th February, 1931, at the Royal Sanitary Institute.

Dr. Seekings Friel was again good enough to take the Chair. It was owing to her able chairmanship that the business of this meeting was conducted without a hitch.

There were present at the meeting 68 members, both from London and the provinces—a very gratifying number. The Honorary Secretary, Miss M. Wilkie, presented the report; the balance sheet presented by the Honorary Treasurer, Miss Blanchard, was adopted.

The meeting then proceeded to elect the President, Vice-Presidents, Officers and members of the Executive for 1932.

The voting was conducted by the very satisfactory method of card voting.

In addition to some alterations to Rules and Standing Orders, resolutions on the following matters were all passed:

- A. Standardisations of Conditions of Service.
- B. Immediate objects of the Association.
 - (a) Improved and Standardised conditions of Service.
 - (b) The extension of the Local Government and other officers' Superannuation Act 1922, with special provisions for women Public Health Officers.
- C. The extension of Maternity Services.
- D. Number of Health Visitors.
- E. Appointment of more Women Sanitary Inspectors.

Resolutions from the Centres:—

LANCASHIRE.

A resolution amending Standing Order No. 14. Executive Committee Meetings, was passed.

NORTHUMBERLAND AND DURHAM CENTRE.

"That a system of pooling the travelling expenses of the Centre representatives in attending Executive Committee meetings be adopted, the details of the scheme being referred to the Executive Committee."

The resolution was carried, but there was not a two-thirds majority in favour of the alteration of the rules which was necessary before a scheme could be adopted.

YORKSHIRE CENTRE.

"That this Association views with alarm the increasing employment of Student Health Visitors in substitution for fully-qualified persons, particularly in those places where the salaries offered are too low to attract suitable women."

CARRIED UNANIMOUSLY.

Special General Meeting.

A special general meeting was held at Harrogate on April 4th, at the close of the Annual Conference.

A resolution, altering the rules to enable the pooling scheme for travelling expenses of Centre representatives to Executive Committee meetings, to be put into operation, was carried by the necessary two-thirds majority. This was the only business.

Executive Committee.

The Executive Committee met 13 times during the year, 10 ordinary meetings and 3 special meetings. The average attendance was 20.8 and the duration of the meetings three hours. Last year the average attendance was 19.5. This increase is largely due to the pooling system, which came into effect this year to lighten the travelling expenses of those members in the provinces.

The July meeting this year was held in Cardiff, on Saturday, July 4th, and was followed by a meeting of the South Wales Centre in the Council Chamber.

Miss Sayle gave a lecture on the Educational Tour in the

Netherlands; this was followed by a Propaganda Meeting. Dr. Helena Jones, Assistant Medical Officer of Health, Rhondda, was in the Chair, and Miss Glascodine and Miss Gray spoke.

The Lord Mayor of Cardiff, Alderman R. G. Hill Snook, J.P., kindly invited the members to tea at the close of the afternoon meeting.

Growth of the Association.

The Association is steadily growing. Last year's report showed a membership of 937; this year we are proud of a membership of 1,060, an increase of 123.

The Association has 10 Centres:—Birmingham, Bristol, East Midlands, Kent, Lancashire, London, Northamptonshire, Northumberland and Durham, South Wales, and Yorkshire.

Appointments' Branch.

During 1931, 40 candidates for appointments have registered under the Appointments' Branch. Of these, seven registered for temporary appointments only, four for permanent appointments only, 28 for either temporary or permanent appointments and one for part-time work.

Eleven temporary appointments have been secured through the Appointments' Branch, two of these lasting for three months. During the latter part of the year very few temporary vacancies have been notified and it seems probable that this is largely because of the economies which Local Authorities are effecting.

Fourteen candidates on the register have themselves secured appointments during the year.

There are now 30 candidates on the register requiring appointments.

The Woman Health Officer.

Miss Brown was our honorary Editor for five years. It was with great regret that we received her resignation last year. The Association is deeply indebted to Miss Brown for all the time she has given to the WOMAN HEALTH OFFICER.

Miss Dean very kindly consented to carry on the good work. The Association is very grateful to her in maintaining the high standard of this magazine. The contents are varied and interesting.

The Library.

Librarian:—Miss Morrell.

There are a number of interesting books in the library. The charge is one shilling per volume for four weeks, the postage to be paid by the borrower.

Sunlight Training.

Members are still availing themselves of the opportunity

offered by the Royal Northern Hospital, Holloway Road, for a course of Sunlight training.

The course consists of two sessions per week for six weeks and the fee is £1. 1s. od.

Seven members have attended this year and thoroughly enjoyed the course.

Winter School.

The Eleventh Winter School was held at Bedford College, from 29th December, 1931, to 8th January, 1932.

Seventy-seven students attended the Course, seventy-five entering for the whole Course, and two for one week only. This number is slightly more than half the number who attended the Tenth Winter School, which was one hundred and forty-five. In view of the economic situation in the autumn, and of the consequent pressure put upon Local Authorities to reduce expenditure, this reduction in numbers was less than had been feared.

Fifty-five Local Authorities gave facilities to members of their staffs to attend, compared with ninety-five in the previous year. Two voluntary committees also gave facilities, and there were three "free lance" students, one of whom had spent twenty years in Canada and the United States, and one of whom came from Australia.

The School was organised in seven groups, under the leadership of Miss Neall, Miss Heap, Miss Ventris, Miss Grout Tong, Miss Morrell, Miss Heath and Miss Rodgers respectively. The success of the School was undoubtedly largely due to their loyal and public-spirited co-operation.

Apart from the occurrence of three cases of illness during the second week—one serious and two slight—there were no untoward happenings, and the School appeared to be an exceptionally happy one. Perhaps the smaller number of students made it easier to establish personal contacts.

With one exception, all the lectures were given as arranged. The percentage of absences among students (apart from those due to illness or recalled to duty) was 1.5; there were no absences from observation visits among the physically fit.

The thanks of the Association are again due to the Principal and Council of Bedford College for allowing the Winter School to be held under ideal conditions, to the Bursar and her staff, and to the Matron for her professional care of the two resident students who were ill.

The students were again entertained socially on two occasions once by our London Centre and once by Dr. Octavia Lewin, a Vice-President of the Association.

Correspondence Course.

Students taking the Fourth Correspondence Course varied in numbers from thirty to seventeen. Six students obtained the

Health Visitor's Certificate in 1931 after taking the whole or part of the Fourth Course, in addition to three others who had taken previous courses. This brings the total number of our successful candidates up to thirty-four.

Joint Meeting of Vice-Presidents and Members of the Executive Committee.

The Executive Committee invited the Vice-Presidents to confer with them as to further steps which might be taken to secure a greater measure of standardisation of salaries and conditions of service.

This joint meeting was held at the Royal Sanitary Institute on June 19th, with the President, the Lady Cynthia Colville, in the Chair, and seven Vice-Presidents and thirty members of the Executive Committee present.

Miss Sayle, on behalf of the Executive Committee, gave an outline of the steps which had already been taken. After a full discussion, and much helpful advice from the Vice-Presidents, it was decided to concentrate on trying to raise the level of the lowest salaries in the first place.

Conference with Representatives of Institutions recognised by the Minister of Health for the Training of Health Visitors.

This conference was convened by the Association, and met at the Royal Sanitary Institute on 20th November, under the chairmanship of Miss Philippa Strachey, of the London and National Society for Women's Service.

The following training institutions were represented:

The Battersea Polytechnic

by MISS EVELYN WILKINS
Head of the Department of Hygiene and Public Health,
and MISS I. M. STEWART B.Sc.,
Lecturer in Practical Hygiene and Dietetics.

Bedford College, University of London,

by MRS. G. WILLIAMS B.Sc.,
Lecturer in Economics,
and MISS O. BAGGALLAY,
Tutor to the Public Health Students.

The Birmingham City Council,

by COUNCILLOR MISS BARTLEET, O.B.E., J.P.,
Maternity and Child Welfare Committee,
and MISS M. LLOYD,
Sister Tutor for the Health Visitors' Training Course.

The College of Nursing,

by MISS M. MCEWAN,
Tutor to the Public Health Students,
and MISS F. N. UDELL,
Secretary, Public Health Section.

The County of Durham Board for the Training of Health Visitors,

by MISS COOPER HODGSON, M.B.E.,
Secretary to the Board.

King's College for Women,

by MISS RUTH PROCTOR, M.A., M.B., CH.B., D.P.H.,
Head of the Hygiene Department.

The National Health Society,

by MISS J. HANCOCK, Tutor.

The Association was represented by

MISS MURIEL BOND, M.Sc., Member of the Tutorial Committee,
MISS AMY SAYLE, M.B.E., M.A., Chairman,
and MISS M. BROWN, Vice-Chairman.

Discussion took place on the following questions, relating to the training, examination and work of Health Visitors:

1. Is the requirement of a minimum educational standard desirable?
2. Are any modifications in the examination desirable?
Letters from Dr. Ralph Picken, Welsh National School of Medicine, and from Miss Nora Milnes, University of Edinburgh, were read and discussed.
3. Is the duty to refrain from applying for appointments at inadequate salaries sufficiently realised by qualified Health Visitors?
4. Is there a danger that the supply of Health Visitors will exceed the demand?

Resolutions embodying the views of the Conference on each of these questions were passed, in addition to one recommending the formation of a Joint Consultative Committee of Training Institutions approved by the Minister of Health for the Training of Health Visitors, and of organisations of Health Visitors. As a result, a Joint Consultative Committee has been formed and will carry on the work of the Conference.

HARROGATE CONFERENCE.

Problems affecting Health Visitors and their work were discussed at length at the first Conference of Women Public Health Officers, which was held at the Harrogate Grammar School, on Saturday, April 4th, 1931, under the chairmanship of Lady Lawson-Tancred, J.P.

The 87 delegates were welcomed by The Mayor, Alderman W. W. Stott, who said that, although at one time he was not in favour of appointing Health Visitors, he would now like to pay tribute to the valuable work they were doing.

At the morning session, being the Public Session, at which Lady Lawson Tancred kindly presided, the programme was:

1. Methods of Health Education in connection with Ante-Natal Care.
2. The Health Visitor and the Child from 1 to 5 years.
3. The Co-ordination of Maternity and Child Welfare and School Medical Services.
4. Home Helps.

The Afternoon Session was a Private Session for delegates only. Miss H. S. Cooper Hodgson, M.B.E., Superintendent Health Visitor, Durham County Council, presided.

The subjects discussed were:

1. The present position with regard to salaries, holidays and other conditions of service of the woman Public Health Officer.
2. The necessity of Post-Certificate leave for women Public Health Officers.
3. The position of Health Visitors in relation to the suggestion contained in memorandum 156 of the Ministry of Health as to the use of Ante-Natal Clinics by private practitioners.
4. The position of women Public Health Officers who are required to undertake duties which are contrary to their convictions, e.g., to assist at Birth Control Clinics.

The Conference closed with a reception and tea, kindly given by the Mayor and Mayoress, which was much appreciated.

The Association would like to express its gratitude to Lady Lawson Tancred, The Mayor and Mayoress of Harrogate, Alderman Webster, Chairman of the Public Health Committee, Dr. Mair, Medical Officer of Health, Dr. Laura Veale, Assistant Medical Officer of Health, and all those who contributed to the success of the Conference, and the various social functions arranged in connection with it.

All the delegates felt that the Conference had been of immense value to them, and a resolution calling for a further conference next year was carried unanimously.

EDUCATIONAL TOUR, 1931: THE NETHERLANDS.

22nd May—7th June, 1931.

Twenty-eight members of the Association took part in this tour, accompanied throughout by Miss Sayle, and in Holland by Miss Schippers, a Dutch lady.

The journey in both directions was made by Gravesend and Rotterdam. The programme of visits and the introductions everywhere were arranged by Dr. Josephus Jitta, Chief Medical Officer to the Netherlands Government, and the greatest kindness was received from Regional and District Medical Officers. From Rotterdam, having breakfasted in a roof restaurant, the party travelled to The Hague, where an afternoon reception was given by Dr. Jitta. The next two days—Whit Sunday and Whit Monday—were spent mainly in sight-seeing, but on Tuesday, 26th, Leiden University Hospital was visited, and the rural health work of the Green Cross Society, as exemplified in Wassenaar and elsewhere, investigated.

The following day was the first of five spent in Amsterdam, where the Chief Medical Officer of Health not only received the

members of the party and addressed them on the work of his Department (which provides a complete municipal health service, preventive, institutional and domiciliary), but accompanied them personally for a day and a half. Two new municipal health centres, in which maternity and child welfare work, school medical inspection (as well as treatment), the diagnosis of tuberculosis and/or the treatment of venereal diseases take place under one roof, were visited in Amsterdam, as well as a day convalescent centre for adults. In this, patients recovering after operations or serious illness rest on beds in open-air shelters, and receive coffee and milk, bringing their own sandwiches and return home for their principal meal in the evening.

In Amsterdam and in the other towns visited—Eindhoven, Maastricht, Horn and Arnhem—hundreds of streets of new houses were to be seen on all hands, many estates being managed by trained women managers. On these new estates were situated most of the day-nurseries and nursery schools visited.

Outside Amsterdam, the health services are financed by voluntary bodies, subsidised by the central and/or local governing bodies, district nurses being responsible, under supervision, for most of the Health and Tuberculosis Visiting.

A salient feature which contrasts strongly with the practice in England was the sectarian basis underlying the organisation of the work, each Infant Welfare Centre, for instance, outside Amsterdam, being maintained either by a Protestant or Roman Catholic Green or White Cross Society. Much of the financial support of the work of these Societies comes from the regular small contributions of the wage-earners who benefit from the nursing and other services of the Green Cross District Nurse.

The tour was both interesting and enjoyable; a fuller account of it is given in the booklet published by the Association at one shilling, entitled "Public Health and Social Work in the Netherlands." This is mainly compiled from the reports made to the Health Committee of the League of Nations by the three members of the Association nominated by that Committee:—Miss H. Knight, Chief Health Visitor, Liverpool; Miss W. Smart, Sanitary Inspector and Health Visitor, Deptford, and Miss N. Brocklehurst, Tuberculosis Health Visitor, Lewisham.

CONFERENCES AND MEETINGS.

March 11th-13th.—The Annual Council Meeting of the National Union of Societies for Equal Citizenship. Delegate: Mrs. Elvet Lewis.

April 11th.—National Federation of Professional Workers' Conference on Social Insurance. Delegates: Miss Sayle and Miss Brown.

April 20th.—Women's Conference on India. Delegate: Mrs. Durrie Mulford.

- May 27th to 29th.**—National Council for Mental Hygiene. Delegate: Miss Peake.
- May 30th.**—Council Meeting of the National Federation of Professional Workers. Delegates: Miss Sayle and Miss Brocklehurst.
- June 15th to 20th.**—The National Council of Women of Great Britain Annual Council Meeting, Aberdeen. Delegate: Miss Alexander
- July 1st to 3rd.**—National Conference on Maternity and Child Welfare, Cardiff. Delegates: Miss Glascodine and Miss Thomas.
- July 4th to 11th.**—The Royal Sanitary Institute Congress, Glasgow. Delegates: Miss Sayle, Miss Campbell, Miss Macpherson and Mrs. Durrie Mulford.
- July 11th.**—League of Nations Union—Demonstration on Disarmament. Delegate: Mrs. Goodered.
- September 7th to 12th.**—Trades Union Congress, Bristol. Delegate: Miss Vineall.
- November 14th.**—National Federation of Professional Workers' Council Meeting. Delegates: Miss Sayle and Miss Brocklehurst.
- November 19th.**—Central Council for Health Education Conference. Delegates: Miss Wilson, Miss Stevens and Miss Turner.
- December 15th.**—Trades Union Congress General Council. Conference on the Organization of Nurses. Representatives: Miss Blanchard, Miss Sayle and Miss Wilson,

M. C. WILKIE,
Honorary Secretary.

VIGILANCE WORK.

Routine Work.

All advertisements for Health Visitors, School Nurses, Tuberculosis Visitors, etc., are scrutinised, and letters of protest sent in all cases where a salary of less than £200 per annum is offered.

Letters are also sent as a routine measure in cases where an age limit is stated in advertisements.

Although during the early part of the year salaries continued to shew some improvement, Circular 1222 issued to Local Authorities by the Minister of Health in September has resulted in reductions of salary in a number of cases. These reductions have affected the whole staff—not women Public Health Officers only. On the whole, the reductions have been small, and are of a temporary nature. In many cases provision has also been made for revision in the event of a rise in the cost of living.

The Executive Committee considered the position shortly after Circular 1222 was issued, and defined its policy. This was made known to members and an offer made to approach the Local Authority in any case where the reduction proposed was excessive or where the other conditions differed from those outlined in the Association's policy.

Action on Behalf of Members.

Local Authorities have been approached by letter or deputation at the request of members in 20 cases.

In two cases increases of salary were granted as a result of this action.

Two deputations were received by Local Authorities. In one case the deputation succeeded in preventing a reduction of salary, the Health Visitors being the only officers of the Local Authority excluded from the reductions. In the other case a joint deputation from this Association and the National Association of Local Government Officers was not successful.

In one case where an all-round reduction of 7½% was enforced by the Local Authority an effort was made to secure the re-grading of the health visiting and school nursing staffs, as their salaries compared unfavourably with those of other officers of the Local Authority. Although this application was supported by three Members of Parliament, the Council has refused to take any action.

The Association continues to watch new appointments of Health Visitors, and any irregularities in qualifications are brought to the notice of the Ministry of Health. Four cases have been reported during the year.

A paragraph urging members to send information as to any appointments which appeared to be irregular was inserted in the December 'WOMAN HEALTH OFFICER.'

Routine Office Work.

During the year 5,374 communications were received in the office.

The number of communications sent out was:

General	.....	.....	.....	.....	9,572
Winter School	.....	.....	.....	.....	2,627
Correspondence Course	.....	.....	.....	.....	1,668
Netherlands' Tour	.....	.....	.....	.....	285
Conference	.....	.....	.....	.....	1,286
Appointments' Branch	.....	.....	.....	.....	370
Protest	.....	.....	.....	.....	74

15,882

There have been 10 Ordinary and three Special Meetings of the Executive Committee and 76 Sub-Committee Meetings during the year.

HILDA M. GRAY,
Secretary.

REPORTS OF SUB-COMMITTEES.

Annual Dinner Sub-Committee.

Chairman: Miss D. Walding.
Secretary: Miss H. M. Gray.

Three meetings have been held, the first two to complete the arrangements for the Annual Dinner on February 14th, 1931, and the third to consider the question of the Annual Dinner for 1932.

It was decided that it would not be possible to hold the Annual Dinner without incurring a loss to the Association and it was finally decided, with great regret, to abandon the Annual Dinner for 1932.

Conference 1931 Sub-Committee.

Chairman: Miss A. Sayle.
Secretary: Miss H. M. Gray.

Five meetings were held during the early part of the year to complete the arrangements for the Harrogate Conference, on Saturday, April 4th, 1931.

A report of the Conference itself is included in the Annual Report.

Conference 1932 Sub-Committee.

Chairman: Miss M. Brown.
Secretary: Miss H. M. Gray.

This Sub-Committee was appointed by the Executive Committee on September 2nd to make arrangements for the 1932 Conference. The Committee consists of representatives of each of the Centres and Groups. Two meetings were held prior to December 31st. The Committee recommended that the Second Annual Conference of Women Public Health Officers should be held at Buxton on Whit-Monday, May 16th, 1932.

Co-operation Sub-Committee.

Chairman—Miss M. Brown.
Honorary Secretary—Miss M. Campbell.
This Committee comprises 12 members and three officers.

We much regret that there were three resignations during the year.

Mrs. Durrie Mulford.
Mrs. Watkin.
Miss Martin.

The Committee deals with the correspondence from outside organisations and submits to the Executive Committee recommendations connected therewith. It also submits the names of representatives and delegates for Conferences, Deputations, etc. The Committee has received about 40 reports from the representatives who have attended Committee meetings, etc. The most important of these reports have appeared in the 'WOMAN HEALTH

OFFICER.' One new subject which involved much discussion was a proposed Insurance Scheme for members of the Association. The details were examined carefully, but the Executive Committee decided to postpone this proposal for a year.

The names of the various organisations with which the Committee has co-operated seem to form themselves into a long list; to save space only a few representative organisations are given.

I should like to add that these organisations send us their publications, articles from which are passed over to the Editorial Committee. The following are the names of some of the organisations with which we have co-operated:

National Association of Local Government Officers.
National Baby Week Council.
National Conference on Maternity and Child Welfare.
National Council of Women of Great Britain.
National Council for Mental Hygiene.
National Federation of Professional Workers.
National Union of Women Teachers.
Central Council for Health Education.
College of Nursing.
Health and Cleanliness Council.
International Association for Moral and Social Hygiene.
League of Nations Union.
London School of Hygiene.
Institute of Medical Psychology.
People's League of Health.
Safety First Association.
Society of Medical Officers of Health.
Standing Joint Committee of Industrial Women's Organizations.
Joint Committee on Women employed by Municipal Authorities.
Trades Union Congress General Council.
Women's International League.
Workers' Educational Association.

Correspondence Course Sub-Committee.

Members: Miss Brown, Miss Walding, Miss Wilkie (ex-officio), Miss Morrell.

Organiser and Secretary: Miss Sayle.

This Sub-Committee met once, on 28th July, 1931, and made provisional arrangements for the Fifth Correspondence Course.

Correspondence Course Tutorial Committee.

Chairman: Professor Winifred Cullis.

Members: Miss Muriel Bond, M.Sc., Miss Evelyn Hewer, D.Sc., Miss M. C. Lewis, Miss Rachel Mackenzie, M.B., D.Ph., Mrs. Gertrude Williams, B.A. (Vict.), Mrs. Dorothy Zilver.

This Committee, which acts as an expert advisory committee to the Executive Committee of the Association, met once, on 14th July, 1931, and approved the syllabus and time-table for the Fifth Correspondence Course.

Editorial Sub-Committee.

Chairman: Miss A. Sayle.

Honorary Editor: Miss M. Dean.

Honorary Secretary: Miss N. Brocklehurst.

The meetings were held on the second Wednesday in each month, at 6-15 p.m., when the WOMAN HEALTH OFFICER was prepared. Paragraphs and articles were also prepared for publication in journals. Advertisements for the WOMAN HEALTH OFFICER were obtained from suitable firms.

At the last meeting of the Committee a scheme for securing advertisements was considered and submitted to the Executive Committee for approval.

Educational Tour, 1931, Sub-Committee.

Chairman: Mrs. J. Kent Parsons.

Honorary Organiser and Secretary: Miss Sayle.

This Sub-Committee met four times during 1931, on 31st January, 27th March, 29th April and 17th June. It was responsible for all the arrangements made by the Association for the Educational Tour in the Netherlands, which began on Friday, May 22nd, and ended on Sunday, June 7th.

Educational Tour, 1931, Report Sub-Committee.

Chairman: Miss Smart.

Honorary Organiser and Secretary: Miss A. Sayle.

This sub-committee met three times, on 23rd July, 13th August and 19th August, and was responsible for the production of the booklet "Public Health and Social Welfare in the Netherlands," written by Miss M. C. Lewis.

Educational Tour, 1932, Sub-Committee.

Chairman (during 1931): Miss A. Sayle.

Secretary (during 1931): Miss H. M. Gray.

This Sub-Committee met twice in 1931, on 17th October and 12th December; it recommended that an Educational Tour in Great Britain be arranged, leaving Buxton on Tuesday, May 17th, visiting Manchester, Liverpool, Glasgow, Edinburgh, either Leeds or Sheffield, and Birmingham, finishing in Birmingham on Wednesday, May 25th.

Finance Sub-Committee.

Chairman: Miss D. Walding.

Secretary: Miss H. M. Gray.

Five ordinary and two special meetings have been held.

The Committee has been mainly concerned with regulating the finances of the Association.

At a Special Meeting in January recommendations were made to the Executive Committee, with a view to lightening the duties of the Secretary. These were adopted.

At the Executive Committee meeting on April 10th the following terms of reference for the Finance Sub-Committee were adopted:

1. To prepare an annual budget for consideration by the Executive Committee at its September meeting, shewing the estimated income and expenditure of the Association for the following year, 1st January—31st December.
2. To consider and submit recommendations to the Executive Committee on the following matters:
 - (a) All suggested items of expenditure exceeding £1. os. od. not specifically included in the budget.
 - (b) The use to be made of any surplus exceeding £5. os. od. arising from any special activity of the Association when such a surplus has not been specifically included in the budget.
 - (c) The premises to be occupied by the Association.
 - (d) A scheme defining the conditions of service, including duties, salaries, insurance, pensions, sick leave, hours (including overtime) and holidays of all members of the staff.
 - (e) Any proposed changes, additions or reductions in the staff.
 - (f) Any changes in salaries or other conditions of service of the staff.

As directed in these terms of reference, a budget of estimated income and expenditure for 1932 was prepared, and was adopted by the Executive Committee on December 2nd.

Also, in accordance with the terms of reference, the Finance Committee has made certain recommendations to the Executive Committee relating to the conditions of service of the staff.

Joint Sub-Committee on Co-operation with Training Institutions.

Chairman: Miss A. Sayle.

As a result of a recommendation from the Standardisation of Conditions of Service Sub-Committee, this Committee, together with the Co-operation and Propaganda Sub-Committees, appointed representatives to serve on a Joint Sub-Committee, to deal with the question of co-operation with the Training Institutions on the lines suggested at the Conference of Vice-Presidents on June 19th. Three meetings of this Joint Sub-Committee were held and recommendations made to the Executive Committee on the following matters:

- (a) Methods of interesting student Health Visitors in the work of the Association.
- (b) The possibility of urging Health Visitors to refrain from accepting appointments at a salary of less than £200 per annum.
- (c) Modifications in the syllabus and examination for the Health Visitors' Certificate.

A Conference of representatives of Institutions recognised by the Minister of Health for the training of Health Visitors was

arranged by the Joint Sub-Committee and held at the Royal Sanitary Institute on Friday, November 20th.

A report of the Conference itself is included in the Annual Report.

Propaganda Sub-Committee.

Chairman: Miss M. Wilkie.

Honorary Secretary: Miss C. G. Ware.

There was an average attendance of six at each of the 12 meetings held.

In accordance with the instructions of the Executive Committee, the policy of the Committee has been to concentrate on the formation of Centres and the reduction of groups. Four new Centres have been formed during the year.

Six Propaganda Meetings were held:—

At Canterbury on May 30th, when Kent Centre was formed.

At Bristol on July 3rd, when Bristol Centre was formed.

At Cardiff on July 4th, in connection with the Executive Committee Meeting.

At Northampton on November 30th, when Northamptonshire Centre was formed.

At Bedford College on January 5th, for the Winter School students.

At Plymouth on January 28th, when the Devon and Cornwall Centre was formed.

Miss Sayle and Miss Gray undertook a Propaganda Tour from June 27th—July 4th, Salisbury, Yeovil, Taunton, Exeter, Torquay, Paignton, Brixham, Plymouth, Barnstaple, Bristol and Cardiff being visited.

Twenty-eight Health Visitors were interviewed either singly or in small groups and larger meetings addressed at Plymouth, Bristol and Cardiff.

About 120 Health Visitors were thus brought into personal contact with the Association's representatives and informed of its activities.

Three "At Homes" to members and friends on the outskirts of London were held:—

At the Chestnuts, Tottenham, on February 28th, for North and North-East London members.

At Eltham Health Centre for South-East London members.

At Kensington, for West London members.

Interviews with staffs of London Boroughs.

Miss Gray interviewed the staffs at Greenwich, Bermondsey, Camberwell, Hendon and Enfield.

The following recommendations have been made to the Executive Committee:—

1. That the amount of the Student Associate's subscription should be reduced.

2. That Sub-Committees of the Executive be urged, when co-opting members, to include as far as possible new and isolated members.

As a matter of propaganda interest:—

The total number of new members up to December, 1931, was 180. Allowing for 65 resignations, this gives an increase in membership of 115 up to December 31st.

Standardisation of Conditions of Service Sub-Committee.

Chairman: Miss A. Sayle.

Secretary: Miss H. M. Gray.

Thirteen meetings of this Sub-Committee have been held. The work of this Sub-Committee has fallen into six sections:—

1. Considering suitable scales of salary for Superintendent and Assistant Superintendent Health Visitors.
2. Preparing a Memorandum of Evidence to be submitted to the Departmental Committee on the Training, Qualifications, Recruitment and Promotion of Local Government Officers.

This Memorandum has been forwarded to the Departmental Committee and verbal evidence is to be given when meetings of this Committee are resumed.

3. Endeavouring to secure improvements in salaries below £200 per annum and holidays of less than 14 days.

It was decided to concentrate on cases in which women Public Health Officers were receiving salaries of £200 or less and holidays of 14 days or less.

All Local Authorities paying salaries below £200 have received letters asking whether any alteration has been made in their scale of salary since the Summary of Information from Local Authorities was published by the Ministry of Health. As a result of this it was ascertained that 76 of these Local Authorities had increased their scales of salary since 1929, but there were still 167 Local Authorities paying salaries of less than £200 to women Public Health Officers.

Letters were also sent to Local Authorities giving less than 14 days' holiday to ascertain whether there had been any alteration in the holidays given to their staff.

4. Collecting information as to mileage allowances made by Local Authorities to women Public Health Officers.

A questionnaire relating to the expense of running a car for Health Visiting work was drafted and sent to members in County areas who were using cars for their work. The information received was tabulated. Action on this matter has been deferred on account of the economic situation.

5. General improvement and standardisation of conditions of service.

As a result of a recommendation to the Executive Committee, a Conference of Vice-Presidents and members of the Executive Committee was held at the Royal Sanitary Institute on June 19th. The Conference considered it inadvisable to proceed with the general question of standardisation and advised a concentrated effort to improve the conditions of the worst-paid members of the profession.

6. Policy with regard to salary reductions.

The policy of the Association with regard to reductions of salary proposed by Local Authorities on account of the economic situation was drafted for the approval of the Executive Committee.

It was also decided to obtain information from other professional organisations affected by salary reductions as to steps which they had taken to safeguard the amount of superannuation in the case of officers retiring who would be affected by these reductions.

Standing Orders Sub-Committee.

Chairman: Miss A. Sayle.
Secretary: Miss H. M. Gray.

One meeting was held to prepare the final agenda for the Annual General Meeting on Friday, February 13th, 1931.

Winter School Sub-Committee.

Chairman: Miss A. Sayle.
Secretary: Miss H. M. Gray.

Three meetings were held and all the arrangements made for the Eleventh Winter School.

A report of the Winter School itself is included in the Honorary Secretary's Report.

REPORTS OF CENTRES.

Birmingham.

During the year General Meetings have been called on seven occasions, and the Executive Committee has met on six occasions.

Lectures have been arranged in connection with the Birmingham Infant Welfare Association.

Representatives have been sent to meetings of the Executive Committee in London whenever possible, and when this could not be done arrangements have been made with Miss McCarthy and Miss Barber, who have acted as Proxies for us.

Miss Hopson, of Birmingham, represented the Centre at the Association Conference at Harrogate, and Miss Twist, of West Bromwich, represented us at the Executive Committee meeting at Cardiff in July.

The Trades Union Congress, which was held at Bristol in September, was attended by Miss Vineall, of Evesham.

An appeal from London for funds was put before the November meeting, and at the decision of the members, a donation of £5 5s. 0d was sent to Headquarters.

It was not possible this year to arrange a Summer Picnic, but a very successful Theatre Party was arranged, in which 31 members met and spent a very happy time together.

There have been three resignations from the Association, but this has been counterbalanced by the election of twelve new members, three of whom are Student Associates, from the last group of the Birmingham students.

The Birmingham Branch of the Association is still going ahead with a membership of 73.

E. HILLMAN,
Honorary Secretary.

Bristol Centre.

As a result of the Propaganda Tour undertaken by Miss Sayle and Miss Gray last Summer, the Bristol Centre was formed.

The Centre embraces Somerset, Swindon, Cheltenham, Gloucester and Wiltshire. Our first meeting was held on September 18th and we have held monthly meetings since.

We started with a membership of 20 and have increased our numbers to 26, four of whom are Student Associates. Unfortunately we have not been able to meet any of the members working outside Bristol, as they are scattered over a wide area, but we are hoping to arrange an outing in the Summer to a convenient place, where some of them may be able to meet us.

We are hoping also to arrange for lectures and visits to some of the beauty spots and historical places round Bristol, of which there are many.

E. WOODALL,
Honorary Secretary.

East Midlands Centre.

I am glad to report that the membership of the East Midlands Centre has increased to just over 90. We have had a satisfactory and active year.

We have met together 19 times during 1931.

The Annual Meeting was held at Chesterfield. We held six Committee Meetings: three in Nottingham, three in Derby, and seven General Meetings: three in Nottingham, three in Derby, one in Lincoln.

Miss Cross represented the Centre at four Executive Committee Meetings.

Five of our members attended the Harrogate Conference at Easter, and three members joined the Educational Tour to the Netherlands.

Members of the Centre also attended the Winter School at Bedford College.

We have had three Propaganda Outings, when the advantages of joining the Association were pointed out at a short informal meeting.

A very enjoyable Saturday was spent on May 30th, visiting Bretby Hall, Orthopædic Hospital, by kind invitation of Dr. Ash, County Medical Officer of Health, who took us round the hospital and grounds.

On Saturday, July 25th, we visited Groby Road City Isolation Hospital and Sanatorium, Leicester, where Dr. Banks, the Medical Officer, showed us round, afterwards illustrating his remarks with a Lantern Slide Lecture.

On Saturday, September 19th, we visited Hucknall and were shown the Orthopædic Clinic by Dr. Garstang, the Medical Officer of Health. The Sewage and Waterworks were also visited.

Tea was kindly given us at each of our outings, which added greatly to the enjoyment.

In November we had a very happy and successful evening playing "Flag Whist" at the City Hospital, Derby, by kind co-operation of Miss Blenkarn, the Matron.

The members at Chesterfield also had a very successful Whist Drive; in both cases we were able to make a little money.

We are very grateful to the Medical Officers of Nottingham, Derby, Chesterfield and Lincoln for the use of the rooms in which we have held our meetings; also we thank all those who have contributed to the happiness, education and welfare of our Association during the past year.

MARION PALMER,
Honorary Secretary.

Kent Centre.

The formation of the Kent Centre of the Women Public Health Officers' Association was authorised by the Executive Committee on June 10th. The Inaugural Meeting was held at the Old Palace, Maidstone, on June 27th, the objects being to provide means of intercourse between the Kent Health Visitors.

The following officers were elected:—

Chairman: Miss Johnson.

Hon. Treasurer: Miss Stanford.

Hon. Secretary: Mrs. Bowman.

A meeting was held on the 15th August, when the winter programme was discussed.

It was decided to hold the meetings monthly, but the September meeting had to be abandoned.

The October meeting took the form of an observation visit to Preston Hall, when 18 members attended.

The September meeting took the form of a Whist Drive, which

was very kindly arranged by Miss Herd. It proved very successful and added considerably to the funds at the disposal of the Centre.

E. BOWMAN,
Honorary Secretary.

Lancashire Centre.

The Lancashire Centre held 10 meetings during the year, and it is gratifying to report that they have been well attended, averaging 32 per meeting.

These meetings have been held in different parts of the county, i.e.:—Liverpool 4, Port Sunlight, Wigan, Chorley, Blackeley and Preston 1 each.

Ten new members have been recorded during the year, including two transfers.

At our January meeting in Liverpool, Dr. Margaret Miller, Lecturer on Economics at the University of Liverpool, gave a very interesting talk on her experiences in Russia.

In February, we visited the new Liverpool Cathedral, and were received by the Rev. Canon Dwelly, now a Dean of Liverpool, who gave a short history of the building of the Cathedral, and afterwards a tour of the Cathedral was made with a guide.

The March meeting was held at the Lever Art Gallery, Port Sunlight. Tea was provided by Dr. Yeoman, Medical Officer of Health for North-West Cheshire, and Mr. Tate, the Curator, conducted us round the Art Gallery, and gave a most interesting talk on the objects of art.

The April meeting was held at the Carnegie Welfare Centre, Liverpool, where tea was provided by the Liverpool Health Committee. The members met at the School of Hygiene to view a film on the Manufacture of Dried Milk, and also the Life History of a Mosquito, shown by the representatives of the Cow and Gate Company.

The May meeting was held at Wigan, when Dr. Whitehead, Medical Officer of Health for Wigan, gave a very interesting lecture on Infectious Diseases.

Our June meeting was held in the Council Chamber of the Town Hall, Chorley. The Deputy-Mayor, the Town Clerk and the Medical Officer of Health welcomed the members to Chorley. After the meeting, we adjourned to Astley Park, where we were entertained to tea by His Worship the Mayor, Alderman Gillet. We afterwards visited Astley Hall, under the kind guidance of Mrs. Gillet, Vice-Chairman of the Maternity and Child Welfare Committee.

Our next meeting was held in October at Booth Hall Hospital, Blackeley. The party were conducted over the Hospital by Dr. D'Ewart, Medical Superintendent, and Miss Ball, Assistant Matron.

The November meeting, arranged by Miss Bottomley, was held at the Town Hall, Preston. The members visited the New Nursery School, which was very much admired for its up-to-date appli-

ances and artistic colourings and designs. Returning to the Town Hall, the party were received by Alderman Mrs. Pimlett, who took the Chair, and Dr. E. E. Critchley, Assistant Medical Officer of Health, gave a most interesting lecture on The Health of Woman in Middle Life. Alderman Mrs. Pimlett very kindly provided tea.

The December meeting was held in the Health Visitors' Office, Liverpool. Dr. Bell, Assistant Medical Officer of Health, gave an interesting lecture on Rickets.

Thanks to our very able Treasurer, Miss Walsh, our finances are in a healthy condition and 1931 subscriptions have been paid up but for a few exceptions.

The London Proxies for the year have been Miss Wilson, Miss Heward, Miss Roy and Miss Martin, and we extend to them our sincere thanks for their interest and service during the year.

S. E. STEPHENS,
Honorary Secretary.

The London Centre.

This Centre has held five ordinary meetings and two special ones during the year, with an average attendance of 28 members.

Fifty-three new members have been welcomed, making a total membership of 313.

Many important events have taken place during the year.

Conference at Harrogate at Easter. The Centre appointed ten delegates.

Netherlands Tour. Some London members were fortunate enough to join the Educational Tour in June.

In June, a small Whist Drive was held at 92, Victoria Street, the proceeds being devoted to necessary equipment for the "Attic."

In July a party of 40 members visited Lord Salisbury's Estate at Hatfield.

On October 19th Miss Muriel Spalding gave a lecture on Physical Culture. At the end of the meeting a special class was formed and all pupils derived much enjoyment from her interesting tuition.

October 31st. Hallowe'en Dinner was held at The Mars Restaurant, Soho, where about 50 members spent an enjoyable evening. The profits—£6 6s. 3d.—were given to the Association for general funds, together with a donation of £5.

OTHER DONATIONS. £10 was given towards the Annual Dinner in February, 1931.

£20 towards the Office rent.

SPECIAL THANKS. Miss Stevens, during the past year, has addressed the envelopes for the magazines each month—about 300. This has been a tremendous help. Also the London Centre desires to thank Miss Gray and her Staff for their willing help.

P. LUFF,
Honorary Secretary.

Northumberland and Durham Centre.

Chairman: Miss V. J. Parker.

This is the twelfth Annual Report. We began the year 1931 with a membership of 92. We begin the year 1932 with a membership of 96.

MEETINGS. Five general meetings and eight Committee meetings have been held in the following places:—Sunderland, Durham, Willington and Bishop Auckland.

LECTURES.—The following lectures have been arranged in connection with our meetings. A lecture on "Health Legislation," by Dr. Hebblethwaite, Medical Officer of Health for Sunderland. A lecture on "Some Health Problems of India," by Dr. Christine Thomson, Durham County.

SOCIAL FUNCTIONS, ETC.

The Centre was generously entertained by the Misses Rutter, "The Laurels," Willington, to a garden gathering in July.

Previous to the meeting held in Bishop Auckland, members were conducted over Auckland Castle.

Early in December an effort to raise funds was made by the Durham members in the form of a most successful Bridge and Whist Drive.

HARROGATE CONFERENCE.

The special event of the year has been the First Association One-day Conference (originally proposed by this Centre) and held in Harrogate on April 4th.

Thirty-nine delegates from this Centre attended.

DELEGATES TO MEETINGS.

Delegates to each of the Quarterly Executive Committee Meetings have been sent by our Centre.

We are greatly indebted to our London Proxies—Miss Turner, Miss Shenton and (since the latter's resignation) to Miss Rae—for their untiring efforts in attending other meetings for us.

OFFICERS.

Chairman: Miss V. J. Parker.

Vice-Chairman: Miss Bishop.

Hon. Treasurer: Miss Roddam.

Hon. Secretary: Miss Thurman.

Assistant Secretary: Mrs. Barrett.

The Secretary has been greatly helped by the Assistant Secretary's work in sending out the WOMAN HEALTH OFFICER and notices of meetings; also by Miss Amy Dent's services.

A. E. THURMAN,
Honorary Secretary.

South Wales Centre.

The South Wales Centre held 11 meetings during the year.

We still regard Cardiff as our Headquarters and have continued to make use of the Y.M.C.A. building, Queen Street, for the meetings. An experimental meeting was arranged in October at Bridgend, but due to difficulty of cross-country travel attendance was poor.

The July meeting was held at the City Hall, Cardiff, and was the occasion of the visit of the Executive Committee. Miss Sayle gave a very interesting talk on the Netherlands Tour.

In April, the Centre accepted the invitation to a film display by the manufacturers of Cow and Gate Dried Milk.

In June a visit was made to the new Carnegie Welfare Centre in the Rhondda Valley.

In September we visited the Crossways Orthopædic Country Hospital.

In December a lecture on "Russia" was given by Dr. Severn, the Medical Officer of Health, Pontypridd.

It is a source of gratification that some of our members received active support from Headquarters in the matter of salaries.

Membership has only increased by three members, but we still hope to materially increase our members in the near future.

M. BOND,
Honorary Secretary.

Yorkshire Centre.

The Conference at Harrogate took the place of the first meeting of the year.

The second meeting was held at Hull in May. This was a money-making affair. The Hull members very generously provided all refreshments and entertainment. A sum of £5 12s. was raised.

A Summer Outing took place at Bolton Woods on September 6th. As on the previous day, Bolton Abbey had been completely cut off by floods the attendance of twelve was better than could have been expected.

At a fourth meeting held at Leeds in November, Dr. Laurence, Assistant Medical Officer, West Riding County Council, gave a lecture on Mental Deficiency, which was much appreciated.

A. E. WILLIAMS,
Honorary Secretary.

WOMEN PUBLIC HEALTH OFFICERS' ASSOCIATION.

HEADQUARTERS' CASH RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31st DECEMBER, 1931.

	£	s.	d.	£	s.	d.
To Balances at Bank and in hand at 1st Jan., 1931:—						
Deposit Account	155	10	5			
Current Account and Cash unbanked ..	784	5	1			
Petty Cash	5	16	5			
				945	11	11
„ Subscriptions:—						
Birmingham Centre	32	8	7			
Lancashire Centre	59	12	6			
London Centre	158	3	1			
Northumberland and Durham Centre ..	50	18	0			
South Wales	8	5	0			
Provincial	90	2	10			
East Midlands Centre	32	19	4			
Yorkshire Centre	40	5	9			
Bristol	4	9	4			
Kent	1	4	6			
Vice-Presidents	45	1	0			
				523	9	11
„ Donations:—						
London Centre	31	6	3			
Lancashire Centre	5	0	0			
Birmingham Centre	5	5	0			
Northumberland and Durham Centre ..	5	0	0			
Miss Sayle	20	0	0			
Dr. Seekings Friel	2	2	0			
Sundries	5	5	0			
				73	18	3
„ Winter School Residence and Lecture Fees.						
1930/1 School	160	10	10			
1931/2 School	468	14	6			
				629	5	4
„ Correspondence Course Registration and Tuition Fees:—						
1931 Course	133	13	6			
1932 Course	10	9	6			
				144	3	0
„ Netherlands Tour				562	5	11
„ Advertisement Charges in "Woman Health Officer"				51	16	2
„ Rent, etc., from Sub-Tenants				31	15	6
„ Annual Dinner, Sale of Literature and Sundries				99	12	0
„ Appointments' Branch				10	18	0
„ Conference				82	10	7
				£3,155	6	7
By Salaries						494 2 6
„ Superannuation Contribution						12 1 0
„ Office Expenses:—						
Rent	188	2	6			
Lighting and Heating	20	3	2			
Telephone	19	14	0			
Printing and Stationery	119	10	4			
Postage	64	19	1			
Sundry Expenses	59	15	11			
Audit Fee	7	7	0			
Bank Charges	1	5	2			
						480 17 2
„ Affiliation Fees and Delegates' Expenses ..						42 14 7
„ Expenses of Executive Committee						7 18 8
„ Expenses of Centre Representatives to Annual Meeting						14 15 11
„ Propaganda Expenses						11 2 8
„ Annual Dinner						81 14 6
„ "Woman Health Officer"						94 13 6
„ Winter School Expenses:—						
Lecturers' Fees and other Expenses ..	341	8	11			
Residence Fees	523	15	1			
						*865 4 0
*Of this amount £843 17s. 9d. refers to the 1930-1 School and £21 6s. 3d. to the 1931-2 School.						
„ Correspondence Course Expenses						†145 11 8
†Of this amount £61 18s. 8d. refers to the 1930 Course and £83 13s. 0d. to the 1931 Course.						
„ Appointments' Branch						2 13 6
„ Netherlands Tour Expenses						452 2 1
„ Conference						75 11 10
„ Balances at Bank and in hand at 31st Dec., 1931:—						
Deposit Account	255	10	5			
Current Account and Cash unbanked ..	111	5	4			
Petty Cash	7	7	3			
						374 3 0
						£3,155 6 7

We have examined the above Account with the Books and Vouchers relating thereto and certify it to be in accordance therewith. We have verified the balances at Bank on Deposit Account and on Current Account.

77, Chandos House,
Palmer Street, S.W.1.
17th February, 1932.

E. WATTS & CO.,
Chartered Accountants, Auditors.

WOMEN PUBLIC HEALTH OFFICERS' ASSOCIATION.
HEADQUARTERS' AND BRANCHES' CASH RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER, 1931.

	£	s.	d.	£	s.	d.
To Balances at Bank and in hand at 1st Jan., 1931:—						
Head Office:						
Current Account and Cash in hand ..	784	5	1			
Deposit Account	155	10	5			
Petty Cash	5	16	5			
Branches:						
Current Account and Cash in hand ..	134	3	1			
London Centre Deposit Account ..	10	0	5			
Cash in transit	2	14	4			
				1092	9	9
Members' Subscriptions				672	6	9
Winter School Lecture and Residence Fees:—						
1930-1 School	160	10	10			
1931-2 School	468	14	6			
				629	5	4
Correspondence Course Registration and Tuition Fees:—						
1931 Course	133	13	6			
1932 Course	10	9	6			
				144	3	0
Netherlands Tour				562	5	11
Donations:—						
Head Office	73	18	3			
Branches	20	16	8			
				94	14	11
Advertisement Charges				51	16	2
Rent, etc., from Sub-Tenants				31	15	6
Annual Dinner, Sale of Literature and Sundries						
—Head Office	99	12	0			
Profit on Teas, Whist Drives, etc., Branches	22	5	5			
				121	17	5
Appointments' Branch				10	18	0
Bank Interest—Branches				1	6	8
Conference				82	10	7
Pooling Scheme—Branches				21	0	6
				£3,516	10	6
By Salaries						
Superannuation Contribution						494 2 6
Office Expenses:—						
Head Office	480	17	2			
Branches	71	14	6			
						552 11 8
Affiliation Fees and Delegates' Expenses						42 14 7
Expenses of Delegates to Executive Committee Meetings and Annual Meeting:—						
Head Office	7	18	8			
Head Office Grants to Branch Representatives	14	15	11			
Branches	56	9	6			
						79 4 1
Annual Dinner						81 14 6
Donations to Headquarters from Branches:—						
Annual Dinner	12	2	0			
Donations	46	11	3			
						58 13 3
Propaganda Expenses						11 2 8
"Woman Health Officer"						94 13 6
Netherlands Tour						452 2 1
Appointments Branch						2 13 6
Pooling Scheme—Branches						43 7 6
Conference						75 11 10
Correspondence Course Expenses:—						
1930 Course	61	18	8			
1931 Course	83	13	0			
						145 11 8
Winter School Expenses:—						
1930-1 School	843	17	9			
1931-2 School	21	6	3			
						865 4 0
Balances at Bank and in hand at 31st Dec., 1931:—						
Head Office:						
Current Account and in hand	111	5	4			
Deposit Account	255	10	5			
Petty Cash	7	7	3			
Branches:						
Current Accounts and in hand	119	7	5			
London Centre Deposit Account	10	0	5			
Cash in transit	1	11	4			
						505 2 2
				£3,516	10	6

We have prepared the above Account from the Headquarters Cash Receipts and Payments Account audited by us, dated 17th February, 1932, from statements supplied from Northumberland and Durham, Lancashire, East Midlands, Yorkshire, Birmingham and Kent Branches, and from Accounts prepared by us from the Books and Vouchers supplies by the London, South Wales and Bristol Branches, and certify it to be in accordance therewith.

77, Chandos House,
Palmer Street, S.W.1.
17th February, 1932.

E. WATTS & CO.,
Chartered Accountants, Auditors.

